



Office of the President

NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this twenty-fifth day of February 2026 that the Board of Governors of Southeast Missouri State University will convene at 2:00 p.m., on Thursday, February 26, 2026, and again at 9:00 a.m. on Friday, February 27, 2026 in the University Center, Main Redhawks Room, on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

The tentative agendas are attached to this notice and include votes to convene closed session for the consideration of matters authorized by statute, including Sections 610.021(1), (2), (3), (11), (12) and (13) of the Revised Statutes of Missouri.

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

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/s/ Christopher R. Martin

Christopher R. Martin
Board of Governors' Secretary



Board of Governors Work Session

Southeast Missouri State University

Thursday, February 26, 2026 at 2:00 PM CST to Thursday, February 26, 2026 at 5:00 PM CST

University Center, Main Redhawks Room (4th Floor) - Cape Girardeau, MO

Agenda

I. Board of Governors Work Session - February 26, 2026, 2:00 p.m.

A. Welcome and Call to Order

Presenter: Jim Limbaugh

B. Roll Call and Determination of Quorum

Presenter: Chris Martin

C. Review Select Feb. 27 Consent Agenda Action Items

Presenter: Jim Limbaugh

1. Academic Program Changes

Presenter: Doug Koch

D. Review Proposed FY27 Room and Board Rates

Presenter: Stephen Schultheis

E. Review Amendments to Board of Governors By-Laws

Presenters: Chris Martin, David Martin, Maureen Clancy-May

F. Review Brandt Hall Demolition Motion

Presenter: Brad Hodson

G. University Updates

1. Spring 2026 Enrollment and Fall 2026 Planning

Presenter: Stephen Schultheis

2. Corporate Enrollment Partnerships

Presenter: Stephen Schultheis

H. Review of Feb. 27 Consent Agenda Report/Information Items

1. Board of Governors Executive Committee Minutes - January 21, 2026

2. Progress Report on Facilities Management Projects and Contracts

Presenter: Brad Hodson

3. FY26 Operating Budget to Actual Report

Presenter: Diana Harley

4. Faculty and Staff Personnel Items (Nov. 2025 to Jan. 2026)

I. Board Workshop - Strategic Plan Engagement Session

Presenter: Doug Koch

J. Adjourn Board of Governors Work Session

Presenter: Jim Limbaugh



Board of Governors Meeting
Southeast Missouri State University
University Center, Main Redhawks Room (4th Floor) - Cape Girardeau, MO
2026-02-27 09:00 - 12:00 CST

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**I. Request to Convene Closed Session Pursuant to Sections 610.021(1), (2), (3),
(11), (12) and (13) of the Revised Statutes of Missouri**

II. Reconvene Board of Governors Open Session Meeting

A. Announcements of Actions Taken in Closed Session

III. Adjourn Board of Governors Meeting



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BOARD OF GOVERNORS

R E P O R T



F E B R U A R Y 3 2 7 , 2 0 2 6

DR. BRAD HODSON

PRESIDENT



STUDENT DEATH

I know I've spoken to each member of the Board of Governors about the tragic passing of SEMO student Daniel Duray on the morning of February 11, 2026. I mention it in this report only to take this opportunity to thank VP of Athletics Brady Barke, Head Football Coach Tom Matukewicz, Executive Staff/Cabinet, members of the athletic department and football team staff, and the campus at large for their compassionate and timely response to this terrible situation. While the loss of a student is heartbreaking, being a part of the tremendous response to this event has made me very proud to be a Redhawk. My overwhelming thanks to all those who played a part in facilitating the week's activities and the campus' ongoing healing from this loss.

LEGISLATIVE ENGAGEMENT

I remain very active in Jefferson City representing the University and its strategic legislative priorities. In late January, I had the opportunity to meet in the capitol with:

- Lt. Gov. David Wassinger
- Treasurer Vivek Malek
- Sen. Jamie Burger
- Sen. Jason Bean
- Sen. Brian Williams
- Sen. Brad Hudson
- Sen. Mary Elizabeth Coleman
- Rep. John Voss
- Rep. Cameron Parker
- Rep. Bishop Davidson
- Rep. Brandon Phelps

This week, I participated in the Southeast Missouri "Day on the Hill" interacting with legislators and business leaders from across the region and attending the Taste of the South event. I will be back in Jefferson City next week for the Coordinating Board and COPHE meetings and plan to make visits during that trip as well.



