



Office of the President

## NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this twenty-first day of June 2024, that the Board of Governors of Southeast Missouri State University will convene at 9:00 a.m., on Monday, June 24, 2024, at the Montgomery Bank Conference & Training Center located at 526 W. Main Street, Jackson, Missouri and again at 9:00 a.m. on Tuesday, June 25, 2024, in the Academic Hall Board Room on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

The tentative agenda is attached to this notice and includes a vote to close the meeting on June 24 for consideration of matters authorized by statute, including Sections 610.021(3), (12) and (13) of the Revised Statutes of Missouri; and on June 25 for consideration of matters authorized by statute, including, 610.021(1), (3), and (9) of the Revised Statutes of Missouri.

Representatives of the news media may obtain copies of this notice by contacting:

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Christopher R. Martin  
Board of Governors' Secretary



# **SOUTHEAST MISSOURI STATE UNIVERSITY · 1873<sup>®</sup>**

## **BOARD OF GOVERNORS WORK SESSION AND RETREAT**

**9:00 a.m., June 24, 2024**

**Montgomery Bank Conference & Training Center  
526 W. Main Street  
Jackson, MO 63755**

### **Agenda**

#### **1. Board Retreat and Work Session**

*(Governor Klocke)*

##### **a. Action Items (9:00-9:05 a.m.)**

**i. Welcome and Call to Order**

**ii. Roll Call of Members and Determination of Quorum**

#### **2. Board Retreat**

##### **a. Board Development Workshop (9:05-10:30 a.m.)**

**i. The Changing Higher Education Landscape and the Impact on  
Regional Comprehensive Institutions**

*(Dr. Charles Welch, President & CEO, AASCU)*

***Break (10:30-10:45 a.m.)***

**b. Board Strategy Workshop – Strategic Enrollment Planning (10:45-11:15 a.m.)  
*(University President Vargas and Dr. Below)***

**3. Board Work Session**  
*(Governor Klocke)*

- a. Review Board Packet for June 25 Meeting *(11:15-12:15 p.m.)*  
*(Dr. Carlos Vargas, University President)*

***Lunch (12:15-1:00 p.m.)***

- b. Convene Closed Executive Session – *Pursuant to RSMo 610.021(3), (12) and (13) (1:00-4:30 p.m.)*
- c. Reconvene Open Work Session & Announcements *(4:30 p.m.)*
- d. Recess Open Session (to reconvene Tuesday, June 25, 2024 at 9:00 a.m.)



**SOUTHEAST MISSOURI  
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**BOARD OF GOVERNORS MEETING  
9:00 a.m., Tuesday, June 25, 2024  
Academic Hall Board Room  
Southeast Missouri State University  
Cape Girardeau, Missouri 63701**

**Open Agenda**

**1. General Business**

*(Governor Klocke)*

a. Action Item(s)

- i. Welcome and Call to Order
- ii. Roll Call and Determination of Quorum
- iii. Review and Approve Consent Agenda (**Attachment A**)

1. Consideration of the Minutes of May 16, 2024 and May 17, 2024 Open Session Meetings
2. Consideration of Appointment to River Campus Board of Managers
3. Consideration of Appointment to Show Me Center Board of Managers

**2. University President's Items**

*(University President Vargas)*

a. Report Item(s)/Information

- i. University President's Report

**3. Academic & Student Engagement Committee**

*(Governor Smith)*

a. Action Item(s)

- i. Consideration of Academic Program Changes (**Attachment B**)
  - o College of Humanities and Social Sciences: New Minor – Nonprofit Management

**4. General Business**  
*(Governor Klocke)*

- a. Action Item(s)
  - i. Convene Closed Session for Appropriate Considerations Pursuant to Sections 610.021 (1), (3), and (9) of the Revised Statutes of Missouri
  - ii. Reconvene Open Session
  - iii. Announcements of Actions Taken in Closed Session

**5. Finance & Audit Committee**  
*(Governor Limbaugh)*

- a. Action Item
  - i. Consideration of Proposed FY25 University General Operating and Auxiliary Budgets **(Attachment C)**
  - ii. Consideration of Revised Business Policy Section 01-02, Title IX Compliance: Sex Determination, Sexual Harassment, Sexual Misconduct/Sexual Violence and Section 01-03, Anti-Harassment and Non-Discrimination **(Attachment D)**
- b. Report Item(s)/Information
  - i. Progress Report on Contracts and Facilities Management Projects **(Attachment E)**
  - ii. Storm Water (MS4) Report **(Attachment F)**
  - iii. FY24 Operating Budget to Actual Report **(Attachment G)**
  - iv. Faculty and Staff Personnel Actions **(Attachment H)**

**6. General Business**  
*(Governor Klocke)*

- a. Action Item
  - i. Adjourn Board of Governors Meeting



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**BOARD OF GOVERNORS**

**MOTION CONSIDERATION FORM**

**June 25, 2024**

**Open Session**

**I. Motion to be Considered:**

Approve the following consent agenda items:

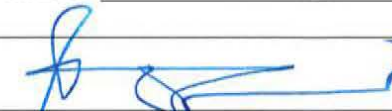
1. Minutes of the May 16, 2024 Work Session and May 17, 2024 Open Session Meetings
2. Appointment of Dr. Bruce Skinner as a representative for Southeast Missouri State University on the River Campus Board of Managers.
3. Appointment of Dr. Bruce Skinner as a representative for Southeast Missouri State University on the Show Me Center Board of Managers.

**II. Background:**

To streamline business and to enhance the efficiency of its operations, the Board of Governors uses a Consent Agenda to act on items that are routine in nature or that have been previously discussed at prior meetings and there was stated consensus for moving forward with formal approval. Items on a Consent Agenda can be approved En bloc with one action or they can be removed from the Consent Agenda and dealt with independently at the request of any board member.

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**Recommended By:**

Student Government _____	Chairperson _____
Faculty Senate _____	Dean _____
Administrative Council _____	Academic Council _____
VP, Enroll. Man. & Stu. Suc. _____	Provost _____
VP, Finance & Admin. _____	
VP, University Advancement _____	<b>President</b> 

<b>Board Action on:</b> _____	Postpone: _____
Motion By: _____	Amend: _____
Second By: _____	Disapprove: _____
Vote: Yeas: _____ Nays: _____	Approve: _____
Abstentions: _____	Secretary: _____



**MINUTES OF THE OPEN SESSION  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
HELD ON THE  
SIXTEENTH DAY OF MAY 2024**

The Board of Governors for Southeast Missouri State University convened Open Session on Thursday, May 16, 2024, at approximately 10:07 a.m., at the Montgomery Bank Conference and Training Center located at 526 W. Main Street, Jackson, Missouri. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; and Mr. Lloyd F. Smith. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present was Mr. Christopher R. Martin, Board Secretary and University General Counsel. President Klocke presided.

**CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION**

A motion was made by Governor Martin and seconded by Governor Smith to recess the Open Session and convene Closed Executive Session pursuant to Sections 610.021(3), (12) and (13) of the Revised Statutes of Missouri.

A roll call vote was taken. Voting in favor were Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith. The motion carried.

The Open Session was recessed at approximately 10:08 a.m.

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

Upon reconvening the Open Session at approximately 4:52 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Executive Session:

**During Closed Executive Session the Board of Governors conducted the following business:**

- By a vote of 6 to 0 the Board approved the minutes of the Board's February 23, 2024, April 5, 2024, and April 18, 2024 Closed Executive Sessions. Governors Klocke, Limbaugh, Martin, Moore, Smith, and Robinson voted to approve.
- The Board had conversations regarding personnel and negotiated, unexecuted contracts, per RSMo 610.021(3), (12) and (13). No action was taken.

- By a vote of 6 to 0 the Board adjourned the Closed Executive Session and reconvened the Open Session. Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith voted to approve.

**CONSIDERATION OF MOTION TO ADJOURN**

A motion to adjourn was made by Governor Limbaugh and seconded by Governor Smith to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 4:53 p.m.

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Christopher R. Martin  
Secretary, Board of Governors

**APPROVED:**

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Tina L. Klocke  
President, Board of Governors  
Southeast Missouri State University



**MINUTES OF THE OPEN SESSION  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
HELD ON THE  
SEVENTEENTH DAY OF MAY 2024**

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, May 17, 2024, at approximately 8:00 a.m., in the Academic Hall Board Room, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; and Mr. Lloyd F. Smith. Student Representative Clayton Eftink was absent. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, including, Dr. Mike Godard, Dr. Debbie Below, Mr. Wendell Snodgrass, Mr. Dan Presson, Mr. Brady Barke, Dr. Nora Bouzihay, Dr. Gerald Shields, and Ms. Tonya Wells. Other attendees included representatives from Faculty Senate, Professional Staff Council, Clerical and Technical Staff, and Student Government; Ms. Lenell Hahn; Dr. Matthew Kearney; and Dr. Chelsea McNeely. Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel, were present too. Board President Klocke presided.

**CONSIDERATION OF APPROVAL OF MINUTES**

Board President Klocke introduced consideration of approval of the minutes from the February 22, 2024 Work Session; and February 23, 2024, April 5, 2024 and April 18, 2024 Open Session Meetings.

A motion was made by Governor Limbaugh and seconded by Governor Martin to approve the February 22, 2024 Work Session; and February 23, 2024, April 5, 2024 and April 18, 2024 Open Session minutes [Attachment A]. The motion carried unanimously.

**UNIVERSITY PRESIDENT'S REPORT**

Board President Klocke called upon University President Vargas to deliver his University President's Report. University President Vargas referred Governors to a print-out of division highlights and accomplishments as provided by members of Executive Staff, which included the following:

- On May 10<sup>th</sup>, the Missouri Legislature Truly Agreed and Finally Passed the FY25 budget. House Bill 3 includes the Governors recommended 3 percent core appropriation increase for state colleges and universities, which for SEMO means an appropriation of \$55,541,091. The Governor's recommended capital appropriations for SEMO were also

included, which amounts to \$18.5 million for the university’s Modern Campus Transformational Project and is new investment in addition to the \$11 million appropriated in FY23 and \$18.5 million in FY24.

- A national search for the Vice President for Finance and Administration has begun. The search committee will be supported by AGB Search, who will work with the university to establish goals for the position as well as recruit candidates who meet the university’s leadership priorities.
- Jakob Pallesen has been appointed as Director of the SEMO Small Business Development Center. As a regionally known resource on small business development he adds a renewed emphasis in regionalism to his role, as he works to build connections and plan events throughout the region.
- Dr. Mike Godard, Provost, will depart the University on May 31. Dr. Doug Koch has been appointed Interim Provost effective June 1. Dr. Melissa Odegard will serve as Interim Vice Provost and Dean of Graduate Studies effective August 1. A search for a Provost will be undertaken within the next academic year.
- On May 9<sup>th</sup> the Law Enforcement Academy graduated 28 new POST Certified police officers.
- Discussions with Kansas City University (KCU) are ongoing regarding possible medical and dental school pathways for Southeast students. A group representing the University had previously visited KCU’s facilities in Kansas City and just recently a trip was made to Joplin to visit KCU’s facilities there. A follow-up visit is planned in the next month.
- The table below provides a sample summary of activities, events, and meetings that the University President engaged in since the February Board meeting:

<b>Engagement</b>	<b>No. of Engagements</b>	<b>Sampling of Engagements</b>
Student Events	17	Athletic Events/Competitions, River Campus Events/Activities, Greek Week, Greek Sing, Presidential Ambassador Event, SGA Banquet, Theatre & Dance Extravaganza, Commencement Events meeting
OVC & NCAA Meetings	6	Committees & Presidents’
Community Visits/Events	20	Donor engagement, Alumni Events in Florida/Sikeston/St. Louis, First Friday Coffee, Power of Women event, Meeting with P&G, Saint Francis Gala, Sesquicentennial Ball, Cedric event, Meeting in Sikeston, AASCU President’s Symposium, Cape Chamber Dinner, AGB Conference, Meeting with Boys & Girls Club, Future Teachers Event, Meeting with Cape Schools, MidAmerica Transplant dedication
Legislative Outreach & State Higher Ed Meetings	8	Meetings with MDHEWD Commissioner, COPHE, CBHE, Meetings with City of

		Cape, Visit to Kansas City University, Signing of Articulation Agreements with Three Rivers College
Board Meetings	3	Foundation, AASCU, Boy Scouts

