



BOARD OF REGENTS MEETING

9:00 a.m., September 25, 2020

UC Ballroom

Via LiveStream at <https://semo.edu/board/live-meeting>
or <https://semo.edu/board/>

[Open Session Agenda](#)

Welcome, Call to Order and Roll Call

Swearing-in Ceremony for Lauren Kohn, New Student Representative to the Board Regents

ACTION ITEMS:	Attachment	iPad Page #
1-O. Consideration of Approval of Minutes for: <ul style="list-style-type: none">• Open Session Meeting of June 22, 2020• Open Session Meeting of July 17, 2020• Open Session Meeting of August 11, 2020	A	
2-O. Consideration of Approval of Special Course Fee Effective Spring 2021 Semester	B	
REPORT ITEMS:		
3-O. University President's Report	verbal	
4-O. Student Presentation	C	
5-O. Report from Student Government Representative	verbal	
6-O. Report from Faculty Senate Chair	verbal	
7-O. Report from Athletics SEMO Redhawk Football	verbal	

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|---|---------|
| 8-O. Fall 2020 Census Enrollment Report | handout |
| 9-O. Progress Report on Contracts and Facilities Management Projects | D |
| 10-O. FY21 Operating Budget to Actual Report; FY20 Final Budget to Actual Report | E |
| 11-O. Summary Series 2020 System Facilities Refunding Bond Issuance | F |
| 12-O. Lift for Life Performance Contract | G |

ACTION ITEMS:

- 13-O. **Consideration of Motion for “Closed Session for Appropriate Considerations:”**
- A. RSMo 610.021.1 – pertaining to legal actions, causes of action or litigation involving a public governmental body and confidential/privileged communications between the Board and its attorneys
 - B. RSMo 610.021.3 – pertaining to the hiring, firing, disciplining or promotion of personnel
 - C. RSMo 610.021.9 – pertaining to discussion of a public governmental body for negotiations with employee groups
 - D. RSMo 610.021.12 – pertaining to contract negotiations
 - E. RSMo 610.021.13 – pertaining to personnel records, performance ratings

ACTION ITEMS:

- 14-O. **Reconvene Open Session**
- 15-O. Announcement of Actions Taken in Closed Session
- | | |
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| 16-O. Consideration of the Appointment of Dr. Brad Sheriff as Treasurer of the Board of Regents | H |
| 17-O. Consideration of Approval of New Business Policy Statement, 01-19 Freedom of Expression | I |

REPORT ITEM:

- | | |
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| 18-O. Legislative Report | <i>verbal</i> |
| 19-O. Consideration of Motion to Adjourn | |

**MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF REGENTS
HELD ON THE
TWENTY-SECOND DAY OF JUNE 2020**

The Board of Regents for Southeast Missouri State University convened Open Session on Monday, June 22, 2020, at approximately 9:04 a.m., in the University Center Ballroom, on the campus of Southeast Missouri State University. Mr. Edward P. Gargas, President of the Board of Regents called the meeting to order. Regents present were: Mr. Edward P. Gargas, President of the Board of Regents; Ms. Tina L. Klocke, Vice President of the Board of Regents; Mr. Phillip M. Britt; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. Lloyd F. Smith; and Ms. Lauren Kohn, Student Representative to the Board of Regents. Quorum having been established, Board President Gargas welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, Dr. Mike Godard, Dr. Debbie Below, Mr. Brady Barke, Dr. Trudy Lee, Ms. Ann Hayes and Ms. Sonia Rucker; Ms. Kathy Mangels, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel. Board President Gargas presided.

SWEARING IN CEREMONY

Board President Gargas welcomed and acknowledged, Regent Lloyd F. Smith of Sikeston, Missouri for his formal ceremonial swearing in. Before The Honorable Stephen N. Limbaugh, Jr., United States District Judge of the United States District Court for the Eastern District of Missouri, administered the Oath of Office, Board President Gargas offered the following remarks:

This morning we are pleased to welcome Lloyd Smith of Sikeston, as a new member of the Board of Regents. Before we administer the Oath of Office, I would like to share with you a brief biography.

Mr. Smith was appointed to the University's Board of Regents by Governor Mike Parson for a six-year term ending January 1, 2026. .

Mr. Smith served as the executive director of the Missouri Republican Party until his retirement in 2013. He previously served as chief of staff to both U.S. Rep. Jo Ann Emerson and the late U.S. Rep. Bill Emerson, totaling 28 years of service to Missouri's 8th Congressional District. He managed Congressional projects including the Bill Emerson Memorial Bridge, Highways 67, 60, 63 and 412 improvements, as well as numerous levee, flood control programs, port improvements and economic development activities. Mr. Smith coordinated legislative federal funding for the River Campus, Cape Girardeau Floodwall

Mural, Cape La Croix Flood Control Project, the Limbaugh Federal Courthouse, Mark Twain National Forest and Ozark National Scenic Riverways and numerous other efforts for the 8th District. In addition to the chief of staff position to the Emerson's, he served as traveling senior staff assistant for agriculture and hunger issues. Mr. Smith was the Missouri political director for George W. Bush's presidential campaign in 2004 and advised over two dozen legislative candidates statewide. He managed campaigns for U. S. Reps. Bill and Jo Ann Emerson and U. S. Senator Jim Talent. Mr. Smith manages the family farm, is completing a two-year term on the Southeast Missouri Regional Port Authority Board, is past chairman of the SEMO YMCA, serves on various boards, volunteers in the community, and is an elder and chairman of the board of First Christian Church in Sikeston.

Mr. Smith was the first in his family to attend college and is a 1973 graduate of Southeast where he earned a Bachelor of Science in secondary speech education. His wife, Marlys, a retired teacher, is a Southeast alum. They are the parents of three children, Trista, Samuel and Tiffany.

Please help me welcome Lloyd this morning.

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

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

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

Judge Limbaugh and his wife, Marsha, are great supporters of Southeast Missouri State University. They have two grown sons, Stephen Limbaugh III and Chris. Judge Limbaugh, thank you for being here today.

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

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

Please join me again in congratulating Lloyd.

PRESENTATIONS OF RESOLUTIONS OF HONOR

Following the ceremonial Oath of Office for Regent Smith, Board President Gargas presented Resolutions of Honor to former Regent and Board President, Mr. Jay B. Knudtson and Mr. Luke LeGrand, former Student Representative. Both Resolutions had been formally approved at previous meetings of the Board of Regents.

The Resolution of Honor for former Regent Knudtson read as follows:

Whereas, Jay B. Knudtson served as a role model for the region, returning to college after 35 years to graduate from Southeast Missouri State University in 2018, achieving a Bachelor of Science degree in General Studies with minors in sociology and criminal justice; and previously attended the Graduate School of Banking, the Graduate School of Real Estate Finance, and the University of Minnesota; and

Whereas, Jay B. Knudtson has had a successful career, refereeing minor league hockey, establishing a mortgage loan production office in Cape Girardeau, successfully advancing positions with the Bank of America during a 12-year tenure, and subsequently becoming executive vice president of First Missouri Bank and a member of the executive team that launched the bank in 2002; and

Whereas, Jay B. Knudtson has been recognized for his significant contributions to his community through service and volunteerism, including serving as chair of the Board on the Cape Girardeau Chamber of Commerce in 2015, receiving the prestigious Rush H. Limbaugh Award in that same year; serving as treasurer and executive board member of the Cape Girardeau Chamber of Commerce, chair of the Transamerica Corridor, past chair of the Cape Girardeau Parks and Recreation Board, past president of the Cape Girardeau Noon Lions Club, and past member of the Easter Seals, chair of the Area Magnet Board of Directors, and served on the Homeland Security Committee for the State of Missouri; and

Whereas, Jay B. Knudtson was elected mayor of Cape Girardeau in April 2002, and reelected for a final four-year term, serving until 2010 when term limits prevented him from seeking re-election; and during his tenure, worked tirelessly with the University, the city, and the state of Missouri, ultimately leading to the creation of the River Campus; and was subsequently awarded Southeast's prestigious Vandiver Show Me State Award for his outstanding efforts in the River Campus creation; and was named one of Ingram Magazine's "50 Missourians You Should Know"; and

Whereas, Jay B. Knudtson was appointed to the Southeast Missouri State University Board of Regents by Missouri Governor Jay Nixon to serve from January 2013 to a term expiring January 1, 2019, and continued to serve until February 2020; and during his tenure, served admirably as President of the Southeast Missouri State University Board of Regents from March 2015 to December 2017; and during his tenure on the Board, the Board of Regents completed such major physical enhancements at Southeast as the development and the opening of Southeast's Autism Center for Diagnosis and Treatment, the Catapult Creative House, Ken and Jeanine Dobbins River Campus Center, the launch of the Show-Me Gold program, the planning and opening of Donald G. and Gloria King LaFerla Hall, the Greek Village, the Rust Center for Media, the Holcomb Success Center, and the International Village, renovations of Academic Hall, Magill Hall, Memorial Hall, the Grauel Building, Crisp Hall, the opening of the new Center for Speech and Hearing; and the dedication of the NPHC Plaza; and

Whereas, the leadership and thoughtful deliberation of Jay B. Knudtson led to the adoption and execution of the first ever Board of Regents By-Laws; an institutional Strategic Plan; a facilities master plan; multiple new programs, degrees, and accreditations; the commission, design and adoption of the Louis Houck Board of Regents Presidential Medallion; and the reaffirmation of Southeast's institutional accreditation by the Higher Learning Commission; and

Whereas, during the tenure of Jay B. Knudtson, Southeast Missouri State University achieved the largest overall enrollment, the largest freshman class, the largest number of minority and international students, and a record high fall-to-fall retention rate for first-time full-time students in the history of the University; and

Whereas, in his role as Board of Regents President, Jay B. Knudtson played a pivotal role in facilitating the transition of leadership of Southeast Missouri State University from its 17th President, Dr. Kenneth W. Dobbins to Dr. Carlos Vargas, the 18th President of the University; and

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

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

Done in the City of Cape Girardeau, Missouri, this twenty-first day of February in the year two thousand twenty

Following the presentation, former Regent Knudtson stated that it was an honor to serve on the Board of Regents and that he has great respect for the Board and what they do. He also extended words of appreciation and gratitude to University President Vargas, as well as to University staff members, Linda Wilkinson, Ann Hayes, Christie Renner, Debbie Below, Brady Barke, Chris Martin, Kathy Mangels and others. Closing his remarks, Mr. Knudtson thanked his wife, Cindy, who was in attendance and reiterated his appreciation to the Board for the recognition.

