



# SOUTHEAST MISSOURI STATE UNIVERSITY • 1873

## BOARD OF REGENTS MEETING 8:30 a.m., Friday, May 10, 2019 Academic Hall Board of Regents Room\*

### Open Session Agenda

#### Welcome, Call to Order and Roll Call

ACTION ITEMS:	Attachment	iPad Page #
1-O. Consideration of Approval of Minutes for: <ul style="list-style-type: none"><li>• Open Session Meeting of February 14, 2019</li></ul>	A	3-18

#### REPORT ITEM:

2-O. University President's Report	<i>verbal</i>
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#### ACTION ITEMS:

3-O. Consideration of Approval of Changes to Program and Course Fees, effective Fall 2019	B	19-22
4-O. Consideration of Approval of Tuition and General Fee Schedule, effective Fall 2019	C	23-31
5-O. Consideration of Approval of Conferring of Degrees for Spring 2019 and Summer 2019	D	32-41

#### REPORT ITEMS:

6-O. Student Presentation - Shaquira Blackman	E	42
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	<b>Attachment</b>	<b>iPad Page #</b>
7-O. Report from Student Government Representative	<i>verbal</i>	
8-O. Report from Faculty Senate Chair	<i>verbal</i>	
9-O. University Marketing Update	<i>verbal</i>	
10-O. Progress Report on Contracts and Facilities Management Projects	F	43-44

**ACTION ITEMS:**

**11-O. Consideration of Motion for “Closed Session for Appropriate Considerations:”**

- A. RSMo 610.021.1 – pertaining to legal actions, causes of action or litigation involving a public governmental body and confidential/privileged communications between the Board and its attorneys
- B. RSMo 610.021.3 – pertaining to the hiring, firing, disciplining or promotion of personnel
- C. RSMo 610.021.13 – pertaining to personnel records, performance ratings

**ACTION ITEMS:**

- 12-O. Reconvene Open Session
- 13-O. Announcement of Actions Taken in Closed and Closed Executive Session
- 14-O. Consideration of Motion to Adjourn

*\*Accessible to Physically Handicapped or Disabled*

**MINUTES OF THE OPEN SESSION  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF REGENTS  
HELD ON THE  
FOURTEENTH DAY OF FEBRUARY 2019**

The Board of Regents for Southeast Missouri State University convened at 9:00 a.m. on Thursday, February 14, 2019, in the Board of Regents Room, Academic Hall, on the campus of Southeast Missouri State University. Mr. Edward P. Gargas, President of the Board of Regents called the meeting to order and asked Board of Regents Secretary Mr. Christopher R. Martin to call roll to establish quorum. Regents responding present were: Mr. Edward P. Gargas, President of the Board of Regents; Mr. Phillip M. Britt; Ms. Tina L. Klocke; Mr. Jay B. Knudtson; Mr. James P. Limbaugh; Ms. Kendra Neely-Martin; and Mr. Luke M. LeGrand, Student Representative to the Board of Regents. Quorum having been established, Board President Gargas welcomed those in attendance and outlined the Board's various agendas for the meeting and proceeded to the first order of business.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Dr. Tammy Randolph, Interm Provost; Dr. Debbie Below, Vice President of Enrollment Management and Student Success; Dr. Trudy Lee, Interim Vice President of University Advancement; Mr. Brady Barke, Director of Athletics; Ms. Kathy Mangels, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel. Board President Gargas presided.

Board President Gargas started the meeting by making some introductory welcome comments and acknowledging the recent confirmation of new Board of Regents member, Mr. James P. Limbaugh. Before The Honorable Stephen N. Limbaugh, Jr., United States District Judge of the United States District Court for the Eastern District of Missouri, administered the Oath of Office, Board President Gargas offered the following remarks:

This morning we are pleased to welcome Jim Limbaugh of Cape Girardeau, as a new member of the Board of Regents. Before we administer the Oath of Office, I would like to share with you some a brief biography.

Mr. Limbaugh was appointed to the University's Board of Regents by Governor Mike Parson in January for a six-year term ending January 1, 2025. Sponsored by Senator Wayne Wallingford, he had his confirmation hearing on January 30, 2019, and was subsequently confirmed by the Missouri Senate.

Mr. Limbaugh serves as Regional President and Executive Vice President of Montgomery Bank in Cape Girardeau and has a breadth of experience in the financial services industry, with his primary focus being on community banking.

He holds a Bachelor of Science in Business Administration with a marketing major and a Master of Arts in teaching, both from Southeast. He also is a graduate of the ABA National Commercial Lending School and the ABA National Commercial Lending Graduate School, both at the University of Oklahoma.

This is Mr. Limbaugh's second term on the Board of Regents, having previously served a six-year term that ended January 1, 2013. He is a member of the Redhawks Club, past president of the Southeast Missouri State University Booster Executive Committee, and an emeritus member of the Southeast Missouri University Foundation Board.

Mr. Limbaugh and his wife Benita, also a Southeast alum, are the parents of daughter Katherine "Katie" Foristal (Steve) of St. Louis, son James P. Limbaugh II. "J.P." of Houston, TX, and daughter Margaret E. Mills (Joe) of San Diego CA. and they have three grandchildren.

Please help me welcome Jim this morning.

To help us administer the Oath of Office this morning, we are delighted to have with us The Honorable Stephen N. Limbaugh, Jr., United States District Judge of the United States District Court for the Eastern District of Missouri.

A native of Cape Girardeau, Judge Limbaugh graduated from Southern Methodist University with a Bachelor of Arts in 1973. He earned his Juris Doctor from the Dedman School of Law at Southern Methodist University in 1976, and holds a Master of Laws in Judicial Process from the University of Virginia School of Law.

Judge Limbaugh was nominated to the United States District Court for the Eastern District of Missouri on December 6, 2007 by President George W. Bush, and was subsequently confirmed on June 10, 2008. Prior to his current role, Judge Limbaugh also served on the Missouri Supreme Court, he was the elected Prosecuting Attorney for Cape Girardeau County and worked in private practice.

Judge Limbaugh and his wife, Marsha, are great supporters of Southeast Missouri State University. They have two grown sons, Stephen Limbaugh III and Chris. And perhaps most appropriate for today's festivities, he is Jim's brother.

Judge Limbaugh, thank you for being here today.

At this time, we will now administer the Oath of Office.

Mr. Limbaugh, will you please come forward, and Judge Limbaugh would you please administer the Oath of Office?

Please join me again in congratulating Jim.

### **CONSIDERATION OF APPROVAL OF MINUTES**

Board President Gargas introduced consideration of approval of the Open Session minutes from the December 14, 2018 Board of Regents meeting.

A motion was made by Regent Britt and seconded by Regent Klocke to approve the open session minutes of December 14, 2018 [Attachment A]. The motion carried unanimously.

### **CONSIDERATION OF APPROVAL OF RESOLUTION OF HONOR**

Board President Gargas introduced consideration of approval of a Resolution of Honor for Donald G. LaFerla recognizing his service to the Board of Regents. Board President Gargas read excerpts from the resolution and requested the entire copy be made a part of the formal record as follows:

**Whereas**, Donald G. LaFerla graduated from Southeast Missouri State College in 1961, achieving a Bachelor of Science degree with majors in biology and geology, and subsequently earned a certificate in systems analysis and data processing from St. Louis University; and he has completed coursework towards a Master of Science in engineering administration from the University of Missouri-Rolla, now Missouri University of Science and Technology; and

**Whereas**, Donald G. LaFerla has had a successful career, retiring as a corporate officer and vice president of administrative services with Leggett and Platt, Inc., in Carthage, Missouri, where his tenure began in October 1973. He progressed through six higher-level positions before retiring in April 2001. Prior to his work with Leggett and Platt, he served as a senior system analyst and requirements planner at Emerson Electric Company and was employed by McDonnell Douglas in St. Louis; and

**Whereas**, Donald G. LaFerla has been recognized for his significant contributions to his local community through service and volunteerism, including serving as a member of the Mercy McCune-Brooks Hospital Board, having been both president and vice president; serving on the hospital's Foundation Board, holding both the offices of president and secretary-treasurer; serving for many years on both the Southeast Missouri University Foundation Board and the Missouri Southern State University Foundation Board; holding the position of president of the Carthage Community Foundation, and serving on the Missouri Hospital Association Board, the Community Foundation of Southwest Missouri, and the Carthage Chamber of Commerce; and having been awarded the Southeast Missouri State University Alumni Merit Award in 1998; and

**Whereas,** Donald G. LaFerla has not only been generous with his service and volunteer contributions, but he, along with Mrs. Gloria King LaFerla, has also donated significant funds to Southeast Missouri State University, resulting in the building of the Donald G. and Gloria King LaFerla Residence Hall, dedicated in May 2014, and the establishment of the Donald G. LaFerla Endowed Scholarship for Health Science; the Gloria King LaFerla Endowed Scholarship for Technology; the Robert M. King Endowed Scholarship; the Luther A. King Endowed Scholarship; the Jessica Winkle Endowed Scholarship; and generous gifts to the Tau Kappa Epsilon, Delta Zeta Chapter, Alumni Memorial Scholarship, and the LaFerla Hall Learning Communities Fund; and

**Whereas,** Donald G. LaFerla was appointed to the Southeast Missouri State University Board of Regents by Missouri Governor Jay Nixon to serve from December 2013 to a term expiring January 1, 2019; and during his tenure, he served admirably as President of the Southeast Missouri State University Board of Regents from December 2017 to January 2019; and the Board of Regents completed such major physical enhancements at Southeast as the development and the opening of Southeast's Autism Center for Diagnosis and Treatment, the Catapult Creative House, Ken and Jeanine Dobbins River Campus Center Residence Hall, the launch of the Show-Me Gold program, the planning and opening of Donald G. and Gloria King LaFerla Hall, the Greek Village, the Rust Media Center, the Holcomb Success Center, renovations of Academic Hall, Magill Hall, Memorial Hall, the Grauel Building, and the opening of the new Center for Speech and Hearing; the dedication of the NPHC Plaza, the adoption and execution of a new Strategic Plan, the planning of a new facilities master plan, as well as multiple new programs, degrees, and accreditations; and

**Whereas,** Donald G. LaFerla has represented the University well in various civic activities and public appearances, has been faithful in his stewardship of the public trust, and has demonstrated extraordinary dedication to the service of the University and its constituents;

**Now, therefore, be it resolved** by the Board of Regents of Southeast Missouri State University that the appreciation of the University community be expressed to Donald G. LaFerla for his outstanding service as a Regent, and that this resolution, accompanied by best wishes for his future success and happiness, be placed in the minutes of the Board of Regents, and that a properly inscribed copy of this resolution be presented with appropriate ceremony;

**Done** in the City of Cape Girardeau, Missouri, this fourteenth day of February in the year two thousand nineteen.

A motion was made by Regent Neely-Martin and seconded by Regent Knudtson to approve the Resolution of Honor for Donald G. LaFerla [Attachment B]. The motion carried unanimously.

Following presentation of the Resolution, Mr. LaFerla reflected on his service to the institution and the Board of Regents. He thanked the other Regents and spoke what the Boards accomplishments during his tenure. He spoke fondly of his work with the TKE fraternity and how he was proud to have received the Alumni Merit Award from the University. Mr. LaFerla recalled that it was around 2013 when he received a call from then University President Kenneth W. Dobbins asking him about his interest in serving on the Board of Regents. He said it was an honor to serve and he is really proud of LaFerla Hall and the interaction he and his wife Gloria have had with the students. Mr. LaFerla stated his appreciation for the recognition and said that he looked forward to continuing to work with everyone and visiting with them in the future.

### **UNIVERSITY PRESIDENT'S REPORT**

Board President Gargas called upon University President Vargas to deliver his University President's Report. University President Vargas shared the following information with the Board of Regents:

- On February 12, we held a half-day workshop titled "Enhancing Recruitment and Student Success." This event brought together approximately 120 faculty, staff and students from throughout Southeast in an effort to educate the broader community on our recruitment and enrollment challenges. Participants heard reports on the current state of higher education in Missouri and throughout the nation, and reviewed information related to current recruitment, enrollment and student success initiatives and opportunities at Southeast. Individuals were also asked to help contribute ideas to help us move forward in each of these areas. We will follow this workshop with Brown Bag Lunch presentations for the University Community on February 20 and May 1. As you may recall, this is an extension of the two-day Executive Staff retreat I reported on at the December meeting. Our goal is that these conversations and gatherings will help us craft a new multi-year plan focused on the strategic areas of recruitment, enrollment and student success.
- A search committee has been formed to initiate a search for a permanent Provost. The committee consists of one representative from each college and Kent Library, one student, and two individuals appointed by me. They met on February 4 to begin their work and applications opened on February 8. The goal is to have a permanent Provost identified by the end of this semester.
- I have accepted an invitation to serve on a Task Force that will study the current health care environment in Missouri and make recommendations on future opportunities that should be explored. The Task Force is comprised of 13 members representing all industries from throughout the state. I am the only representative from higher education. I will share more information on this opportunity as it becomes available.
- Southeast's new International Village opened in January, providing a venue dedicated to serving international students and enhancing the University's diverse and globally-

oriented campus. The University's Office of International Education and Services (IES) and the Intensive English Program (IEP) have been relocated to the refurbished facilities.