- The College of Education, Health and Human Studies hosted the third annual Future Teacher Day on April 12th. This event was the largest yet with over 200 attendees exploring careers/majors in education fields through interaction with faculty and students in education programs and content areas.
- The Holland College of Arts and Media hosted a Leadbelt Region Advisor Professional Development Tour in March. rootEd Missouri brought approximately 20 high school advisors to our campus. We've hosted hundreds of high school students brought to our campus by their advisors since the original tour.
- Arts and theatre students from Lift for Life Academy met faculty from all four Holland College of Arts and Media departments on April 10 at the Rust Center for Media and the River Campus. A backstage tour of *The Wizard of Oz* was given to students, they met the designers and directors, they ran the ceramics wheel, and they experienced operating the cameras and being on camera.
- TRIO and Educational Access Programs hosted their National TRIO Day Celebration at Century Casino with an attendance of nearly 200 faculty, staff, students, and invited guests. In addition to celebrating the graduation of many students in attendance, there were a total of 21 awardees recognized during the event.
- This spring, the College of Humanities and Social Sciences (CHSS) offered several educational opportunities for learners of all ages. In late February, the annual regional competition for National History Day drew approximately 275 high school students, nearly double the previous year's participation. The Katherine Cochrane Writing Excellence Awards saw nearly 70 students from 4th to 12th grade participate, with many attending the awards reception.
- The Southeast Forensic Anthropology Cold Case Team, led by Dr. Jennifer Bengtson, recently solved their seventh case, reuniting the remains of 16-year-old Helen Renee Groomes with her family after 47 years. Dr. Bengtson also provides supports to individuals, families and others affected by unexplained disappearances in southeast Missouri. In April, she was the guest speaker at the Remembrance for Cheryl Anne Scherer, marking the 45th anniversary of her disappearance.
- Southeast Missouri State University's hospitality management program has received accreditation from the Accreditation Commission for Programs in Hospitality Administration (ACPHA). The accreditation recognizes the program's quality, joining only 64 institutions recognized for their comprehensive curriculum, faculty expertise, and commitment to preparing students for successful hospitality careers.
- 40+ students were recognized at the 2024 Student Life and Leadership Awards banquet on April 26. The university recognizes exemplary student engagement at this event through the following awards: President's Spirit of Southeast Award, First-Year Student Award, University Contributor Award, Student Life Achievement Recognition Award, Civic and Global Engagement Award, Outstanding Student Organization Award, and Outstanding Advisor Award.

- SEMO's eSports Overwatch team won the end-of-season Eastern College Athletic Conference Rivals Division Finals, beating Emory & Henry University in Virginia. The League of Legends team took second place in their conference, losing to Farmingdale University in New York.
- Fraternity and Sorority chapters completed Greek Week in April. During this week, they raised more than \$25,000, including more than \$15,000 for Special Olympics. They also donated more than 10,000 items to the Redhawk Food Pantry, 4,000 items of clothing to the Safe House for Women and collected 452 units of blood in partnership with the American Red Cross. Alpha Chi Omega was selected as the sorority of the year, and Sigma Nu was selected as the Fraternity of the year.
- The SEMO Family Hub website, which is a resource for families to stay connected to their student and the University and includes an email newsletter to SEMO families, has more than 16,000 members and more than 7,800 are active members who have either visited the website or opened the Family newsletter.
- The University has entered a three-year partnership with Missouri DeMolay, an international fraternal organization for young men ages 12 to 21, to host their annual conference at SEMO. The organization first hosted their conference at SEMO in 2023, which included nearly 300 attendees from Missouri, Illinois, Tennessee, Alabama, Arkansas and California over the course of the 4-day conference.
- At the conclusion of an open search, Holly Bauwens was selected to become the new Director of the Office of Human Resources for the University. Bauwens will replace Alissa Davis, who will be retiring from the University on July 31, 2024. Bauwens has worked in the human resources field for the last 25+ years and has served the last six years as the assistant director of the University's human resources department, supervising human resource functions, including faculty and staff recruitment and employment, benefits, and compensation.
- Beth Glaus, Director of Public Safety, will retire on June 1, 2024, after over 36 years of service to the university. Interim leadership will be provided by Brett Main, Operations Manager/Assistant Director of Clery and Records, supported by Jason Morgan, Captain of Police Operations, and Jeff Crites, Emergency Manager, until a permanent Director is identified through an open search.
- Former Football student-athlete Ryan Flournoy was drafted by the Dallas Cowboys in the 6<sup>th</sup> round of the 2024 NFL Draft. Also, former Football student-athlete Lawrence Johnson signed as an undrafted free agent with the New Orleans Saints.
- SEMO Athletics announced a partnership with SOAR Collective, the official Name, Image, and Likeness Collective of SEMO Athletics. SOAR Collective will provide enhanced NIL opportunities for student-athletes which will aid in the recruitment and retention of student-athletes.
- SEMO Softball went 3-0 to win the 2024 Ohio Valley Conference Softball Tournament. It is the program's 7<sup>th</sup> OVC Tournament title, and first since 2019. SEMO opens play in the NCAA Fayetteville Regional against Arkansas on Friday, May 17.
- The Women's Track and Field team secured its 12<sup>th</sup> Outdoor Ohio Valley Conference title. It is the team's second straight outdoor OVC title. The athletes that qualified for the NCAA West Preliminary will travel to Fayetteville, Arkansas May 22 to 25.
- On May 15, Briley Palmer was named the new Women's Basketball Head Coach.

- As of May 5, the *Transforming Lives Campaign* has raised nearly \$45 million.
- The April 6 Sesquicentennial Ball was a tremendous success, grossing over \$500,000 and netting approximately \$341,000.
- In addition to the Sesquicentennial Ball and an Evening with Cedric the Entertainer, several events were hosted in the spring including an EGGScclipse brunch to celebrate the April 8 Solar Eclipse, KRCU's Music on the River, and alumni events in Jackson, Kennett, St. Louis and Sikeston.
- On April 25, SEMO and Mid-America Transplant (MAT) unveiled and formally dedicated a new memorial at the River Campus. The sculpture was designed and sculpted by Don Wiegand, a Missouri native. The memorial will serve as a place to honor and celebrate organ and tissue donors and recipients, and to encourage individuals to join the organ tissue and eye donor registry. The memorial is the result of a partnership between SEMO and MAT that included a pledge of \$100,000 from MAT toward the design and construction of the sculpture. The gift will also provide scholarships for SEMO nursing students.

### **REPORT FROM STUDENT GOVERNMENT**

University President Vargas introduced Ms. Lydia Pobst, 2024-25 Student Government Association (SGA) President to provide an update to the Board.

In her report, Ms. Pobst highlighted actions and accomplishments from the 2023-24 year, which included, but were not limited to an investment in Esports, support for STEM week, adding a crosswalk near Dempster, and adding a Public Relations Chair to improve engagement with the student body. She then outlined her goals for 2024-25, which included a focus on increasing engagement with freshman, exploring some form of mobile ID, possible converting coin operated parking meters to new technology, ADA compliance on campus, and updating the Center for Student Involvement in the University Center.

### **REPORT FROM FACULTY SENATE**

University President Vargas introduced Dr. Erin Fluegge, the 2023-2024 Chair, and Dr. Jenny Cropp, 2024-25 Chair, to provide a report to the Board.

Dr. Fluegge stated that Faculty Senate dealt with 41 pieces of legislation, many of which dealt with streamlining the Faculty Handbook to reduce it from over 240 pages to just over 100, a nearly 53% reduction. She stated this was achieved by working with attorneys at Husch Blackwell as well as University leaders, and that sections of the Handbook were assigned to Senate Committees, who were then given timelines and objectives to help facilitate the work. Dr. Fluegge also noted that Senate hosted a number of guests throughout the year to provide updates on various topics, and they worked to enhance the relationship with other employee groups.

Dr. Cropp stated that she is looking forward to working with the Senate and that all committee chair positions have been set. She also stated that one priority may include reviewing the tenure and promotion procedures in the Handbook.

During discussion board members thanked Drs. Fluegge and Cropp for their leadership and commended them on their work to review and reduce the Faculty Handbook.

### **REPORT FROM PROFESSIONAL STAFF COUNCIL**

University President Vargas introduced Ms. Amy Hancock and Mr. Dustin Hopkins from Professional Staff Council (PSC) to provide a report to the Board. In doing so, he noted that PSC would be invited to provide a report to the board two times a year, at both the December and May meetings but subject to change or future direction from the Board of Governors.

Ms. Hancock noted that she served as Chair of PSC for the 2023-24 year. She stated that PSC is an elected group of 12 members that represents about 290 professional staff at the University, and that it meets monthly. Ms. Hancock noted that PSC is not a legislative group. She recapped their activities for the year, which included, but were not limited to quarterly meetings with President Vargas and hosting guests presenters to provide updates on various topics. Ms. Hancock noted that a concern of PSC had been communication from university administration, however, they are appreciative of the new "From Carlos" email updates, which PSC members find to be very informative. Going forward, she stated that PSC will continue to advocate for staff, including considerations regarding compensation and the recruitment and retention of employees.

Mr. Hopkins shared that he will serve as PSC Chair for the 2024-25 year. He stated that the annual PSC Breakfast will be held in June and that he looks forward to continuing to build on what has been achieved in prior years.

### **REPORT FROM CLERICAL, TECHNICAL, STAFF COUNCIL**

University President Vargas introduced Ms. Dayna Northington from Clerical, Technical, Staff Council (CTS) to provide a report to the Board. In doing so, he noted that CTS would be invited to provide a report to the board two times a year, at both the December and May meetings but subject to change or future direction from the Board of Governors.

Ms. Northington shared that she served as Chair of CTS for the 2023-24 year and that she will continue to be Chair during 2024-25. She advised that CTS represents approximately 150 employees that include positions such as administrative assistants, accounting assistants, admissions specialists, broadcast engineers, and some services employees in facilities management and public safety. Ms. Northington stated that one of CTS' goals for the year was to address feelings of low morale and to talk about salary compression. She stated that recruitment and retention of employees is also important, as well as communication from university administration. Ms. Northington expressed her appreciation for the new "From Carlos" emails that provide updates on university initiatives and other topics and noted that CTS is grateful for actions taken to respond to compensation concerns and to provide recognition opportunities for staff that provide additional service. For 2024-25, Ms. Northington stated that she looks forward to continuing to collaborate with the other employee groups as well as Student Government, and that she wants to complete a review of the CTS By-Laws as well as work with Human Resources

on a review of positions descriptions and titles. She also stated that compensation will continue to be a focus for CTS.

## **ACADEMIC & STUDENT ENGAGEMENT COMMITTEE**

### Academic Program Changes

Governor Smith, Chairman of the Academic and Student Engagement Committee, called upon Dr. Mike Godard, Provost to present a motion to approve academic program changes. [Attachment B].

Provost Godard directed Governors to the materials behind Attachment B in the Board packet and read the items for consideration:

- Approve the title change of the Master of Arts in Teaching (MAT) in MSED – STEM to MAT in Middle or Secondary Teacher Certification.
- Authorize and approve the deletion of the Minor in French.
- Approve a new MBA Option in Human Resource Management.
- Approve the combining of the Applied Management and the Management Options into a single Business Management Option within the Management BSBA.
- Approve the combining of the Advertising and the Public Relations Options into a single Option, Advertising and Public Relations, within the Mass Communications Program.

A motion was made by Governor Limbaugh and seconded by Governor Martin to approve all proposed academic program changes [Attachment B]. The motion carried unanimously.

### Report Item(s)/Information

Governor Smith called on Dr. Debbie Below, Vice President for Enrollment Management and Student Success, to provide verbal reports on Fall 2024 Enrollment Projects, the status of the delayed FAFSA processing, and an update on the Enrollment Transformation Task Force.

## **FINANCE & AUDIT COMMITTEE REPORT ITEMS**

### Report Item(s)/Information

Governor Limbaugh, Chairman of the Finance and Audit Committee, called upon University President Vargas to facilitate verbal reports on Contracts and Facilities Management Projects [Attachment C], Faculty and Staff Personnel Items [Attachment D], and FY24 Operating Budget to Actual [Attachment E].

### FY2025 Tuition and General Fees

Governor Limbaugh called on Dr. Gerald Shields, Interim Vice President for Finance and Administration, to present a motion to approve the proposed Tuition and Fee Schedule for the



Cape Girardeau Campus and Regional Campuses, Sikeston and Kennett, effective as of Fall 2024. [Attachment F].