The Resolution of Honor for former Student Representative LeGrand read as follows:

Whereas, Luke M. LeGrand enrolled at Southeast Missouri State University in the Fall of 2015 and received a Bachelor of Science in Business Administration with a major in Accounting and a minor in Spanish; passed the CPA Sections: Business Environment and Concepts in March 2020; and currently is pursuing a Master of Business Administration in Accounting with expectations of graduating in December 2021; and

Whereas, Luke M. LeGrand was appointed by Governor Eric Greitens in March 2018 to a term as Student Representative to the Board of Regents; and

Whereas, Luke M. LeGrand has served as an effective spokesperson for the interests of the students of Southeast Missouri State University by regular attendance at and participation in meetings of the Board of Regents since his appointment and has been a true ambassador for the University through his involvement with the Student Government Association, Presidential Ambassadors, Lambda Chi Alpha, the Student Advisory Council to the Dean of the College of Business, the Dr. Martin Luther King, Jr. Celebration Committee, Beta Gamma Sigma Business Honor Society, Interfraternity

Council Judicial Board, and other organizations; and he has achieved such honors as All Greek Man of the Year, President's Spirit of Southeast Award, a finalist for the University Man of the Year, and other awards; and

Whereas, during Luke M. LeGrand's tenure as Student Representative to the Board of Regents, the University expanded KRCU, created a number of new academic programs, including a Professional Pilot Bachelor of Science; extended the BSBA program to the regional campuses; approved expansion of the River Campus with a new art complex; recognized military service of veterans with a new Veterans Plaza, and highlighted National Pan-Hellenic Council with dedication of a new plaza and green space; created the Will to Do and Copper Dome Scholarship programs; launched the eSports Arena in Towers; opened the Cyber Range in Dempster Hall and created the Institute for Cybersecurity; renovated the Rosemary Berkel Crisp Hall of Nursing; opened the International Village, just to name a few; and

Whereas, during the tenure of Luke M. LeGrand, Southeast Missouri State University set an all-time retention rate and saw an increase in its six-year graduation rate; secured signification designations like being named a National Security Agency-Department of Homeland Security Center of Academic Excellence in Cyber Defense Education; had its accreditation reaffirmed for the maximum number of years by The Institutional Actions Council of the Higher Learning Commission; and

Whereas, Luke M. LeGrand has represented the University well in various civic activities and public appearances, has been faithful in his stewardship of the public trust, and has demonstrated extraordinary dedication to the service of the University and its constituents.

Now, therefore, be it resolved by the Board of Regents of Southeast Missouri State University that the grateful appreciation of the University community be expressed to Luke Michael LeGrand for his performance as Student Representative to the Board of Regents, and that this expression of gratitude and thanks, as well as congratulations for his other achievements and best wishes for his future success be placed in the minutes of the Board of Regents, and that a properly inscribed copy of this resolution be presented with appropriate ceremony;

Done in the City of Cape Girardeau, Missouri, this twenty-second day of June in the year two thousand twenty.

Following the presentation, Mr. LeGrand thanked the Board for helping him mature as an individual and a leader and he extended his appreciation for the Board's sincere willingness to always hear student feedback. He acknowledged his dad who was in attendance and wished the new Student Representative, Ms. Lauren Kohn, well in her service.

CONSIDERATION OF APPROVAL OF MINUTES

Board President Gargas introduced consideration of approval of the Open Session minutes from the May 15, 2020 and June 11, 2020 Board of Regents meetings. [Attachment A]

A motion was made by Regent Limbaugh and seconded by Regent Britt to approve the open session minutes of May 15, 2020 and June 11, 2020 [Attachment A]. The motion carried unanimously.

UNIVERSITY PRESIDENT'S REPORT

Board President Gargas called upon University President Vargas to deliver his University President's Report. University President Vargas shared that his report would focus in two areas: (1) Equity and Inclusion Initiatives; and (2) COVID-19.

With regard to Equity and Inclusion Initiatives, University President Vargas offered the following:

As a country, our nation is going through a historic time. Later in the report, information will be provided regarding Southeast's on-going efforts to respond to COVID-19. However, recent events have caused us and others to pause and contemplate the value and meaning we place on social justice and equity. Recently, in response to a challenge from Dr. Scott Hagen, President of North Central University in Minneapolis, Minnesota, a George Floyd Memorial Scholarship was established with private funds at Southeast. Acting on pleas for societal reform, and after much discussion on our campus and with members of the broader Southeast community, the scholarship will now be named the Scholarship for Advocacy, Equity and Justice. This decision was not made lightly. However, recent developments both prior to and since Mr. Floyd's death prompted us to broaden the award to recognize those students who actively promote fairness and the far-reaching need for advocacy, equity and justice for all. The scholarship will be awarded beginning this fall with the objective of providing institutional recognition to a student who values and promotes peaceful advocacy and inclusion.

As an institution, we recognize that establishing a scholarship alone is not enough. We know that there is still critical work to do to address systemic issues and disparities in access and opportunity in our communities. As we prepare for the coming academic year, I have asked Ms. Sonia Rucker, Assistant to the President for Equity and Diversity, to provide leadership on a number of initiatives starting today.

Those initiatives include: (1) Developing and implementing a multi-year training program for University Leaders at every level; (2) Strengthening our student mentoring program; (3) Establishing a series of workshops dedicated to diversity and cultural inclusion; and (4) Enhancing engagement with community partners.

In addition, I have asked Ms. Rucker and the University's Equity and Inclusion Committee to facilitate opportunities, and coordinate efforts, for Southeast's administrative units and academic colleges to continue conversations, and initiate new ones if necessary, that identify specific actions and reaffirm the University's commitment to being a more diverse and inclusive community. We know we must lead by example and we remain committed to providing a learning environment that promotes inclusion, equity, civility, and a better way forward for every student and employee.

With regard to COVID-19, University President Vargas offered the following:

As you may recall, my May Board Report focused on the actions taken and the impacts realized as a result of COVID-19 at Southeast. This report will provide a brief update on some of the University's work since the May 15th Board meeting, providing comments and updates addressing the following: (1) The campus return from telework; (2) Summer classes and events; and (3) Fall 2020 planning.

The Emergency Response Team, operating under the umbrella of the Emergency Operations Center, continues to actively meet, evaluate and develop the University's plans for responding to COVID-19. The Emergency Response Team consists of nearly 25 people from throughout campus, such as all members of Executive Staff, the Emergency Manager, the Directors of Public Safety, Residence Life, Facilities Management, University Marketing, Human Resources and others, representatives from Academic Affairs and others that have been meeting since March to address matters related to COVID-19. As part of these discussions we share industry best practices, analyze actions taken by other institutions of higher education in Missouri and throughout the country, gather feedback from various campus constituencies, and review data and guidance from local, state and federal authorities to inform our work. In addition, a number of individuals from the University have been participating in frequent calls and meetings since February that include City officials, representatives from the Cape Girardeau County Public Health Center, leaders from both local hospitals, state emergency management officials, regional public information officers and others wherein they discuss data, trends, projections and actions being taken by various agencies and organizations through southeast Missouri.

We have organized our work around six (6) Subcommittees that focus on the following: (1) Campus Guidelines for Return from Telework (Chair: Beth Glaus, Director, DPS); (2) Campus Signage (Chair: Tonya Wells, Director, University Marketing); (3) Classroom Safety Procedures (Chair: Doug Koch, Vice Provost); (4) Communications (Chair: Ann Hayes, Director, University Communications); (5) Events and Mass Gatherings Safety Procedures (Chair: Brady Barke, Director of Athletics); and (6) Residence Hall Safety Procedures (Chair: Bruce Skinner, AVP, Student Life). Each of these subcommittees meets on a regular basis and makes presentations to the larger group for consideration and decision on final recommendations and plans.

Once decisions are made and that information is communicated to internal stakeholders, updates are posted to the University's COVID-19 informational webpage, and we have also shared them with legislators, the Commissioner for Higher Education and others throughout this process.

The University began its transition to telework on March 24. The initial period for telework was to be March 24 through April 19; however, public health

guidance and orders at the local, state and national level necessitated that the telework period be extended through at least May 18. The week of May 11 the University community was advised we would initiate a phased return from telework beginning May 18 through June 30. To facilitate a safe and orderly return, each office was asked to develop and submit to the Emergency Response Team an individualized return from telework plan that asked them to provide information assessing considerations for public access, changes to operations and/or services, timelines for employee return including considerations for student employees, and concerns or requests related to physical work spaces within their area. As of Friday, June 19, 91 Return from Telework Plans have been submitted, with 84 approved and 7 pending review by the Emergency Response Team or waiting for final recommendation by Facilities Management and the Emergency Manager. To assist employees in their return to campus, Employee Safety Guidelines were distributed on May 29, 2020.

As the University continues to navigate the COVID-19 pandemic, the decision was made April 9th that all summer courses beginning prior to June 29 would be delivered online or remotely.

Beginning June 30, summer courses held then through August 7 will be taught both in-person and online, with courses to be conducted in the mode of delivery as they were originally scheduled.

With regard to all University events on and off campus, including the use of University facilities by external individuals and groups, they are prohibited, and the event cancellation period previously announced by the University continues through June 30. Beginning July 1, the University will resume hosting events and camps – some of which will be in-person and some will continue in a virtual format.

As communicated to students and the University community on May 27, the plan is to hold face-to-face classes in the fall. There is a possibility that some face-to-face classes may be held online or in other alternative modes of delivery. We have communicated to students that they can expect to see more space in between them and others in face-to-face classes. We have also advised students that some sections may be relocated to large, non-academic spaces on campus; and we are working to add or upgrade technology in many academic spaces to support virtual meetings, as needed.

To facilitate a safe return to face-to-face class and overall operations, the University has acquired, and continues to acquire, face masks, hand sanitizer, disinfectant spray and sneeze guards to protect our faculty, staff and students. Additionally, the University's Facilities Management staff continues their regular cleaning schedule and staff are retrofitting spaces across campus to prepare for a safe return. Beginning now and continuing throughout the year, new signage is

being placed through campus to guide and remind everyone about social distancing and safe practices.

As of today, our plan is to begin the semester on Monday, Aug. 24, as scheduled. However, we have made some slight adjustments to the semester calendar to limit exposure to the virus during various break and holiday-related travel and the potential for transmission thereafter. To that end, classes will be held on Labor Day, Monday, September 7. Fall break will be eliminated, and classes will be held October 8-9, and the last day of Fall 2020 on-campus face-to-face classes will be Tuesday, November 24, just prior to the Thanksgiving break. Following the Thanksgiving Break, Fall 2020 classes will continue November 30 to December 4 via remote/online instruction, with online final exams being conducted December 7-11. This means that the Fall 2020 semester will end Friday, December 11, one week earlier than scheduled.

With regard to the Labor Day holiday, it will remain a holiday for University staff and University offices will remain closed on Monday, September 7, as scheduled, except for some essential services that will be in operation.