SEMO NOW!

Following the launch of SEMO NOW! in October 2025, we now have 348 individuals signed up as members. In late January, we held our first advocacy training session with 40 members attending. It was a lively discussion, and I'm grateful for Jeff and Tracy Glenn, and Wayne Wallingford for being present at the training and adding perspective from their decades of Jefferson City experience. We also recently published our first SEMO NOW! email update, which was very well received. We plan to push out such communication after each visit to Jefferson City to keep constituents informed.



BUDGET REVIEW COMMITTEE

On Thursday, February 12, and Friday, February 13, the Budget Review Committee (BRC) held the first-of-its-kind budget hearings in Kem Statuary Hall in the Wehking Alumni Center. Chaired by Diana Harley, interim vice president of finance and administration, the hearings were an opportunity for each vice president and academic dean to talk about how they use currently budgeted funds, what they accomplish with those funds, and discuss proposals for new investment opportunities coming from their area. Forty-six new investment opportunity (NIO) proposals were submitted, totaling over \$11 million. After the hearings, the BRC discussed each NIO and ranked them as either “green light” (move forward); “gear up” (flesh out some details); or “discovery” (need more information). The BRC’s recommendations now move forward to the Executive Staff/Cabinet for discussion before going to the president and then finally integration into the FY 2027 operating budget.



VPFA SEARCH

Greenwood Asher and Associates, a national search consulting firm, was hired to facilitate the search for a permanent vice president for finance and administration. Six internal representatives, and one external individual are serving as the search committee. To date, nearly 20 applications have been received for the position. The search committee met last week and identified nine candidates to invite for an initial interview. Initial interviews will take place in mid-March. The goal will be to identify three to four individuals to invite to an on-campus interview in late March or early April. I will be actively involved in the finalists' interviews and will keep you updated throughout the process.

STRATEGIC PLANNING

Since the Board was last updated, the University has continued to advance the strategic planning process through its partnership with Huron Consulting Group. The Strategic Planning Task Force has completed its first two meetings, confirming the planning framework, roles, and timeline, and beginning structured discussion of SEMO's current strengths, challenges, and external context. Phase 1 work is underway, including completion of a high-level market scan and benchmarking analysis focused on demographic trends, higher education conditions, workforce needs, and peer comparisons to establish a shared fact base for future decision-making. In parallel, the University has launched the strategic planning website and has wrapped up our initial, comprehensive stakeholder engagement sessions, including focus groups, interviews, and a campus-wide survey, to inform the next phase of work. We are still on target to present the strategic plan to the Board at its meeting in June.

ENGAGEMENT

While ongoing communication and engagement is important throughout the year, it's particularly important during the budget development process. For that reason, I've initiated three distinct opportunities for employees to share their thoughts with me. Our first "Bagels with Brad" was in July 2025, but we've continued that series of engagement with this all-employee gathering. One "Bagels" event has been scheduled for the spring. On January 22, we held an all-employee town hall to discuss the budget, among other topics. There are two more town halls scheduled for this spring as well. I also continue to have regular meetings with the leadership of the four governance groups: Student Government Association, Faculty Senate, Professional Staff Council, and Clerical, Technical, Service Staff Council. These meetings are invaluable in better understanding the pulse of campus. Finally, we've begun "Breakfast with Brad," a small group of eight employees whose voices I might not otherwise hear in other venues. I've asked Cabinet to submit names from their areas of individuals they believe will actively participate in a small group event, but not a larger, all-employee meeting. The opportunity to visit with them will add a new facet to my emerging understanding of our people and culture. Breakfast with Brad occurs monthly during the academic year.

OVC COMMISSIONER SEARCH



As you recall, the Ohio Valley Conference parted ways with its long-time commissioner in the fall. Witt-Keifer, a national search consulting firm, was hired to facilitate the search for a new commissioner. Four member-university presidents in the OVC served as the search committee. Over 30 applications were received for the position and the search firm and committee met with six semi-finalists last week to learn more. From those six, three have been invited to the Council of Presidents meeting, which will occur during the OVC basketball tournament in Evansville, Indiana next week. I plan to be actively involved in the finalists' interview process and will keep you updated as a decision draws closer.