- Southeast is celebrating Black History Month in February with a variety of events, including a community service day, the Michael Davis Lecture, a film screening and several faculty presentations.
- Southeast Missouri State University has been awarded the 2019 Military Friendly® Schools Silver Designation, ranking among the 2019-2020 list of "Better for Veterans" institutions identified across the country. Of the 766 schools earning the "Military Friendly" designation, only 10 percent achieved the silver ranking.
- Four Southeast students recently attended the 2019 Governor's Leadership Forum on Faith and Values, held January 9-11 in Jefferson City, Missouri. Participating students were Justin Jacobs, a sophomore accounting major from Barnhart, Missouri; Renee Owens, a junior exceptional child education major from Ballwin, Missouri; Kayla Parham, a sophomore sport management major with a minor in business administration from Hillside, Illinois; and Trent Waltz, a junior psychology major with a double minor in chemistry and biology from Cape Girardeau, Missouri.
- Janice Bunch, former director of outpatient services with the Gibson Recovery Center in Cape Girardeau, has been named the new director of Counseling and Disability Services at Southeast Missouri State University. Bunch began her new duties January 22. She replaces Torie Grogan who has returned to a traditional counseling role with Counseling and Disability Services.
- Dr. Jim McGill, professor of chemistry and director of the Jane Stephens Honors Program at Southeast, was honored with the 2018 PRIDE Award during the University's Faculty Development Day January 9. Dr. McGill selected for the PRIDE Award by the Council of Deans after nominations were solicited from each of the University's colleges and schools. The Provost's Research, Instruction and Development for Excellence (PRIDE) Award recognizes a faculty member who has demonstrated excellence as a teacher, an extraordinary level of scholarship and service and whose overall accomplishments are especially noteworthy.
- The Southeast Cyber Defense Team extended its streak as the reigning Missouri state champions after winning the 2019 Missouri Collegiate Cyber Defense Competition February 5 for the seventh straight year. Twelve Southeast students finished atop the Missouri field that also included teams from Missouri S&T and Northwest Missouri State University. The Southeast team now advances to the Midwest Regional Collegiate Cyber Defense Competition March 15-16 at Moraine Valley Community College in Palos Hills, Illinois.
- Student Matthew Ridings of Maryland Heights, Missouri, has been awarded the 2019 Roger Null Internship by the Metropolitan Amateur Golf Association in cooperation with



the Mississippi Valley Golf Course Superintendents Association (MVGCSA). Ridings, a junior pursuing an agribusiness-horticulture degree at Southeast, will spend his summer learning about turf-grass management and assisting with conducting championship tournaments at several St. Louis-area golf courses.

- The National Institutes of Health (NIH) has awarded a \$116,650 two-year federal research grant to Southeast for Dr. Jeremy Ellermeier, assistant professor of biology, to study gene regulation in a gastrointestinal pathogen of humans. Dr. Ellermeier is a bacterial geneticist who uses molecular biology and genetics to study fundamental processes of bacterial cells. Five Southeast students – three undergraduates and two graduate students – all of whom are biology majors, are assisting with the research.
- A team of Southeast business students has qualified as one of sixteen teams for the Championship Round of the 2019 Network of International Business Schools (NIBS) Worldwide Case Competition February 17-22 in Prince Edward Island, Canada. Members of the team include Caleb Heisserer, a senior finance major from Cape Girardeau; Michelle Pulliam, a junior international business major from St. Peters; Michael Keusenkothen (Que-sen-co-thin), a senior finance major from St. Louis; and Cooper Rentfro, a senior finance major from Dallas, Texas. The students are mentored by Dr. Willie Redmond, and this year they received additional mentorship from Sarah Monteiro, a Southeast graduate student, who was a member of Southeast's competition team last year in Guatemala.
- A University Safety Task Force has been established to provide a forum for campus administrators and Student Government representatives to periodically evaluate and make recommendations regarding campus infrastructure, services and education related to safety and security. The Task Force will be facilitated by the Vice President for Finance & Administration, and includes five (5) student government representatives and five (5) staff representatives from areas including public safety, facilities management, and residence life. A subgroup of the task force conducted an evening drive around the Cape Girardeau campus on February 7<sup>th</sup> to identify areas of concern with outdoor lighting that will be reviewed and prioritized by the task force.
- On January 25, six individuals were inducted into the Southeast Missouri State University Athletics Hall of Fame. 2018 Inductees included Angie Aschoff (Ash-off) (Softball), Tom Brennecke (Bren-necky) (Football/Track & Field), Todd Pennington (Baseball), Lutricia Purham (Track & Field), David Simonhoff (Football), and Dr. Tim Rademaker (Assistant Track & Field Coach).
- On January 26, Southeast Athletics revealed a new Rowdy the Redhawk. After about a month of rehab following an injury Rowdy received playing with his Christmas present, a Bleacher Reacher Pro T-Shirt cannon, Rowdy returned to the sidelines transformed with a new modern look.

- Mr. Jim Riley, founder of Red Letter Communications, business entrepreneur and community leader, will be honored by the Southeast Missouri University Foundation as the 2019 Friend of the University at the annual President's Council Dinner tomorrow night.

### **CONSIDERATION OF APPROVAL OF AWARDING EXTERNAL AUDITING SERVICES**

Board President Gargas called upon University President Vargas to introduce Ms. Kathy Mangels, Vice President of Finance and Administration, to present a motion to approve the appointment of RubinBrown, LLP as the external auditor of the University and Foundation effective for the fiscal year ending June 30, 2019, with four optional annual renewal periods. [Attachment C]

Vice President Mangels referred Regents to Attachment C in their Board materials for complete details. She stated the proposal before the Board is unique because the contracts for auditing services for the University and the Foundation both ended at the same time. In response, she advised the Board that an RFP was issued in fall 2018 asking firms to bid on just the University, just the Foundation, or both. Vice President Mangels advised the Board that three bids were received – from RubinBrown, LLP; BKD, LLP; and CliftonLarsonAllen, LLP. She shared that the University has experience working with all three firms. Vice President Mangels then asked Regents to refer to Attachment 1, which provided an overview of the Cost Point Analysis for each of the firms that submitted a bid and showed that the analysis favored RubinBrown for just the University services, CliftonLarsonAllen for just the Foundation, and RubinBrown for combined services – meaning Foundation and University services provided by one firm. Vice President Mangels informed the Board of Regents that the Foundation's Finance and Audit Committee approved a recommendation in January endorsing RubinBrown, LLP. She closed by stating that awarding a contract for combined services to RubinBrown, LLP would save the University approximately \$28,495.

During discussion, Regent Knudtson reminded his colleagues that the last time a motion was put before the Board to award services to RubinBrown, LLP he expressed some concern due to the fact they had provided the services for many services and that perhaps a new prospective could provide benefits. Under the current proposal, he pointed out that if RubinBrown, LLP is awarded the combined contract they would be providing services for 10 years, when combined with their current services. Despite this hesitation and concern, he commented that University President Vargas had assured him the University will be mindful of this going forward.

A motion was made by Regent Limbaugh and seconded by Regent Britt to approve the appointment of RubinBrown, LLP as the external auditor of the University and Foundation effective for the fiscal year ending June 30, 2019, with four optional annual renewal periods [Attachment C]. The motion carried unanimously.

### **CONSIDERATION TO APPROVE RESOLUTIONS OF HONOR FOR RETIREES**

Board President Gargas called on Ms. Kathy Mangels, Vice President of Finance and Administration to present a motion to approve issue Resolutions of Honor for faculty and staff members who have retired or are retiring from Southeast Missouri State University. [Attachment D]

Vice President Mangels referred Regents to the materials in the Board Packet behind Attachment D. She stated that eight faculty and twenty-four staff members are included in the motion, and that if the motion is approved, the individuals will be recognized at the University's Employee Recognition Program on April 26, 2019.

A motion was made by Regent Neely-Martin and seconded by Regent Klocke to approve issuing Resolutions of Honor for faculty and staff members who have retired or are retiring from Southeast Missouri State University [Attachment D]. The motion carried unanimously.

### **CONSIDERATION OF APPROVAL OF FY2020 ROOM AND BOARD RATES**

Board President Gargas called on Dr. Debbie Below, Vice President of Enrollment Management and Student Success, to present a motion to approve the proposed fiscal year (FY) 2020 Residence Life room and board rates, effective fall 2019. [Attachment E]

Vice President Below referred Regents to the materials in Attachment E in the Board packet and shared that the room and board rate is an item presented to the Board of Regents annually. She started by reminding Regents of the actions they took in February 2018 concerning FY19 rates, which resulted in an average combined room and board rate increase of 1.69 percent. Dr. Below called attention to Attachment 1 which puts forward an average combined room and board rate increase of 2.83 percent for FY20 for Board consideration. She talked about a slightly proposed board rate for FY20 of 0.49 percent that will be used by the University to offset expenses related to maintenance of dining equipment and facilities. Dr. Below noted that the proposed increase in the average room rate for FY20 is 3.97 percent, which includes expenditures for a number of items including but not limited to personnel, student labor, and technology. She encouraged Regents to look at the 5-year historical information that was included in the materials. Dr. Below stated that the proposed increase is necessary not only to support day-to-day operational expenditures, but to also provide needed investment in critical major capital projects. She engaged the Regents in conversation related to projected occupancy, Cheney Hall, Henderson Hall and Dearmont Hall, and closed by sharing with Regents that the proposed rates are being presented to the Board of Regents with the endorsement of the University's Residence Hall Association.

A motion was made by Regent Limbaugh and seconded by Regent Knudtson to approve the proposed fiscal year (FY) 2020 Residence Life room and board rates, effective fall 2019 [Attachment E]. The motion carried unanimously.

## **CONSIDERATION OF APPROVAL OF PROPOSED CONTRACT FOR SOUTHEAST BOOKSTORE OPERATIONS**

Board President Gargas called on Dr. Debbie Below, Vice President of Enrollment Management and Student Success, to present a motion to approve the award of the Southeast Bookstore contract to Follett Higher Education Group, Inc. (Follett), for fiscal year beginning July 1, 2019, with nine optional annual renewal periods. [Attachment F]

Vice President Below directed Regents to the materials in Attachment F in their Board Packet and shared that three bids had been received in response to an RFP to operate the Southeast Bookstore. She noted that the University received proposals from Barnes & Noble College, Follett Higher Education Group, Inc. (Follett), and BBA Solutions. Dr. Below stated that the RFP had developed by a committee representing individuals from across the campus and that the proposals were evaluated using 26 performance, 5 experience/reliability, and 6 financial offer criteria. Based on the information submitted, Dr. Below said that the Committee was recommending awarding the bookstore contract to Follett for the proposed one-year contract period, with up to nine annual renewals. The contract would begin with the fiscal year starting July 1, 2019. In closing, Dr. Below referred Regents to Attachment 1 of the materials to see a summary of the proposals received, which included information on commissions, annual incentives, capital investments and discounts.

During discussion, Regent Knudtson asked for information related to the number of likely companies that could have submitted a proposal. In response, Dr. Below commented that the Committee was hoping to have receive some additional proposals but that the Committee felt the proposals received reinforced the need for the University to begin thinking about the future of Bookstore operations, particularly with textbook rental, to see how things might change.

Regent Limbaugh commented on the importance of improving the curb appeal of the Bookstore. Dr. Below agreed and said that the Follett proposal was mindful of enhancing a relationship with Athletics and possibly working better to promote the new Under Armor relationship. Regent Limbaugh noted that the relationship with a brand like Under Armor should not be understated simply because of the retail opportunities that may increase due to the relationship.

Regent Knudtson asked about revenue generated by the Bookstore and what percent is apparel. Dr. Bruce Skinner responded at the request of Dr. Below noting that about \$800,000 of nearly \$2 million in revenue is related to course material, and a majority of the rest is apparel, gifts, etc.

University President Vargas commented that the University is being mindful to possible disruptions and changes in the textbook industry and that institutions of higher education, even some in Missouri, are already using different means to make course materials available to students. He said these changes will have an impact on Southeast's textbook rental model and may require the institution to look at new opportunities and possibly make changes as necessary to adjust to the marketplace.

A motion was made by Regent Limbaugh and seconded by Regent Britt to approve the award of the Southeast Bookstore contract to Follett Higher Education Group, Inc. (Follett) for the fiscal

year beginning July 1, 2019, with nine optional annual renewal periods [Attachment F]. The motion carried unanimously.

### **CONSIDERATION OF APPROVAL OF ACADEMIC PROGRAM CHANGES**

Board President Gargas called upon Dr. Tammy Randolph, Interim Provost to present a motion to approve changes to academic programs. [Attachment G]

Interim Provost Randolph directed Regents to the materials behind Attachment G in the Board packet. She commented that the motion is requesting approval for the following academic program changes:

- Option Title Change – Masters in Marketing with Option in Professional Selling
- Minor Title Change – Minor in Professional Selling
- Option Additions to Existing Program – Bachelor of Arts in Communications Studies adding Relational Communication and Rhetoric and Public Communications options.

