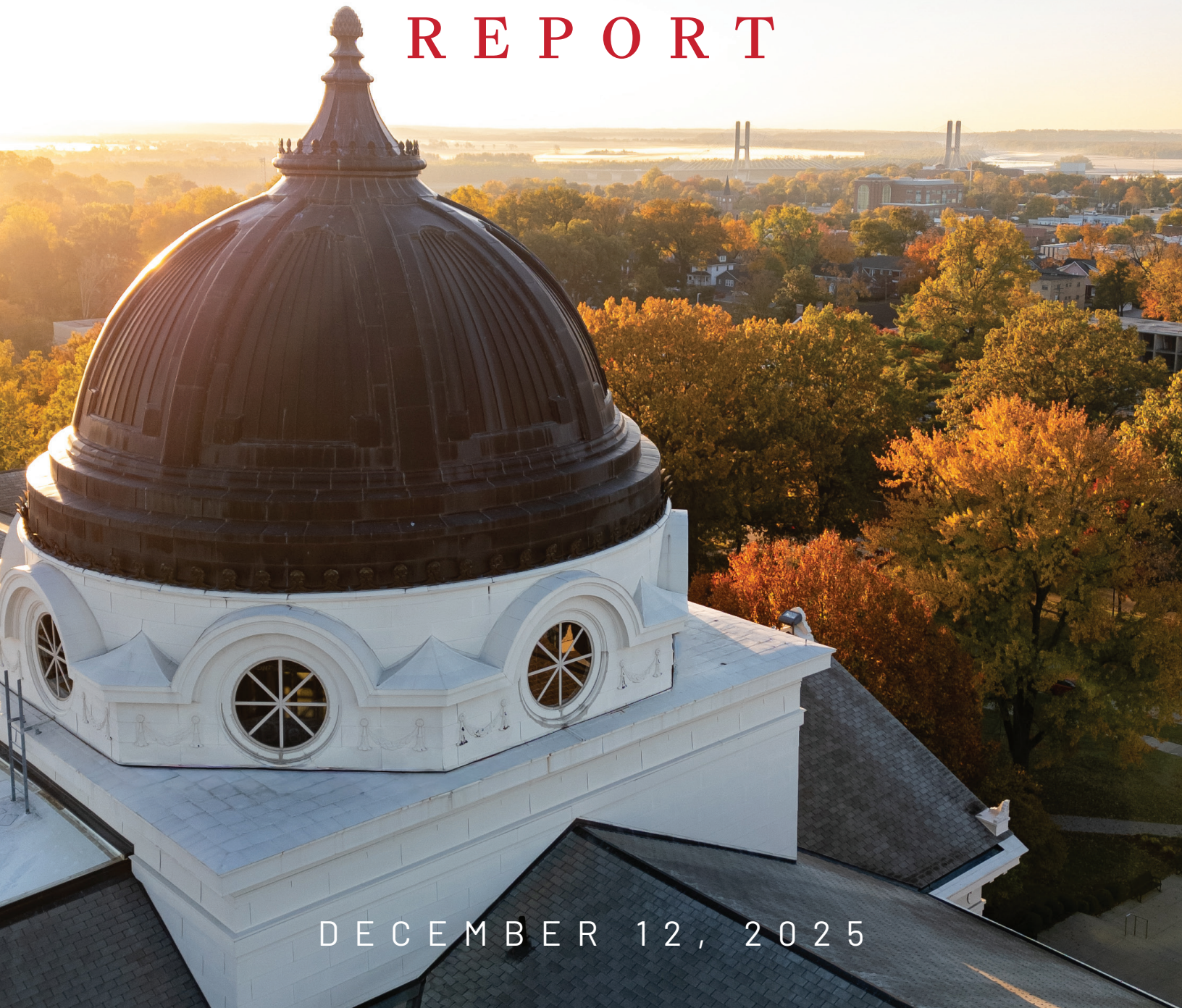




# BOARD OF GOVERNORS

## R E P O R T



DECEMBER 12, 2025



# DR. BRAD HODSON

## PRESIDENT

Since the last Board of Governors meeting in September, I have been engaged in the following initiatives:



### REGIONAL ENGAGEMENT

I have maintained the high level of engagement begun in July by continuing to visit regional stakeholders and partners. Since the September BOG meeting, these include:

- Community college presidents (Mineral Area College, East Central College, Jefferson College, Northeastern College, St. Charles Community College)
- Economic development leaders (SEMO Regional Planning Commission, Bootheel Regional Planning Commission, SEMO REDI board, Missouri Chamber trip to Seattle)
- K-12 leaders (several regional superintendents, Southeast Missouri Superintendents Association, and the Southeast Missouri School Counselor Association)
- Corporate partners (Alan Wire in Sikeston, Robinson Construction in Perryville, Cap America in Fredericktown)
- News outlets (Southeast Missourian editorial board, Scott Faughn with the Missouri Times)
- Elected officials (Cape city leadership, Jackson Board of Aldermen, Missouri House and Senate leaders in KC and Springfield, the entire Missouri federal delegation in DC)
- Six donor dinners (18-20 guests each) at the River Campus
- Local high school football games (Sikeston, Cape Girardeau, Jackson, Dexter, Poplar Bluff, and Kennett)
- Major SEMO events on campus (FFA Field Day and the employee Thanksgiving lunch)
- Two alumni events.

Sprinkled between are innumerable smaller on-campus events with students, faculty, and staff.

## JOINT LEGISLATIVE REQUEST

In collaboration with the City of Cape Girardeau and Cape Public Schools, SEMO held a legislative update with our local state delegation earlier this month. At that meeting, the three partners presented a joint ask of \$16.65 million focused on the local airport. SEMO's portion of that request was \$3.8 million for the proposed air traffic controller bachelor's degree program. Funds from this appropriation would be used for simulators and equipment, classroom and laboratory renovations, and curriculum development. Members of the SEMO Board of Governors will have the opportunity to interact with local legislators in January when we meet to discuss this request along with an increase in core appropriations, reappropriating the \$37 million in capital funds, MoExcels, and maintenance and repair dollars.



## EXECUTIVE STAFF SEARCHES

Prior to Thanksgiving, we received a signed offer letter from Dr. Stephen Schultheis to be SEMO's next vice president of enrollment management and student success. Stephen's selection capped a four-month process that included four on-campus finalist interviews. My thanks to Dr. Doug Koch for chairing that search and to AGB Search for assisting in the process. Dr. Schultheis begins work at SEMO on January 14, 2026. With that completed, we have shifted our attention to the vice president of finance and administration search. The search committee, chaired by Chris Martin and assisted by Greenwood Asher, has already met and we anticipate having candidates on campus prior to spring break 2026.

## SEMO NOW!

Launched at Homecoming, SEMO NOW! is a grassroots legislative advocacy network focused on marshalling the voices of alumni, friends, employers, donors, and other stakeholders to reinforce legislative messaging. To date, 314 individuals have joined SEMO NOW! and a training session for those individuals is planned on Saturday, January 17, before a double-header basketball game. Throughout the spring, communication and calls to action will be sent to the network to engage them in supporting SEMO's legislative requests.







## **STRATEGIC PLANNING**

The Strategic Planning Task Force held its first meeting in November as it begins the process of developing a five-year roadmap for SEMO to achieve its strategic vision. Led by Dr. Doug Koch and facilitated by the Huron Group, this 15-member group will develop an actionable plan by June 2026, when it will be presented to the Board of Governors for approval. Of those 15 task force members, five are external to the university. This is intentional to have a strong voice from our regional stakeholders, ensuring the goals and outcomes meet the needs of students, employers, economic development professionals, and elected officials.

## **BUDGET REVIEW COMMITTEE**

The process of developing the Fiscal Year 2027 operating budget has begun with the first two meetings of the Budget Review Committee. The charge of the BRC is to make five recommendations to Executive Staff, which will then flow to the president and Board of Governors for consideration. These five recommendations are: tuition and fees, room and board, compensation, maintenance and repair, and the credit hour mix on which the initial budget is predicated. In addition, budget hearings will be held by the BRC in February to allow Executive Staff and academic deans the opportunity to discuss current budgeted funds, along with potential new decision items for the coming year. Chaired by Diana Harley, this group will continue to meet throughout the spring in anticipation of presenting the Board of Governors a FY27 budget at its June meeting.