DR. DOUG KOCH

INTERIM PROVOST & VICE PRESIDENT OF ACADEMIC AFFAIRS



HARRISON COLLEGE OF BUSINESS AND COMPUTING (HCBC)

- Dr. Mark Farley (Economics), Dr. Frank Lacopo (History and Anthropology), and Lindsey Callahan (HCBC) led 33 students on a study abroad program in Italy during winter break. Participants improved communication skills, gained confidence in critical thinking and problem-solving, developed an understanding of cultural, value-based, and economic differences, and visited notable historical and cultural sites.
- The HCBC hosted six panelists to discuss their use of AI in their professions. Discussion was designed to help students understand the real-world uses of AI by professionals and to help faculty and staff appreciate the importance of integration of AI into curriculum. Panelists included: Nathan Littlepage (QNS), Lesa Peterman (Focal Pointe), Yvonne Randolph (SEMO), Andrew Vukovich (Mastercard), Angela Zieres (Boeing), and Alex Zisser (Google Cloud).

COLLEGE OF SCIENCE, TECHNOLOGY, ENGINEERING, & MATHEMATICS

- Over 120 Scouts participated in the STEM University on the SEMO Campus. Scouts were able to earn two merit badges during the daylong event in about 20 areas, including robotics, aviation, programming, and mammal studies. The organizers and merit badge counselors include dozens of volunteers from Scouting, SEMO faculty and staff, and the community.
- The FIRST Technology Challenge high school robotics competition was hosted by the Department of Engineering & Technology in January. This event serves as the regional tournament for the 11 robotics teams in our region. Around 100 students participated at the Student Recreation Center where teams were awarded based on their robot performance and other categories.





HOLLAND COLLEGE OF ARTS & MEDIA (HCAM)

- HCAM hosted a College Day at SEMO Women's Gymnastics on Sunday, February 2. Guests had the opportunity to interact with faculty, staff and students of the Holland College, while participating in various activities such as face painting, button making, art silhouettes, and playing with musical instruments. During the meet, the Dobbins Conservatory performed a number from their Winter Dance Concert choreographed by Assistant Professor Michael Lomeka.
- Dr. Tamara Buck and Dr. Felipe Brito traveled to Puerto Rico to recruit students at multiple high schools for the Holland College and SEMO. Numerous students have already signed up to receive more information and schedule auditions for the music program. In addition, universities partnering with SEMO for student exchange were also contacted and visited.
- This year, the SEMO Horn Choir was selected to perform at the Missouri Music Educators Association statewide conference. In addition, 15 SEMO students were selected for the MMEA All-Collegiate Orchestra, the highest number of students selected from any institution in Missouri. Professor Michael Chapa was invited to present to music educators at MMEA in his specialty area of saxophone pedagogy, further showcasing SEMO's faculty expertise and leadership within the profession.

BRADY BARKE

VICE PRESIDENT - INTERCOLLEGIATE ATHLETICS

SEMO ATHLETICS POSTED DEPARTMENT BEST GPA

SEMO Athletics posted a department-best 3.53 grade point average and surpassed a 3.0 departmental GPA for the 17th consecutive semester. Every team once again recorded a team GPA above 3.0, marking the fourth straight term in which all programs achieved that standard.

Academically, several programs delivered historic performances. Football earned the highest semester GPA in program history with a 3.30, while women's track & field posted a record-high 3.77 GPA. Baseball and volleyball each recorded their second-highest GPAs at 3.51 and 3.74, respectively. Women's tennis led the department with a 3.92 GPA, followed by women's cross country (3.84) and gymnastics (3.82) to round out the top three teams. Overall, 148 student-athletes were named to the University's Dean's List, 104 earned President's List recognition, and 121 achieved a perfect 4.0 GPA during the fall 2025 semester.





50 YEARS OF SOFTBALL, GYMNASTICS & WOMEN'S BASKETBALL

This year marks the 50th anniversary of SEMO's Softball, Gymnastics, and Women's Basketball programs. The Gymnastics program recently celebrated the milestone by hosting an alumni weekend that welcomed 63 former gymnasts back to campus. Women's Basketball will celebrate its anniversary by welcoming alumni on Saturday, February 28, while the Softball program has an alumni celebration scheduled for April 17.