A motion was made by Regent Klocke and seconded by Regent Neely-Martin to approve the changes to academic programs [Attachment G]. The motion carried unanimously.

### **STUDENT PRESENTATION**

University President Vargas introduced, Mary Ramey, a Southeast Missouri State University student, to make the student presentation to the Board. University President Vargas shared that Ms. Ramey is a senior pursuing a Bachelor of Science degree in cybersecurity and applied mathematics. He added that she is a member of the University's Collegiate Problem Solving Team and that in summer 2018 she completed an internship at Unilever where she helped perform several efficiency and quality tests, developed efficiency strategies, and engaged with upper management to present her findings.

Ms. Ramey shared that she is a transfer student to Southeast, having first attended the University of Mississippi where she was initially studying civil engineering. She noted that transferring to Southeast caused her to focus on her future and that she decided to pursue math because her favorite teacher in high school was a math teacher that had graduated from Southeast. She also commented that she was drawn by the success of Southeast's cybersecurity program. In her junior year she was invited to be a McNair Scholar and is currently doing research with Dr. Daly, which has been a great experience for her and helped build her confidence.

Regent Limbaugh commented about the importance of cybersecurity and the difficulty he has heard from industry in finding cyber-related talent. Regent Klocke inquired whether Ms. Ramey had an internship yet, too which she responded she did not. Regent Knudtson congratulated Ms. Ramey on her success.

## **STUDENT GOVERNMENT PRESENTATION**

University President Vargas introduced, Mr. Matt Rolwing, President of Southeast's Student Government Association (SGA) to provide an update.

Mr. Rolwing shared that SGA is planning to take on an initiative to promote Title IX opportunities at Southeast and to promote the University's counseling and disability services. He said that Student Government Senators are being empowered to think of committees that could be beneficial to the Senate's work and to engage in discussions important to them and the constituencies they represent. Mr. Rolwing said that SGA is continuing conversations with the Department of Public Safety (DPS) and others through a new Safety and Security Task Force and that in March SGA will host a "Popcorn with the Police" to enhance relationships between students and DPS. He stated that additional conversations are taking place in a Student Fees Committee to look at what is currently being done and to discuss new ideas. Another committee called Serving Southeast is looking to partner with the Redhawk Food Pantry to start "blessing boxes". Mr. Rolwing informed Regents that it will soon be election season for SGA and he asked the faculty and staff at the Board meeting to help in sharing the opportunity and to encourage students to apply. He also spoke of the Diversity and Inclusion Committee that is planning a "privilege walk" to allow people to experience things from someone else's perspective.

During discussion, Student Representative LeGrand recalled Mr. Rolwing's presentation at the December 2018 Board of Regents meeting regarding safety and security, and shared with the Regents comments he has heard from students about their pleasure with the Administration for engaging with them on the Safety and Security Task Force. In response, Mr. Rolwing noted that students also appreciated being invited to the February 12, 2019 recruitment and enrollment workshop organized by Dr. Below and Executive Staff.

## **FACULTY SENATE PRESENTATION**

University President Vargas introduced, Dr. David Powell, Chair of Faculty Senate, to make a presentation to the Board.

Dr. Powell shared that since the December Board of Regents meeting, Faculty Senate had met twice, they had passed legislation on the ownership of online content, and that another bill under consideration is a minor change to a 2017 bill on the principles of collegiality. Dr. Powell commented that the Senate passed a resolution to assist in the Provost search clarifying language related to terminal degrees, and that other legislation focused on endorsement of emeritus status for retiring faculty. He reminded Regents that at the December 2018 meeting he commented that the Senate was in the process of developing issue committees to share information and perspective and to engage in dialogue on issues of interest and concern to faculty. Dr. Powell stated that these conversations have been helpful in fostering an improved environment in the Senate. He talked about a Task Force on Winter-session and that other Task Force groups will focus on morale, recruitment and retention, and shared governance among others.

During discussion, Regent Knudtson asked Dr. Powell to explain the Winter-session Task Force and the work the group is doing to review grading. In response, Dr. Powell stated that the University has a track record of running an abbreviated winter-session but that the institution needs to look at the pros and cons of how winter-session operates, how it should operate, etc. He added that the Task Force includes students, and representatives from the Budget Office, Institutional Research, faculty and Faculty Senate leadership.

### **REPORT: MISSOURI INNOVATION CORPORATION**

Board President Gargas called upon University President Vargas to introduce Ms. Kathy Mangels, Vice President of Finance and Administration, to provide an overview and report on the Missouri Innovation Corporation (MIC).

Vice President Mangels noted that to understand the MIC, one needs to understand the past. She stated that the Missouri Research Corporation (MRC) was established by the University in November 2003 as a wholly owned non-profit subsidiary of the University. The purpose of the MRC she said was to further the mission of the University by providing research and educational opportunities for students and faculty through a research institute. Vice President Mangels said that the name of the MRC was changed to the Missouri Innovation Corporation (MIC) in June 2013 to better reflect the activity of the corporation that had developed into entrepreneurial and economic development activity, as opposed to traditional sponsored program activity. She stated that the activity of the MIC has been narrowed to management of two revolving loan programs through the U.S. Department of Agriculture, and funding from the Missouri Technology Corporation for operation of an innovation center. Vice President Mangels said that the Board of the MIC is comprised of eight individuals, all of which are approved by the Board of Regents, and that the MIC has total net assets as of December 2018 of \$45,190.

During discussion, Regent Limbaugh asked if some of the activity formerly done by the MRC/MIC has morphed into the work of other organizations in the community such as Codefi and others to which Vice President Mangels acknowledged that some of that may be true but things have also evolved over the last 15 years.

Regent Knudtson commented that in his opinion what the University does and what organizations like Codefi do is separate, but that he has always been an advocate for the University doing more external organizations. He added that he was pleased to know University President Vargas has had conversations with representatives of Codefi and other leaders in the community about how to enhance programs and opportunities. As an example, University President Vargas stated that conversations are currently taking place among several areas at Southeast including Computer Science and Hospitality Management and organizations within the community.

### **PROGRESS REPORT ON CONTRACTS AND FACILITIES MANAGEMENT**

Board President Gargas called upon Ms. Kathy Mangels, Vice President of Finance Administration, to provide a progress report update on Contracts and Facilities Management Projects. [Attachment I]

Vice President Mangels called the Board's attention to the following items on Attachment I: contracts in excess of \$100,000, specifically those related to the Cyber Range Renovation, Capaha Field Indoor Batting Facility, Tunnel 51-55 Repair, and the Integrated Energy Master Plan; and discussed various projects set to be completed and/or addressed during the remainder of spring 2019 and into the summer.

### **PRESENTATION OF UTILITY TUNNEL CONDITION ASSESSMENT**

Board President Gargas called upon University President Vargas to introduce Ms. Kathy Mangels, Vice President of Finance and Administration, to make a presentation on the condition of the University's utility tunnels.

Vice President Mangels stated the University recently engaged consultants from KPFF to provide a report on the condition of the University's utility tunnels. She stated that Southeast has 66 tunnels, and that 55 were assessed, with 11 being inaccessible. Vice President Mangels noted that the utility tunnels hold critical infrastructure such as IT cabling, water lines, electrical components, fire sprinkler mains and other utilities. She commented that the consultants from KPFF classified the tunnels as "good", "bad", "ugly", and "worst" and that action was being recommended for those labeled "ugly" and "worst." In response to a question from Regent Limbaugh about the height of the tunnels, Robert Daugherty from KPFF stated the tunnels are about six-feet tall. The following summary was provided:

- Tunnels 51-55 were labeled "worst" with an estimated cost to repair/replace totaling \$1.4M-\$2.3M.
- Tunnel 10 has a replacement cost of \$1.2M-\$1.45M.
- Tunnels, 15, 16 and old 25 have a replacement cost totaling \$1.1M-\$1.29M.
- Tunnel 23 has a replacement cost of \$1.36M-\$1.6M.
- Tunnel 37 can likely be salvaged but with a cost of \$950,000 to \$1.47M.
- Tunnel 30 can likely be salvaged but quick attention is necessary and carries a cost of \$565,000 to \$1.04M.
- Tunnel 28 has a cost of \$218,000-\$318,000 to be adequately addressed.
- Tunnel 27 has a cost of \$203,000-\$428,000 to be adequately addressed.
- Tunnel 14 has a cost of \$891,000-\$1.37M to be adequately addressed.
- Tunnel 46 has a cost of \$325,000-\$520,000 to be adequately addressed.
- Tunnel 13 has a cost of approximately \$322,000 to be adequately addressed.

Regent Limbaugh asked if the recommended work can be done simultaneously, to which Vice President Mangels responded yes.

The total cost to address all tunnel recommendations is approximately \$8.5M to \$11.8M. It was noted that the initial focus should be on Tunnels 51-55, which will be a project taking approximately six to eight months.



### **CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION**

A motion was made by Regent Britt and seconded by Regent Klocke to alter the agenda and to convene Closed Executive Session, to which there was no opposition, and the motion carried unanimously.

A motion was then made by Regent Britt and seconded by Regent Limbaugh to recess the Open Session and convene Closed Executive Session for the consideration of the following:

- A. RSMo 610.021.12 – pertaining to documents related to a negotiated contract
- B. RSMo 610.021.13 – pertaining to personnel records, performance ratings

A roll call vote was taken. Voting in favor were Regents Britt, Gargas, Klocke, Knudtson, Limbaugh, and Neely-Martin. The motion carried.

### **ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED EXECUTIVE & CLOSED SESSION**

Upon reconvening the Open Session, Board President Gargas asked Board Secretary Martin to make the following announcements related to the Closed Executive Session:

- By a vote of 5 to 0, the Board of Regents approved the minutes of the Board's December 14, 2018 Closed Executive Session meeting. Regents Britt, Gargas, Klocke, Limbaugh and Neely-Martin all voted to approve. Regent Knudtson had excused himself from the room at the time of the vote.
- Pursuant to the discussion under RSMo 610.021.12 pertaining to documents related to a negotiated contract, the Board asked Secretary Martin to proceed to draft an RFP to request proposals for strategic communications assistance.

Secretary Martin then made the following announcements related to the Closed Session:

- By a vote of 5 to 0, the Board of Regents approved the minutes of the Board's December 14, 2018 Closed Session meeting. Regents Gargas, Klocke, Knudtson, Limbaugh and Neely-Martin all voted to approve. Regent Britt was not present for the vote, having been excused from the meeting because of professional responsibilities.
- By a vote of 5 to 0, the Board of Regents approved the granting of emeritus/emerita status for six faculty and staff: Sean Eom, Cheryl Essner, Gail Overby, Park Kang, Michael Rodgers, and Jill Young. Regents Gargas, Klocke, Knudtson, Limbaugh and Neely-Martin all voted to approve. Regent Britt was not present for the vote, having been excused from the meeting because of professional responsibilities.
- Pursuant to RSMo 610.021.1, the Board also had conversations with Legal Counsel pertaining to legal actions, causes of action and litigation.

### **ELECTION OF BOARD OF REGENTS VICE PRESIDENT**

Board President Gargas called about Board Secretary Martin to explain the need to elect a new Vice President for the Board of Regents. Secretary Martin explained that due to the expiration of former Board President LaFerla's term and the subsequent appointment of Regent Limbaugh to replace him, Regent Gargas automatically ascended to the role of Board President pursuant to the Board of Regents By-Laws. He further explained that because now-Board President Gargas was serving as Vice President of the Board, an election for a new Vice President was necessary. Secretary Martin noted that both officers will serve through December 2020 at which time new elections will be necessary for officer terms beginning January 1, 2021.

Following Secretary Martin's explanation, Board President Gargas opened nominations for the position of Board of Regents Vice President. Regent Knudtson nominated Regent Tina L. Klocke. Regent Neely-Martin seconded the nomination. There were no further nominations. Board President Gargas asked for a motion to suspend the Board of Regents By-Laws requiring elections to be by secret ballot and to vote Regent Klocke to the position of Board Vice President by acclamation. A motion was made by Regent Knudtson and seconded by Regent Neely-Martin to suspend the Board of Regents By-Laws. The motion carried unanimously. Regent Knudtson then made a motion, seconded by Regent Neely-Martin, to vote to approve Regent Klocke's nomination to Board Vice President by acclamation. The motion carried unanimously.

Regent Klocke thank her colleagues for their support and stated she looks forward to working with Board President Gargas.

### **CONSIDERATION OF MOTION TO ADJOURN**

A motion was made by Regent Neely-Martin and seconded by Regent Limbaugh to adjourn the meeting. The motion carried unanimously.

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Christopher R. Martin  
Secretary, Board of Regents

**APPROVED:**

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Edward P. Gargas  
President, Board of Regents  
Southeast Missouri State University



**SOUTHEAST MISSOURI**  
STATE UNIVERSITY • 1873

**BOARD OF REGENTS**  
**MOTION CONSIDERATION FORM**

**May 10, 2019**

**Open Session**

**I. Motion to be Considered:**

Approve the attached Program and Course Fees effective with the Fall 2019 semester.