University President Vargas closed his report by reminding Regents that all of the information related to Southeast's COVID-19 response remains online on the University's COVID informational page.

Following University President Vargas' report, the Board engaged with him and members of the University's Executive in robust discussion about the University's COVID-19 response and the changes to the fall 2020 academic calendar.

CONSIDERATION OF MOTION FOR CLOSED SESSION

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

- A. RSMo 610-021.1 – pertaining to legal actions, causes of action or litigation
- B. RSMo 610-021.3 – pertaining to the hiring, firing, disciplining or promotion of personnel
- C. RSMo 610.021.9 – pertaining to discussion of a public governmental body and negotiations with employee groups
- D. RSMo 610.021.13 – pertaining to personnel records, performance ratings

A roll call vote was taken. Voting in favor were Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith. The motion carried.

The Open Session was recessed at approximately 10:26 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 12:02 p.m. Board President Gargas called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

- By a vote of 6 to 0 the Board approved the minutes of the Board's May 15, 2020 Closed Session meeting. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
- Pursuant to RSMo 610.021.3 pertaining to hiring, firing, disciplining or promotion of personnel and by a vote of 6 to 0 the Board approved personnel actions for April 2020. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
- Pursuant to RSMo 610.021.9 pertaining to negotiations with employee groups and by a vote of 6 to 0 the Board approved Bargaining Unit Agreements with the International Union of Operating Engineers and the International Brotherhood of Teamsters. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
- Pursuant to RSMo 610.021.3 pertaining to hiring, firing, disciplining or promotion of personnel and by a vote of 6 to 0 the Board approved the proposed faculty promotions, tenure, post-professorial merit, and non-tenure track merit requests. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
- The Board also had conversations under RSMo 610.021.1 pertaining to legal matters, and RSMo 610.021.3 and 610.021.13 pertaining to personnel.
- By a vote of 6 to 0 the Board voted to adjourn Closed Session and reconvene the Open Session. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.

CONSIDERATION OF APPROVAL OF PROPOSED FY21 UNIVERSITY GENERAL OPERATING AND AUXILIARY BUDGETS

Board President Gargas called upon Ms. Kathy Mangels, Vice President of Finance and Administration, to present a motion requesting approval for the FY21 University Operating budgets. [Attachment B]

Vice President Mangels directed Regents to the materials in Attachment B and its accompanying thirteen attachments. In brief summary she noted the following.

- Attachment 1 summarizes the proposed FY21 Operating Budget by fund category, which totals \$139,026,852, a 2.7 percent decrease from the FY20 Operating Budget (Attachment 2).
- Attachment 3 outlines the University's anticipated budget need of \$13.39 million for FY21, which is based on a 20 percent reduction in state appropriations (\$8.96 million),

\$1.2 million of costs to continue, anticipated enrollment declines, and \$170,000 investment in a new Learning Management System.

- Attachment 4 summarizes the FY21 proposed E&G Budget totaling \$104.68 million.
- Attachment 5 includes the proposed budget for designated funds for FY21, totaling \$5.36 million.
- Attachment 6 is the proposed FY21 operating budgets for all auxiliary departments, totaling \$28.98 million, which is a decline of about \$4.6 million from the FY20 budget.
- Attachments 7, 8 and 9 contain graphs.

During discussion, Regent Smith asked for clarification on the effect of MOSERS contributions on the University's budget. Vice President Mangels responded that it is a very large contribution rate and it is mandatory. She explained that the current rate is nearly 23 percent, which is significantly higher than the University's 6 percent contribution rate to the CURP system for faculty. Vice President Mangels noted, however, that faculty can switch from CURP to MOSERS after six years and that over the last 12 months the University had 16 faculty make this change which triggered the higher contribution rate and increased the University's costs to continue.

Continuing the discussion, Regent Klocke asked how the University educates employees that their salary is not the only benefit they receive paid for by the University. Vice President Mangels pointed out that all benefits are outlined on an employee's paid stub but acknowledged it is something the University could probably do a better job of communicating.

Regent Limbaugh referred to the graph in Attachment 7 and note that the contribution by students has increased while the University's state appropriations has decreased. He next referred to Attachment 9 noting that the largest expenditure is salary and benefits and stated that if we continue to see fewer students, with lower appropriations and continued statutory limits on raising fees, there will have to be a balancing of how the University manages its budget.

Student Representative Kohn asked for background on increases to student fees and clarification on the costs of a new Learning Management System, Canvas. Vice President Mangels responded to both.

A motion was made by Regent Klocke and seconded by Regent Britt to approve the proposed FY21 University Operating Budgets [Attachment B]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF COURSE FEES

Board President Gargas called upon Ms. Kathy Mangels, Vice President of Administration and Finance, to present a motion to approve course fees for electronic course materials effective Fall 2020 semester. [Attachment C].

Vice President Mangels directed the Board to the materials in Attachment C and outlined the information in Attachment 1 that included one new course that will utilize electronic course materials through the IncludedED program for Fall 2020. She also noted that the material includes

a recommendation to eliminate the course fee for 9 courses that will no longer use Follett electronic course materials.

A motion was made by Regent Limbaugh and seconded by Regent Malik to approve the proposed course fees for electronic materials effective Fall 2020 semester [Attachment C]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF REPLACING THE EXISTING ORIENTATION FEE WITH AN ENROLLMENT FEE

Board President Gargas called upon Dr. Debbie Below, Vice President of Enrollment Management and Student Success to present a motion to replace the existing Orientation Fee (FirstSTEP, New Transfer and New International) with an Enrollment Fee (New First-Time Student, New Transfer Student and New International Student) effective with Fall 2021 enrollments. [Attachment D].

Vice President Below referred Regents to Attachment D in the Board Packet. She stated that FirstSTEP Orientation is required of domestic undergraduate beginning freshmen and new transfer students with fewer than 24 transferable credit hour who are attending the Cape Girardeau campus. Continuing, Vice President Below stated an optional New Transfer Orientation program is offered to domestic undergraduate with 24 or more transferable credit hours who are attending the Cape Girardeau campus; and that all new international students, including Intensive English Program, undergraduate and graduate students are required to attend International Student Orientation. She explained that the motion is seeking approval to replace the existing orientation fees with new student enrollment fees for each of the three areas discussed.

During brief discussion, Regent Malik ask for further explanation and clarification regarding FirstSTEP and transfer orientations, which are just one day; and international orientation, which is at least five. Vice President Below engaged in discussion in reply.

A motion was made by Regent Smith and seconded by Regent Limbaugh to approve the motion to replace the existing Orientation Fee (FirstSTEP, New Transfer and New International) with an Enrollment Fee (New First-Time Student, New Transfer Student and New International Student) effective with Fall 2021 enrollments [Attachment D]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF ACADEMIC PROGRAM CHANGES/ADDITIONS

Board President Gargas called upon Provost Mike Godard to present changes and additions to academic programs. [Attachment E].

Provost Godard referred the Regents to the materials behind Attachment E, which sought approval for the following:

- Authorize and approve a new Graduate Certificate in Cybersecurity;

- Authorize and approve a new Minor in Jazz Studies; and
- Authorize and approve an Option Name Change for the MA in Public History from Heritage Interpretation to Digital Heritage.

Following Provost Godard's remarks, Regents Smith and Limbaugh stated that cybersecurity and the University's music programs are differentiators for the University and encouraged continued promotion of all related areas of study.

A motion was made by Regent Limbaugh and seconded by Regent Malik to approve the academic program changes [Attachment E]. The motion carried unanimously.

PROGRESS REPORT ON CONTRACTS AND FACILITIES MANAGEMENT

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

Vice President Mangels called the Board's attention to the following items on Attachment F:

- Tunnel 51-52-53-54-55 Repair
- Dobbins Center Chiller Repair
- Exterior Envelope Cleaning
- Tower East Fire Alarm Upgrade
- Towers West and North Elevator Upgrades

During discussion, Regent Limbaugh asked about work being done at the site of the Catholic Campus Ministry location. Vice President Mangels advised Regents that the property in question is not owned by the University and that Campus Catholic Ministry is doing all the work.

OPERATING BUDGET TO ACTUAL REPORT

Board President Gargas called upon Ms. Kathy Mangels, Vice President of Finance Administration, to provide the Operating Budget to Actual Report. [Attachment G].

Vice President Mangels called the Board's attention to the following items on Attachment G. In reviewing the material, Vice President Mangels summarized the impact of the second withholding of state appropriations that took place June 1 and totaled almost \$2.1 million. She stated that the total effect of both withholdings made in the final months of the fiscal year equal about 13 percent of the University's appropriation. Vice President Mangels also talked about the impact that enrollment and COVID-19 have had on the budget. She stated that the timing of CARES Act money could have an impact on the budget in terms of a possible deficit or surplus.

During discussion, Regent Limbaugh asked when the institution anticipates receiving CARES Act money. In response, Vice President Mangels said that it is unlikely the money will come before the end of June. Continuing the inquiry, Regent Smith asked if other institutions have

received their money, to which Vice President Mangels shared that to her knowledge they have not.

Regent Smith requested an update on how the University distributed the student portion of CARES Act funding. Vice President Mangels provided a summary of the application process deployed by the University and stated that as of the meeting, the University had approved over 2,000 applications and had started awarding distributions with an average award of about \$590.

Regent Limbaugh commended the University for all that it was doing with regarding to budget issues and managing CARES Act and other COVID-related resources.

REPORT ON STATUS AND TIMELINE OF PROGRAM PRIORITIZATION

Board President Gargas called upon Dr. Mike Godard, to provide a report on the status and timeline of the University's program prioritization process. [Attachment H].

Provost Godard referred the Board to a summary of the program prioritization process included in their packet marked as Attachment H. He shared that every 5 years programs go through a comprehensive review process but that the University will use the next year to look at all of its programs due to current academic conditions and budget constraints. Dr. Godard noted that he has met with Deans and Chairs and programs have been provided key performance indicators, and other data that included majors, degrees awarded, credit hour generated, faculty positions, etc. He said the review will use the data provided and programs will be coded based on strength in some of the key metrics. Dr. Godard then outlined the proposed timeline, which aims to bring recommendations to the Board of Regents at their December 2020 meeting.

During discussion, Student Representative Kohn inquired how students might be impacted by programs that may be phased out. In response, Dr. Godard shared information citing state regulations that say students in effected programs have to be given two years to complete their studies, so while the University wouldn't admit new students to any such programs, the University would notify existing students and work with them to determine plans to complete their studies.

CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION

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

- A. RSMo 610.021.13 – pertaining to personnel records, performance ratings

A roll call vote was taken. Voting in favor were Regents Britt, Gargas, Klocke, Limbaugh, Malik and Smith. The motion carried.