Dr. Shields referred to the materials in the board packet and stated that the combined FY2025 tuition and fee increase equaled 4.29 percent. He noted that there is not a recommendation to increase the general fee. Dr. Shields also reviewed publicly available information from peer institutions regarding tuition rates for the coming year and stated that the proposal to the board is in alignment with what is known about other institutions. After his remarks, he called for questions. Hearing none, Board President Klocke entertained a motion.

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve the proposed fiscal year (FY) 2025 Tuition and Fee Schedule for the Cape Girardeau Campus and Regional Campuses, Sikeston and Kennett, effective as of Fall 2024. [Attachment F]. A voice vote was conducted. The motion carried.

#### FY2025 Special Course Fees

Governor Limbaugh called on Dr. Gerald Shields, Interim Vice President for Finance and Administration, to present a motion to approve Course Fees effective with the Fall 2024 semester. [Attachment G].

Dr. Shields referred to the materials in the board packet and called for questions. Hearing none, Board President Klocke entertained a motion.

A motion was made by Governor Limbaugh and seconded by Governor Martin to approve Course Fees effective with the Fall 2024 semester. [Attachment G]. A voice vote was conducted. The motion carried.

#### External Auditing Services

Governor Limbaugh called on Dr. Gerald Shields, Interim Vice President for 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, 2024, with four optional annual renewal periods. [Attachment H].

Dr. Shields referred to the materials in the board packet and called for questions. He stated that four proposals were reviewed and that the recommendation of RubinBrown, LLP was not based entirely on points but also their experience and familiarity with the institution. Dr. Shields stated that he felt this consideration was important particularly because of the many transitions in the Division of Finance and Administration, and that maintaining continuity is important.

Before considering a motion, Governor Smith thanked Dr. Shields for his comments but questioned at what point does an organization change auditors so that there is a different set of eyes looking at the institution and whether there is concern about staying with the same auditor year after year. Dr. Shields acknowledged Governor Smith's comments and reiterated his earlier statements about familiarity and continuity.

A motion was made by Governor Smith and seconded by Governor Limbaugh to approve the appointment of RubinBrown, LLP as the external auditor of the University and Foundation effective for the fiscal year ending June 30, 2024, with four optional annual renewal periods. [Attachment H]. A voice vote was conducted. The motion carried.

#### New Business Policy 01-21

Governor Limbaugh called on Mr. Christopher R. Martin, Board Secretary and University General Counsel, to present a motion to approve the addition of a new policy statement 01-21 – Research Misconduct (Attachment 1) in Section 01, Administration of the Business Policy and Procedures Manual, replacing the current policy in the faculty handbook. [Attachment I].

Mr. Martin referred to the materials in the board packet and stated that the University does not currently have a formal Business Policy on research misconduct and that the proposed motion is to ensure the University is in full compliance with federal and state laws. He also noted that if passed, the new business policy would replace an existing section in the Faculty Handbook on the same topic. After his comments, Mr. Martin called for questions. Hearing none, Board President Klocke entertained a motion.

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve the addition of a new policy statement 01-21 – Research Misconduct (Attachment 1) in Section 01, Administration of the Business Policy and Procedures Manual, replacing the current policy in the faculty handbook. [Attachment I]. A voice vote was conducted. The motion carried.

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

A motion was made by Governor Martin and seconded by Governor Moore to recess the Open Session and convene Closed Session pursuant to Section 610.021(1) of the Revised Statutes of Missouri.

A roll call vote was taken. Voting in favor were Governors Klocke, Limbaugh, Martin, Moore and Smith. Governor Robinson did not vote as he was no longer present due to a professional commitment. The motion carried.

The Open Session was recessed at approximately 11:16 a.m.

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

Upon reconvening the Open Session at approximately 11:33 a.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed and Closed Executive Sessions:

**During Closed Session the Board of Governors conducted the following business:**

- By a vote of 5 to 0 the Board approved the minutes of the Board's February 23, 2024 closed session. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve. Governor Robinson did not vote as he was no longer present due to a professional commitment.
- The Board had conversations with legal counsel per RSMo 610.021(1) pertaining to legal matters.
- By a vote of 5 to 0 the Board adjourned the Closed Session and reconvened Open Session. Governors Klocke, Limbaugh, Martin, and Smith voted to approve. Governor Robinson did not vote as he was no longer present due to a professional commitment.

**CONSIDERATION OF MOTION TO ADJOURN**

A motion to adjourn was made by Governor Smith and seconded by Governor Moore to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 11:35 a.m.

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Christopher R. Martin  
Secretary, Board of Governors

**APPROVED:**

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Tina L. Klocke  
President, Board of Governors  
Southeast Missouri State University



**BOARD OF GOVERNORS**  
**MOTION CONSIDERATION FORM**

**June 25, 2024**

**Open Session**

**I. Motion to be Considered:**

Approve the appointment of Dr. Bruce Skinner, Associate Vice President of Student Life, to fill the unexpired term of Bradley Sheriff ending December 1, 2026, as a representative of Southeast Missouri State University on the River Campus Board of Managers.

**II. Background:**

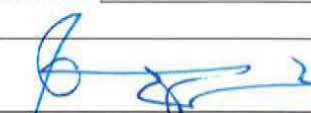
The Cooperation Agreement for the St. Vincent Seminary Property between the City of Cape Girardeau and Southeast Missouri State University states that both the City Council and the University's governing board shall each appoint three members to the River Campus Board of Managers. At least one of the City's appointees shall be from the hotel/motel industry. The term of office of the Board of Managers shall be for three years.

Listed below are the current representatives and their expiration dates.

City Representatives	University Representatives	Term Expiration Date
Kenneth Haskin	Rhonda Weller-Stilson	December 1, 2024
Danielle Poyner	Brad Koester	December 1, 2025
Sopia Han	<del>Bradley Sheriff</del> Dr. Bruce Skinner	December 1, 2026

**Dr. Bruce Skinner** is the Assistant Vice President for Student Life at Southeast Missouri State University. As Assistant Vice President, he is responsible for the direction and efforts of a variety of campus departments, third-party service providers and university initiatives. Dr. Skinner earned a Bachelor of Science degree in Political Science and a Master's in Administration with an emphasis in Public Administration both from Southeast, and a Doctorate of Education in educational leadership and policy analysis from the University of Missouri.

**Recommended By:**

Student Government _____	Chairperson _____
Faculty Senate _____	Dean _____
Administrative Council _____	Academic Council _____
VP, Enroll. Man. & Stu. Suc. _____	Provost _____
VP, Finance & Admin. _____	
VP, University Advancement _____	<b>President</b> 

<b>Board Action on:</b> _____	Postpone: _____
Motion By: _____	Amend: _____
Second By: _____	Disapprove: _____
Vote: Yeas: _____ Nays: _____	Approve: _____
Abstentions: _____	Secretary: _____



**BOARD OF GOVERNORS**

**MOTION CONSIDERATION FORM**

**June 25, 2024**

**Open Session**

**I. Motion to be Considered:**

Approve the appointment of Dr. Bruce Skinner, Associate Vice President of Student Life, to fill the unexpired term of Dr. Brad Sheriff ending December 1, 2025, as a representative of Southeast Missouri State University on the Show Me Center Board of Managers.

**II. Background:**

The multi-use Center Agreement between the City of Cape Girardeau and Southeast Missouri State University states that the City Council and the Board of Governors shall each appoint three members to the Show Me Center Board of Managers. The term of appointment is for three years, and the appointments are to be staggered so that only two members are appointed each year.

Listed below are the representatives to the Show Me Center Board of Managers and their expiration dates.

<b>Term Expiration Date</b>	<b>City Representatives</b>	<b>University Representatives</b>
December 1, 2024	Arlo Ehly	Kent Phillips
December 1, 2025	Dr. Kenneth Haskin	<del>Dr. Brad Sheriff</del> Dr. Bruce Skinner
December 1, 2026	John McGowan	Alicia Scott

**Dr. Bruce Skinner** is the Assistant Vice President for Student Life at Southeast Missouri State University. As Assistant Vice President, he is responsible for the direction and efforts of a variety of campus departments, third-party service providers and university initiatives. Dr. Skinner earned a Bachelor of Science degree in Political Science and a Master's in Administration with an emphasis in Public Administration both from Southeast, and a Doctorate of Education in educational leadership and policy analysis from the University of Missouri.

**Recommended By:**

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

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

**President** \_\_\_\_\_

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

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





BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 24, 2024

Open Session

I. Motion to be Considered:

Approve the new minor in Nonprofit Management.

II. Background:

Justification: Over the past decade, the United States and the state of Missouri have experienced notable growth in the nonprofit sector, 55.44% and 41.17% respectively. In 2022 there were 1,824,048 nonprofits registered with the IRS in the US and 38,460 in Missouri. According to the Johns Hopkins Center for Civil Society Studies, America's nonprofit sector has the third largest workforce, overtaking manufacturing by nearly 100,000 workers nationwide in 2017. In the U.S., the nonprofit sector contributed \$1.4 trillion to the economy in the fourth quarter of 2021, comprising 5.5% of GDP.

The nonprofit sector in Missouri has also been robust. Between 2007 and 2017, nonprofit employment grew by 18.7%. St. Louis County, located approximately two hours from Cape Girardeau, has the largest number of nonprofits of any county in the state, producing over \$12 billion in expenditure, and holding over \$21 billion in assets.

Need: A minor in Nonprofit Management will offer an additional pathway for students pursuing a career in public affairs and management of a nonprofit organization. The minor will be a strong, additional credential for many majors, allowing them to fill the critical needs of nonprofit organizations.

Recommended By:

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

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

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

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

**Program Summary:** The Nonprofit Management minor will require completion of 12 credit hours. This includes:

- Civic Leadership and Public Service (PS231) (3 credits)
- Nonprofit Management (PS431) (3 credits)
- Marketing for Nonprofit Organizations (PS432) (3 credits)
- Grants and Fundraising (PS436) (3 credits)

Except for PS231, which will be a new offering, all courses listed are already offered by the department on a regular rotation.

If approved, we will seek a partnership with the Nonprofit Leadership Alliance to become a “campus partner.” This would provide students with an opportunity to earn the Certified Nonprofit Professional (CNP) credential (<https://nla1.org/cnp/>).





BOARD OF GOVERNORS MOTION CONSIDERATION FORM

June 25, 2024

Open Session

I. Motion to be Considered:

Approve the proposed FY'25 University Operating Budget.

II. Background:

The proposed FY'25 Operating Budget consists of the University's Education & General (E&G), Designated, and Auxiliary fund budgets. The E&G budget is the general operating budget, in which revenue is primarily incurred through tuition, fees, and state appropriations, and expenses are incurred to support to academic instruction and general operations. Designated funds execute specialized activities (e.g., University School for Young Children, Athletics) through a combination of operating revenues and University support. Auxiliary funds are intended to operate as individual profit centers that are supported by revenue directly related to the cost of goods sold and services provided. Auxiliary funds include Residence Life, Textbook Rental, and Student Recreation.

Attachment 1 summarizes the proposed FY'25 Operating Budget for all funds and provides a comparison to budgeted revenues and expenses for FY'24. The total base budget for University expenditures and transfers for FY'25 is \$154.7M as are base budgeted operating revenues, resulting in a balanced budget for the year. In addition to base budget, the proposed budget attached includes \$1.6M of one-time funds and equivalent contingency expenses. The proposed budget incorporates tuition and general fees increases, approved by the Board in May 2024, and room and board rates, approved by the Board in March 2024.