**II. Background:**

The University has a limited number of fees assessed at the course level, in addition to tuition. These fees have been assessed to cover the cost of consumable supplies or other expenses that are unique to a course (e.g. student insurance, chemicals), on courses in academic programs that are higher than average in cost to deliver per student credit hour generated, or on courses utilizing electronic course materials directly from a publisher. Formalizing the “up-front” billing of these expenses avoids surprise costs to students after they enroll. This process also makes course fees eligible for the Hope Scholarship and Lifetime Learning tax credits that the student or parent may claim.

Part of the annual budget process is to review existing course fees and make recommendations on new or revised fees. Special course fees to cover the cost of consumable supplies or other unique expenses related to a course are recommended by academic departments and reviewed and endorsed by a Budget Review Committee (BRC) subcommittee. This subcommittee includes representation from Deans’ Council, Chairpersons’ Forum, Faculty Senate and Student Government.

The recommendation is to add or modify special course fees associated with six courses in Chemistry and Physics, remove course fees from five courses in Computer Science, and transfer one course fee in Management (see Attachment 1). Chemistry & Physics has several lab courses in which the cost of consumable supplies has more than doubled in the past 4 years and the department operating budget is no longer able to absorb these costs. The proposed increase of \$10 to \$15 special course fee on four courses and establishment of a \$15 course fee on two courses will provide funding to defray these increased costs. Computer Science has recently reviewed their curriculum and removed the lab portion of five courses. Therefore, it is recommended to remove

**Recommended By:**

Student Government \_\_\_\_\_  
Faculty Senate \_\_\_\_\_  
Administrative Council \_\_\_\_\_  
VP, Enroll. Man. & Stu. Suc. \_\_\_\_\_  
VP, Finance & Admin. *Jeffrey M. Mangels*  
VP, University Advancement \_\_\_\_\_

Chairperson \_\_\_\_\_  
Dean \_\_\_\_\_  
Academic Council \_\_\_\_\_  
Provost \_\_\_\_\_

**President** *[Signature]*

**Board Action on:** \_\_\_\_\_  
Motion By: \_\_\_\_\_  
Second By: \_\_\_\_\_  
Vote: Yeas: \_\_\_\_\_ Nays: \_\_\_\_\_

Postpone: \_\_\_\_\_  
Amend: \_\_\_\_\_  
Disapprove: \_\_\_\_\_  
Approve: \_\_\_\_\_  
Secretary: \_\_\_\_\_

the associated course fee. Management has recently approved a course number change for Introduction to Computer Applications and the previously approved course fee would move to the new course number.

BRC reviewed high cost academic programs last year during the fiscal year 2019 budget planning process. BRC defined a high cost program as a program in which the three-year average direct cost per student credit hour is greater than the current tuition rate. There are currently seven academic programs that have a \$20 per credit hour undergraduate program fee and \$30 per credit hour graduate course fee based on this previous analysis – Business (Core courses), Computer Science, Nursing, Music, Theatre & Dance, Communication Disorders and Mass Media (see Attachment 1). The revenue generated from a high cost program fee is intended to cover costs incurred in the general operating budget for delivering these programs, the majority of which are personnel related costs.

BRC analyzes high cost program data on a three-year rotation. Personnel costs account for 92% to 95% of the cost of offering these programs, which are expenses covered by general operating revenues. Funding market salaries for faculty in these programs continues to be a challenge so BRC reviewed the fee level of our current high cost programs in relation to other Missouri institutions and found that Southeast's fees in these areas were generally lower than other universities, especially in high demand programs such as Business, Nursing and Computer Science. Therefore, it is recommended to raise the programs fees on Business, Nursing and Computer Science by \$20 per credit hour and the remaining programs by \$5 per credit hour (see Attachment 1).

It is estimated the assessment of these recommended program fees would generate approximately \$499,950 in new revenue for the general operating budget. The course fee recommended for these high cost programs is not assessed on any course within the program with a university studies attribute. These courses may be taken as elective courses by students in any academic program, and it is not the intent to discourage enrollment in these courses by students outside of the major.

In addition to offering physical textbooks through the Textbook Rental program, the University partners with Follett, the university's Bookstore vendor, to provide seamless access to electronic course materials. Follett's IncludEd program provides students with a single sign-on to access the University's learning management system (Moodle) and their electronic course materials. While this fee does not provide revenue to the University, it eliminates the need for the student to visit the Bookstore to buy a code for an e-text and ensures the faculty member that all students will have access to course materials on the first day of class. This also makes the cost eligible for financial aid and inclusion in payment plans.

Included in Attachment 2 are seven new courses that will utilize electronic course materials through the IncludEd program for Fall 2019 courses, seven courses in which the publisher's access cost has changed, one course which no longer plans on using electronic course materials and the course fee is being eliminated, and one course which has been renumbered. The cost assessed as a special course fee is equal to or less than the cost of purchasing a physical code through the Bookstore.

## PROGRAM AND COURSE FEE PROPOSALS

## Course Fees

College	Department	Courses	Current Fee	Proposed Fee
Science, Tech, Engineering & Math	Chemistry and Physics	CH 324 - Organic and Biological Chemistry	\$10	\$15
		CH 313 - Physical Chemistry Lab		
		CH 533 - Biochemical Lab		
		CH 575 - Chemical Instrumentation		
Science, Tech, Engineering & Math	Chemistry and Physics	FS 552 - Crime Lab II: Blood and Fluids	\$0	\$15
Science, Tech, Engineering & Math	Chemistry and Physics	CH 340 - Essentials of Organic Chemistry	\$0	\$15
Business & Computing	Computer Science	CS 155 - Computer Science	\$10	\$0
		CS 265 - Computer Science II		
		IS 130 - Application Development I		
		IS 175 - Computer Information Systems I		
		IS 275 - Computer Information Systems II		
Business & Computing	Management	MI 101 - Introduction to Computer Applications (Previously numbered AD 101)	\$10	\$10

## Program Fees

College	Department/Program	Courses	Current Fee	Proposed Fee
Arts & Media	Mass Media	MC courses	\$20	\$25
Arts & Media	Music	MH, MM, MU courses (excluding University Studies courses)	\$20	\$25
Arts & Media	Theatre and Dance	DA and TH courses (excluding University Studies courses)	\$20	\$25
Business & Computing	Business	BSBA core courses	\$20	\$40
Business & Computing	Computer Science	CS, IS, and CY 600 level courses	\$30	\$50
Business & Computing	Computer Science	CS, IS, and CY courses (not 600 level)	\$20	\$40
Business & Computing	MBA	MBA core courses	\$30	\$50
Education, Hlth & Human Studies	Communication Disorders	CD courses (not 600 level)	\$20	\$25
Education, Hlth & Human Studies	Communication Disorders	CD 600 level courses	\$30	\$35
Education, Hlth & Human Studies	Nursing	NC and NS courses (not 600 level)	\$20	\$40
Education, Hlth & Human Studies	Nursing	NC and NS 600 level courses	\$30	\$50

*Fees highlighted in blue are current fees proposed to be eliminated.*

## PROGRAM AND COURSE FEE PROPOSALS

## Follett Electronic Course Material Fees

College	Department	Courses	Current Fee	Proposed Fee
Arts & Media	Music	Music: An Artistic Expression (MU182)	\$107.00	\$72.00
Business & Computing	Accounting, Economics & Finance	Principles of Accounting I (AC221)	\$48.00	\$82.00
Business & Computing	Accounting, Economics & Finance	Principles of Accounting II (AC222)	\$48.00	\$82.00
Business & Computing	Accounting, Economics & Finance	Financial Accounting & Reporting I (AC321)	\$0.00	\$45.00
Business & Computing	Accounting, Economics & Finance	Financial Accounting & Reporting II (AC332)	\$0.00	\$45.00
Business & Computing	Accounting, Economics & Finance	International Accounting (AC540)	\$0.00	\$108.00
Business & Computing	Management	Introduction to Microcomputer Applications (MI 101 formerly AD 101)	\$100.00	\$100.00
Business & Computing	Marketing	Business Communications (BA252)	\$0.00	\$100.00
Business & Computing	Marketing	Applied Ethical Leadership (BA400) MindTap Access	\$0.00	\$120.00
Business & Computing	Marketing	Professionalism (BA 452)	\$49.00	\$0.00
Business & Computing	Marketing	Business Law (BL255)	\$0.00	\$100.00
Business & Computing	Marketing	Contracts (BL455)	\$0.00	\$100.00
Business & Computing	Marketing	Quantitative Analysis (QM352)	\$80.00	\$67.25
Business & Computing	Marketing	Operations Management (QM358)	\$80.00	\$67.25
Science, Tech, Engineering & Math	Chemistry & Physics	General Chemistry (CH185)	\$73.00	\$75.00
Science, Tech, Engineering & Math	Chemistry & Physics	General Physics (PH230)	\$135.00	\$45.00

*Fees highlighted in blue are current fees proposed to be eliminated.*



**SOUTHEAST MISSOURI**  
STATE UNIVERSITY • 1873

## BOARD OF REGENTS

### MOTION CONSIDERATION FORM

**May 10, 2019**

**Open Session**

#### I. Motion to be Considered:

Approve the proposed Tuition and Fee Schedule (Attachment 4) including tuition for the Cape campus, regional campuses and online degree programs, effective for Fall 2019.

#### II. Background:

The University has a standing Budget Review Committee (BRC) that meets annually to recommend a general operating budget to the President for the following fiscal year. This committee has representation from all employee groups and divisions, including Student Government. The committee considers tuition and fee revenue needed, along with other potential revenue sources, to meet identified budget needs.

The BRC Budget Worksheet in Attachment 1 outlines an anticipated budget need of \$4.2 million for FY20. This is based on state appropriations remaining flat from FY19 funding levels, \$1.37 million of costs to continue operations including mandatory increased retirement contributions and an anticipated enrollment decline of 405 headcount. In addition, the President and BRC recommend a merit salary increase for FY20 equal to 1% or minimum of \$700 for all employees. Due to budget constraints the University has not been able to fund a salary increase for the last two fiscal years.

A total of \$3.28 million in net revenue increases for FY20 have been identified to help meet this budget need. In addition to tuition increases, these revenues include \$41,300 in increased overhead contribution from auxiliary operations and \$564,650 from adjustments to high cost program fees.

The University has also committed \$1.01 million in expense reductions to meet the FY20 budget need. These reductions include \$150,000 savings in the utility budget from prior implementation of energy efficiency projects and \$589,100 anticipated salary and benefit savings from implementation of Voluntary Retirement Incentive programs (with additional savings to be realized in FY21). The University already reduced operating budgets by \$9.49 million in FY18 and FY19 to make up for state appropriation reductions and declines in enrollment revenue.

#### Recommended By:

Student Government \_\_\_\_\_

Faculty Senate \_\_\_\_\_

Administrative Council \_\_\_\_\_

VP, Enroll. Man. & Stu. Suc. \_\_\_\_\_

VP, Finance & Admin. *Nancy M. Mangels*

VP, University Advancement \_\_\_\_\_

Chairperson \_\_\_\_\_

Dean \_\_\_\_\_

Academic Council \_\_\_\_\_

Provost \_\_\_\_\_

**President** *[Signature]*

**Board Action on:** \_\_\_\_\_

Motion By: \_\_\_\_\_

Second By: \_\_\_\_\_

Vote: Yeas: \_\_\_\_\_ Nays: \_\_\_\_\_

Postpone: *[Signature]*

Amend: \_\_\_\_\_

Disapprove: \_\_\_\_\_

Approve: \_\_\_\_\_

Secretary: \_\_\_\_\_



In addition to the BRC recommendations outlined in Attachment 1, the President has recommended a \$75,000 base pool to supplement faculty and staff salary offers when market demands exceed the existing position budget for strategic hires. This still leaves a \$60,000 projected surplus for the FY20 general operating budget.

The University did have to consider tuition increases as part of the need to balance the FY20 budget. In accordance with Senate Bill 389, Southeast Missouri State University may only increase tuition charged to residential undergraduate students by the amount of the annual percentage increase in the consumer price index (CPI). The change in the CPI for the applicable period (December 2017 to December 2018) was 1.9%. Legislation passed during the 2018 session amended this statute to allow an institution to recoup any reduction in state operating support from FY2017 to FY2018 through additional tuition increases above CPI. Southeast realized a \$1.01 million decline in state appropriations during this period. Therefore, for academic year 2019-20 the allowable increase for Southeast is 4.7%, or \$11.21 per credit hour for residential undergraduate tuition.

During the FY19 budget planning period, Student Government worked with University administration to evaluate critical needs of the University in addition to funds needed to balance the general operating budget. These needs included additional resources for the maintenance and repair of University buildings and grounds, investment in the information technology infrastructure, and student health and wellness services. At that time, Student Government recommended a three-year phased increase to the general fee for Maintenance & Repair (Attachment 2). The first year of this proposed increase was implemented in Fall 2018. The resolution recommends an additional \$1.00 per credit hour increase to the M&R general fee effective with the Fall 2019 semester, bringing that fee to \$13.90 per credit hour (Attachment 3).