## **FORMER MALDEN REGIONAL CAMPUS**

Since arriving at SEMO, I have been presented with numerous ideas from bootheel stakeholders for uses of the former Malden, Mo. regional campus site. SEMO ceased educational programming in that building several years ago and since then, it has largely sat empty save for a portion being used by a local youth museum. Earlier this month, I convened a group of interested stakeholders to discuss transfer of ownership. From those conversations, I believe we have two viable options to relieve SEMO of maintenance responsibility and put the building to a more fulfilling use for the community and region. My thanks to Governor David Martin and Senator Jason Bean for being an integral part of this conversation.



# DR. DOUG KOCH

## INTERIM PROVOST

### COLLEGE OF EDUCATION, HEALTH, & HUMAN STUDIES

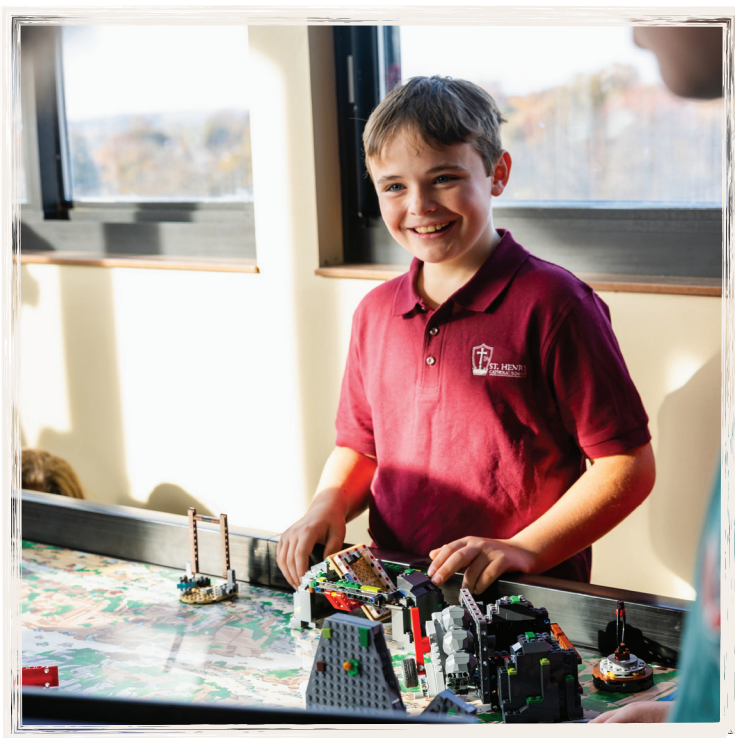
- The Middle School Education program is proposing a reduced-credit-hour bachelor's degree for teachers working towards teacher certification. This proposal is still maintaining the quality requirements for teachers to get certified in the state of Missouri while addressing the teacher shortage across the state. The Department has approved the changes and is set to be approved by the College Council in December.
- The Nursing Department submitted its response report to the Missouri State Board of Nursing on Friday, December 5. The response was provided to the board because of the October 2024 survey that was completed with concerns highlighted. In our recent response, all items were addressed to include: a sustainability plan, addressing faculty workload, documentation of clinical/simulation hours, simulation standards and mapping, curriculum review, and a systemic evaluation plan.