The Open Session was recessed at approximately 1:15 p.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED EXECUTIVE SESSION

Upon reconvening the Open Session at approximately 2:24 p.m. Board President Gargas called on Secretary Martin to make the following announcements regarding the Board's Closed Executive Session:

- By a vote of 6 to 0 the Board approved the minutes of May 15, 2020 and June 11, 2020 Closed Executive Session meetings. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
- Under consideration of recommendations pertaining to personnel records and performance ratings pursuant to RSMo 610.021.13, the Board of Regents completed the annual performance review of University President Carlos Vargas voting 6 to 0 to extend University President Vargas' contract to run through June 30, 2023 consistent with the terms of his rolling contract approved by the Board of Regents at their June 26, 2017 meeting. In the same vote, Regents approved changes to the University President's paid time off accrual schedule; extended the period of time to complete his annual physical to December 31, 2020; and affirmed a one percent mid-year salary increase for the University President, the same as other employees, effective January 1, 2021 and contingent upon actual revenues recognized compared to budget during the first half of the fiscal year. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve all actions, subject to the execution of a signed contract addendum.

CONSIDERATION OF MOTION TO ADJOURN

A motion was made by Regent Britt and seconded by Regent Malik to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 2:26 p.m.

Christopher R. Martin
Secretary, Board of Regents

APPROVED:

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

**MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF REGENTS
HELD ON THE
SEVENTEENTH DAY OF JULY 2020**

The Board of Regents for Southeast Missouri State University convened at 11:35 a.m. on Friday, July 17, 2020, in the University Center Ballroom, on the campus of Southeast Missouri State University. Mr. Edward P. Gargas, President of the Board of Regents called the meeting to order. Regents present were: Mr. Edward P. Gargas, President of the Board of Regents; Ms. Tina L. Klocke, Vice President of the Board of Regents; Mr. Phillip M. Britt; Mr. Vivek Malik; Mr. Lloyd F. Smith; and Ms. Lauren Kohn, Student Representative to the Board of Regents. Regent James P. Limbaugh participated remotely via Zoom teleconference. Quorum having been established, Board President Gargas 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; and members of the University's Executive Staff, including, Ms. Sonia Rucker, Assistant to the President and Dean of Students; Dr. Debbie Below, Vice President of Enrollment and Student Success; Mr. Brady Barke, Director of Athletics; Dr. Trudy Lee, Vice President of University Advancement; and Dr. Mike Godard, Provost. Attorneys Arindam Kar, Bob Thompson, Rachel Matteo-Boehm, Michael Cannon, Logan Rutherford, and Sarah Hartley, from Bryan Cave Leighton Paiser also joined the meeting. Mr. Christopher R. Martin, Board Secretary; Ms. Kathy Mangels, Board Treasurer; and Mr. Al Spradling, Legal Counsel were in attendance. Board President Gargas presided.

CONSIDERATION OF MOTION FOR CLOSED SESSION

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

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

A roll call vote was taken. Voting in favor were Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith. The motion carried.

The Open Session was recessed at approximately 11:36 a.m.

ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 2:44 p.m., Board President Gargas called upon Board Secretary Martin to make the following announcements related to the Closed Session:

- Pursuant to RSMo 610.021.3 pertaining to hiring, firing, disciplining or promotion of personnel and by a roll call vote of 6 to 0, the Board approved Non-Tenure-Track Merit effective with the 2020-21 year for Eric Sentell, Department of English. Regents Britt, Gargas, Klocke, Limbaugh, Malik and Smith voted to approve.
- The Board engaged in discussions with legal counsel pursuant to RSMo 610.021.
- By a roll call vote of 6 to 0 the Board of Regents voted to adjourn Closed Session and reconvene the Open Session. Regents Britt, Gargas, Klocke, Limbaugh, Malik and Smith voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 2:45 p.m.

Christopher R. Martin
Board of Regents Secretary

APPROVED:

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

**MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF REGENTS
HELD ON THE
ELEVENTH DAY OF AUGUST 2020**

The Board of Regents for Southeast Missouri State University convened at 1:00 p.m. on Tuesday, August 11, 2020, via Zoom web conference, originating from the Board of Regents meeting room, on the campus of Southeast Missouri State University. Mr. Edward P. Gargas, President of the Board of Regents called the meeting to order. Regents present were: Mr. Edward P. Gargas, President of the Board of Regents; Ms. Tina L. Klocke, Vice President of the Board of Regents; Mr. Phillip M. Britt; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. Lloyd F. Smith; and Ms. Lauren Kohn, Student Representative to the Board of Regents. Quorum having been established, Board President Gargas welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; and members of the University's Executive Staff, including, Ms. Sonia Rucker, Assistant to the President and Dean of Students; Dr. Debbie Below, Vice President of Enrollment and Student Success; Mr. Brady Barke, Director of Athletics; Dr. Trudy Lee, Vice President of University Advancement; Dr. Mike Godard, Provost; and Dr. Brad Sheriff, Vice President of Finance and Administration. Attorneys Arindam Kar, Rachel Matteo-Boehm, and Sarah Hartley, from Bryan Cave Leighton Paiser also joined the meeting. Mr. Christopher R. Martin, Board Secretary; and Ms. Kathy Mangels, Board Treasurer were in attendance. Board President Gargas presided.

CONSIDERATION OF MOTION FOR CLOSED SESSION

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

- A. RSMo 610.021.1 – pertaining to legal actions, causes of action or litigation involving a public governmental body and confidential/privileged communications between the Board and its attorneys

A roll call vote was taken. Voting in favor were Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith. The motion carried.

The Open Session was recessed at approximately 1:03 p.m.

ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 2:07 p.m., Board President Gargas called upon Board Secretary Martin to make the following announcements related to the Closed Session:

- The Board engaged in discussions with legal counsel pursuant to RSMo 610.021.
- By a roll call vote of 6 to 0 the Board of Regents voted to adjourn Closed Session and reconvene the Open Session. Regents Britt, Gargas, Klocke, Limbaugh, Malik and Smith voted to approve.

CONSIDERATION OF APPROVAL OF ITEMS RELATED TO BUSINESS POLICY STATEMENTS

Board President Gargas called on Ms. Sonia Rucker, Assistant to the President and Dean of Students, to present a motion to approve revised policy statements of section 01-02, Title IX Compliance Sexual Discrimination, Sexual Harassment, and Sexual Misconduct/Sexual Violence (Attachment 1) and rescind section 03-05, Anti-Harassment and replace with a revised policy 01-03 on Anti-Harassment and Non-Discrimination (Attachment 2) of the Business Policy and Procedure Manual. [Attachment A]

Ms. Rucker referred Regents to materials behind Attachment A in their Board packet and noted that the items before them for consideration are necessary due to new Department of Education Title IX rules that take effect August 14, 2020. Specifically, Ms. Rucker commented that the new rules require the University to incorporate language from the rule including updating the definition of sexual harassment, to include sexual assault, as a form of unlawful discrimination; along with dating violence, domestic violence, or stalking. Additionally, she noted that the revised Rule will require the University to investigate Title IX complaints in accordance with the Procedures for Defining and Adjudicating Title IX cases, the grievance process, and the hearing and appellate processes.

In reviewing Attachments 1 and 2 in the Board packet under Attachment A, Ms. Rucker commented that the material labeled Attachment 1 is an updated Title IX Compliance policy statement for section 01-02 of the Business Policy and Procedures manual. As a result of the proposed revised Policy, Ms. Rucker also recommended that the existing section 03-05 of the Business Policy and Procedures manual be rescinded. With regard to Attachment 2, Ms. Rucker shared that the content would make revisions to section 01-03 of the Business Policy and Procedures manual. Ms. Rucker concluded her remarks by sharing that the proposed policies and revisions had been worked on in consultation with legal counsel.

A motion was made by Regent Britt and seconded by Regent Malik to approve revised policy statements of section 01-02, Title IX Compliance Sexual Discrimination, Sexual Harassment, and Sexual Misconduct/Sexual Violence (Attachment 1) and rescind section 03-05, Anti-Harassment and replace with a revised policy 01-03 on Anti-Harassment and Non-Discrimination (Attachment 2) of the Business Policy and Procedure Manual [Attachment A]. The motion carried unanimously.

**CONSIDERATION OF APPROVAL OF BUSINESS POLICY STATEMENT 01-19,
FREEDOM OF EXPRESSION**

Board President Gargas called on Mr. Chris Martin, Chief of Staff and Secretary to the Board of Regents, to present a motion to approve the addition of a new policy statement 01-19 Freedom of Expression (Attachment 1) in Section 01, Administration of the Business Policy and Procedures Manual. [Attachment B]

Mr. Martin referred Regents to materials behind Attachment B in their Board packet stating that the objective of the proposed General Policy Statement is to give students, faculty, staff and others the broadest possible latitude to speak, write, listen, challenge, learn, and discuss any issue, subject to limitations in the policy or any potential procedures or in local, state or federal law.

In reviewing the proposed policy statement, Mr. Martin advised the Board that the content of it was informed by freedom of expression policies adopted at other public four-year institutions of higher education in Missouri and across country. Additionally, he noted that the proposed policy mirrors to some extent (1) the Chicago Statement, which has been adopted by nearly 75 other schools, including two in Missouri and two in the Ohio Valley Conference; and (2) legislation proposed in the Missouri House of Representatives during the 2019 and 2020 legislative sessions that would have required governing boards of institutions of higher education to include certain language in its institution's freedom of expression policy.

Mr. Martin concluded his remarks by sharing that the proposed policy had been drafted in consultation with legal counsel; and, noting that if the policy is approved, operating procedures would be finalized to address specific elements related to outdoor expressive activity, indoor expressive activity, posting on campus, and other topics as may be recommended by counsel or required by law.

Following the overview, Regent Britt asked Mr. Martin to confirm the role of legal counsel in drafting the proposed policy statement. Mr. Martin responded that he had been working with legal counsel at the direction of the Board of Regents to ensure that any policy and/or procedures implemented comply with the law.

Regent Limbaugh expressed concern about language in the proposed policy statement using the word civility, noting that without a definition the word may mean different things to different people and that any policy in place should set an expectation for behavior and be enforceable with consequences.

Regent Smith echoed Regent Limbaugh's comments and inquired whether the University's existing Freedom of Expression policy gives the institution flexibility to make changes should issues arise. University President responded clarifying that the University currently has guidelines addressing Freedom of Expression, not policies.

Responding in line with concerns about language raised by other Regents, Regent Malik expressed an uneasiness to vote on the proposed policy in its current form. Further, he stated that

he would have concerns approving language that may eventually be changed by the state legislature and asked for clarification on when the University might expect the House Bills used as reference in drafting the policy to become law. Providing clarification, Secretary Martin reiterated that the House Bills used as reference in drafting the policy had not been passed by both chambers and neither had been enacted in law.