When considering tuition levels, BRC recognized that currently state revenues are not meeting budget, state funding levels for FY20 are not finalized and that the institution is considering initiatives to address enrollment challenges that may require funding during the fiscal year. The Board has approved increasing tuition in previous years by the allowable change in the CPI; however, the full amount of these increases was not assessed to students. Currently, the University has \$11.59 of fees approved but not assessed to students that is recorded as a fee waiver in the University's accounting records. BRC recommends approving and assessing the \$11.21 per credit hour allowable tuition increase per state statute and \$0.54 of the prior approved but waived tuition for a total increase of \$11.75 per credit hour for residential undergraduate tuition effective Fall 2019. The University would still waive \$11.05 per credit hour of residential undergraduate tuition in FY20 if the Board approves this recommendation (Attachment 4).

Based on these recommendations, the total tuition and general fees charged to residential undergraduate students for the Fall 2019 semester would increase from \$247.25 per credit hour to \$260.00 per credit hour. Nonresidential undergraduate and graduate tuition rates would increase by the same percentage increase as residential undergraduate and realize the proposed general fee increase (Attachment 4). Web tuition, applicable to students in an online degree program, would increase by the same percentage as nonresident undergraduate students. It is also proposed to increase tuition and general fees on lower division courses at the regional campuses by \$3.00 per credit hour for a total rate of \$178.00 per credit hour, which is consistent with community college rates in the area. These tuition recommendations would net approximately \$2.4 million of revenue in the FY20 budget.



As an institution with a strong commitment to providing quality academic programs with reasonable access to students in our service region, we monitor how fee increases affect Southeast students. Attachment 5 provides undergraduate tuition and fee levels for Fall 2018 and approved Fall 2019 rates at comparable universities.

**FY20 BUDGET WORKSHEET**  
BUDGET REVIEW COMMITTEE

	Budget Review Committee Recommendations	President Recommendations
	FY20	FY20
<b>PRIOR YEARS UNMET NEED/(SURPLUS)</b>	<b>(68,715)</b>	<b>(68,715)</b>
<b>ESTIMATED COSTS OF CONTINUING</b>		
Mosers Increase - 1.56%	575,407	575,407
Benefits Increase - 5% midyear	105,160	105,160
Faculty Promotion Pool (4-Year Rolling Ave)	187,238	187,238
Scholarship Support	500,000	500,000
<b>SUBTOTAL COSTS OF CONTINUING</b>	<b>1,367,805</b>	<b>1,367,805</b>
Net Tuition Loss (343 FTE)	1,841,409	1,841,409
Reduced Fee Revenue Due to Reduced Enrollments	41,774	41,774
<b>SUBTOTAL REDUCED REVENUE DUE TO ENROLLMENTS</b>	<b>1,883,183</b>	<b>1,883,183</b>
<b>DIVISION REQUESTS</b>		
Central Software Budget	75,000	75,000
Faculty/Staff Market Salary Recruitment Pool		75,000
<b>SUBTOTAL DIVISION REQUESTS</b>	<b>75,000</b>	<b>150,000</b>
<b>COMPENSATION REQUESTS</b>		
Salary Increase - 1% or \$700	905,019	905,019
Minimum Wage Adjustment - Temporary Employees (\$10 over 4 Years)	2,356	2,356
<b>SUBTOTAL COMPENSATION REQUESTS</b>	<b>907,375</b>	<b>907,375</b>
<b>TOTAL FISCAL YEAR KNOWN AND ANTICIPATED NEEDS</b>	<b>4,164,648</b>	<b>4,239,648</b>
<b>REVENUE ENHANCEMENTS</b>		
Overhead Adjustments	41,300	41,300
High Cost Program Fee Adjustments	564,650	564,650
Transcript Fee Increase (\$5)	60,000	60,000
Orientation Fee Adjustments	87,750	87,750
Net Tuition Increase - 5.15% (\$11.75)	2,322,350	2,322,350
Net Tuition Increase Lower Level - \$3 plus Redirect	85,800	85,800
Change in Budgeting for Online Web Fees	80,870	80,870
Dual Enrolled Web Fee	40,000	40,000
<b>SUBTOTAL REVENUE ENHANCEMENTS</b>	<b>3,282,720</b>	<b>3,282,720</b>
<b>EXPENSE REDUCTIONS</b>		
Institutional Services		
Utility Savings	150,000	150,000
Benefits		
Tuition Assistance Benefit Changes (eligibility criteria, EdD, repeat coursework)	12,942	12,942
Personnel		
Anticipated Replacement Savings - Faculty and Staff	450,608	450,608
Anticipated Replacement Savings - VRIP FY20	138,500	138,500
Division Operating Budgets		
Academic Affairs Budget Reductions	164,796	164,796
Athletics Revenue Enhancements and Budget Reductions	100,000	100,000
<b>SUBTOTAL EXPENSE REDUCTIONS</b>	<b>1,016,846</b>	<b>1,016,846</b>
<b>TOTAL FISCAL YEAR REV ENHANCEMENTS AND EXP REDUCTIONS</b>	<b>4,299,566</b>	<b>4,299,566</b>
<b>REMAINING NEED/(SURPLUS) TO BE CARRIED TO NEXT FY</b>	<b>(134,918)</b>	<b>(59,918)</b>

STUDENT GOVERNMENT

# RESOLUTION

SOUTHEAST MISSOURI STATE UNIVERSITY  
STUDENT GOVERNMENT

## RESOLUTION

NO. \_\_18\_\_20\_\_H

**SPONSOR (S):** Insley Smith, Justin Jacobs, Eli Bohnert, Karma Alvey

### RESOLUTION BODY

**WHEREAS** The Student Senate of Southeast Missouri State University serves as the representative body for the students;

**WHEREAS** The Student Senate believes it is important to allocate resources to the improvement of Maintenance and Repair, update and improve Information Technology, and assist with Student Wellness;

**WHEREAS** The Student Senate believes that raising the general fee to accomplish these goals is necessary;

**WHEREAS** The Student Senate requests an annual presentation be given to the Student Senate from the administration on improvements made within Maintenance and Repair, Information Technology, and Student Wellness;

**WHEREAS** The Maintenance and Repair student fee will be raised by \$1.90 per credit hour in FY19, \$1.00 per credit hour in FY20, and, finally, \$1.00 per credit hour in FY21. The funds will be directed towards the payment of debt service to repay bonds issued to complete renovations on Academic Hall, Magill Hall, Rhodes Hall, and the Power Plant.

**WHEREAS** A new Information Technology general fee will be created. This fee will be set at a non-compounding \$2.80 per credit hour for FY19, FY20, and FY21. The funds will be directed towards the security camera and stanchion upgrades, network (wireless) upgrades, server upgrades, and Banner software costs;

**WHEREAS** The Student Senate shall reallocate \$0.40 per credit hour from the Student Special Events fee to go towards the Information Technology general fee.

**WHEREAS** The Student Wellness fee will be raised by \$1.10 per credit hour in FY19. This non-compounding amount will be sustained through FY20 and FY21. The funds will be allocated to provide student wellness and mental health resources for students, including hiring additional counselors (excluding graduate assistants and those in pursuit of their certification) to meet the demand, and to improve the learning opportunities of students utilizing Disability Services;

# STUDENT GOVERNMENT

## RESOLUTION

**THEREFORE BE IT RESOLVED** The Student Senate is requesting a \$5.40 per credit hour increase for FY19, an additional \$1.00 per credit hour increase for FY20, and an additional \$1.00 per credit hour increase for FY21.

	FY19	FY20	FY21
<b>Maintenance &amp; Repair Fee Increase</b>	\$1.90	\$1.00	\$1.00
<b>Information Technology Fee Increase</b>	\$2.80	(no change)	(no change)
<b>Student Health Fee Increase</b>	\$1.10	(no change)	(no change)
<b>Total Fee Increase per Year</b>	<b>\$5.80</b>	<b>\$1.00</b>	<b>\$1.00</b>
<b>Total Fee Before Reallocation</b>	\$5.80	\$6.80	\$7.80
<b>Reallocated Funds from Student Special Events Fee</b>	(\$.40)	(\$.40)	(\$.40)
<b>Total Fee After Reallocation</b>	<b>\$5.40</b>	<b>\$6.40</b>	<b>\$7.40</b>

	FY19	FY20	FY21
<b>Current General Fee</b>	33.40	33.40	33.40
<b>PLUS Total Fee After Reallocation</b>	5.40	6.40	7.40
<b>TOTAL General Fee</b>	<b>\$38.80</b>	<b>\$39.80</b>	<b>\$40.80</b>

VOTE

10  
PASS

FAIL

TABLE

SENATE PRESIDENT

DATE

VETOED

PASSED

Indira Kennedy  
SENATE PRESIDENT

3/19/18  
DATE

Payton McGee  
SENATE PRESIDENT

3/19/18  
DATE

Y N A  
11 1

1

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**SUMMARY OF APPROVED TUITION AND GENERAL FEES  
UNDERGRADUATE RESIDENT**

	Fall 2018			Fall 2019			
	Approved and Assessed	Approved but Not Assessed	Total Approved	BRC Recommend Approved <sup>1</sup>	Total Recommend Approve	Recommend Fee Waiver	Total Recommend Assess
<b>CURRENT TUITION (per credit hour):</b>	\$ 208.45	\$ 11.59	\$ 220.04	\$ 11.21	\$ 231.25	\$ (11.05)	\$ 220.20
<b>CURRENT GENERAL STUDENT FEES (per credit hour):</b>							
Cultural Arts Fee	1.00		1.00		1.00		1.00
Maintenance & Repair Fee	12.90		12.90	1.00	13.90		13.90
Student Recreation Center & Intramurals Fee	5.25		5.25		5.25		5.25
Aquatic Center Fee	4.55		4.55		4.55		4.55
Student Activity Fee	1.52		1.52		1.52		1.52
Student Wellness Fee	1.55		1.55		1.55		1.55
Student Athletic Fee	5.13		5.13		5.13		5.13
Student Special Event Fee	0.60		0.60		0.60		0.60
Student Computing Fee	6.30		6.30		6.30		6.30
<b>TOTAL GENERAL STUDENT FEES</b>	<b>\$ 38.80</b>	<b>\$ -</b>	<b>\$ 38.80</b>	<b>\$ 1.00</b>	<b>\$ 39.80</b>	<b>\$ -</b>	<b>\$ 39.80</b>
<b>TOTAL TUITION AND GENERAL STUDENT FEES</b>	<b>\$ 247.25</b>	<b>\$ 11.59</b>	<b>\$ 258.84</b>	<b>\$ 12.21</b>	<b>\$ 271.05</b>	<b>\$ (11.05)</b>	<b>\$ 260.00</b>

Notes:

1. Student Government passed a resolution on March 19, 2018 which included an increase of \$1.00 in the general fee to be allocated to Maintenance & Repair in fiscal year 2020.

**SUMMARY OF PROPOSED TUITION AND GENERAL FEES  
EFFECTIVE FALL 2019 SEMESTER**

	UNDERGRADUATE			GRADUATE <sup>1</sup>			REGIONAL CAMPUSES <sup>2</sup>
	RESIDENT	NON-RESIDENT	WEB	RESIDENT	NON-RESIDENT	WEB	LOWER DIVISION COURSES
<b>CURRENT FEES</b>							
CURRENT TUITION (per credit hour):	\$ 220.04	\$ 399.70	\$ 284.00	\$ 276.70	\$ 516.20	\$ 347.25	\$ 153.50
CURRENT GENERAL STUDENT FEE	<u>38.80</u>	<u>38.80</u>	<u>-</u>	<u>38.80</u>	<u>38.80</u>	<u>-</u>	<u>21.50</u> <sup>3</sup>
TOTAL CURRENT TUITION & GENERAL FEES	\$ 258.84	\$ 438.50	\$ 284.00	\$ 315.50	\$ 555.00	\$ 347.25	\$ 175.00
Less Applied Tuition Fee Waiver	(11.59)	-	-	-	-	-	-
Less Applied General Fee Waiver	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>TOTAL CURRENT TUITION &amp; GENERAL STUDENT FEE REALIZED BY STUDENTS</b>	<b><u>\$ 247.25</u></b>	<b><u>\$ 438.50</u></b>	<b><u>\$ 284.00</u></b>	<b><u>\$ 315.50</u></b>	<b><u>\$ 555.00</u></b>	<b><u>\$ 347.25</u></b>	<b><u>\$ 175.00</u></b>
<b>PROPOSED FEES INCREASE</b>							
PROPOSED TUITION INCREASE	\$ 11.21	\$ 21.50	\$ 16.00	\$ 14.50	\$ 28.00	\$ 17.75	\$ 8.00
PROPOSED GENERAL FEE INCREASE	<u>1.00</u>	<u>1.00</u>	<u>-</u>	<u>1.00</u>	<u>1.00</u>	<u>-</u>	<u>(5.00)</u>
<b>TOTAL PROPOSED TUITION AND GENERAL STUDENT FEE</b>	<b><u>\$ 271.05</u></b>	<b><u>\$ 461.00</u></b>	<b><u>\$ 300.00</u></b>	<b><u>\$ 331.00</u></b>	<b><u>\$ 584.00</u></b>	<b><u>\$ 365.00</u></b>	<b><u>\$ 178.00</u></b>
Less Applied Tuition Fee Waiver <sup>4</sup>	<u>(11.05)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>TOTAL PROPOSED TUITION AND GENERAL STUDENT FEE REALIZED BY STUDENTS</b>	<b><u>\$ 260.00</u></b>	<b><u>\$ 461.00</u></b>	<b><u>\$ 300.00</u></b>	<b><u>\$ 331.00</u></b>	<b><u>\$ 584.00</u></b>	<b><u>\$ 365.00</u></b>	<b><u>\$ 178.00</u></b>
<b>TOTAL INCREASE IN FEES REALIZED BY STUDENTS</b>	<b>\$ 12.75</b>	<b>\$ 22.50</b>	<b>\$ 16.00</b>	<b>\$ 15.50</b>	<b>\$ 29.00</b>	<b>\$ 17.75</b>	<b>\$ 3.00</b>

**NOTES:**

1. Graduate fees for the joint Southeast - University of Missouri-Columbia PhD in Education will be at the rate established by the U of M - Columbia per our cooperative agreement.
2. Fees for upper division courses at Kennett, Poplar Bluff, and Sikeston campuses are the same as Cape campus fees.
3. Lower division general fee at regional campuses are for technology and maintenance & repair costs.
4. Fees previously approved but not assessed.