Notable changes to the budget from FY'24 to FY'25 are as follows:

Recommended By:

Student Government \_\_\_\_\_ Chairperson \_\_\_\_\_
Faculty Senate \_\_\_\_\_ Dean \_\_\_\_\_
Administrative Council \_\_\_\_\_ Academic Council \_\_\_\_\_
VP, Enroll. Man. & Stu. Suc. \_\_\_\_\_ Provost \_\_\_\_\_
VP, Finance & Admin. \_\_\_\_\_
VP, University Advancement \_\_\_\_\_ President [Signature]

Board Action on: \_\_\_\_\_ Postpone: \_\_\_\_\_
Motion By: \_\_\_\_\_ Amend: \_\_\_\_\_
Second By: \_\_\_\_\_ Disapprove: \_\_\_\_\_
Vote: Yeas: \_\_\_\_\_ Nays: \_\_\_\_\_ Approve: \_\_\_\_\_
Abstentions: \_\_\_\_\_ Secretary: \_\_\_\_\_

- State Appropriations – At this time, the State House Budget Committee and Senate have approved House Bill 03, which provides a 3.0% increase in operating appropriations for Missouri State’s public universities. As a result of House Bill 03, the University projects receiving an additional \$1.5M in operating appropriations, resulting in FY’25 total appropriations of \$53.6M.
- Tuition & Student Fees – Net tuition consists of total University tuition, less University-provided scholarships. Student fees consist of general student fees, charged per credit hour, and other student fees, charged based on individual student activity. A projected enrollment decline of 281 FTE students (across all types and campuses) results in a reduction of tuition revenue of \$1.5M and general fee revenue of \$0.3M. As approved by the Board in May 2024, combined tuition and fee cost per credit hour will increase for undergraduate domestic students by 4.29%.
  - Tuition – The tuition cost per credit hour increase, as approved by the Board in May 2024, results in an increase in revenue of \$3.0M to offset the revenue reduction due to enrollment declines.
  - Scholarships – In tandem with tuition, general student fee, and room and board increases, the University has increased funding for scholarships that provide coverage for these expenses (e.g., tuition, general fees, housing), resulting in \$0.6M of increased expenses. Additionally, the University has approved increased support for expansion of scholarship offerings, resulting in \$0.2M of increased expenses.
  - General Student Fee – General student fee per credit hour will not increase as of Fall 2024, approved by the Board in May 2024, resulting in no additional revenue to offset the revenue reduction due to enrollment declines.
  - Other Student Fees – Other student fees consist of program fees and miscellaneous fees (e.g., application fees, graduation fees). Through continuous review of the FY’24 budget to actual reports, program fees have been favorable. In turn, a re-projection of program fees was conducted based on a 3-year average of enrollments per course, offset by adjustments for projected enrollment declines, resulting in an increase in budgeted revenue of \$0.5M.
- Other Sources
  - Investment income – Through continuous review of the FY’24 budget to actual reports, investment income has been favorable due to a combination of changes in investment strategy and a higher fixed interest rate environment. In turn, a re-projection of investment income was conducted based on the current interest rate environment, resulting in an increase in budgeted revenue of \$0.6M.
  - Sales and Services of Academic Departments – Due to the off lining of the Horizons Enrichment Center, effective July 2024, the University will no longer receive the related revenue or incur the operating expenses, resulting in a revenue decrease of \$0.7M. Effective as of January 2024, the University School of Young Children restructured fees, resulting in additional revenue of \$0.2M.
  - Sales and Services of Nonacademic Departments – Income primarily consists of enrollment-driven revenue from housing and other auxiliary services. Declines in projected enrollment result in a projected revenue decrease of \$2.3M. Due to increases in room and board rates, approved by the Board in February 2024, revenue is projected to increase by \$1.0M. Net impact is \$1.3M in decreased revenue.

- Foundation Support – Historically, the University and Foundation shared financial responsibility of funding Foundation staff salaries. As the Foundation has bolstered support throughout FY'24 and the University is experiencing incremental expenses in excess of incremental revenue, the Foundation will be fully funding Foundation staff salaries as of FY'25. Funding will be provided through a combination of base budget and one-time funds for FY'25 and FY'26. Funding will be provided solely through base budget as of FY'27. Additionally, individual departments have increased Foundation support through known commitments.
- Athletics – Athletics consists of revenue directly related to operations such as Ohio Valley Conference (OVC) funding, National Collegiate Athletics Association (NCAA) sponsorships, guarantee game revenue, and athletic camp revenue. Due to a decline in scheduled guarantee games and projected OVC funding, revenue is projected to decline by \$0.2M.
- Miscellaneous Income – Due to projected enrollment declines, textbook rental revenue is projected to decrease by \$0.3M
- Personnel – University leadership recognizes the need to invest in employee compensation, as the recruitment and retention of quality faculty and staff are instrumental to the execution of the University's mission. The FY'25 budget proposes a 2.0% merit increase for all employees. Employee retirement benefit rates, established by Missouri State Employees' Retirement System (MOSERS), will increase by 1.49% in FY'25. The resulting projected impact of the compensation increases above is \$1.1M of additional compensation expense. Additionally, the Department of Labor has proposed increases of minimum salary thresholds from \$35,568 to \$43,888, effective as of July 2024, and \$58,656, effective as of January 2025. At the time of this document preparation, the ruling is under contest. Through consultation with Human Resources, the University has budgeted \$0.3M of additional compensation expense for incremental costs resulting from the July 2024 threshold increase. In the event of a second threshold increase in January 2025, the University will require additional compensation budget increases.
- Equipment and operations – The projected net increase of equipment and operations expense is \$2.5M due to the following key components:
  - Property insurance is currently in the renegotiation process for FY'25. To budget for unexpected events (e.g., unfavorable rates), the University has included a 5.0% increase from FY'24 actual expense.
  - Due to current inflation and contractual obligations, the University is projecting increases ranging from 2.5% to 5.0% for expenses to continue operations (e.g., utilities, maintenance and repair, IT software).
  - The University has provided additional support for marketing initiatives and Southeast Marching Band programming to enhance student recruitment and retention.
  - The University has incorporated one-time funds for contingency expenses (e.g., security enhancements, capital projects, maintenance and repair), which will be leveraged at the discretion of the President. At this time, proposed usage of funds is under review for approval.
- Total Estimated Transfers Out / (In)
  - Mandatory Debt Payment – The FY'25 annual bond payment will increase by \$0.09M in accordance with the audited bond payment schedule. Total bond payment for FY'25 is \$12.4M.

- Net University Transfers – The net transfer balance is a result of funding provided to support activities external to the University budget (e.g., capital projects, grant support). The FY'25 budget will decrease by \$0.5M.

Attachment 2 provides an informational summary of the FY'25 Operating Budget by fund type.

**Attachment 1**

	<b>TOTAL FY24 BUDGET</b>	<b>TOTAL FY25 BUDGET</b>	<b>YEAR OVER YEAR CHANGE (\$)</b>	<b>YEAR OVER YEAR CHANGE (%)</b>
<b>ESTIMATED INCOME:</b>				
STATE APPROPRIATIONS	52,046,707	53,608,108	1,561,401	3%
<b>TUITION:</b>				
Gross Tuition	64,429,875	65,971,315	1,541,440	2%
Less: Scholarships and Fee Waivers	(18,725,014)	(19,513,262)	(788,248)	4%
NET TUITION	45,704,861	46,458,053	753,192	2%
TOTAL STUDENT FEES	10,980,525	11,140,038	159,513	1%
TOTAL TUITION AND STUDENT FEES	56,685,386	57,598,091	912,705	2%
<b>OTHER INCOME:</b>				
Investment Income	1,380,000	1,980,000	600,000	43%
State Grants and Contracts	1,032,028	1,032,028	-	0%
Sales and Services Academic Dept	3,031,560	2,555,100	(476,460)	-16%
Sales and Services NonAcademic Dept	28,913,148	27,551,315	(1,361,833)	-5%
Foundation Support	1,311,498	2,356,478	1,044,980	80%
Athletics	2,071,010	1,881,510	(189,500)	-9%
Miscellaneous Income / Other Operating Revenue	6,394,296	6,097,462	(296,834)	-5%
One-Time Funds	-	1,650,000	1,650,000	
TOTAL OTHER INCOME	44,133,540	45,103,893	970,353	2%
<b>TOTAL ESTIMATED INCOME</b>	<b>152,865,633</b>	<b>156,310,091</b>	<b>3,444,458</b>	<b>2%</b>
<b>ESTIMATED EXPENDITURES:</b>				
<b>PERSONNEL</b>				
Faculty/Staff Compensation & Benefits	93,457,466	94,858,172	1,400,706	1%
Student Labor	2,817,700	2,829,354	11,654	0%
TOTAL PERSONNEL	96,275,166	97,687,526	1,412,360	1%
TOTAL EQUIPMENT AND OPERATIONS	43,501,370	45,989,654	2,488,284	6%
<b>TOTAL ESTIMATED EXPENDITURES</b>	<b>139,776,536</b>	<b>143,677,180</b>	<b>3,900,644</b>	<b>3%</b>
TOTAL MANDATORY DEBT PAYMENT	12,306,530	12,399,102	92,572	1%
NET UNIVERSITY TRANSFERS	779,161	233,809	(545,352)	-70%
<b>TOTAL ESTIMATED TRANSFERS OUT / (IN):</b>	<b>13,085,691</b>	<b>12,632,911</b>	<b>(452,780)</b>	<b>-3%</b>
<b>NET SURPLUS / (DEFICIT)</b>	<b>3,406</b>	<b>-</b>	<b>(3,406)</b>	<b>-100%</b>

**Attachment 2**

	<b>EDUCATION &amp; GENERAL</b>	<b>DESIGNATED FUNDS</b>	<b>AUXILIARY FUNDS</b>	<b>TOTAL FY25 BUDGET</b>
ESTIMATED INCOME:				
STATE APPROPRIATIONS	53,608,108	-	-	53,608,108
TUITION:				
Gross Tuition	65,968,815	2,500	-	65,971,315
Scholarships and Fee Waivers	(13,202,680)	(4,318,912)	(1,991,670)	(19,513,262)
NET TUITION	52,766,135	(4,316,412)	(1,991,670)	46,458,053
TOTAL STUDENT FEES	7,599,238	1,665,300	1,875,500	11,140,038
TOTAL TUITION AND STUDENT FEES	60,365,373	(2,651,112)	(116,170)	57,598,091
OTHER INCOME:				
Investment Income	1,657,000	-	323,000	1,980,000
State Grants and Contracts	-	1,032,028	-	1,032,028
Sales and Services Academic Dept	347,060	2,208,040	-	2,555,100
Sales and Services NonAcademic Dept	193,800	1,304,950	26,052,565	27,551,315
Foundation Support	1,274,387	525,000	557,091	2,356,478
Athletics	-	1,881,510	-	1,881,510
Miscellaneous Income / Other Operating Revenue	1,524,150	2,623,847	1,949,465	6,097,462
One-Time Funds	1,650,000	-	-	1,650,000
TOTAL OTHER INCOME	6,646,397	9,575,375	28,882,121	45,103,893
<b>TOTAL ESTIMATED INCOME</b>	<b>120,619,877</b>	<b>6,924,263</b>	<b>28,765,951</b>	<b>156,310,091</b>
ESTIMATED EXPENDITURES:				
PERSONNEL				
Faculty/Staff Compensation & Benefits	78,657,623	11,687,823	4,512,726	94,858,172
Student Labor	1,570,118	466,723	792,513	2,829,354
TOTAL PERSONNEL	80,227,741	12,154,546	5,305,239	97,687,526
TOTAL EQUIPMENT AND OPERATIONS	24,890,610	5,933,346	15,165,698	45,989,654
<b>TOTAL ESTIMATED EXPENDITURES</b>	<b>105,118,351</b>	<b>18,087,892</b>	<b>20,470,937</b>	<b>143,677,180</b>
TOTAL MANDATORY DEBT PAYMENT	3,981,793	-	8,417,309	12,399,102
NET UNIVERSITY TRANSFERS	11,519,734	(11,163,629)	(122,295)	233,809
<b>TOTAL ESTIMATED TRANSFERS OUT / (IN):</b>	<b>15,501,527</b>	<b>(11,163,629)</b>	<b>8,295,014</b>	<b>12,632,911</b>
<b>NET SURPLUS / (DEFICIT)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>





BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 25, 2024

Open Session

I. Motion to be Considered:

Approve the attached policy statements of section 01-02 Title IX Compliance Policy (Attachment 1) and section 01-03 on Anti-Harassment and Non-Discrimination (Attachment 2) of the Business Policy and Procedures Manual.

II. Background:

The University Business Policies and Procedures incorporate federal and state law, and university standards into policies that guide the daily operations of the institution. Policies must be reviewed and updated as needed based on new legislation and court rulings which may directly or indirectly affect university policies.

On April 19, 2024, the Department of Education (ED) published the official version of its 2024 Title IX rule in the Federal Register. August 1, 2024, is the effective date for institutions to incorporate the new guidance.

The newly revised Title IX guidelines replaces the extensive guidance offered by the ED's May 2020 Final Title IX Regulations. The May 2024 Final Title IX Rule is a combination of the 2011 Dear Colleague Letter, 2020 Regulations, and new approaches.