Regent Britt inquired of legal counsel whether the University is putting itself at risk or in a negative position without having a formal Freedom of Expression policy in place. Attorney Matteo-Boehm replied no, stating that from a First Amendment standpoint and if the University makes changes to existing Guidelines as required by the Missouri Campus Free Expression Act, the University's existing Freedom of Expression Guidelines would be okay.

Acknowledging the comments from legal counsel, Regent Limbaugh stated that he would be more comfortable tabling the proposed motion and policy and perhaps exploring whether the University can or should simply adjust what it has in place now, and revisit the topic at the September 25 Board of Regents meeting if necessary.

A motion was made by Regent Britt and seconded by Regent Klocke to table and postpone approving the addition of a new policy statement 01-19 Freedom of Expression (Attachment 1) in Section 01, Administration of the Business Policy and Procedures Manual [Attachment B], until the September 25, 2020 Board of Regents meeting. The motion carried unanimously.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 2:27 p.m.

Christopher R. Martin
Board of Regents Secretary

APPROVED:

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



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873

BOARD OF REGENTS

MOTION CONSIDERATION FORM

September 25, 2020

Open Session

I. Motion to be Considered:

Approve the attached Course Fee effective with the Spring 2021 semester.

II. Background:

Special course fees to cover the cost of consumable supplies or other unique expenses related to a course are recommended by academic departments and reviewed and endorsed by a Budget Review Committee (BRC) subcommittee. This subcommittee includes representation from Deans' Council, Chairpersons' Forum, Faculty Senate and Student Government. These requests are reviewed twice a year, in the spring for fee recommendations to be effective with the Fall semester and in the fall for those recommendations to be effective with the Spring or Summer semester.

Nursing students are required to maintain liability insurance throughout their nursing program once clinical coursework begins. It has been the practice of the nursing department to purchase a blanket insurance policy on the student's behalf at a greatly reduced price. This fee has then been passed on to the student through a course fee of \$16. Due to a change in the graduate level nursing curriculum, the department is requesting a change to their graduate level course fees.

Currently, a \$16 course fee used to purchase one year of liability insurance is attached to NS629 Advance Health Assessment Practicum, which has been renumbered NS627 and begins in the spring semester. The final practicum experience in the program begins the following spring in NS649 Primary Care II Clinical Role Practicum. By transferring the existing course fee on the renumbered course and attaching a similar \$16 course fee to the second spring course, the Masters of Science in Nursing - Family Nurse Practitioner students will have two full years of insurance coverage purchased on their behalf by the department, which will cover all their student practicum.

Recommended By:

Student Government _____	Chairperson _____
Faculty Senate _____	Dean _____
Administrative Council _____	Academic Council _____
VP, Enroll. Man. & Stu. Suc. _____	Provost _____
VP, Finance & Admin. <i>Spely M. Mangels</i>	<i>[Signature]</i>
VP, University Advancement _____	President <i>[Signature]</i>

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

COURSE FEE PROPOSAL

Course Fees Effective Spring 2021

College	Department	Courses	Current Fee	Proposed Fee
Education, Health & Human Studies	Nursing	NS627 – Advanced Health Assessment Practicum (previously numbered NS629)	\$16	\$16
Education, Health & Human Studies	Nursing	NS647 - Primary Care II Clinical Role Practicum	\$0	\$16

Andrew Behrmann

4960 Schmidt Lane Belleville, IL 62220 | 618-975-5059 | andyx0897@gmail.com | www.linkedin.com/in/andrew-behrmann

Education

Southeast Missouri State University | Overall GPA: 3.81 | Science GPA 3.91 | Graduating December 2020

Bachelor of Science: Biomedical Sciences

- Studied biological basis of living systems with emphasis on cellular physiology and molecular genetics.

Bachelor of Arts: Chemistry

- Completed course work focusing on synthetic and analytical techniques of organic and inorganic species.

Minor: Physics

- Used basic and applied physics to study the synthesis and material properties of nanoparticles.

Research Experience

Cardiac Tissue Mechanics Laboratory Cape Girardeau, MO December 2018 - Present

~ Lead Research Assistant ~

- Tested the force required to perform tricuspid annuloplasties and similar cardiothoracic procedures.
- Used hydrostatic dual-pressure system to mimic normal and hypertensive systolic conditions.

Nano-Bioengineering Laboratory Cape Girardeau, MO June 2019 - Present

~ Research Assistant ~

- Applied polymer, acid-base, and redox chemistry in order to synthesize biocompatible nanoparticles.
- Tested for cytotoxicity by introducing nanoparticles to erythrocytes and PC12 neuronal cells.

X-Ray Crystallography Laboratory Cape Girardeau, MO July 2020 - Present

~ Research Assistant ~

- Prepared various crystalline samples for use in the x-ray diffractometer.
- Grew and purified crystals of the molecule 4-hydroxy phenethyl bromide.

***D. melanogaster* Telomere Laboratory** Cape Girardeau, MO August 2019 - November 2019

~ Research Assistant ~

- Inserted a gene encoding a GFP-tagged K81 telomeric capping protein into the *D. melanogaster* genome.
- Located point of gene insertion by designing primers for inverse PCR with use of sequence databases.

Employment Experience

Cedarhurst Assisted Living Waterloo, IL May 2018 - Present

~ Resident Assistant ~

- Distributed medications, took daily vital signs, and assisted residents with ambulation.
- Redirected residents with severe dementia to help avoid exasperation and complete daily tasks.

University Tutorial Services Cape Girardeau, MO August 2017 - Present

~ Senior Learning Assistant ~

- CRLA level III certified STEM tutor and direct supervisor of newly hired Learning Assistants.
- Coordinator of newly hired Learning Assistant trainings and interviewer of potential Learning Assistants.

Activities and Honors

President's Spirit of Southeast Award Recipient

- Received for demonstrating integrity, leadership, and involvement in my undergraduate endeavors.

Theta Xi Fraternity

- Served as President 2018-2019, helped my chapter win Theta Xi's Most Improved Chapter Award.

President's Leadership Academy

- Professional learning experience for students with desire to improve the campus community.

Academic Works

Journals

- Cinching Force for Tricuspid Annuloplasty Under Pulmonary Hypertensive Conditions: An Ex Vivo Study, Andrew Behrmann¹; Kate Appleman¹; Pirooz Eghtasady² Shamik Bhattacharya³ – ***Journal of Biomechanics (Under Review)***

Conference Proceedings

- **2020 Summer Biomechanics, Bioengineering, and Biotransport Conference:** Comparison of Cinching Force in Mitral Annulus for Clip and Edge to Edge Repair Technique ***Not presented due to COVID-19***
- **2019 Biomedical Engineering Society Annual Meeting:** Tricuspid Annulus Cinching While Pressurizing Both Left and Right Ventricles: An Ex Vivo Study

Grants Received

Summer 2020

- **Funding for Results Grant (\$1000)** – Southeast Missouri State University Provost Office

Spring 2019

- **Faculty Mentored Student Research Grant (\$500)** – Southeast Missouri State University Provost Office

Proficiencies and Certifications

Software Skills

- | | |
|--------------------------------------|-------------------------------------|
| • R Statistical Programming Language | • ImageJ Image Processing Program |
| • EndNote Citation Manager | • All Microsoft Office Applications |

Laboratory and Other Skills

- | | |
|--|--|
| • Aseptic Mammalian Cell Culture Technique | • Gene Transfection, PCR, Inverse PCR |
| • Laser Safety Trained | • Flow Cytometry |
| • Mental Health First Aid Certified | • Basic Life Support (CPR and AED) Certified |



SOUTHEAST MISSOURI
STATE UNIVERSITY • 1873

BOARD OF REGENTS

MOTION CONSIDERATION FORM

September 25, 2020

Open Session

PROGRESS REPORT – Contracts and Facilities Management Projects

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

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

PROJECT	ANTICIPATED COMPLETION	VENDOR	AWARD AMOUNT

Part II – Facilities Management Capital Projects Update Report

A. STATE FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Tunnel 51-52-53-54–55 Repair	Complete	Project complete and under warranty

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

PROJECT	ANTICIPATED COMPLETION	STATUS
Academic Hall Transit Stop Sink Hole Mitigation	Complete	Project complete and under warranty
Dobbins Center Chiller Repair	Complete	Project complete and under warranty
Division of Youth Services (DYS) Building Improvements	Spring 2021	Working with BRiC Engineering to provide design / construction documents for roof replacements at Administration building, dining facility and both cottages.
Exterior Envelope Cleaning	Complete	Project completed by FM staff

Facilities Management Progress Report

September 25, 2020

Page 2 of 2

PROJECT	ANTICIPATED COMPLETION	STATUS
General Construction Contract 2020	Multiple projects 2020/2021	Conversion of the Convocation Center to a Dance Studio - complete. Gateway Fountain repairs – complete. Polytech Transformer Pipe Bollards – complete. Core Drill at Merick / Vandiver Fountain – complete.
General Electrical Contract 2020	Multiple projects 2020/2021	Kent Library Light Pole Replacement – complete.
General Plumbing Contract 2020	Multiple projects 2020/2021	No projects at this time.
General Services 2 (GS2) Chiller Overhaul	Complete	Project complete and under warranty
5KVA Feeder Line Replacement	Complete	Project complete and under warranty
Scoreboard Replacements at Houck Stadium and OVC Softball Fields	Complete	Project complete and under warranty
Student Rec. Center Locker Room/Shower Room Flooring Replacement	TBD	Project has been placed on hold.
Towers East Fire Alarm Upgrade	Complete	Project complete and under warranty
Towers West and North Elevator Upgrades	August & December 2020	Phase I – complete. Phase II work began August 24, 2020 in shafts and penthouse.

Note: Shading indicates completed projects.