**Tuition and Fees at Comparable Institutions<sup>1</sup>**

	Degree Offered <sup>2</sup>	Fall 2018 (FY19)				Fall 2019 (FY20)				Fall 2018 to Fall 2019	Fall 2018 to Fall 2019
		Per Hour	15 Hours	General Fees	Per Semester Total	Per Hour	15 Hours	General Fees	Per Semester Total	Fee Increase - 15 hr semester	Fee Increase - per credit hour
State Institutions											
Southeast Missouri State	A	208.45	3,126.75	582.00	3,708.75	220.20	3,303.00	597.00	3,900.00	191.25	12.75
Missouri Southern <sup>5</sup>	B	232.24	3,483.60	-	3,483.60	-	-	-	-		
Lincoln University	B	209.00	3,135.00	681.10	3,816.10	-	-	-	-		
Missouri State <sup>3</sup>	C	214.00	3,210.00	508.00	3,718.00	226.50	3,397.50	508.00	3,905.50	187.50	12.50
University of Central Missouri	A	225.65	3,384.75	451.50	3,836.25	237.65	3,564.75	457.50	4,022.25	186.00	12.40
Truman State University <sup>4</sup>	B	309.38	3,712.50	162.00	3,874.50	-	-	-	-		
Northwest Missouri State	A	191.49	2,872.35	2,051.25	4,923.60	204.63	3,069.45	2,051.25	5,120.70	197.10	13.14
University of Missouri Columbia	C	284.80	4,272.00	667.53	4,939.53	-	-	-	-		
Kansas City	C	280.78	4,211.70	726.47	4,938.17	-	-	-	-		
St. Louis <sup>5</sup>	C	345.90	5,188.50	-	5,188.50	-	-	-	-		
S & T (Rolla)	C	284.86	4,272.90	703.90	4,976.80	-	-	-	-		
Community Colleges											
Three Rivers (Out-of-District Rate)		140.00	2,100.00	600.00	2,700.00	-	-	-	-		
Cape College Center		140.00	2,100.00	600.00	2,700.00	-	-	-	-		
Out-of-State Institutions											
Arkansas State University	C	210.00	3,150.00	1,153.75	4,303.75	-	-	-	-		
Murray State University <sup>6</sup>	A	378.50	4,542.00	-	4,542.00	382.00	4,584.00	84.00	4,668.00	126.00	8.40
Southern Illinois-Carbondale	C	321.25	4,818.75	1,758.00	6,576.75	321.25	4,818.75	1,758.00	6,576.75	0.00	0.00

<sup>1</sup> Fall 2019 are proposed fees based on direct contact with the institution or from various web sites. Where general fees are not yet determined, fee increases are based solely on tuition.

<sup>2</sup> Highest Offering: A. Beyond Master's But Less Than Doctorate B. Master's C. Doctorate

<sup>3</sup> General fees are flat for students taking 7 or more credit hours; tuition and fees will only go up by \$7.50 in FY2020 if State passes \$4.7 million equity adjustment

<sup>4</sup> Tuition is flat for students taking 12-17 credit hours. Student Union and Rec Center fees are included in tuition.

<sup>5</sup> Tuition and general fees are combined.

<sup>6</sup> Undergraduate tuition and general fees are combined and are flat for students taking 12-15 credit hours.



**May 10, 2019**

**Open Session**

**I. Motion to be Considered:**

Approve the conferring of degrees upon the candidates for Spring 2019 and Summer 2019.  
Graduation pending final verification of degree requirement completion.

**II. Background:**

Pursuant to 174.160.1 RSMo. the Board of Regents is empowered to confer upon students, by diploma under the common seal, such degrees as are usually granted by the University.

Consistent with past approval of conferring of degrees for Spring and Summer graduates, the University does not hold a commencement in the summer. Therefore, a request to approve summer graduates is included contingent on confirmation and verification of degree requirement completion.

The breakdown for Spring and Summer graduates is as follows:

- Total degrees granted: 1,401
  - Undergraduate: 1,105
  - Masters: 268
  - Specialist: 28
- Academic Distinction: 1
- Cooperative Doctoral: 1
- Jane Stephens Honors Program: 46
- Associate Degrees: 5
- Cum Laude: 185
- Magna Cum Laude: 117
- Summa Cum Laude: 86
- Undergraduates with 4.0 Grade Point Average: 28

**Recommended By:**

Student Government \_\_\_\_\_  
Faculty Senate \_\_\_\_\_  
Administrative Council \_\_\_\_\_  
VP, Enroll. Man. & Stu. Suc. \_\_\_\_\_  
VP, Finance & Admin. \_\_\_\_\_  
VP, University Advancement \_\_\_\_\_

Chairperson \_\_\_\_\_  
Dean \_\_\_\_\_  
Academic Council \_\_\_\_\_  
Provost Tamela Randolph  
President \_\_\_\_\_

**Board Action on:**

Motion By: \_\_\_\_\_  
Second By: \_\_\_\_\_  
Vote: Yeas: \_\_\_\_\_ Nays: \_\_\_\_\_

Postpone: \_\_\_\_\_  
Amend: \_\_\_\_\_  
Disapprove: \_\_\_\_\_  
Approve: \_\_\_\_\_  
Secretary: \_\_\_\_\_



**Southeast Missouri State University**  
**Office of the Registrar - Candidates for Graduation**  
**May 11, 2019**

**College of Education, Health and Human Studies**

**ASSOCIATE OF ARTS  
IN CHILD CARE  
AND GUIDANCE**

Alyssa M. Gibbs  
Grace A. Grzywa  
Miranda R. Hartline  
Hydea L. Hatcher  
Caroline T. Kurtz  
Brionna M. Peoples  
Ellen Strouth

**BACHELOR OF ARTS**

Stacy J. Bentsen  
Brianna A. Bockenkamp  
Tammy L. Glover  
Emily J. Henson  
Rhondilyn J. Holman  
Lisa K. Lampe  
Katlyn N. Turner

**BACHELOR OF SCIENCE**

Nyshela N. Alexander-Haywood  
Jordan M. Allen  
Alyssa C. Amelong  
Lora E. Ashcraft  
John M. Bader  
Angelica M. Ball  
Moriann D. Balogun  
Austin Barousse  
Alexa N. Becker  
Meghan Becker  
Michael H. Berra  
Justin D. Berry  
Melissa M. Bidinger  
Haley D. Bilbruck  
Hannah J. Bione  
David B. Bober  
Gabrielle N. Brewer  
Emmelee Britton-Harper  
Brittany V. Brown  
Mia C. Campbell  
Ashley R. Carlson  
Emily L. Clayton  
Jordan N. Collins  
Allison R. Conder  
Jordan K. Conduct  
Taylor L. Cook  
Melody W. Cornell  
TiAshanay M. Criddle  
Marion A. Cutright  
Kyle A. Denk  
Melanie L. Dodd  
Haley K. Eck  
Payton D. Ellis  
Adam Fischer  
Krista A. Fleg  
Keegan M. Fornoff  
Cheri S. Foster  
Mareea Gaines  
Amanda J. Gassel  
Alyssa M. Gibbs  
Alysha H. Giltner  
Maddie R. Glisson  
Kelsey N. Gries  
Grace A. Grzywa

Abby L. Hadler  
Derek J. Hale  
Macy R. Hall  
Emily J. Hanson  
Jacqueline E. Harris  
Dameia D. Harrold  
Miranda R. Hartline  
Derek T. Harvell  
Hydea L. Hatcher  
Ashlyn R. Hayes  
Hunter N. Hayes  
Elizabeth R. Hedgpeth  
Heidi J. Henggeler  
Taylor R. Hess  
Stephanie C. Hughes  
Katherine L. Inman  
Monica L. Inman  
Nicole P. Jackson  
Antonia D. Jefferson  
Ashley B. Johnson  
Haley A. Johnston  
Megan M. Joost  
Kelsey Keller  
Cole M. Kempfer  
Raymond D. Killian  
Ashley N. Klopstein  
Gavin C. Konys  
Natalie M. Kopplin  
Danielle D. Kuchler  
Caroline T. Kurtz  
Min Ji Lee  
Samantha M. Lewis  
Alejandra V. Lingle  
Kylie A. Linkeman  
Breanna N. Lock  
Morgan T. Lukens  
Ruiyang Ma  
James E. Macklin  
La'Aysia C. Macon  
Sierra N. Maddox  
Dante L. Martin  
Jenna A. Martin  
Rachel Martin  
Jordan R. Mays  
Ashton M. McWilson  
Alyssa L. Miller  
Alyssa N. Mohnney  
Marina C. Moore  
Madison J. Muschinske  
Randal J. Myles  
Callista Nickelson  
Briana R. Nowak  
Rhannon L. Oakes  
Amber O. Okunrinboye  
Emilee L. Palmer \*  
Brandon J. Palovcsik  
Mikayla D. Patterson  
Andrew S. Patton  
Brionna M. Peoples  
Kailla R. Pohrte  
Taylor C. Pruitt  
Rachel A. Pullum  
Tatiana J. Reagan

Michaela D. Rush  
Dana L. Russell  
Andrew M. Ryan  
Ian M. Schnurbusch  
Libbi R. Schnurbusch  
Abigail L. Schumacher  
Alexandria A. Sesti  
Elaine M. Sexton  
Javon M. Shepard  
Resma Shrestha  
Shannon M. Sobeck  
Lela E. Spiller-Copeland  
Adam T. Sprague  
Amelia C. Stone  
Grant D. Strieker  
Ellen Strouth  
Conchita M. Stuhl  
Katelyn A. Swaringim  
Sarah L. Thacker  
Haley J. Thogmartin  
Rachel L. Thompson \*  
Audrey Tilley  
Caitlyn Z. Tobin  
Seth Tyler  
Victoria L. Unterschütz  
Olivia P. Vincent  
George Warren  
Brendan N. Welch  
Cayla M. Wiessing  
Amanda J. Wille  
Eric T. Williams II  
Brevyn N. Woelk  
Josie R. Yount  
Patrick D. Zamudio  
Benjamin L. Zimmer  
**BACHELOR OF SCIENCE  
IN ATHLETIC TRAINING**  
Elizabeth A. Bangert  
**BACHELOR OF SCIENCE  
IN EDUCATION**  
Sophia M. Adams  
Abayomi T. Akinmoladun  
Taylor L. Bohnert  
Jared M. Boyd  
Katie A. Brewer  
Jordain A. Brown  
Jordan O. Brown  
Russell C. Buchanan  
Brianna L. Buss  
Bradley S. Byers  
Omar Campos  
Dallas C. Carty  
Caitlin L. Cobb  
Natalie K. Collins  
Elizabeth A. Crader  
Emma R. Crank  
Cynathena Crowley  
Shayna N. Duffy  
Laiken A. Duncan  
Callie J. Fansler  
Elliot Fischer  
Taylor A. Fogle  
Miranda N. Geer \*

Ellen E. Gieselman  
Kenzie Gramm \*  
Krysjan N. Harbrueger  
Jannie M. Harmon  
Patrick J. Hinkle  
Madison L. Honea  
Carly E. Howell  
Shelby L. Huntebrinker  
Jordan T. Johns  
Elizabeth P. Jones  
Maura E. Kellams  
Anna C. Kern  
Emily A. Klaus  
Caitlin Knight  
Miranda L. Knight  
Jennifer D. Kuta  
Allison K. Laws \*  
Madison R. Lewis  
Taylor R. Long  
Molly K. Martin-Wiseman  
Alora G. McCaig  
Hannah K. McClarney  
Alyssa M. McClendon  
Kayla M. McEvoy  
Courtney D. McLaughlin  
Amber M. McNew  
Julie K. Menn  
Ariel M. Miller  
Kassie D. Mitchell  
Mackenzie P. Moore  
Madison R. Murray  
Nicholas Noble  
Danielle L. Nosal  
Olivia E. Ostertag  
Shardonney N. Perkins  
Holly E. Peters  
Holly M. Plunkett  
Courtney A. Potts  
Megan E. Raney  
Anna Raymond  
Susan G. Riley  
Elizabeth S. Robinson  
Bailey M. Roccia  
Jamie A. Sauer  
Kara A. Scott  
Keila E. Scott  
Ty B. Selsor  
Meghan K. Sharp  
Aimee R. Simmers  
Summer R. Sitze  
Caroline A. Skoglund  
Christopher L. Spivey  
Tiffany A. Strasburger  
Colten J. Strotheide  
Elizabeth B. Sutton  
Hannah M. Sweeney  
Ashton Taylor  
Joseph M. Taylor  
Jessica S. Teague  
Abigail K. Tillotson  
Lauren R. Viessman  
Kelsey N. Warren  
Logan Wascher \*