### COLLEGE OF HUMANITIES & SOCIAL SCIENCES

- About a year ago, the College created the Experiential Learning Fund, which provides up to \$500 to help students with expenses related to unpaid internships, professional or career training workshops, and other such opportunities. The fund has benefited from the generosity of SEMO donors, particularly during Giving Day. Already, the fund has been instrumental in supporting experiential education opportunities for our students. For example:
  - Provided support for two students (accompanied by a faculty member) to attend the International City/County Management Association Annual Conference in Tampa, FL. The two students have been instrumental in launching our campus student chapter of this organization. This conference provided excellent networking opportunities with city/county managers from across the country. It also allowed our students to meet other university students and learn about what their chapters are doing on their campuses.
  - Providing funding for nine students to participate in the Model UN conference in Chicago. This annual event is tied to a course in political science that allows students to earn academic credit as they do the research and preparation for participation in this conference.
- Along with our Study Abroad Fund, the new Experiential Learning Fund will enable us to expand financial support to our students for a wider range of experiential learning opportunities.





## COLLEGE OF SCIENCE, TECHNOLOGY, ENGINEERING, & MATHEMATICS

- On November 15, the CoSTEM hosted 10 teams of 4th – 8th graders on campus for this year's FIRST LEGO League "Unearthed" Challenge. These young innovators showcased their creativity, teamwork, and problem-solving skills through robotics and research projects inspired by archaeology. The Champion Award Winners were The D.I.R.T from Jackson, MO and Trowel & Error from Jackson, MO. FIRST programs are open to all students from public and private schools to homeschool groups and community organizations.
- CoSTEM hosted the 4th Annual Women in STEM Event on November 14. There were six alumna, current faculty, and area businesswomen who shared their inspiring stories to more than 40 current students, faculty, staff, and community members.

## HARRISON COLLEGE OF BUSINESS & COMPUTING

- The HCBC hosted a networking dinner for students, alumni, community members, staff, and faculty. For HCBC Grateful Connections, Dempster Hall Atrium was full of participants who discussed gratitude and built connections.
- As part of the accreditation review cycle, the AACSB site visit team was on campus October 26-28. The team is recommending a six-year reaccreditation. This recommendation goes to committee and then for a vote by the board for AACSB. Six-year reaccreditation is the strongest recommendation available.
- The HCBC participated again this year in the Southeast Entrepreneurship and Economic Development Symposium (SEEDS). Speakers from the US Chamber of Commerce and Federal Reserve Bank of St. Louis presented. SEEDS was originated by the HCBC in Dempster Hall and has grown over the years.
- ABET gave a successful interim report recommendation for CS department programs.
- The Missouri Division of Finance visited Dempster Hall in October and met with students.
- The HCBC held a donation drive to provide toys for children for Christmas in partnership with



student government. Student government presented the wrapped gifts to Big Brothers Big Sisters.

- The HCBC chapter of Beta Alpha Psi (an honors organization for financial information students and professionals) was awarded with Gold chapter status for accomplishments in professional development and community involvement.





## **HOLLAND COLLEGE OF ARTS & MEDIA**

- This year, the River Campus has hosted numerous events, many of which have approached record levels of attendance. These events have featured musicals and plays such as *Grease*, the Lanford Wilson Festival, *Working*, and *Twelfth Night*, along with performances by the Wind Symphony, Choir, Orchestra, and various other ensembles and concerts.
- Because of the continued success and quality of performances as well as its impact on the region, the River Campus continues to be recognized in regional and national publications, including the *Southeast Missourian*.

## **REGIONAL CAMPUSES**

- This year, the Sikeston and Kennett regional campuses hosted a community blood drive that welcomed students, staff, and local residents. The turnout was wonderful and provided a great need for the community.
- This fall semester, the Kennett campus has continued to strengthen student success and will graduate six students this December



# BRADY BARKE

## VICE PRESIDENT - ATHLETICS

### SEMO ATHLETICS LAUNCHES BUILT DIFFERENT INITIATIVE

SEMO Athletics recently launched a new department-wide initiative aimed at further developing the department's most important asset, its people. "Built Different" is a mission-driven life and leadership development initiative designed to differentiate SEMO Athletics and prepare student-athletes for success at SEMO and in life after sport. In a time when many athletic departments are becoming more transactional with their student-athletes, Built Different delivers intentional, transformational programming designed to equip student-athletes with essential life skills such as financial literacy, personal and brand identity, career readiness, and networking. In addition, Built Different also extends to graduate assistants and interns, providing them with the tools and insights needed to be successful in the next steps in their professional journey. Finally, the program creates opportunities for coaches and staff to reaffirm their purpose while allowing them to interact and strengthen connections with one another.