Summary of the Major Provision of the revised Title IX guidance:

The newly revised Final Rule on Title IX requires Southeast Missouri State University to incorporate language from the Final Title IX Rule including updating definitions, removing the term "sexual harassment" and using "sex-based harassment" and updating definitions including

Recommended By:

Student Government \_\_\_\_\_ Chairperson \_\_\_\_\_
Faculty Senate \_\_\_\_\_ Dean \_\_\_\_\_
Administrative Council \_\_\_\_\_ Academic Council \_\_\_\_\_
VP, Enroll. Man. & Stu. Suc. \_\_\_\_\_ Provost \_\_\_\_\_
VP, Finance & Admin. \_\_\_\_\_
VP, University Advancement \_\_\_\_\_ President [Signature]

Board Action on: \_\_\_\_\_ Postpone: \_\_\_\_\_
Motion By: \_\_\_\_\_ Amend: \_\_\_\_\_
Second By: \_\_\_\_\_ Disapprove: \_\_\_\_\_
Vote: Yeas: \_\_\_\_\_ Nays: \_\_\_\_\_ Approve: \_\_\_\_\_
Abstentions: \_\_\_\_\_ Secretary: \_\_\_\_\_



sexual assault, dating violence, domestic violence, or stalking. The Final Rule also prohibits all forms of sex discrimination including adverse treatment Sex Discrimination, policy or practice sex discrimination. In addition, 2024 Title IX Final rules provides more flexibility for Recipients in how to structure and staff grievance processes.

**Attachment 1** is a renamed and updated Title IX Compliance policy statement for section 01-02 in the Policy and Procedures Manual which reflects the new 2024 Title IX Final Rule.

**Attachment 2** is and updated Section 01-03 to reflect the new 2024 Title IX Final Rule.

If approved by the Board of Governors, both policies will be updated on the electronic version of the Business Policies and Procedures Manual maintained on the University website. In addition, any references to these policies in printed brochures or other materials will be updated at their next printing.

The majority of the changes to both business policies are required changes in, or additions to, language. Per the 2024 Final Rule, “sexual harassment” is now termed “sex-based harassment.” Sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity are newly protected categories under the 2024 Final rule. The new Federal guidance also changed the definition of sexual harassment from behavior that is severe, pervasive, and objectively offensive, to behavior that is objectively offensive, and severe or pervasive. Other changes to the policy were simply updating names and contact information to reflect the current titles and personnel who handle Title IX cases and can receive reports.

The proposed revised Business Policies 01-02 and 01-03 and the referenced definitions and operating procedures were drafted by the Assistant to the President for Equity Initiatives and Title IX Coordinator in consultation with other University offices and legal counsel. If approved by the Board, the policies and associated material will be included in the University’s Business Policy and Procedures Manual, a copy of which is maintained on the University’s website.

<b>BUSINESS POLICY AND PROCEDURE MANUAL</b>	Date Issued: 12/14	Revision Date: 08/20	Page: 1 of 4
	Classification Code: 01-02		
	Section: ADMINISTRATION		
	Subject: TITLE IX COMPLIANCE- <del>SEX DISCRIMINATION,</del> <del>SEXUAL HARASSMENT, SEXUAL</del> <del>MISCONDUCT/SEXUAL VIOLENCE</del>		

## GENERAL STATEMENT OF POLICY

Southeast Missouri State University is committed to fostering a safe, healthy and civil learning and working environment that is free from all forms of discrimination based on sex in accordance with Title IX of the Education Amendments Act of 1972, and to promoting a culture of mutual respect for all members of the University community. This policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated. This policy is intended to define community expectations and establish a mechanism for determining when those expectations have been violated. To this end, through this policy, the University provides means to address sex discrimination, ~~sexual~~ sex based harassment, sexual misconduct, and other related misconduct, including retaliation for alleging claims under this Policy or participating in proceedings under this Policy. Other forms of discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity ~~sex or gender~~ are addressed through the University's Anti-Harassment and Non-Discrimination Policy. The goals of this policy are to prevent all forms of ~~sex~~ discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, sexual-sex based harassment and related misconduct, to promptly address and remedy such behavior if it occurs, and to prevent its recurrence.

Southeast Missouri State University upholds the tenets of Title IX, which states that "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance." Title IX and this policy prohibit sex discrimination, ~~sexual-sex based~~ harassment, sexual violence, sexual assault, and related misconduct. Acts which do not fall within the Title IX definition of ~~sexual~~ sex based harassment may still violate University policy. Further, acts of sex discrimination, ~~sexual~~ sex based harassment, sexual misconduct, or sexual violence may also violate applicable criminal law.

The prohibition in Title IX and this policy against sex discrimination, ~~sexual-sex based~~ harassment, and sexual misconduct or violence applies to all students, administrators, faculty and staff, applicants for employment and admission, and to third party ~~visitors-agents~~ to the campus. It extends to all aspects of the University's educational programs and activities, including, but not limited to, admission, employment, athletics, academics, housing, and student financial aid programs.

The University maintains policies and procedures for defining and resolving sex discrimination, ~~sexual-sex based~~ harassment, and sexual misconduct or violence claims in compliance with Title IX, pursuant to which the University promptly investigates all complaints of sex discrimination, ~~sexual-sex based~~ harassment, and sexual misconduct or violence of which it is put on notice, and takes appropriate steps to provide prompt and equitable resolution with due respect for the rights of all concerned. If it is determined that a violation of this policy has occurred, the University takes effective remedial action, and provides support and resources, as appropriate, to address the effects of the conduct.

Southeast Missouri State University, including its officers and employees, is responsible for maintaining a working and learning environment free from sex discrimination, ~~sexual-sex based~~ harassment, and sexual misconduct or violence. The University publishes and distributes information stating that sex discrimination, ~~sexual-sex based~~ harassment, and sexual misconduct or violence are prohibited, both legally and by this policy, and that appropriate procedures for reporting, investigating, and ending sex discrimination, ~~sexual-sex based~~ harassment, and sexual

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<b>BUSINESS POLICY AND PROCEDURE MANUAL</b>	Date Issued: 12/14	Revision Date: 08/20	Page: 2 of 4
	Classification Code: 01-02		
	Section: ADMINISTRATION		
	Subject: TITLE IX COMPLIANCE- <del>SEX DISCRIMINATION,</del> <del>SEXUAL HARASSMENT, SEXUAL</del> <del>MISCONDUCT/SEXUAL VIOLENCE</del>		

misconduct or violence are available. Reprisal, ~~or~~ retaliation, or peer retaliation against an individual for making a complaint of sex discrimination, sex based harassment, and sexual misconduct or violence; asserted a claim regarding such conduct; or for using or participating in the informal or formal complaint and/or grievance process, is also prohibited and is considered a serious violation of this policy and Title IX and cause for disciplinary action.

The University's Title IX policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include controversial or sensitive subject matters. Such discourse is protected by freedom of speech and academic freedom. Academic freedom extends to topics that are pedagogically appropriate and germane to the subject matter of courses or that touch on academic exploration of matters of public concern.

The University will investigate all Title IX complaints of which it is put on notice in accordance with the Procedures for Defining and Adjudicating Title IX Cases. All other complaints of discrimination or harassment against students, faculty, and staff, including, but not limited to, those based on race, ethnicity, religion, national origin, age, genetic information, disability, or protected veteran status, may be addressed and resolved using the University's Business Policy and Procedure 01-03: Nondiscrimination and Anti-Harassment.

If the University receives notice of sexual-sex based harassment, sex discrimination, sexual violence, or when an allegation of other forms of sexual misconduct are brought to the attention of the Office of Equity Initiatives the University's Title IX Coordinator, or any other appropriate school designee, all reasonable steps to respond will be taken and all relevant details about the alleged misconduct which has been reported will be investigated. Supportive measures will be used to reasonably ensure that such conduct ends, is not repeated, and the effects on the parties and community are remedied, including imposing the appropriate sanctions when a Respondent is found to have violated this policy.

## FILING A COMPLIANT

### 1. University Contact Information:

For complaints against faculty, staff or third-party affiliates:

**Dean Trae Mitten**  
~~Dean of Students and Interim Title IX Coordinator~~  
~~Dean of Students Office~~  
~~010 Academic Hall, MS 3375~~  
~~Cape Girardeau, MO 63701~~  
~~Office: (573) 651-2524~~  
~~Email: [lmitten@semo.edu](mailto:lmitten@semo.edu)~~

**Will Atkins**  
~~Training Manager and Interim Title IX Investigator~~  
~~Human Resources~~  
~~012 Academic Hall, MS3150~~  
~~Cape Girardeau, MO 63701~~  
~~Office: (573) 651-2206~~  
~~Email: [watkins@semo.edu](mailto:watkins@semo.edu)~~



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**Dr. Nora Bouzihay**

Assistant to the President for Equity Initiatives  
Title IX Coordinator  
Office of Equity Initiatives  
010 Academic Hall, MS 3375  
Cape Girardeau, MO 63701  
Office: (573) 651-2524  
Email: [nbouzihay@semo.edu](mailto:nbouzihay@semo.edu)

**Dean Trae Mitten**

Dean of Students and Title IX Investigator  
Dean of Students Office  
010 Academic Hall, MS 3375  
Cape Girardeau, MO 63701  
Office: (573) 651-2524  
Email: [lmitten@semo.edu](mailto:lmitten@semo.edu)

**Dr. Randy Carter**

Associate Dean of Students and Title IX  
Investigator  
Office of Student Conduct  
422 University Center,  
MS 1500 Cape Girardeau,  
MO 63701  
Office: (573) 651-2264  
Email: [lrcarter@semo.edu](mailto:lrcarter@semo.edu)

**Matthew Kight**

Lieutenant and Title IX Investigator  
Department of Public Safety & Transit  
1401 N Sprigg St Cape  
Girardeau, MO 63701  
Office: (573) 651-2634  
Email: [mkight@semo.edu](mailto:mkight@semo.edu)

**Dana Seabaugh**

Assistant Director Human Resources and Title IX  
Investigator  
Human Resources  
010 Academic Hall, MS  
3150Cape Girardeau, MO  
63701 Office: (573) 651-  
5096  
Email: [dnseabaugh@semo.edu](mailto:dnseabaugh@semo.edu)

<b>BUSINESS POLICY AND PROCEDURE MANUAL</b>	Date Issued: 12/14	Revision Date: 08/20	Page: 4 of 4
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	Section: ADMINISTRATION		
	Subject: TITLE IX COMPLIANCE- <del>SEX DISCRIMINATION,</del> <del>SEXUAL HARASSMENT, SEXUAL</del> <del>MISCONDUCT/SEXUAL VIOLENCE</del>		

## 2. Office of Civil Rights Contact Information

Individuals experiencing sex discrimination, ~~sexual-sex based~~ harassment, and sexual misconduct or violence also always have the right to file a formal grievance with government authorities:

Inquiries concerning the application of Title IX also may be referred to the United States Department of Education's Office for Civil Rights. For further information on notice of nondiscrimination, visit <http://wdcrobc01.ed.gov/CFAPPS/OCR/contactus.cfm>.

**Office for Civil Rights**  
**U.S. Department of Education**  
 One Petticoat Lane  
 1010 Walnut, 3rd Floor, Suite 320  
 Kansas City, MO 64106  
 Telephone: 816-268-0550  
 FAX: 816-268-0599  
 TDD: 800-877-8339  
 Email: [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov)

## 3. Title IX Coordinator Complaint Contact Information

In the event that an incident involves alleged misconduct by the Title IX Coordinator, reports should be made directly to:

**Dr. Carlos Vargas**  
 Office of the President  
 One University Plaza, MS3300  
 Academic Hall 144  
 Cape Girardeau, MO 63701  
 Email: [president@semo.edu](mailto:president@semo.edu)

## 4. Additional Resources:

To file a complaint of sexual assault, you may also report to the following:

**Southeast Missouri State University**  
 Department of Public Safety  
 1401 N Sprigg St  
 Phone: (573) 651-2215  
 Email: [dps@semo.edu](mailto:dps@semo.edu)

**Cape Girardeau Police Department**  
 40 S Sprigg St  
 911 or (573) 335-6621  
 Email: [police@cityofcapegirardeau.org](mailto:police@cityofcapegirardeau.org)

	BUSINESS POLICY AND PROCEDURE MANUAL	Date Issued: 12/14	Revision Date: 08/20	Page: 5 of 4
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The Assistant to the President for ~~Equity Initiatives~~ ~~Equity & Diversity~~ shall be responsible for maintaining operating procedures to implement this policy.