Bethany M. Wayne  
Emily M. Winchester  
Caitlin K. Woods  
Caleb J. Yaeger  
**BACHELOR OF SCIENCE  
IN FAMILY AND CONSUMER  
SCIENCES EDUCATION**

Brooke Biernbaum  
Katherine E. Cofer I  
Madison G. Eckley  
Ariel N. Jennings  
Catherine H. Mayberry  
Susan Montgomery  
Lauren N. Swift  
**BACHELOR OF SCIENCE  
IN NURSING**

Patrick J. Bryan Jr  
Ginger R. Bundridge  
Heather Cates  
Michaela J. Cavins  
Audrey M. Darbonne  
Sheila A. Dowdy  
Abigail M. Fischer  
Hannah C. Gard  
Brooke L. Grable Sr  
Kimberly S. Griffaw  
Jennifer A. Grimes  
Lindsay B. Hammel  
Rachel Heinemann  
Brooke E. Hewlett  
Miranda L. Hudson  
Makenzie D. Hunt  
Krystina R. Jackson  
Kylie M. Jackson  
Rachel S. Jenkins  
Chelsea A. Johnson  
Austin M. Keillor  
Nichole L. Kimbrough  
Torrie E. Kruse  
Tracy S. Lewis  
Tory E. Meiser  
Alan B. Miller  
Shelbee L. Miller  
Samantha K. Moeller  
Erika Mouser  
Katherine Padberg  
Heather D. Prince  
Amber L. Pringle  
Olivia A. Pumfrey  
Michelle Reese  
Kylie N. Ritter  
Tessa M. Roeder

Ciera L. Ruffin  
McKinzie K. Scott  
Ian B. Tacderas  
Taylor N. Turnipseed  
Tiffany G. Wallin  
Priscilla Webb  
Ellie S. Weibrenner  
Mikayla A. Westrich  
Jennifer E. White  
**MASTER OF ARTS**  
Sumih A. Alali \*  
Abdulrahman E. Alrashidi  
Andrea F. Appleton  
Hannah K. Atkinson \*  
Ashley K. Bachmann \*  
Anitra D. Bahner  
Joshua T. Bailey  
Denise R. Barnes  
Lauran C. Belling  
Kelsey M. Bert  
Lindsey R. Bigham  
Kristin M. Binz  
Brandi N. Bishop  
Jennifer S. Blair  
Chelsea B. Bledsoe  
Taylor R. Boling \*  
Kyle Borrer  
Alicia Bradt  
Kelley E. Breihan \*  
Ashlee A. Brodland  
Laura L. Buchheit  
Maigon E. Campbell-Nowlin  
Meredith L. Cherry \*  
Raisa Choudhury  
Andrea E. Coffman  
Brandon Colbert  
Shannon N. Colmo  
Leah R. Conaway  
Ashley E. Conklin \*  
Hallie N. Conrad \*  
Erica J. Cooper  
Amanda M. Deckerd  
Ashley S. Deimund  
Carly A. Diel  
LaSheria Dozier  
Ariel S. Dumars  
Tina K. Eidson \*  
Sahap Ekici  
Cassandra Fehlig \*  
Taylor E. Fennesy  
Bryan R. Fink  
Kelly L. Formann \*

Catherine M. Frazier  
Audrey L. Gendron \*  
Taylor J. Glueck \*  
Jeffrey M. Grapperhaus \*  
Meagan N. Hale  
Emily J. Harris  
Rachel E. Hearnese  
Jessica D. Heaton  
Jill C. Hegarty \*  
Pamela J. Helms \*  
Madison M. Henry  
Ashten L. Hesselrode \*  
Kristin E. Holland  
Heather M. Holle  
Jade Y. Holly  
Jared M. Hyler  
Allison L. Johnson  
Jacob Johnson \*  
Dorlissa L. Jones \*  
Greg M. Jones \*  
Aron B. Kehoe \*  
Carol M. Kellison  
Kristen M. Kladiya \*  
Sean A. Kleffner  
Christopher J. Licameli  
Brittany J. Limbaugh  
Fei Liu  
Janice U. Ludwig  
Kirstin E. Maciak  
Amber N. Mayfield  
Charity A. McCollum \*  
Daniel McCoy  
Courtney J. McVeigh  
Molly E. Moore \*  
Nakosha C. Newsom  
Jodi E. Niehoff \*  
Lindie K. Perry  
Daniel W. Plunkett  
Lindsay M. Punke \*  
Casey L. Quade \*  
Traci L. Reaves \*  
Rachel R. Robinson \*  
Garrett Ruppel  
Nichole M. Schenck  
Megan E. Schmidt \*  
Emma S. Schumacher  
Jamie M. Scott  
Jordan E. Seyer  
Amanda C. Sheets  
Justin Leon Shell  
Andrew W. Siebert \*  
Britney L. Stahl \*

Brittney M. Swicionis  
Ryan W. Wadlow \*  
Yunqi Wang  
Brandi N. Wilson  
Michaela H. Yates  
Tara L. Young  
Kristen R. Zahner  
Chuhua Zhang  
**MASTER OF ARTS  
IN TEACHING**  
Megan S. Kutz-Hotop  
**MASTER OF SCIENCE**  
Yuan Fu  
Cassie Kipper  
Anant Kulkarni  
Michelle L. McIntosh  
Ptryk R. Piekarczyk  
Seth Sievers  
**MASTER OF SCIENCE  
IN NURSING**  
Allyson E. Asmus  
Emily B. Burdin  
Cassy A. Coleman  
Elle L. Grither \*  
Shannon M. Leftridge  
Jennifer D. Roth  
Gabrielle R. Sierman  
Monique M. Spears  
Angela K. Wright  
**SPECIALIST IN EDUCATION**  
Kimberly Backfisch \*  
Kimberly K. Bouse  
Cole R. Byassee  
Sheila L. Cannon \*  
Amanda J. Dean  
Andrea M. Deane \*  
Jeffrey G. Gibson Jr \*  
Ashley Grein \*  
Sara B. Holloway \*  
Adrienne J. Kelly  
Stephanie A. Klippert \*  
Jennifer J. Nicolini \*  
Kristen Oberlohr \*  
Emma L. Quillin \*  
Sandra K. Rhinehart \*  
Laura L. Sternberg \*  
Amy E. Turnbull \*  
Rhonda R. Williams \*

**College of Humanities and Social Sciences**

**BACHELOR OF ARTS**

Max Abbott I  
Lori A. Abernathy  
Hannah E. Alexander  
Karma J. Alvey  
Ashley Andrews  
Tyler M. Beaman  
Amber L. Bencher  
Grace E. Boyum \*  
Matt D. Brooks  
Shawndra E. Burkhart  
Brittany E. Carden  
Meghan Cook  
Emily A. Doster  
Brittney D. Ellis  
Emily M. Feuerstein  
Sidne O. French

Kaylee M. Gaumnitz  
Jacob Gillick  
Alana M. Halvorsen  
Abigail D. Hegeman  
Yiming Huang  
Rachel L. Hudson  
Matthew W. Julian  
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**^Candidates for certificates do not participate in commencement.**

**Southeast Missouri State University**  
**Office of the Registrar**  
**Honor Candidates for Graduation**  
**May 11, 2019**

**With Honors in Associate Degrees**

Jared R. Carlson  
Alyssa M. Gibbs

Grace A. Grzywa  
Miranda R. Hartline

**Cum Laude**

Sophia M. Adams  
Hannah E. Alexander  
Alyssa C. Amelong  
Joshua N. Ames  
Tony Anusic  
Jamison L. Ashworth  
Brenton W. Atchison  
Krishna B. B C  
John M. Bader  
Xavier A. Banks  
Grace C. Bastien  
Tyler M. Beaman  
Alexa N. Becker  
Emily G. Bergmann  
Jacob R. Bettis  
Adam J. Biehn  
Jacob R. Bingenheimer  
Taylor L. Bohnert  
Frederick S. Bond  
Makayla A. Bracken  
Katie A. Brewer  
Bailey M. Buckner  
Levi R. Buckner  
Ginger R. Bundridge  
Julea R. Buob  
Shonda N. Burke  
Brianna L. Buss  
Bradley S. Byers  
Dallas C. Carty  
Michaela J. Cavins  
Katherine E. Cofer  
Natalie K. Collins  
Taylor L. Cook  
Austin A. Cooley  
Crystal A. Cordia  
Marion A. Cutright  
Lauren A. Davis  
Peyton N. Davis  
Raleigh A. Davis  
Christopher J. Decker  
Michaela K. Dennis  
Jamie D. DeSpain  
Jeana Dickey  
Sheila A. Dowdy  
Laiken A. Duncan  
Hayden W. Eddings

Erin Elking  
Brittiney D. Ellis  
Anais Jade Eugenie Emelie  
Kelsea L. Emmons  
Kristen R. Eversgerd  
Emily M. Feuerstein  
Krista A. Flieg  
Emily A. Fluchel  
Joseph C. Foster  
Hannah C. Gard  
Hannah L. Gass  
Lili Geng  
Alyssa M. Gibbs  
Victoria M. Giesing  
Madelyn C. Gleeson  
Maddie R. Glisson  
Madison Goss  
Levi J. Gresham  
Kelsey N. Gries  
Katherine M. Grunwald  
Abby L. Hadler  
Derek J. Hale  
Cameron L. Harmon  
Derek T. Harvell  
Jakeb C. Haywood  
Caleb M. Heisserer  
Dan Hilling  
Ethan M. Hobbs  
Madison L. Honea  
Miranda L. Hudson  
Rachel A. Hutchcraft  
Monica L. Inman  
Krystina R. Jackson  
Nicholas J. Jakubeck  
Jordan T. Johns  
Chanelle R. Johnson  
Kelsey Keller  
Carol M. Kellison  
James T. Kiefer  
Nichole L. Kimbrough  
Jacob King  
Ashley N. Klopstein  
Sarah A. Klump  
Breana K. Kruihoff  
Torrie E. Kruse  
Julia L. Kuchta

Jennifer D. Kuta  
Andrew M. Leonard  
Rachael E. Lesslie  
Hannah N. Lineback  
Zoey C. Logan  
Taylor R. Long  
Sierra N. Maddox  
Mara K. Mayo  
Alora G. McCaig  
Leanne M. McDowell  
Kayla M. McEvoy  
Bailey R. McKinney  
Julia McMillen  
Amber M. McNew  
Jacob L. Meier  
Julie K. Menn  
Brittany N. Miller  
Drake B. Mitchell  
Kassie D. Mitchell  
Warrick T. Moberly  
Connor F. Mobley  
Peter L. Mock  
Erika Mouser  
Adrianna N. Murphy  
Madison R. Murray  
Gabriella M. Naumann  
Skyler J. Neels  
Nicholas Noble  
Elena M. Nunez  
Jenny Odden  
Liam Ohlendorf  
Austin T. Patek  
Andrew S. Patton  
Denia C. Peacock  
Vanessa Pendergrass  
Fernando Peres Lopes  
Theresa M. Pisciotta  
Caitlin M. Podgornik  
Selena M. Poe  
Kaila R. Pohrte  
Jon C. Pruiett  
Taylor C. Pruiett  
Joseph T. Pyle  
Benjamin Rado  
Megan E. Raney  
Claire E. Rankin

Angelique D. Rios  
Alyssa L. Robinson  
Bailey M. Roccia  
Simone L. Ruffin  
Emily G. Sachs  
Michaela C. Salyer  
Libbi R. Schnurbusch  
Brendan A. Scholl  
Lynnli C. Schwantzt  
Ty B. Selsor  
Cameron L. Smith  
Emily F. Snyder  
Mary P. Spear  
Katherine M. Spears  
Srikanth Sriramula  
Adyson R. Strackeljahn  
Tiffany A. Strasburger  
Katelyn A. Swaringim  
Lauren N. Swift  
Joseph M. Swofford  
Ashleigh N. Taylor  
Courtney M. Taylor  
Joseph M. Taylor  
Keanna G. Theobalt  
Haley M. Thompson  
Erica D. Townsend  
Blake D. Trickey  
Madison B. Triplett  
Ryan Truvillion  
Michelle D. VanZandt  
Mannat Varshney  
Olivia P. Vincent  
Marinda D. Wallman  
Amber P. Watkins  
Evan A. Watkins  
Hailey L. Watson  
Bethany M. Wayne  
Mikayla A. Westrich  
Haley N. White  
Jodi A. Willenbrink  
Elisa M. Williamson  
Emily M. Winchester  
Jenna L. Wolff  
Caitlin K. Woods  
Caleb J. Yaeger