## FIVE INDIVIDUALS TO BE INDUCTED TO SEMO ATHLETICS HALL OF FAME

Southeast Missouri will induct five individuals as part of its 2025 Hall of Fame Class. Steve Bieser (Baseball Coach/Player), Brandon Colbert (Track & Field), Paul McRoberts (Football), Blake Peiffer (Football) and Lindsay Zeiler (Cross Country/Track & Field) will be formally inducted on Friday, Jan. 16 at the Show Me Center.

Steve Bieser was a standout baseball player who was drafted in the 32nd round of the 1989 MLB Draft by the Philadelphia Phillies and played 13 years as a professional. He later returned to SEMO as a pitching coach and head coach, leading the Redhawks to three-straight OVC championships and a 2016 NCAA Regional berth—their first in 14 years.

Brandon Colbert was a dominant thrower and 10-time OVC champion in track & field, earning four OVC Field Athlete of the Year awards and multiple NCAA postseason qualifications.

Paul McRoberts was one of SEMO football's all-time great receivers, a two-time First-Team All-OVC selection and the program's first Reese's Senior Bowl invitee, who later signed with the Los Angeles Rams and also played a season of Redhawk basketball.

Blake Peiffer was a standout linebacker, a two-time First-Team All-OVC honoree, 2012 OVC Defensive Player of the Year and FCS All-American who finished with 359 career tackles.

Lindsay Zeiler excelled in cross country and track & field, becoming an 11-time OVC champion, 2002 OVC Cross Country Runner of the Year, three-time NCAA qualifier and member of seven OVC championship teams.



## 10TH ANNUAL REDHAWKS CLUB TRIVIA NIGHT & AUCTION SETS NEW FUNDRAISING RECORD

SEMO Athletics recently hosted its 10th annual Redhawks Club Trivia Night & Auction on October 4, 2025. The event marked the largest turnout in its history with 92 registered teams. Featuring both live and silent auction items, the event netted a record-setting total of approximately \$100,000. All proceeds will directly support scholarships for Redhawk student-athletes, helping enhance their academic and athletic opportunities.



# BRUCE SKINNER

## INTERIM VICE PRESIDENT - ENROLLMENT MANAGEMENT AND STUDENT SUCCESS



Lenell Hahn was recently selected by the American Association of Collegiate Registrars and Admissions Officers to serve a three-year term on its Board of Directors as its Vice President for Admissions and Enrollment Management.



Deonty Eastmon has been recognized as the Veteran of the Year by Military Friendly®, a distinction that celebrates service, leadership, and continued impact beyond the uniform. Deonty graduated in May 2025 with a degree in emergency management and was an active student in the Student Veterans Association and worked in the Office of Military and Veterans Services. Deonty currently serves as an alderman in Benton.



Verona Lambert, SEMO's student success manager was selected as the Educational Advisory Board's Collaborative Citizen Award. The Student Success Collaborative Award recognizes universities and personnel committed to sharing ideas among professionals who are working to support students from across the United States.



Dr. Brooke DeArman was selected for the Superstar awards for the NAFSA's Region IV which encompasses Missouri, Iowa, Minnesota, North Dakota, and South Dakota. This award recognizes professionals who demonstrate exceptional dedication to supporting international students, advancing global understanding and strengthening international education across institutions.

### SEMO EDUCATORS ADVANTAGE

Since October the University has added Notre Dame, Saxony Lutheran, Lift for Life in St. Louis, and Delta C-7. The University now has partnered with 24 school districts to support their employees in earning their bachelor or graduate degree.



## **PAYING FOR COLLEGE WORKSHOPS**

SEMO completed two “Paying for College” workshops in St. Louis on November 17 & 18. These workshops were held in St. Louis and provided Admissions and Student Financial Services a chance to meet one on one with families of prospective students to help them complete their FASFA and SEMO admissions application.