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<b>BUSINESS POLICY AND PROCEDURE MANUAL</b>	Date Issued: 09/90	Revision Date: 12/14 12/16 08/20	Page: 1 of 1
	Classification Code: 01-03		
	Section: ADMINISTRATION		
Subject: ANTI-HARASSMENT AND NON-DISCRIMINATION			

**GENERAL STATEMENT OF POLICY**

Southeast Missouri State University is committed to providing a safe, inclusive, civil, positive and respectful learning, living, and working environment for its students, faculty, staff, and visitors, free from harassment or discrimination in any form. Through this policy, the University provides means to address discrimination, discriminatory harassment, ~~sexual-sex based~~ harassment that does not fall within the scope of the University’s jurisdiction under Title IX of the 1972 Education Amendments, and related misconduct. The primary goals of this policy are to prevent discrimination and harassment, to provide for prompt and appropriate remedial action to be taken to address to end such discrimination and harassment when it occurs, and to prevent its recurrence.

This policy prohibiting discrimination and harassment applies to all members of the University community, and to discrimination and harassment based on any classification protected by this policy and applicable law, including race, ethnicity, religion, national origin, sex ~~stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, -gender~~, gender identity, age, genetic information, disability, or protected veteran status. Discrimination or harassment by members of the University community based on any of these classifications is reprehensible and will not be tolerated by the University. It subverts the mission of the University and threatens the careers, educational experience, and well-being of students, faculty, and staff.

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This policy is intended to be consistent with the academic mission of the University and with the legal requirements of applicable federal and state laws prohibiting harassment or discrimination, including, but not limited to, Title IX of the 1972 Education Amendments, which prohibits discrimination based on sex ~~stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, or gender identity~~ /gender in the University’s educational programs and activities, and requires equal and fair treatment based on sex; and Title VII of the Civil Rights Act of 1964, the Missouri Human Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Rehabilitation Act of 1973, the Vietnam-Era Veterans Readjustment Act, the Genetic Information Nondiscrimination Act of 2008, and all amendments to the foregoing.

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This policy also prohibits retaliation against anyone who asserts a claim of discrimination or harassment, participates in a discrimination or harassment investigation, or otherwise opposes unlawful harassment. Reprisal or retaliation against an individual for making a complaint of discrimination or harassment, or for using or participating in the informal or formal complaint process, is a violation of University policy, and any such action is cause for disciplinary action.

The Assistant to the President for Equity ~~Initiatives & Diversity and Title IX Coordinator~~ is responsible for maintaining operating procedures related to this policy.





**BOARD OF GOVERNORS**  
**MOTION CONSIDERATION FORM**

**June 25, 2024**

**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 Governors were executed:

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>VENDOR</b>	<b>AWARD AMOUNT</b>
Tunnel Repair Phase III (Tunnel 37)	Fall 2025	River City Construction	\$5,603,000.00
Modern Campus Phase 3 – Multi-Purpose Facility	Fall 2026 (Design)	Lawrence Group	\$2,376,000.00
Cyber Security Training Lab	Fall 2024 (Construction)	IBM	\$426,708.00
Tunnels Repair Phase 2 – Paving Phase	Summer 2024	Lappe Cement Finishing	\$287,757.80
Towers N&W Flooring Replacement	Summer 2024	Richardet Floor Covering	\$340,094.00

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

**A. STATE AND/OR FEDERAL FUNDED CAPITAL IMPROVEMENT PROJECTS**

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>STATUS</b>
Tunnel 14,15,16,25 Repair/ Replacement	October 2023/ Paving Phase – July 2024	Tunnel Phase Substantially Complete. Punch List in Progress. Paving Phase - construction in progress.
Tunnel Repairs Phase III--Tunnel 37	Summer 2025	In Progress.
Elevator Addition & Computer Lab at Innovation Center	June 2024	In Progress.
Cyber Command Center Services, Consulting & Training Lab Const.	Fall 2024	In Progress.
Modern Campus Phase II - New Health Sciences Building Dearmont Utility Relocation Phase	Fall 2024	Design in Progress.

PROJECT	ANTICIPATED COMPLETION	STATUS
Construction Phase	May 2026	Design in Progress.
Modern Campus Phase 3 – Multi Purpose Facility	TBD	Design in Progress.
Towers N & W Flooring Replacement	Summer 2024	In Progress.
Law Enforcement Academy Renovation	Summer 2026	Design in progress.

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

PROJECT	ANTICIPATED COMPLETION	STATUS
Modern Campus Master Plan	Spring 2024	In progress.
River Campus Terrace Sculpture	Winter 2024	Project completed.
Vandiver Hall Shower Replacement	Summer 2023/Summer 2024	Phase 1 completed. Phase 2 construction in progress.
Vandiver Elevator Machine Room Upgrades	Summer 2024	In Progress.
Seabaugh Polytech Building Roof Replacement	Summer 2024	In Progress.
Magill Hall Air Flow Analysis		Analysis complete.
Campus E&G Building Assessments	Summer 2024	Assessment of Sikeston Regional campus in progress
Serena Roof Replacements	TBD	Design in Progress.
River Campus Seminary Roof Replacement	TBD	Design in Progress.
Kent Library N. Façade/Portico/Plaza Renovation	TBD	Design in Progress.
South Chiller Plant	TBD	Design in progress.
USYC Playground Upgrade	Summer 2024	Design in progress.
SRC West Gym Floor Refinish	Summer 2024	Bidding late May 2024. Construction to begin June.
General Construction Contract 2024	Multiple projects 2024	Currently no active projects.

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>STATUS</b>
General Electrical Contract 2023	Multiple projects 2023	Replace East 750 KVA Transformer at SMC - \$37,168 – Target Completion—October 2024 Replace H Frame Insulator - \$1,246 – Target Completion – 5/31/2024
General Electrical Contract 2024	Multiple projects 2024	Assist with Full Campus Shutdown - \$15,729.81 – Complete
General Plumbing Contract 2024	Multiple projects 2024	Currently no active projects.

*Note: Shading indicates completed projects.*



**SOUTHEAST MISSOURI**  
STATE UNIVERSITY · 1873

## **BOARD OF GOVERNORS**

### **REPORT ITEM**

**June 25, 2024**

#### **Open Session**

Southeast Missouri State's (SEMO's) MS4 Permit (MOR04C093) was issued on September 1, 2022, after which we submitted our Storm Water Management Plan (SWMP) on November 16, 2022. An annual update to the Board of Governors is a requirement of the permit, pursuant to the Federal Water Pollution Control Act, under the authority granted to the State of Missouri and in compliance with the Missouri Clean Water Law.

Our SWMP includes seven potential best management practices (BMPs) for educating the public on the importance of keeping our waterways free of pollution, with specific details on how we can prevent contaminants from entering the storm water system.

#### **MCM 1**

SEMO has selected three outreach and education BMPs:

1. SEMO has contracted a third-party vendor to develop a storm water education portal that can be accessed via SEMO's website and will link the target audience to information on SEMO's MS4 Plan. This work is underway and will include education on potential pollutant sources around the campus, strategies for preventing pollutants and non-storm water from entering the storm drainage system, ways for the target audience to get involved, and SEMO policies and procedures on storm water management. SEMO expects the work on this BMP to be completed within calendar year 2024.
2. SEMO has engaged the local Cape Girardeau Stream Team. The Missouri Department of Natural Resources (MODNR) and is planning to work with this Team to place storm water labels on all the storm water inlets around the campus. These labels are provided by the MODNR at no cost and will help educate the target audience on where storm water is discharged.
3. SEMO will ensure that the ever-changing target audience continues to be educated on our efforts by participating in the annual welcome event held at the University for incoming students in the fall of each year. Beginning in 2024, SEMO's storm water team will man a table at this event annually. Student team members, along with faculty participants, will provide informational brochures, recruit new members to the Stream Team, and demonstrate water quality sampling methods to interested incoming students. Student and faculty participants are still being identified. It is anticipated that both students and faculty from the College of Science, Technology, Engineering, and Mathematics will participate as this will be great field experience for students in this college, especially biology and environmental science majors. The Student Wildlife Society and SEMO Stream Team will also be participating in this project.

SEMO is still working with the local Stream Team to determine the most effective participation BMP. We have narrowed it down to the following options:

- Potential stream cleanup day to be held each year on or near the campus; or
- Volunteer water quality monitoring event that could be held in conjunction with the University's Science Department.

Whichever event is selected will be promoted at the annual welcome event mentioned above, as well as communicated through the Science Department and online resources to students and faculty.

### **MCM 2**

As mentioned above, SEMO is developing a website that will direct our target audience to information about SEMO's Storm Water Plan and activities that will be available for interested participants. A general email address is designated to receive communication from the target audience related to the University's storm water management planning. Students, faculty, and staff will be able to review the Storm Water Plan and provide comments or express interest in participating in the volunteer activities with the local Stream Team.

Information received via this email link will be tracked by the University's Storm Water Management Team (SWMT) and reported to management each year. The SWMT will provide an opportunity for the target audience to participate in a public event where comments and interest can be expressed and discussed openly. The first event will likely take place in Fall 2025 but potentially earlier depending on the speed related BMPs for MCM 1 and 2 are implemented.

### **MCM 3**

SEMO has contracted a Geographic Information Systems (GIS) vendor to develop a map of the University's storm water drainage system. Due to the age of the institution, some of the information in this System is difficult to piece together; however, we expect that this will provide us with insights into the location of our storm water outfalls. Concurrently, we are working with a third-party environmental consultant who is developing our dry-weather screening strategy. Our consultant will provide training on the dry-weather inspections procedure.

Once fully implemented, our GIS system will direct SWMT members to each outfall so dry-weather inspections can be completed on an annual basis. The Team will identify issues, such as litter and clogged outlets, and report to maintenance for remediation. They will also look for any signs of illicit discharge.

The City of Cape Girardeau, where our institution is located, has agreed to provide enforcement for illicit discharges. If any sign of an illicit discharge is observed during SEMO's inspections, a SEMO representative will contact the City. We will work together to locate the source and ensure the discharge is stopped and then addressed to prevent further contamination.

### **MCM 4**

SEMO's external consultant is developing procedures for our Construction Site Stormwater Runoff Control Program. This Program will include the following:

- Process to track changes to the City's storm water ordinances.
- Training for the SWMT on reviewing construction Storm Water Pollution Prevention Plans (SWPPPs).
- Inspection procedures for the SWMT to properly document conditions observed at construction sites related to storm water management.

The email link provided on our website will allow our target audience to communicate any issues that may be observed at construction sites around the campus. Information will be received and tracked through this email system. The SWMT will consider information received and respond, as necessary.

### **MCM 5**

With the help of our consultant, SEMO is similarly preparing a Post-Construction Management Program. As stated in our SWMP, this Program will ensure long-term operations and maintenance of post-construction BMPs. SEMO will review completed construction projects for storm water controls and the potential for additional outfalls. SEMO will modify the SWMP, as needed.

### **MCM 6**

SEMO implemented several BMPs in 2023 to address potential pollutant sources around the campus:

- SEMO now washes all University-owned vehicles in an offsite commercial carwash to reduce wash-water runoff.
- Draining the University swimming pool previously led to overflow of the sanitary drain line and discharge of chlorinated water to the nearby creek; however, this process has been changed and formalized. The University extended the pool-draining time from 24 hours to 72 hours to reduce the flow rate and prevent overflowing the sanitary line. Areas of outdoor paint and chemical storage have been moved indoors to prevent potential exposure to storm water.
- SEMO developed a Winter Weather Conditions Response Plan that includes a snow management map for application of salt de-icing products to the sidewalks and roadways. This new management system reduces the amount of salt that is required to manage the snow and ice, which leads to less discharge to the storm drainage system. Using less salt has improved the salt storage location, as well, by reducing the quantity stored and preventing potential exposure to storm water.
- SEMO is working with our food service contractor to ensure they are properly trained in waste management. We are developing a training program that will address the proper handling of food and grease wastes to better ensure that dumpsters are kept closed and cooking grease is safely disposed of with minimal dripping/spillage.
- SEMO is currently in the process of updating our Spill Prevention, Control, and Countermeasure (SPCC) Plan to ensure the University is compliant with all state and federal regulations, as well as to prevent any potential oil spills or releases to the storm drains. This effort will be completed in early 2024.
- Our third-party consultant is developing a training module for all affected faculty and staff on our Operation and Maintenance Program for remaining potential pollutant sources that have been identified and any new sources that arise. This training will be delivered at least annually and will include procedures for proper materials handling, waste disposal, communication, and enforcement.