FY20 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD

As of June 30, 2020

Operating Budget - All Funds

	FY20 Budget	FY20 YTD	FY19 YTD
ESTIMATED INCOME:			
STATE APPROPRIATIONS:	43,533,084	38,721,079	43,533,085
STUDENT FEES:			
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	46,225,591	45,381,310	44,648,962
General Student Fee	8,790,500	9,177,011	9,314,167
Misc Fees	2,665,990	3,392,809	3,270,665
TOTAL TUITION AND STUDENT FEES:	57,682,081	57,951,130	57,233,793
OTHER SOURCES:			
Investment Income	823,000	1,222,959	2,254,333
State Grants and Contracts	611,938	534,959	519,708
Sales and Services of Academic Departments	2,223,279	2,727,045	2,887,857
Sales and Services of Non-Academic Departments	30,147,463	25,016,799	30,946,214
Foundation Support	1,055,079	1,641,793	1,953,241
Athletics Revenues	1,751,656	1,524,337	1,487,880
Miscellaneous Income	5,066,691	6,543,690	5,982,641
TOTAL OTHER SOURCES:	41,679,106	39,211,582	46,031,875
TRANSFERS IN (Auxiliary Support, Rent, Etc):	11,507,573	18,942,055	16,346,168
TOTAL ESTIMATED INCOME:	\$ 154,401,844	\$ 154,825,846	\$ 163,144,921
ESTIMATED EXPENDITURES:	FY20 Budget	FY20 YTD	FY19 YTD
PERSONNEL:			
Faculty/Staff	65,503,042	61,703,023	62,899,094
Benefits	24,173,616	20,198,125	21,105,696
Student Labor	2,842,988	2,784,968	3,376,076
TOTAL PERSONNEL:	92,519,646	84,686,117	87,380,866
TOTAL EQUIPMENT AND OPERATIONS:	41,059,010	36,643,742	38,455,345
TRANSFERS OUT (Auxiliary Support, Bond Payments, Etc.):	20,763,270	34,100,870	35,876,309
TOTAL ESTIMATED EXPENDITURES:	\$ 154,341,926	\$ 155,430,729	\$ 161,712,521
SURPLUS/(DEFICIT):	\$ 59,918	\$ (604,882)	\$ 1,432,400

NOTE:

FY20 year end deficit is lower than estimated at the June 2020 Board meeting due to the transfer of funds from an R&R Plant fund to the Residence Life Auxiliary to cover the difference between total student credits issued in Spring 2020 due to COVID and the amount of the Institutional CARES Act Stimulus Funds awarded (difference of \$915,000).

FY21 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD

ALL FUNDS

Through August 31, 2020

	FY21 August Budget	FY21 YTD	FY20 YTD
ESTIMATED INCOME:			
STATE APPROPRIATIONS:	\$ 5,933,745	\$ 6,482,424	\$ 7,417,182
STUDENT FEES:			
Tuition	34,269,002	34,710,419	34,909,937
Scholarships and Fee Waivers	(134,431)	\$ (1,034,123)	(11,140,374)
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	\$ 34,134,571	\$ 33,676,297	\$ 23,769,563
Student Fees	5,825,161	6,332,213	6,183,137
TUITION AND STUDENT FEES:	\$ 39,959,732	\$ 40,008,510	\$ 29,952,700
OTHER SOURCES:			
Investment Income	127,000	\$ 17,281	-
State Grants and Contracts	104,720	\$ 88,068	88,068
Sales and Services of Academic Departments	532,236	\$ 389,161	598,508
Sales and Services of Non-Academic Departments	11,707,155	\$ 12,478,202	13,974,437
Foundation Support	65,000	\$ -	189,025
Athletics Revenues	303,667	\$ -	129,371
Miscellaneous Income	1,532,598	\$ 1,937,891	2,064,593
TOTAL OTHER SOURCES:	14,372,376	\$ 14,910,603	\$ 17,044,001
TOTAL ESTIMATED INCOME:	\$ 60,265,853	\$ 61,401,537	\$ 54,413,883
ESTIMATED EXPENDITURES:	FY21 Budget	FY21 YTD	FY20 YTD
PERSONNEL:			
Faculty/Staff	9,218,475	\$ 7,508,424	7,589,391
Benefits	3,872,531	\$ 3,066,617	2,756,437
Student Labor	423,808	\$ 323,688	452,963
TOTAL PERSONNEL:	\$ 13,514,814	\$ 10,898,729	\$ 10,798,790
TOTAL EQUIPMENT AND OPERATIONS:	\$ 5,707,572	\$ 5,924,665	\$ 5,483,905
TOTAL ESTIMATED EXPENDITURES:	\$ 19,222,385	\$ 16,823,394	\$ 16,282,696
DEBT SERVICE TRANSFERS:	-	-	-
OPERATING TRANSFERS, NET :	(25,000)	17,978	1,082,522
TOTAL ESTIMATED NET TRANSFERS OUT/(IN):	\$ (25,000)	\$ 17,978	\$ 1,082,522
SURPLUS/(DEFICIT):	\$ 41,068,468	\$ 44,560,165	\$ 37,048,665

FY21 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD
As of August 31, 2020

NOTES

STATE APPROPRIATIONS

- State appropriations are received in 12 equal monthly installments. August budget is set to reflect 2/12 of the annual budget.
- FY21 approved budget estimated 20% reduction in appropriations; actual was 13% reduction, difference of \$3.3 million.

STUDENT FEES

- Tuition budget reflects revenues budgeted for summer and fall 2020, while the scholarship budget reflects only those scholarships budgeted for the summer 2020 semester.
- Tuition and student fee revenue receivable is posted at the time of billing, the majority of which occurs with the initial billing for the semester. Scholarships do not post until after the start of the semester. Last year this occurred in August. Due to the natural shift in the academic calendar, fall scholarships were not paid until September 3rd and therefore are not reflected.
- Even though the fourth week census decline of 636 headcount is greater than what was anticipated, tuition revenue realized is higher than the tuition budget. Tuition budget is based on anticipated full time equivalencies per tuition rate. Therefore, the loss of headcount in certain areas (i.e. high school and lower level regional campuses) have less impact on our tuition revenues than loss of headcount in others such as out of state undergraduate.

OTHER SOURCES

- Other revenue sources are receipted at different times based on the university's calendar and accounting practices. The FY21 budget is adjusted to reflect amounts scheduled through August 2020.
- Budgeted athletics revenue includes Football and Soccer Guarantee games which will not be received due to COVID-19.

PERSONNEL

- Faculty personnel budget has been divided by 10 (paid August through May) while staff budget has divided by 12.
- Benefit expenses in FY21 have increased from FY20 due to a 1.1% increase in the MOSERS contribution rate and recording claims in month incurred under self-insurance versus level premiums paid to external vendor in FY20.
- Student Labor has been budgeted at 90% from August through May. The remaining 10% is split between Summer 2020 and Summer 2021.

EQUIPMENT & OPERATIONS

- Total equipment and operations budget have been divided equally over 12 periods, although expenditure cycles may vary by department.
- Equipment and Operations expenditures are \$440,000 more in FY21 than FY20 for the following reasons: property insurance premiums increased significantly, annual Ellucian contract was paid in August rather than December, and the new Learning Management System (LMS) was invoiced and paid in July 2020.

NET TRANSFERS

- Debt service transfer and planned transfer of support will not be recorded until the month of October.



BOARD OF REGENTS
MOTION CONSIDERATION FORM

September 25, 2020

Open Session

REPORT ITEM

Southeast Missouri State University
Series 2020 Refunding of Series 2013A Bonds
Final Pricing Numbers

The Board of Regents approved a parameters resolution on May 15, 2020 authorizing a competitive sale of Series 2020 bonds by administration without further action by the Board, so long as certain parameters were met. The Series 2020 Refunding bonds were priced on July 22, 2020 and closed on August 11, 2020 within the parameters approved by the Board as follows:

Board Approved Parameters	Final Pricing Parameters
Principal amount shall not exceed \$67,000,000	Principal amount \$57,480,000
Underwriter's discount shall not exceed 0.45%	Underwriters discount 0.45%
True interest cost shall not exceed 3.2%	True interest cost 2.49%
Mature no later than April 1, 2043	Final maturity April 1, 2043
Net present value savings at least 2% of the principal amount	Net present value savings 8.6% of principal amount

Gross savings on debt service between the Series 2013A Bonds and Series 2020 Refunding Bonds are \$5.025 million over the remaining life of the bonds. Debt service savings shall be realized by the following funds, based on allocation of debt service on the Series 2013A bonds:

Residence Life Auxiliary	\$ 3,819,000
Student Recreation Center Auxiliary	\$ 839,000
Education & General Operating Fund	\$ 367,000



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873[®]

BOARD OF REGENTS

September 25, 2020

Open Session

REPORT ITEM



LIFT FOR LIFE ACADEMY
Educate Empower Uplift

“The Academy of Exploration”

The performance contract for Life for Life Academy is administered by Southeast Missouri State University. These measures represent the minimum level of academic, financial and governance standards expected during the remaining charter term (through 2023). Outcomes on this performance contract and the annual charter evaluation will drive considerations related to charter renewal, intervention, probation and revocation. Beginning with the 2020-21 school year, the charter Local Education Agency (LEA) has three-years remaining on its current charter term.

1. Academic Performance and Annual Performance Report (APR) Targets

The measures presented in this contract assume the current state accountability system and metrics are maintained through 2023. This includes the most current form of assessments as part of the Missouri Assessment Program (MAP). Changes in the state’s accountability system and assessments may require this performance contract to be reviewed and renegotiated.

Measure	Target	Subject	2019	2020	2021	2022	2023
Missouri Assessment Program (MAP) % Proficient/ Advanced*	LEA proficiency average outperforms the local district by like-grade level configuration	Math	Met				
		Science	Met				
		ELA	Not Met				
		Soc. Studies	N/A				

****Northwest Evaluation Association (Grades 2-10)	50% of students will meet the Fall/Spring growth target in math and reading.				
*****Early Literacy Learning (K-3)	LFLA will achieve 80% of students K-3 demonstrating 1 years' worth of growth, as measured by the Fountas and Pinnell Literacy benchmark				

*"like-grade level configuration" encompasses only those grade level assessments and end of course exams administered in common between the charter school and the larger public school district.

** No state assessments administered or data generated due to statewide Coronavirus school closures.

***The state waived the attendance component for this year's Annual Performance Report (APR) 2020-2021.

****Newly developed measure to coincide with the beginning of the 2020-21 school year.

*****Newly developed measure with minimal to no baseline data. Measure may require additional analysis and possible mutually agreed to revision by the sponsor and charter school.

2. Financial Standards

Performance Measures	2019	2020	2021	2022	2023
Comply with annual auditing and ASBR requirements, and remedy any audit findings per 160.405.4 (4), RsMO.	Met	Met			
Ensure financial controls are in place for accountable school operation as outlined in State Code of Regulations 5 CSR 20-100.260(5).	Met	Met			
Meet the required minimum 3% fund balance per 160.417.2 (b), Rs	Met	Met			

3. Governance Standards

Performance Measure	2019	2020	2021	2022	2023
All board members will follow statutory requirements as outlined in the State Code of Regulations 5 CSR 20-100.260 (3).	Met	Met			
Charter board and committee business is conducted per Missouri Sunshine Laws in sections 610.010-610.030, RsMO	Met	Met			



BOARD OF REGENTS

MOTION CONSIDERATION FORM

September 25, 2020

Open Session

I. Motion to be Considered:

Approve the appointment of Dr. Brad Sheriff as Treasurer of the Board of Regents, effective October 1, 2020.