## **MAN & WOMAN OF THE YEAR**

Nathan Anderson of Festus, Missouri, and Sophie Martin of Perryville, Missouri, were crowned SEMO's 2025 Man and Woman of the Year. Anderson is a double major in music and musical theatre and was sponsored by the Southeast Missouri State University Marching Band. Martin is a psychology major and was sponsored by Student Government Association.



# DIANA HARLEY

## INTERIM VICE PRESIDENT - FINANCE & ADMINISTRATION

### BUDGET DEVELOPMENT FOR FISCAL YEAR 2027

The FY27 budget development process began in October, led by the Budget Review Committee (BRC) chaired by Diana Harley, interim vice president for Finance and Administration. BRC will meet monthly throughout the remainder of the 25-26 Academic Year.

- October meeting: Orientation on BRC mission, shared governance, University financial structure, and operating budget terminology.
- November meeting: Facilities workshop led by Angela Meyer, director of Facilities Management, resulting in a prioritized maintenance and repair list from BRC.

The BRC recommendations have been forwarded to Executive Staff, who will provide input to the President for final decisions.

### INSURANCE ENROLLMENT

Open enrollment for 2026 benefits concluded in November, with 871 employees participating. Following three years of stable premiums, modest increases were applied to both employee and employer contributions to offset higher-than-average claims. Our model of self-insurance has proven to be a substantial cost savings.



### HUMAN RESOURCES

Human Resources launched a new orientation program for incoming employees, covering University brand, safety and emergency procedures, business policies and procedures, compliance, online resources and security, and employee benefits and wellness.

Additionally:

- A salary equity study has been awarded to Gallagher to analyze compensation against regional labor market data focusing more on individual positions to ensure competitive and equitable compensation.
- Missouri's minimum wage increase to \$15/hour effective January 1, 2026, is being evaluated for financial impact and potential salary compression adjustments.

### INFORMATION TECHNOLOGY

The IT Department, in collaboration with the Provost's Office, has developed a streamlined workflow for student professional development opportunities. The system will automate approvals, notify approvers via email, and integrate with Chrome River expense reporting.

IT is also completing hardware upgrades and finalizing the transition to Windows 11 across campus.

IT has recently completed the implementation of a next-generation firewall from Fortigate as well as a new network solution for providing DNS, DHCP and IP management from EfficientIP. Each of these services are critical to providing local network and Internet connectivity, management, and security.

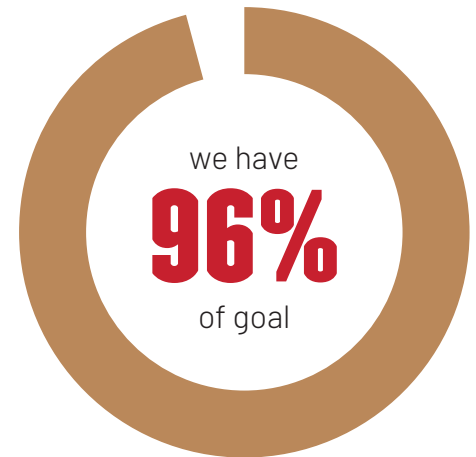
# WENDELL SNODGRASS

VICE PRESIDENT - UNIVERSITY ADVANCEMENT

## TRANSFORMING LIVES

As of November 25, 2025, SEMO's *Transforming Lives* Comprehensive Campaign stands at \$57,618,167.41 or 96% of goal.

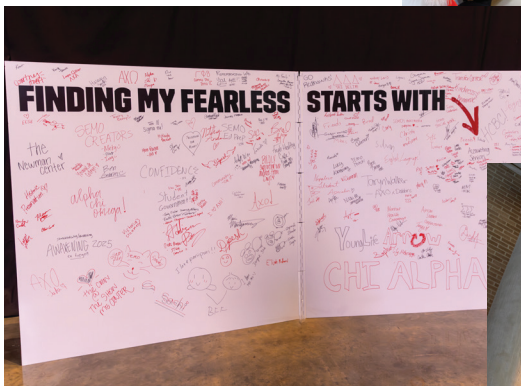
- To date, six gifts of \$1 million or more have been received.
- 156 gifts of \$25,000+ were received.
- 9,552 unique donors have contributed as of November 24, 2025.