**FY24 UNIVERSITY OPERATING BUDGET TO ACTUAL**  
**Through May 31, 2024**

**All Funds**

	<b>FY24 YTD Actuals Through May</b>	<b>Full Year FY24 Approved Budget</b>	<b>Actuals to Budget (%)</b>	<b>FY23 YTD Actuals Through May</b>
<b>Income:</b>				
State Appropriations	47,693,211	52,046,707	92%	45,375,226
Tuition Subtotal	68,560,248	64,427,375	106%	74,315,389
Less: Scholarships and Fee Waivers	(19,757,213)	(18,722,514)	106%	(25,514,260)
Tuition, net Scholarships and Fee Waivers	48,803,035	45,704,861	107%	48,801,130
Total Student Fees	12,650,417	10,980,525	115%	11,874,891
Tuition & Student Fees	61,453,452	56,685,386	108%	60,676,020
	-	-		-
<b>Other Income:</b>				
Investment Income	4,535,214	1,380,000	329%	2,083,784
State Grants and Contracts	727,505	1,032,028	70%	1,103,647
Sales and Services of Academic Departments	3,638,854	3,031,560	120%	3,510,606
Sales and Services of Non-Academic Departments	26,634,799	28,913,148	92%	27,785,499
Foundation Support	229,518	1,311,498	18%	222,789
Athletics Revenues	1,452,418	2,071,010	70%	1,620,886
Miscellaneous Income	5,876,732	6,394,296	92%	6,593,097
Total Other Income	43,095,039	44,133,540	98%	42,920,308
	-	-		-
<b>Total Income</b>	<b>152,241,702</b>	<b>152,865,633</b>	<b>100%</b>	<b>148,971,554</b>
<b>Expenditures:</b>				
<b>Compensation</b>				
Faculty/Staff Labor	53,824,570	66,289,509	81%	51,326,443
Faculty/Staff Benefits	19,803,739	27,167,948	73%	20,722,598
Student Labor	2,756,266	2,817,700	98%	2,629,753
Total Compensation	76,384,575	96,275,157	79%	74,678,794
Total Operating Expenditures	43,517,412	43,501,379	100%	38,490,320
	-	-		-
<b>Total Expenditures</b>	<b>119,901,986</b>	<b>139,776,536</b>	<b>86%</b>	<b>113,169,114</b>
	-	-		-
Mandatory Debt Service	10,197,227	12,306,530	83%	8,625,685
Net Operating Transfers	161,207	779,161	21%	2,161,866
	-	-		-
<b>Total Transfers Out / (In)</b>	<b>10,358,434</b>	<b>13,085,691</b>	<b>79%</b>	<b>10,787,551</b>
	-	-		-
<b>Net Surplus / (Deficit)</b>	<b>21,981,281</b>	<b>3,406</b>		<b>25,014,888</b>
<b>Projected Revenues and Expenditures to FY24 Year End</b>				
Additional FY24 Revenues	6,054,068	-		
Additional FY24 Expenses	15,708,556	-		
Additional FY24 Audit Entries	8,704,285	-		
<b>Net Impact of Activity to FY24 Year End</b>	<b>(18,358,773)</b>	<b>-</b>		
<b>FY24 Contingency to Execute University Mission</b>	<b>3,622,508</b>	<b>3,406</b>		

**FY24 UNIVERSITY OPERATING BUDGET TO ACTUAL**  
**Through May 31, 2024**

**Education and General Funds**

	<b>FY24 YTD Actuals Through May</b>	<b>Full Year FY24 Approved Budget</b>	<b>Actuals to Budget (%)</b>	<b>FY23 YTD Actuals Through May</b>
Income:	-			
State Appropriations	47,693,211	52,046,707.00	92%	45,375,226
Tuition Subtotal	68,558,898	64,427,375.00	106%	74,313,289
Less: Scholarships and Fee Waivers	(13,645,355)	(12,777,954.00)	107%	(19,676,104)
Tuition, net Scholarships and Fee Waivers	54,913,543	51,649,421.00	106%	54,637,185
Total Student Fees	8,653,510	7,251,535.00	119%	8,290,744
Tuition & Student Fees	63,567,052	58,900,956.00	108%	62,927,929
Other Income:	-			-
Investment Income	3,765,060	1,150,000.00	327%	1,889,993
State Grants and Contracts	-	-		39,000
Sales and Services of Academic Departments	366,834	347,060.00	106%	280,538
Sales and Services of Non-Academic Departments	604,441	193,800.00	312%	475,798
Foundation Support	121,342	585,259.00	21%	213,663
Athletics Revenues	-	-		-
Miscellaneous Income	1,608,311	1,582,150.00	102%	2,433,731
Total Other Income	6,465,988	3,858,269.00	168%	5,332,724
<b>Total Income</b>	<b>117,726,252</b>	<b>114,805,932.00</b>	<b>103%</b>	<b>113,635,879</b>
Expenditures:	-			
Compensation	-			
Faculty/Staff Labor	45,479,542	56,480,431.00	81%	43,538,671
Faculty/Staff Benefits	16,142,960	20,675,491.00	78%	15,230,227
Student Labor	1,392,013	1,574,668.00	88%	1,416,599
Total Compensation	63,014,515	78,730,590.00	80%	60,185,498
Total Operating Expenditures	24,090,329	22,359,582.00	108%	19,632,326
<b>Total Expenditures</b>	<b>87,104,844</b>	<b>101,090,172.00</b>	<b>86%</b>	<b>79,817,823</b>
Mandatory Debt Service	2,666,590	3,884,500.00	69%	1,623,641
Net Operating Transfers	8,784,946	9,827,854.00	89%	8,176,495
<b>Total Transfers Out / (In)</b>	<b>11,451,536</b>	<b>13,712,354.00</b>	<b>84%</b>	<b>9,800,136</b>
<b>Net Surplus / (Deficit)</b>	<b>19,169,872</b>	<b>3,406.00</b>		<b>24,017,920</b>
Projected Revenues and Expenditures to FY24 Year End				
Additional FY24 Revenues	4,817,413	-		
Additional FY24 Expenses	10,461,944	-		
Additional FY24 Audit Entries	4,903,825	-		
<b>Net Impact of Activity to FY24 Year End</b>	<b>(10,548,355)</b>	<b>-</b>		
<b>FY24 Contingency to Execute University Mission</b>	<b>8,621,517</b>	<b>3,406.00</b>		

**FY24 UNIVERSITY OPERATING BUDGET TO ACTUAL**  
**Through May 31, 2024**

**Designated Funds**

	<b>FY24 YTD Actuals Through May</b>	<b>Full Year FY24 Approved Budget</b>	<b>Actuals to Budget (%)</b>	<b>FY23 YTD Actuals Through May</b>
Income:	-			
State Appropriations	-	-		-
Tuition Subtotal	1,350	-	No Budget Est	2,100
Less: Scholarships and Fee Waivers	(4,044,675)	(3,845,790)	105%	(3,648,290)
Tuition, net Scholarships and Fee Waivers	(4,043,325)	(3,845,790)	105%	(3,646,190)
Total Student Fees	1,868,846	1,792,990	104%	1,484,861
Tuition & Student Fees	(2,174,479)	(2,052,800)	106%	(2,161,329)
Other Income:	-	-		-
Investment Income	-	-		-
State Grants and Contracts	727,505	1,032,028	70%	1,064,647
Sales and Services of Academic Departments	3,272,020	2,684,500	122%	3,229,590
Sales and Services of Non-Academic Departments	1,228,332	1,388,873	88%	1,233,780
Foundation Support	106,795	503,000	21%	9,126
Athletics Revenues	1,452,418	2,071,010	70%	1,620,886
Miscellaneous Income	2,497,547	2,668,256	94%	2,365,814
Total Other Income	9,284,616	10,347,667	90%	9,523,843
<b>Total Income</b>	<b>7,110,137</b>	<b>8,294,867</b>	<b>86%</b>	<b>7,362,514</b>
Expenditures:	-			
Compensation	-			
Faculty/Staff Labor	5,774,248	6,740,004	86%	5,322,492
Faculty/Staff Benefits	2,565,361	5,112,225	50%	4,444,551
Student Labor	503,731	463,224	109%	448,311
Total Compensation	8,843,341	12,315,453	72%	10,215,354
Total Operating Expenditures	6,539,967	6,143,455	106%	6,009,851
<b>Total Expenditures</b>	<b>15,383,307</b>	<b>18,458,908</b>	<b>83%</b>	<b>16,225,206</b>
Mandatory Debt Service	-	-		-
Net Operating Transfers	(10,320,443)	(10,164,041)	102%	(8,719,375)
<b>Total Transfers Out / (In)</b>	<b>(10,320,443)</b>	<b>(10,164,041)</b>	<b>102%</b>	<b>(8,719,375)</b>
<b>Net Surplus / (Deficit)</b>	<b>2,047,272</b>	<b>-</b>		<b>(143,317)</b>
Projected Revenues and Expenditures to FY24 Year End				
Additional FY24 Revenues	1,014,797	-		
Additional FY24 Expenses	3,402,479	-		
Additional FY24 Audit Entries	326,109	-		
<b>Net Impact of Activity to FY24 Year End</b>	<b>(2,713,791)</b>	<b>-</b>		
<b>FY24 Contingency to Execute University Mission</b>	<b>(666,519)</b>	<b>-</b>		

**FY24 UNIVERSITY OPERATING BUDGET TO ACTUAL**  
**Through May 31, 2024**

**Auxiliary Funds**

	<b>FY24 YTD Actuals Through May</b>	<b>Full Year FY24 Approved Budget</b>	<b>Actuals to Budget (%)</b>	<b>FY23 YTD Actuals Through May</b>
Income:	-			
State Appropriations	-	-		-
Tuition Subtotal	-	-		-
Less: Scholarships and Fee Waivers	(2,067,183)	(2,098,770)	98%	(2,189,865)
Tuition, net Scholarships and Fee Waivers	(2,067,183)	(2,098,770)	98%	(2,189,865)
Total Student Fees	2,128,061	1,936,000	110%	2,099,285
Tuition & Student Fees	60,879	(162,770)	-37%	(90,580)
Other Income:	-	-		-
Investment Income	770,155	230,000	335%	193,791
State Grants and Contracts	-	-		-
Sales and Services of Academic Departments	-	-		478
Sales and Services of Non-Academic Departments	24,802,026	27,330,475	91%	26,075,921
Foundation Support	1,381	223,239	1%	-
Athletics Revenues	-	-		-
Miscellaneous Income	1,770,873	2,143,890	83%	1,793,551
Total Other Income	27,344,435	29,927,604	91%	28,063,741
<b>Total Income</b>	<b>27,405,313</b>	<b>29,764,834</b>	<b>92%</b>	<b>27,973,161</b>
Expenditures:	-			
Compensation	-			
Faculty/Staff Labor	2,570,780	3,069,074	84%	2,465,281
Faculty/Staff Benefits	1,095,417	1,380,232	79%	1,047,820
Student Labor	860,523	779,808	110%	764,843
Total Compensation	4,526,720	5,229,114	87%	4,277,943
Total Operating Expenditures	12,887,116	14,998,342	86%	12,848,143
<b>Total Expenditures</b>	<b>17,413,835</b>	<b>20,227,456</b>	<b>86%</b>	<b>17,126,085</b>
Mandatory Debt Service	7,530,637	8,422,030	89%	7,002,044
Net Operating Transfers	1,696,704	1,115,348	152%	2,704,746
<b>Total Transfers Out / (In)</b>	<b>9,227,341</b>	<b>9,537,378</b>	<b>97%</b>	<b>9,706,790</b>
<b>Net Surplus / (Deficit)</b>	<b>764,137</b>	<b>-</b>		<b>1,140,285</b>
Projected Revenues and Expenditures to FY24 Year End				
Additional FY24 Revenues	221,858	-		
Additional FY24 Expenses	1,844,133	-		
Additional FY24 Audit Entries	3,474,352	-		
<b>Net Impact of Activity to FY24 Year End</b>	<b>(5,096,627)</b>	<b>-</b>		
<b>FY24 Contingency to Execute University Mission</b>	<b>(4,332,490)</b>	<b>-</b>		