II. Background:

Pursuant to Mo. Rev. Stat. § 174.080, a Board of Regents is required to have officers consisting of a president, vice president, secretary, and treasurer. The statute states that “no board shall appoint one of its members treasurer.”

Kathy Mangels was appointed University Treasurer effective May 1, 2006. Ms. Mangels will be retiring from the University on October 31, 2020. Dr. Brad Sheriff joined the University on August 1, 2020 as the new Vice President for Finance & Administration after a national search.

Prior to joining Southeast, Dr. Sheriff served as vice chancellor for finance and administration since 2016 at the University of Arkansas at Fort Smith, where he was the university’s chief financial and administrative officer. He previously served as assistant vice chancellor of business and finance for academic affairs at the University of Nebraska-Lincoln, and associate vice president for business affairs and compliance at Indiana Wesleyan University.

Dr. Sheriff holds a Doctor of Philosophy degree in global leadership with a specialization in higher education administration from Indiana Institute of Technology, a higher education management development certificate from Harvard University, a Master of Business Administration from the University of Illinois-Springfield and a Bachelor of Arts in business management from Greenville (Illinois) University. He is also a certified management accountant.

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: _____

EXPERIENCE:

University of Arkansas at Fort Smith, Fort Smith, AR

Vice Chancellor for Finance and Administration – May 2016 to Present

Serve as the University's chief financial and administrative officer. UAFS has an annual operating budget of \$80M, 650 faculty and staff, 6500 students, and a 170 acre campus on which nearly 1.2M square feet of space is maintained in 30 major buildings. Provide executive leadership to a team of professional managers and staff who are responsible for delivering effective, efficient, and "best practice" services that enable the work of faculty, staff, and students across the University while advancing the University's strategic goals. Oversee the offices of Budget; Controller (accounting, financial reporting, sponsored research, accounting, student accounts and cashing, procurement, accounts payable, and cash, debt, and risk management); Facilities; Human Resources; Information Technology Services; and University Police. Work closely with the University Foundation and the Audit, Finance, and Investment Advisory Committees of its Board of Directors. Other areas of responsibility include real estate and contractual/financial oversight of outsourced services.

Significant Accomplishments:

- ◆ Developed University financial reserve policies. Grew operating reserves 47%, from 36 to 52 days' operating expense. Increased infrastructure reserves by 4.5x.
- ◆ Achieved increases of 119%, 220%, and 164%, respectively, in total net position, unrestricted net position, and cash and investments over the course of three fiscal years.
- ◆ Issued advance refunding bonds resulting in net present value savings of \$1.4M. Accelerated savings to eliminate operating deficits in Housing for six years.
- ◆ Led a market-informed review of the University's academic program portfolio, followed by a program-level margin analysis.
- ◆ Implemented a campus parking program. Safety improvements during the first year included a 66% decrease in on-campus accidents and a 100% decrease in accidents with injury. Generated \$1.2M in new revenue through the first three years of the program.
- ◆ Collaborated with Financial Aid to re-structure institutional scholarships to include a Housing component. Based on prior years' acceptance/yield data, increased total number of offers and made them several months earlier than they had been made in the past.
- ◆ Conducted, in partnership with the Provost, a classroom utilization study. Took one building out of active inventory, eliminating ongoing operating costs and nearly \$2M of deferred maintenance.
- ◆ Analyzed the usage of all campus computer labs. Identified labs that could be taken off-line and converted to other uses. This effort took dozens of machines out of the refresh cycle, offering substantial long-term cost savings.
- ◆ Implemented electronic billing and payments for students and their families. Two-thirds of student payments have moved online and approximately 85% of student refunds are processed via direct deposit.
- ◆ Oversaw over \$7M in repair and renovation, including classroom, residential, and athletic spaces, a grant-funded historic renovation, and the restoration of the campus bell tower, an iconic landmark for the University, the city, and the region.
- ◆ Served as an internal "consultant" to the sub-committees pursuing the development of a strategic enrollment management plan.
- ◆ Re-envisioned and reinvigorated the health and safety function as a campus-wide resource and with a stronger focus on emergency preparedness.
- ◆ Created a cross-functional Information Security Committee and established the University's first information security officer position.
- ◆ Prepared the campus with policies, procedures, and training for concealed carry of firearms.

- ◆ Enhanced both the safety and appearance of campus with exterior lighting upgrades that provided a short payback period and long-term financial savings.
- ◆ Sold the rights to move/raze two dozen vacant houses owned by the University, reducing current and future risk and cost.
- ◆ Earned Tree Campus USA recognition.
- ◆ Received the Grand Award for University and College Grounds from the Professional Grounds Management Society.
- ◆ Implemented PeopleAdmin to improve the management of position searches. Fall 2018 faculty vacancies, for example, posted months sooner than ever before, helping to create much stronger candidate pools.
- ◆ Moved new employee orientation for adjunct faculty and part-time employees to an online, on-demand format.

System-level Service Contributions

- Retirement Plan Advisory Committee
- Request for Proposal Evaluation Committee for Short-Term Investment Management Services

Interim Vice Chancellor for University Advancement – September 2018 to January 2019

Provided interim leadership to the offices of Development and Alumni Relations while running a successful search for a new vice chancellor. Worked extensively with Advancement staff and the University Foundation's Board of Directors to ensure continuing fundraising efforts and stewardship of nearly \$100M (asset value) in endowed, quasi-endowed, and spendable gifts.

University of Nebraska-Lincoln, Lincoln, NE

Assistant Vice Chancellor of Business and Finance for Academic Affairs – June 2012 to May 2016

Served as chief fiscal officer of the University's \$280M (operating budget) academic enterprise. Provided collaborative senior leadership and financial strategy for the identification and implementation of academic initiatives and priorities. Developed financial analyses, studies, and models that accommodated multiple scenarios and key decision factors. Worked with the Business and Finance Division regarding shared business and academic concerns and coordinated with the Office of Internal Audit on issues related to Academic Affairs. Led the Academic Business Officers group in developing and implementing best practices for academic business and financial processes in the colleges and other Academic Affairs units. Oversaw the business and financial operations of select units reporting to the Senior Vice Chancellor for Academic Affairs.

Significant Accomplishments:

- ◆ Co-led a campus task force charged with examining the viability of moving to block tuition. Built the analysis tool that was used not only by the University of Nebraska-Lincoln campus, but also by the other campuses and System Administration.
- ◆ Co-chaired a working group that developed a revenue-sharing model for \$25M in online and distance education tuition.
- ◆ Participated with the Chancellor's Enrollment Management Task Force to examine tuition pricing and scholarship strategies designed to stimulate resident and non-resident enrollments while maximizing tuition revenue. Changes to the amount and awarding criteria of two key campus scholarships yielded 302 new students in the first year against a breakeven point of 118 new students.
- ◆ Developed 5-year financial projections for a \$115M strategic plan for the College of Engineering.
- ◆ Absorbed – over a period of three years and with only one net new staff member – significant aspects of the business and financial operations for 11 units, representing over \$9M and 275 (headcount) staff. The total financial portfolio directly overseen by my team grew by an additional \$15M during this same period.

- ◆ Collaborated with the Academic Business Officers group and the Office of Internal Audit (IA) to review and update best business practice documents developed by IA. Each college and unit within Academic Affairs self-assessed its business and financial operations against finalized best practices.
- ◆ Analyzed the financial viability of required campus matching funds related to a successful \$20M gift request.
- ◆ Selected to participate on a criterion work team for the University's ten-year reaffirmation of accreditation.
- ◆ Encouraged a promising young staff member to begin his MBA and consider a professional certification. He has since completed his degree and plans to pursue certification in management accounting.

Indiana Wesleyan University, Marion, IN

Associate Vice President for Business Affairs and Compliance – March 2010 to May 2012

Led the following functional areas within Business Affairs: Accounting and Financial Reporting, Student Accounts and Cashiering, Accounts Receivable, Accounts Payable, Purchasing, Surplus Property, and Risk Management and Insurance. Directed enterprise-wide compliance efforts and served as primary University liaison with outside legal counsel. Oversaw several auxiliary services, including outsourced food service and bookstore operations and a student-run coffeehouse. Fulfilled the duties of the Vice President for Business Affairs / Chief Financial Officer as necessary.

Significant Accomplishments:

- ◆ Identified and remediated an institutional loan fund deficit. Worked with Financial Aid to re-position the loans within aid packages to shrink demand and manage annual disbursements within the limits of anticipated annual collections.
- ◆ Reorganized student accounts offices. Dedicated an existing staff member to system and process enhancement initiatives and another to newly centralized collection activity. Realized cash of \$1M in the first year on accounts that were aged to the point of being eligible for write-off.
- ◆ Implemented an online payment option for students and families.
- ◆ Earned the support of the Audit Committee of the Board of Trustees to initiate a University-wide strategic risk assessment.
- ◆ Realized 125%+ revenue enhancement through rebidding the University's beverage contract.
- ◆ Mentored a remarkably talented Assistant Director of Accounting who was later promoted to Controller.

University of Illinois System, Urbana, IL

Director, University Strategic Procurement – January 2007 to March 2010

Directed the consolidated University-wide procurement functions of business intelligence, contract administration, procurement systems, strategic sourcing, and training and communications. Advised the University Chief Procurement Officer (CPO) on the planning, design, and management of organizational development/realignment efforts. Provided guidance to the CPO regarding human and fiscal resource issues.

Significant Accomplishments:

- ◆ Built the University Strategic Procurement team, a newly formed group whose charge consisted largely of functions never before undertaken at the University. Generated nearly \$14M in savings and revenue within three years.
- ◆ Oversaw the design and development of a comprehensive, data-based review of the University's procurement activity.
- ◆ Led the change management efforts related to the successful implementation of an electronic procurement system.

Administrative Director, Operations and External Relations – September 2003 to January 2007

Directed the budget, human resources, organizational planning, and analysis functions of the 150+ member Office of the Executive Assistant Vice President for Operations and External Relations.

Significant Accomplishments:

- ◆ Coordinated an organizational realignment that consolidated three locally managed and geographically dispersed campus business operations (Accounting and Financial Reporting, Accounts Payable, Payroll) into University-wide operations. The shifts to central leadership with local presence and to standardized business processes improved customer service and eliminated costly redundancies.
- ◆ Directed, in the absence of a University Chief Procurement Officer, the initial phases – organizational design, strategic sourcing, and technology enhancements – of the University's Strategic Procurement Initiative.

Administrative Planning and Project Coordinator – September 2000 to September 2003

Directed the Office of Business and Financial Services' (OBFS) strategic planning process and coordinated strategic planning initiatives. Provided fiscal and policy analysis for special projects identified by the Senior Associate Vice President for Business and Finance (SAVP).