Over 450 individuals attended the Scholarship Reception.



Wildwood House renovations are moving forward on schedule to be completed in March 2026.



The Foundation Board meeting and the Copper Dome Society dinner, in conjunction with the Inauguration dinner, were held on October 17.



Ruben Brown completed its audit of the Foundation and issued an Unmodified opinion.





## KRCU

- October 8-14 - Held the Fall Membership Drive and surpassed goal of \$100,000 with a total of \$104,990.
- Received \$40,000 Estate Gift from Poplar Bluff Listener
- Held Rosati's "Pizza with a Purpose" KRCU Fundraiser
- Hosted six individual "Focus on Southeast" TV Show



## ALUMNI

The Alumni Association held the following events:

- September 9 - SEMO Alumni Night in St. Louis
- September 20 - Family Weekend Copper Dome Whiskey Tasting Experience
- October 13 - Homecoming Kickoff Retired Faculty and Staff Brunch
- October 17 - Inauguration Dinner Hosted by Copper Dome Society
- October 18 - Homecoming
  - Class of 1975 50-Year Reunion
  - Alumni Grab n' Go Breakfast Bagel Bar
  - Alumni Association Tailgate
- November 4 - St. Louis Alumni Coffee with the President



# TONYA WELLS

ASSISTANT VICE PRESIDENT - MARKETING & COMMUNICATIONS



## **MOST AFFORDABLE COLLEGE FOR OUT OF STATE STUDENTS**

Southeast Missouri State University is earning national recognition for affordability, offering out-of-state students one of the lowest tuition and fees among public institutions while maintaining strong academic value and student support.

According to U.S. News & World Report, SEMO's out-of-state undergraduate tuition and fees rank among the most affordable in the nation. In fact, SEMO stands out as the most affordable public four-year institution in Missouri for out-of-state students based on the same data. Based on that U.S. News data set, SEMO is also the most affordable option for out-of-state students among institutions in Tennessee, Kentucky, Arkansas and Illinois, and is one of only six public universities in the entire Midwest to appear in this affordability range.



## **OUT OF ALL 364 DIVISION I UNIVERSITIES**

When the annual Higher Education Social Media Engagement Report was announced earlier this fall, SEMO took the #52 spot on TikTok.

The Rival IQ report analyzes every Division I and II school across Instagram, Facebook, X, and TikTok to deliver engagement benchmarks and standout trends. Rankings used a weighted formula including the account's engagement rate.

Overall, SEMO climbed 73 spots this year, landing at 228. SEMO's TikTok landed at #52 out of all Division I schools in the country.







# FROM 82 → TO 68

## RANKING IN U.S. NEWS AND WORLD REPORT

Southeast Missouri State University has taken a leap forward in the 2026 U.S. News & World Report's Best Colleges rankings, moving from 82 to 68 in the Best Regional Universities in the Midwest.

This year, SEMO earned a spot among the Top 25 Public Regional Universities in the Midwest, climbing to 22, up three spots from last year.

SEMO also earned high ranks in key specialized categories:

- **Top 40 Best Value Schools** – Recognized for providing a high-quality education at an affordable cost.
- **Top 35 Best Colleges for Veterans** – Acknowledged for strong support of military-affiliated students.
- **Top 100 for Social Mobility** – Celebrated for its success in enrolling and graduating students from lower-income backgrounds, particularly Pell Grant recipients.



# FIND YOUR FEARLESS

The University officially launched its new Find Your Fearless brand on October 17. Find Your Fearless tells the SEMO story of how students build courage, confidence, and capability here.

As part of the brand launch media campaign, SEMO billboards are now in place in St. Louis, southern Illinois, I-55 both north and south of Cape Girardeau, on Route 60 near Dexter, and digital billboards in Cape Girardeau, Sikeston, and Jackson. All digital media and marketing campaigns were updated to the new brand in October as well. Marketing and Communications will be working with academic departments to transition all marketing materials before the new fiscal year.