**BOARD OF GOVERNORS  
REPORT ITEM  
June 25, 2024  
Open Session**

# **Faculty & Staff Personnel Actions**

## **May 2024**

SOUTHEAST MISSOURI STATE UNIVERSITY

May 2024

ADDENDUM A

The following have been appointed as Part-time Faculty for the Spring 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Melissa	Early College Programs	\$75.00
Patterson, Kelly	Early College Programs	\$150.00
Anderson, Melanie	Early College Programs	\$975.00
Arnold, James	Early College Programs	\$300.00
Benkendorf, Sarah	Early College Programs	\$2,850.00
Best, Lisa	Early College Programs	\$150.00
Bittle, Laura	Early College Programs	\$300.00
Blankenship, Staci	Early College Programs	\$675.00
Bohn, Richard	Early College Programs	\$1,500.00
Brands, Christina	Early College Programs	\$900.00
Bryant, Taylor	Early College Programs	\$1,800.00
Campbell, Rilee	Early College Programs	\$2,400.00
Clubbs, Bobby	Early College Programs	\$4,125.00
Cole, Joshua	Early College Programs	\$2,400.00
Cox, Justin	Early College Programs	\$225.00
Criblez, Jennifer	Early College Programs	\$2,250.00
Cross, John	Early College Programs	\$2,325.00
Darnell, George	Allied Health, Kinesiology, and Sport Science	\$2,763.00
Davidson, Paul	Early College Programs	\$1,200.00
Eddy, Betty	Early College Programs	\$825.00
Edwards, Laura	Early College Programs	\$2,475.00
Elders, Jason	Early College Programs	\$3,300.00
Ernst, Laura	Early College Programs	\$450.00
Fallert, Halleh	Early College Programs	\$825.00
Farris, Olivia	Early College Programs	\$450.00
Fischer, Nancy	Early College Programs	\$675.00
Fritsche-Donze, Hannah	Early College Programs	\$150.00
Graham, Michael	Early College Programs	\$675.00
Hendricks, Sarah	Early College Programs	\$2,475.00
Hill, Michael	Early College Programs	\$525.00
Hinkle, September	Early College Programs	\$1,050.00
Horrell, Julia	Early College Programs	\$975.00
Hovis, Joshua	Early College Programs	\$375.00
Janzow, Micah	Early College Programs	\$5,250.00
Jarrett, Madison	Early College Programs	\$450.00
Jones, Gregory	Early College Programs	\$2,400.00
Knippen, Amber	Early College Programs	\$2,250.00
Knuth, Heather	Early College Programs	\$375.00
Koenig, Keith	Early College Programs	\$150.00
Kuper, Jameson	Early College Programs	\$1,950.00
Kuper, Leonard	Early College Programs	\$3,150.00



Landewe, Gerald	Early College Programs	\$3,600.00
Layton, Ryan	Early College Programs	\$1,950.00
Layton, Tobi	Early College Programs	\$75.00
Lovelady, Kurt	Early College Programs	\$3,450.00
Maus, Jonathan	Early College Programs	\$1,350.00
McCormack, James	Early College Programs	\$300.00
McElveen, Amy	Early College Programs	\$450.00
Middleton, Kerrie	Early College Programs	\$3,825.00
Powell, Kelsey	Early College Programs	\$3,225.00
Redden, Vicky	Early College Programs	\$2,250.00
Roth, Tyson	Early College Programs	\$675.00
Rowland, Matthew	Early College Programs	\$2,100.00
Schaefer, Angela	Early College Programs	\$2,550.00
Sebaugh, Cheryl	Early College Programs	\$1,050.00
Seyer, Ellen	Early College Programs	\$2,925.00
Sisk, Camilla	Early College Programs	\$3,900.00
Skinner, Tonya	Early College Programs	\$750.00
Small, Rylyn	Early College Programs	\$675.00
Stroder, Timothy	Early College Programs	\$1,650.00
Terrell, Fleta	Early College Programs	\$225.00
Tilmon, James	Early College Programs	\$375.00
Tornetto, Michael	Early College Programs	\$2,400.00
Walker, Jami	Early College Programs	\$300.00
Wilson, Jennifer	Early College Programs	\$4,650.00
Womack, Angela	Early College Programs	\$1,200.00
Womack, Donald	Early College Programs	\$150.00

**The following staff employees have been appointed as Part-time Faculty for the Spring 2024 semester.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
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No Data to Report

SOUTHEAST MISSOURI STATE UNIVERSITY

May 2024

**ADDENDUM B**

**Overload payments for Spring 2024 teaching/alternate assignments.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amer, Suhair	Computer Science	\$100.00
Atuo, Fidelis	Biology	\$250.00
Barnes, Jeremy	Allied Health, Kinesiology, and Sport Science	\$50.00
Bengtson, Jennifer	History and Anthropology	\$150.00
Bodenheimer, Mary	Art and Design	\$50.00
Bond, Marcus	Chemistry and Physics	\$50.00
Book, Abram	Communication Studies and Modern Languages	\$150.00
Braden, Indi	Agriculture	\$150.00
Brubaker, James	English	\$100.00
Buck, Tamara	Mass Media	\$150.00
Casey, Garrett	Chemistry and Physics	\$50.00
Champine, James	Biology	\$200.00
Chou, Ethan	Computer Science	\$50.00
Clapsaddle, Shannon	Leadership, Middle, and Secondary Education	\$50.00
Copeland, Sherry	Leadership, Middle, and Secondary Education	\$50.00
Crawford, Philip	Chemistry and Physics	\$100.00
Criblez, Adam	History and Anthropology	\$50.00
Crowley, Edward	Management	\$50.00
Cunningham Ladwig, Christine	Marketing	\$50.00
Curtis, Eric	Engineering and Technology	\$50.00
Davis, Tammy	Child and Family Studies	\$50.00
Denlinger, Emily	Art and Design	\$50.00
Dudley, John	Engineering and Technology	\$250.00
Faber, Anthony	Child and Family Studies	\$200.00
Fluegge, Erin	Management	\$50.00
Fritz, Kelley	Biology	\$50.00
Griffin, Jeremy	Art and Design	\$50.00
Gulling, Shawn	Psychology and Counseling	\$50.00
Hatcher, Laura	Political Science, Philosophy, and Religion	\$200.00
Heider, Jeremy	Psychology and Counseling	\$50.00
Henry, Jason	Biology	\$250.00
Heu, Benjamin	Art and Design	\$50.00
Hwang, Seong Nam	Biology	\$50.00
Judd, Timothy	Biology	\$150.00
Kazmierczak, Arthur	Computer Science	\$50.00
Kirschman, Lucas	Biology	\$350.00
Krieger, Laura	Criminal Justice, Social Work, and Sociology	\$250.00
Kuborn, Sarah	Child and Family Studies	\$150.00
Lee, Myungwoo	Allied Health, Kinesiology, and Sport Science	\$100.00
Li, Zhouzhou	Computer Science	\$250.00

Louie, Kimberly	Communication Studies and Modern Languages	\$100.00
Love, Hayley	Child and Family Studies	\$100.00
Lowe, Robert	Computer Science	\$350.00
McGill, James	Chemistry and Physics	\$150.00
McMillan, Heather	Management	\$50.00
McNew, Mary Shannon	Biology	\$100.00
Mills, Pamela	Chemistry and Physics	\$100.00
Mitra, Reshmi	Computer Science	\$150.00
Murphy, Joseph	Chemistry and Physics	\$50.00
Musgrave, Kevin	Communication Studies and Modern Languages	\$50.00
Noto, Quantella	Management	\$250.00
Rasheduzzaman, Md	Engineering and Technology	\$150.00
Roy, Indranil	Computer Science	\$50.00
Ruggiero, Robert	Biology	\$200.00
Sargent, Kevin	Agriculture	\$250.00
Schmid, Morgan	Art and Design	\$150.00
Shadwick, Joshua	Criminal Justice, Social Work, and Sociology	\$50.00
Shen, Yiqun	Political Science, Philosophy, and Religion	\$150.00
Sides, Jason	Political Science, Philosophy, and Religion	\$50.00
Siegel, Dustin	Biology	\$300.00
Siemers, Samantha	Agriculture	\$100.00
Silwal, Sajan	Chemistry and Physics	\$250.00
Sobba, Kristen	Criminal Justice, Social Work, and Sociology	\$50.00
Talmage, Alan	Mathematics	\$50.00
Thompson, Emmanuel	Mathematics	\$50.00
Tilmon, Misty	Communication Disorders	\$50.00
Tomchuk, David	Allied Health, Kinesiology, and Sport Science	\$50.00
Tucker, John	Communication Studies and Modern Languages	\$100.00
Wagganer, Jason	Allied Health, Kinesiology, and Sport Science	\$200.00
Walling, Jeremy	Political Science, Philosophy, and Religion	\$350.00
Washington, Samantha	Communication Disorders	\$50.00
Wilson, Asa	Management	\$550.00
Yancey, George	Psychology and Counseling	\$400.00
Yuan, Juefei	Computer Science	\$200.00
Zaccarias de Brito, Felipe	Music	\$150.00
Zhang, Yumin	Engineering and Technology	\$200.00

SOUTHEAST MISSOURI STATE UNIVERSITY  
May 2024

ADDEMDUM C

The following have been appointed as Graduate Assistants for the Spring 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
No Data to Report		

**SOUTHEAST MISSOURI STATE UNIVERSITY**

**May 2024**

**STAFF APPOINTMENTS**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Brott, Tyler	Accounts Receivable Technician Student Financial Services	\$30,160.00	100	05/20/24
Cribbs, Heather	Clinical Coordinator Nursing	\$50,000.00	100	05/15/24
Evans, Emily	Cataloging Associate Kent Library	\$42,000.00	100	05/01/24
Hale, Brooke	Lead Teacher University School for Young Children	\$35,360.00	100	05/13/24
Kingsland, Alexis	Brand Designer Marketing and Communications	\$38,000.00	100	05/13/24
Palmer, Briley	Head Coach Women's Basketball Basketball Women	\$125,000.04	100	05/15/24
O'Driscoll, Meghan	Registered Behavior Technician Autism Center	\$36,400.00	100	05/06/24
Orton, Brandon	Technician II Apprentice Boiler Plant	\$44,928.00	100	05/20/24

SOUTHEAST MISSOURI STATE UNIVERSITY

May 2024

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Bennett, Madeline	Scene Shop Supervisor Theatre and Dance	05/15/24
Black, Angela	Assistant Director Compliance and Eligibility NCAA Compliance	05/22/24
Butler, Matthew	Support Service Staff Academic Support Services	05/10/24
Glaus, Elizabeth	Director Public Safety	05/31/24
Godard, Michael	Provost Office of the Provost	05/31/24
Myers-Bowman, Daniel	Technical Director Theatre and Dance	05/15/24
Patterson, Rekha	Head Coach Women's Basketball	05/10/24
Vaughn, Bridgett	Psychometrician Autism Center	05/10/24

STAFF LEAVE WITHOUT PAY

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
No Data to Report		



SOUTHEAST MISSOURI STATE UNIVERSITY  
May 2024

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Bauwens, Holly	Assistant Director Talent Acquisition and Total Compensation Human Resources Office From: \$73,399.83  Director Human Resources Office To: \$117,000.00	Promotion	05/01/24
Dowd, Tess	Executive Assistant Vice President Finance and Administration From: \$38,777.07  Communications Manager Marketing and Communications To: \$43,000.00	Promotion	05/14/24
Greer, Stevie	Police Officer Cadet Public Safety From: \$26,208.00  Police Officer Public Safety To: \$39,998.40	Promotion	05/09/24
Senciboy, Garrett	Police Officer Cadet Public Safety From: \$25,792.00  Police Officer Public Safety To: \$39,998.40	Promotion	05/09/24
Shepard, Nicholas	Parking Enforcement Supervisor Parking and Traffic From: \$30,804.80  Parking Services Supervisor Parking and Traffic To: \$31,200.00	Job Assignment Change	05/06/24
Brashear, Travis	Maintenance Technician Building Department Maintenance From: \$52,769.60  Maintenance Technician Building Department Maintenance To: \$52,873.60	Longevity Increase	05/05/24