Significant Accomplishments:

- ◆ Served on the financing team for a \$197M enterprise resource planning (ERP) system initiative. Assisted with creation of the project accounting structure, preparation of cash flow analyses, and determination of project budget management procedures, including management report design.
- ◆ Authored a proposal to increase the dollar limit at which the University was required to maintain a perpetual inventory for movable equipment items. The State authorized a two-year pilot program during which the University achieved administrative savings of over \$2M.
- ◆ Provided consultation on strategic planning and budgeting principles as part of a task force charged with developing a planning, budgeting, and financial management process for the University of Illinois Foundation.
- ◆ Led a team in developing a project methodology for use in managing OBFS strategic planning initiatives. Defined a structured management process, key project roles and responsibilities, and measurable deliverables, all designed specifically to support staff with little formal project management training/experience.

Business Analyst – October 1998 to September 2000

Documented enterprise-wide, mission-critical business processes. Developed and recommended innovative process/system changes consistent with the accomplishment of business goals and objectives. Identified business requirements and conducted process gap analyses. Assisted in the selection/development, testing, and implementation of business system solutions.

Significant Accomplishments:

- ◆ Co-managed the implementation and administration of a new University-wide payment system.
- ◆ Served on the steering team charged with reorganizing OBFS' business systems operations.
- ◆ Assisted in the research and design of a system to improve the management (i.e., process efficiency, accounting integrity, and cash management implications) of receivables due from the State. Increased billing frequency generated nearly \$400,000 annually in incremental investment earnings.

EDUCATION:**Doctor of Philosophy in Global Leadership, Specialization in Higher Education Administration**

Indiana Institute of Technology, Ft. Wayne, IN

Dissertation: "Personality and Relational Leadership among Chief Academic and Chief Financial Officers in Public Higher Education"

Certificate Program: Higher Education Management Development

Harvard University, Cambridge, MA

Master of Business Administration

University of Illinois, Springfield, IL

◊ *Honors Graduate GPA: 3.85/4.00*

Bachelor of Arts, Business Management

Greenville University, Greenville, IL

◊ *Honors Graduate GPA: 4.00/4.00*

CERTIFICATION:

- Certified Management Accountant

PROFESSIONAL AFFILIATIONS:

- Educational & Institutional Cooperative Services
 - Board of Directors, 2010 – 2019
 - Board Vice President, 2018 – 2019
 - Board Secretary-Treasurer, 2015 – 2018
 - Executive Committee, 2015 – 2019
 - Finance Committee, 2015 – 2017
 - Audit Committee, 2011 – 2015, 2018 – 2019 (Chair)
 - Membership Committee, 2011 – 2015
 - Nominating Committee, 2011 (Chair) – 2012
 - Policy Committee, 2011 – 2015, 2018 – 2019 (Chair)
- Central Association of College and University Business Officers (CACUBO)
 - Business and Finance Committee, 2005 – 2011
 - Audit Committee, 2012 – 2016
- Southern Association of College and University Business Officers (SACUBO)
 - Investment Committee, 2019 –
- Midwestern Higher Education Compact (MHEC) Master Property Program
 - Leadership Committee, 2010 – 2012
 - Finance and Audit Committee, 2010 – 2012
- University Risk Management and Insurance Association, 2010 – 2012
- Institute of Management Accountants, 2008 –
- National Association for Educational Procurement, 2006 – 2010
- Big Ten Purchasing Directors Group, 2008 – 2010
- Big Ten Controllers Group, 2004 – 2005

PROFESSIONAL DEVELOPMENT:

- Continuing professional education (CPE), as required to maintain Certified Management Accountant credential.
- NACUBO Annual Meeting, 2015 – 2017, 2019.
- Future Chief Business Officers, National Association of College and University Business Officers (NACUBO), July 2015.
- Central Association of College and University Business Officers (CACUBO) Annual Meeting, 2005 – 2008, 2010 – 2015.
- Higher Education Compliance Conference, June 2011.
- University Administrative Fellows Program, the University of Illinois' leadership development program for mid-level administrators with recognized potential for senior leadership roles, 2008 – 2010.
- Next Generation Chief Business Officers, CACUBO, October 2010.
- College Business Management Institute, Southern Association of College and University Business Officers (SACUBO), 2001 – 2003.

- Managerial Accounting and Analysis, NACUBO, November 2003.
- Organizational Effectiveness: Organizational Change Management, NACUBO, March 2002.
- Project Management: Structure and Competencies, Project Management Institute, September 2001.
- Business Process: Mapping, Analysis, and Improvement, The Inteq Group, Inc., June 2000.



BOARD OF REGENTS
MOTION CONSIDERATION FORM

September 25, 2020

Open Session

I. Motion to be Considered:

Approve the addition of a new policy statement 01-19 Freedom of Expression (Attachment 1) in Section 01, Administration of the Business Policy and Procedures Manual.

II. Background:

Southeast Missouri State University does not currently have a policy governing expressive activity on campus. Rather, there are Freedom of Expression Guidelines that include information for University members, non-affiliated individuals and groups, and outline various time, place and manner restrictions. In consultation with legal counsel, it was recommended that the University transition from Freedom of Expression Guidelines and move to adopt a formal policy on Freedom that affirms the right of all individuals to exercise the right of peaceful assembly, free speech, and expressive activities on campus and that is consistent with the First Amendment to the U.S. Constitution, the Constitution of the State of Missouri, and the Missouri Campus Free Expression Act.

A draft policy statement 01-19 Freedom of Expression, was presented to the Board of Regents for consideration at its August 11, 2020. The proposed policy put forward at that time was informed by policies adopted at other public four-year institutions of higher education in Missouri; the "Chicago Statement," which is a freedom of speech policy adopted by approximately 75 institutions of higher education in the United States; and HB 576, which was a bill approved by the Missouri House of Representatives during the 2019 legislative session that would have required the governing board of each public institution of higher education in Missouri to develop and adopt a policy on free expression, incorporating language similar to what is included in the "Chicago Statement."

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: _____

During discussion on the proposed policy with legal counsel at the August 11, 2020 Board of Regents meeting, Regents raised questions and expressed concerns about the intent of the proposed language and sought clarification on the interpretation of various terms included therein. As such, action on the proposed policy was tabled to allow University officials to further engage with legal counsel on the topic.

If approved, the University President will be responsible for developing, issuing and maintaining operating procedures to implement this Business Policy 01-19 Freedom of Expression. Operating procedures currently in draft form will address outdoor expressive activity, indoor expressive activity, and postings on campus. While the Board of Regents does not approve Operating Procedures, brief examples of language under consideration is provided here to inform action on the controlling policy proposal:

Summary of Outdoor Expressive Activities Procedures:

- Pursuant to the Missouri Campus Free Expression Act, the outdoor areas of the campus of the University are deemed traditional public forums.
- Any person who wishes to engage in non-commercial expressive activity in the outdoor areas of the campus of the University shall be permitted to do so freely, as long as the person's conduct is not unlawful and does not materially and substantially disrupt the functioning of the University, subject to content and viewpoint-neutral time, place and manner restrictions, such as, but not limited to: the expressive activity must not pose an unreasonable safety risk to any participant, bystander, or other person; the activity must not pose an unreasonable risk of damage or destroy University property; the activity must not materially and substantially disrupt vehicular or pedestrian traffic; and the activity must not affix items to any permanent structure (e.g., buildings, fences, the Arch, trees, etc.) or use temporary signage attached to a structure or planted in the ground; among other items.


Summary of Indoor Expressive Activities Procedures:

- University buildings, facilities, and associated interior grounds are intended for use primarily by students, faculty and staff in support of the University's mission of teaching, research, service and economic development.
- Use of University buildings and associated interior grounds by non-University affiliated individuals is on an invitation and/or reservation basis only, also in accordance with applicable University rules and regulations.
- Generally, indoor University spaces are not appropriate for forums, rallies, demonstrations, or similar expressive activities; however, such activities may be permitted inside University facilities, with some exclusions, and to the extent such activities do not interfere with the reasonable operations of the specific indoor space and adhere to other parameters.

Summary of Postings on Campus Procedures:

- Posting materials on University Bulletin Boards, Public Information Bulletin Boards, Residence Hall Bulletin Boards, and in other areas of campus is permissible in accordance with parameters outlined in the procedures.
- The procedures will apply to all Southeast Missouri State University employees, students, University affiliates, contractors and visitors who post materials on University property.

The proposed revised Business Policy 01-19 Freedom of Expression and the referenced Procedures have been developed in consultation with legal counsel. If approved by the Board, the policy and procedures will be included in the University's Business Policy and Procedures Manual, a copy of which is maintained on the University's website.

 SOUTHEAST MISSOURI STATE UNIVERSITY • 1873®	BUSINESS POLICY AND PROCEDURE MANUAL	Date Issued: 09/20	Revision Date:	Page: 1 of 1
				Classification Code: 01-19
		Section: ADMINISTRATION		
		Subject: FREEDOM OF EXPRESSION GENERAL STATEMENT OF POLICY		

GENERAL STATEMENT OF POLICY

The exchange of ideas is critical to Southeast Missouri State University's mission and is central in the University's role to "challenge students to extend their intellectual capacities, interests, and creative abilities; develop their talents; and acquire a lifelong enthusiasm for learning" (Southeast Mission Statement, 2015). The University affirms the right of all individuals to exercise the right of peaceful assembly, free speech, and expressive activities consistent with the First Amendment to the U.S. Constitution, the Constitution of the State of Missouri, the Missouri Campus Free Expression Act, and other applicable University policies and procedures, including all applicable time, place and manner restrictions set forth in such policies and procedures.

As used herein, "expressive activities" include, but are not limited to, all forms of peaceful assembly, protests (including silent protests), demonstrations, marches, vigils, picketing, parades, rallies, speeches, sit-ins, distribution of literature, carrying or displaying signs, posting signs, circulating petitions, wearing significant or symbolic clothing, gesturing, standing, kneeling, or otherwise protesting noiselessly, written and or/oral discussions, debate, and other communications, and any other expressive activity protected by law.

The rights afforded by law and affirmed by this policy do not include unlawful activity that endangers the safety of the campus community, disrupts the University's academic mission, or destroys University property. Violations of this policy, its associated procedures, local municipal, county, and state laws and ordinances, and other applicable University policies and procedures may result in removal from campus, police arrest, and/or criminal charges. Members of the university community are subject to judicial review and disciplinary sanctions. Any police arrest and/or criminal charges of students, faculty, or staff are separate from university judicial review or disciplinary sanction.

The University President shall be responsible for developing, issuing and maintaining operating procedures to implement this policy.