**Magna Cum Laude**

Lori A. Abernathy  
Rigel Alipala  
Jordan M. Allen  
Karma J. Alvey  
Angelica M. Ball  
Moriann D. Balogun  
Aaron T. Barton  
Cole Bearden

Allyson N. Bell  
Amber L. Bencher  
Danielle Bergfeld  
Melissa M. Bidinger  
Lauren N. Billhartz  
Austin J. Bock  
Jordan O. Brown  
Katie A. Bunselmeyer

Lauren B. Cook  
Elizabeth A. Crader  
Kara M. DeLay  
Colby D. Devenport  
Emily A. Doster  
Madison G. Eckley  
Caleb D. Ellenburg  
Deborah G. Evans

Danielle M. Farrow  
Abigail M. Fischer  
Drake T. Fisher  
Jade S. Frey  
Anahi G. Gamboa  
Rebecca L. Gangemella  
Kelly E. Genesisio  
Ellen E. Gieselmann



Trenton L. Goodson  
 Brooke L. Grable Sr  
 Grace A. Grzywa  
 Aaron M. Gunther  
 Lindsay B. Hammel  
 Jesse A. Hankins  
 Emily J. Hanson  
 Krysjan N. Harbrueger  
 Miranda R. Hartline  
 Samantha N. Hasler  
 Lauren M. Helms  
 Blake D. Henson  
 Brooke E. Hewlett  
 Michelle N. Holt  
 Catherine R. Hopkins  
 Cameron R. Horn  
 Carly E. Howell  
 Hannah C. Hufford  
 Makenzie D. Hunt  
 Shelby L. Huntebrinker  
 Haley A. Johnston

Nathaniel G. Jones  
 Heather D. Karnes  
 Maura E. Kellams  
 Raymond D. Killian  
 Miranda L. Knight  
 Caitlin M. Koch  
 Natalie M. Kopplin  
 Lenzy P. Leimbach  
 Joshua W. Lolling  
 Morgan T. Lukens  
 Kimberly R. Marlow  
 Rachel Martin  
 Baylor G. Massey  
 Alexander C. McArthur  
 Quinn M. McInerney  
 Courtney D. McLaughlin  
 Ashton M. McWilson  
 Tory E. Meiser  
 Alaina N. Mikkelsen  
 Alan B. Miller  
 Alyssa L. Miller

Susan Montgomery  
 Mackenzie P. Moore  
 Lindsey R. Myers  
 Toka M. Nadher  
 Amanda M. Nahm  
 Danielle L. Nosal  
 Annie K. Oakeley  
 Rhiannon L. Oakes  
 Katherine Padberg  
 Miranda K. Pehlke  
 Shardonney N. Perkins  
 David J. Pfeiffer  
 Olivia A. Pumfrey  
 John T. Reisner  
 Robert C. Rice  
 Susan G. Riley  
 Kylie N. Ritter  
 Michaela D. Rush  
 Abigail M. Sage  
 Emily J. Sanders  
 Natalie A. Schlimpert

McKinzie K. Scott  
 Jacob T. Seabaugh  
 Caroline A. Skoglund  
 Hunter C. Southerland  
 Bradley M. Surman  
 Hannah M. Sweeney  
 Morgan C. Tackett  
 Trey N. Terry  
 Kimberly J. Thole  
 Walker R. Vancil  
 Roxanna N. Villasenor  
 Adrienne N. Webery  
 Ellie S. Weilbrenner  
 Bailey Weisler  
 Joshua C. White  
 Marissa J. Wilson  
 Brevyn N. Woelk  
 Grant W. Woodfin  
 Autom B. Yount

### **Summa Cum Laude**

Samantha F. Allen  
 Alexandria D. Ammons  
 Joshua Balint  
 Andrew S. Baumgarth Jr  
 Michael H. Berra  
 Brooke Biernbaum  
 Mackenzie N. Bonneville  
 Blythe A. Borton  
 Grace E. Boyum  
 Kristi M. Brucker  
 Kylie G. Collins  
 Melody W. Cornell  
 Dalton T. Cowan  
 Rachel A. Crites  
 Naomi M. Deen  
 Kyle A. Denk  
 Sydney E. Dowson  
 Gabriel P. Dudley  
 Adam R. Elfrink  
 Madison O. Eilers  
 Callie J. Fansler  
 Daniel W. Fitzpatrick Jr

Mareea Gaines  
 Kaylee M. Gaumnitz  
 Miranda N. Geer  
 Doniele L. Gipson  
 Kenzie Gramm  
 Alana M. Halvorsen  
 Dempsey L. Hankins  
 Ashlyn R. Hayes  
 Talia Hoskins  
 Tyler V. Howard  
 Lauren F. Hulett  
 Rebecca L. Hursh  
 Alona Ivchenko  
 Kylie M. Jackson  
 Casey W. Jameson  
 Jasmine J. Jones  
 Savanah R. Keller  
 Heaven L. Ketcherside  
 Donovan S. Kleinberg  
 Caitlin Knight  
 Shannon E. Kobal  
 Dalton R. Lacy

Kaetlin Lamberson  
 Allison K. Laws  
 Jennifer M. Lee  
 Min Ji Lee  
 Luke M. LeGrand  
 Kylie A. Linkeman  
 Mackenzie J. Long  
 Joshua May  
 Hannah K. McClarney  
 Brady R. McDowell  
 Kayla M. Miller  
 Callista Nickelson  
 Caleb M. Norman  
 Rachel M. Orf  
 Olivia E. Ostertag  
 Emilee L. Palmer  
 Mikayla D. Patterson  
 Mary L. Ramey  
 Anna Raymond  
 Cooper L. Rentfro  
 Lars K. Reynolds  
 Ciera L. Ruffin

Paige A. Sailors  
 Ashley M. Scheffer  
 Emilia G. Schempp  
 Danielle M. Seidel  
 Taylor Smith  
 Nathan D. Stahlman  
 Alyssa Strauss  
 Kendall H. Sulkowski  
 Seth A. Tanner  
 Joshua M. Thibodeaux  
 Anna M. Thomas  
 Rachel L. Thompson  
 Taylor N. Turnipseed  
 Lauren R. Viessman  
 Johanna L. Walton  
 George Warren  
 Logan Wascher  
 Mallory A. Westerman  
 Stephen C. Zagurski  
 Grace D. Ziehm

### **Academic Distinction in the Department of the Major**

Rebecca L. Hursh – Accounting, Economics and Finance

### **Jane Stephens Honors Program**

Hannah E. Alexander  
 Amber L. Bencher  
 Danielle Bergfeld  
 Emily G. Bergmann  
 Grace E. Boyum  
 Kristi M. Brucker  
 Katie A. Bunselmeyer  
 Dalton T. Cowan  
 Michaela K. Dennis  
 Emily A. Doster  
 Sydney E. Dowson  
 Abigail M. Fischer

Joseph C. Foster  
 Mareea Gaines  
 Anahi G. Gamboa  
 Rebecca L. Gangemella  
 Hannah C. Gard  
 Kaylee M. Gaumnitz  
 Miranda N. Geer  
 Kelly E. Genesio  
 Ellen E. Gieselman  
 Brooke L. Grable  
 Grace A. Grzywa  
 Cameron L. Harmon

Ashlyn R. Hayes  
 Brooke E. Hewlett  
 Michelle N. Holt  
 Tyler V. Howard  
 Hannah C. Hufford  
 Rebecca L. Hursh  
 Jasmine J. Jones  
 Donovan S. Kleinberg  
 Sarah A. Klump  
 Zoey C. Logan  
 Brittany N. Miller  
 Kayla M. Miller

Elena M. Nunez  
 Claire E. Rankin  
 Cooper L. Rentfro  
 Michaela C. Salyer  
 Emilia G. Schempp  
 Morgan C. Tackett  
 Madison B. Triplett  
 Mallory A. Westerman  
 Autom B. Yount  
 Grace D. Ziehm

# Shaquira Blackman

(314) 598-7080

Blackmanshaquira@gmail.com

## EDUCATION

**Southeast Missouri State University, Cape Girardeau, MO — Bachelor's Degree**

Expected graduation: May 2020

**Normandy High School, Saint Louis, MO — Diploma**

Graduation date: June 2016

## WORK EXPERIENCE

**Walmart, Saint Louis — Sales Associate**

June 2017 - PRESENT

Resolves customer complaints. Maintains a safe work environment.  
Ensures that shelves are stocked. Assist customers with daily questions.

**Beyond Housing, Saint Louis, MO — Intern**

May 2016 - August 2016

Created floor plan for the thrift store. Maintained inventory donations.  
Ensured donations were shelved for customers. Ensured a clean and safe environment.

## ORGANIZATIONS

**Black Student Union- January 2017- Present**

May 2018- May 2019: Secretary

May 2019-May 2020: Vice President

**Big Brothers Big Sisters- November 2018-Present**

**National Honors Communication Society- Lambda Pi Eta-**  
November 2018- Present

**National Society of Leadership and Success-**

August 2017- Present

## SKILLS

Microsoft Word

Microsoft PowerPoint

Leadership Qualities

Strong Verbal Communicator

Powerful Negotiator

Self motivation

Creative

Team Player

## VOLUNTEER EXPERIENCE

**Walk MS (Multiple Sclerosis)**

April 2019

**Redhawk Food Pantry**

August 2017- Present

**Normandy High School  
Registrar's Office**

August 2015- July 2018

**Faith Church**

May 2014- May 2016

**Normandy High School  
Fashion Show**

April 2016



**BOARD OF REGENTS**

**REPORT ITEM**

**May 10, 2019**

**Open Session**

**PROGRESS REPORT – Contracts and Facilities Management Projects**

**Part I – Contracts in Excess of \$100,000**

The following contract(s) and/or purchase order(s) in excess of \$100,000 for which provisions have been made in the annual operations or capital budgets or designated fund balances of the University or subsequent projects approved by the Board of Regents were executed:

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>VENDOR</b>	<b>AWARD AMOUNT</b>
<i>Holcomb Success Center Chiller Replacement</i>	June 1, 2019	<i>Nip Kelley Equipment Co., Inc.</i>	\$289,910
<i>Towers South Fire Alarm Upgrade</i>	July 31, 2019	<i>Schneider Electric</i>	\$621,850
<i>Track Building Renovation &amp; Addition</i>	July 31, 2019	<i>Clark &amp; Sons Excavating, LLC</i>	\$371,400
<i>Magill Biology Greenhouse Renovation</i>	August 15, 2019	<i>Kiefner Brothers, Inc.</i>	\$197,400
<i>Towers West and North Elevator Upgrades (A/E)</i>	August, 2020	<i>Lawrence Group</i>	\$139,915

**Part II – Facilities Management Capital Projects Update Report**

**A. STATE FUNDED CAPITAL IMPROVEMENT PROJECTS**

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>STATUS</b>
Crisp Hall Renovation	July 19, 2019	Demolition is complete. Installation of mechanical, electrical, plumbing and fire suppression equipment is 75% complete. New lintels and window installation continue as does wall framing and floor preparation.

**B. UNIVERSITY FUNDED AND MAINTENANCE & REPAIR  
CAPITAL IMPROVEMENTS OVER \$50,000**

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>STATUS</b>
Campus Utility Tunnel Condition Surveys	Spring 2019	Project is complete and was presented to the Board in February.
Capaha Field Indoor Batting Facility	July 20, 2019	Contract for construction of building awarded to Evarard-Strang. Shop drawings are being reviewed by City of Cape.

*Facilities Management Progress Report*  
*May 10, 2019*  
*Page 2 of 2*

PROJECT	ANTICIPATED COMPLETION	STATUS
Cyber Range Renovation	February 20, 2019	Project is complete and under warranty. Installation of graphics to be completed by May.
General Construction Contract 2018	Multiple projects through 6/30/19	Concrete replacement at Towers exit drive completed during spring break.
General Electric Contract 2018	Multiple projects through 6/30/19	Contractor to assist Facilities Management staff during scheduled electrical outage on April 19, 2019.
Holcomb Success Center Chiller Replacement	June 1, 2019	Existing chiller has been demolished and new chiller is on-site being installed.
Magill Biology Greenhouse Renovation	August 15, 2019	Contract awarded to Kiefner Bros, Inc. Shop drawings are being reviewed and construction is to start mid-May 2019.
Student Recreation Center Roof Replacement	July 30, 2019	Contract awarded to Brockmiller Construction. Construction to begin mid-May 2019.
Towers South Fire Alarm Upgrades	July 31, 2019	Contract awarded to Schnieder Electric. Construction to begin mid-May 2019.
Towers West and North Elevator Upgrades	August 2020	Design contract executed with The Lawrence Group. Kick-off meeting held March 28, 2019.
Track Building Renovation & Addition	July 31, 2019	Contract awarded to Clark & Son Excavating. Pre-construction meeting held April 2, 2019.
Tunnel 51-55 Repair	TBD	Kick-off meeting held in January 2019. Design development meeting scheduled for the end of April 2019.

*Note: Shading indicates completed projects.*