REDHAWK SLAM-DUNK GOES VIRAL

On Feb. 7, a slam-dunk by junior Luke Almodovar rocked the Show Me Center and took on a life of its own online. ESPN Sportscenter reposted the clip and generated 3.2 million views on X, 2.3 million views on Facebook, and 1.3 million views on Instagram. In addition to Sportscenter, the dunk was posted by Barstool Sports, NY Post, Yahoo Sports, The Field of 68, and Rising Ballers Network, among others. It was also notably reposted by Shaquille O'Neal, who has 35.5 million Instagram followers. In total, the dunk has seen in excess of 10 million views.



STEPHEN SCHULTHEIS

VICE PRESIDENT - ENROLLMENT MANAGEMENT
AND STUDENT SUCCESS



GILMAN PIONEERING INSTITUTION GRANT

Southeast Missouri State University has been awarded \$10,000 for the Gilman Pioneering Institution Grant for "Your Study Abroad, Upgraded: AI, Future-Proof Careers & Real-World Skills." The grant will provide stipends for selected study abroad participants and allow them to participate in an extra-curricular program designed to help them look at technology from intercultural and career perspectives. Aven Pacha, study abroad coordinator and Sarah Craig, director of Research and Sponsored Programs were integral in the development of the application.

DR. MARTIN LUTHER KING CELEBRATION DINNER

The University hosted the Dr. Martin Luther

King Celebration Dinner. We had more than 200 community and University members in attendance and heard a message from Apostle Adrian Taylor on the power of community and education.

EAGLE SCOUT COURT OF HONOR

The University hosted for the 64th time the Southeast Missouri Eagle Scout Court of Honor on 2/14, including the recognition of the class sponsor Paul Combs. President Hodson was invited to welcome the new Eagle Scouts and their families to the SEMO campus and to share his perspective on the value of Scouting and how it helps prepare Scouts for their futures.

DIANA HARLEY

INTERIM VICE PRESIDENT - FINANCE & ADMINISTRATION

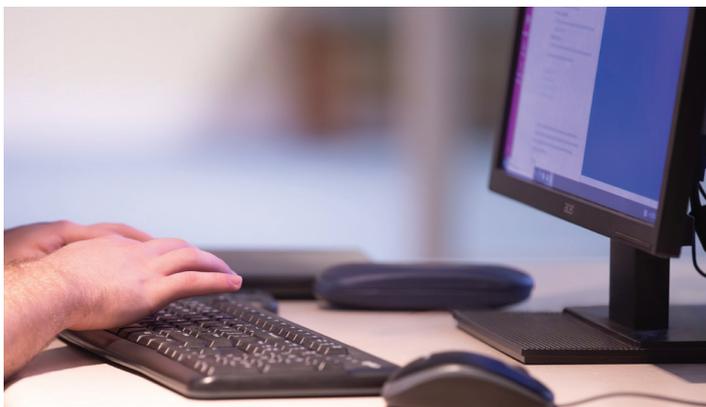
UNIVERSITY POLICE DEPARTMENT

The University Police Department (UPD) has completed alcohol awareness and sexual violence prevention training for fraternities and sororities on campus. UPD is also currently working closely with the Office of Admissions and Student Financial Services on multiple cases involving fraudulent admissions attempts related to student loan disbursements. Additionally, officers have successfully completed taser recertification, pepperball training, and mandated firearms training utilizing the VirTra Firearms Simulator. During the month of January, the Department responded to over a dozen emergency related calls in addition to 716 non-emergency related calls or services.



HUMAN RESOURCES

A Voluntary Retirement Incentive Program (VRIP) has been officially rolled out to eligible SEMO employees with an employee decision deadline of March 13. The positions that would be vacated by the retirement program will be evaluated for institutional need and then given the date their retirement will begin. Employees will be notified in late March if their VRIP request is accepted.



INFORMATION TECHNOLOGY

Information Technology began the next phase of its network refresh by replacing aging network switches originally installed in 2017. A total of 43 new Extreme Networks switches were purchased, providing a cost effective alternative to recent Dell price increases while allowing continued use of a single, cloud based management platform already in place for wireless systems. During the winter break, switches were successfully replaced in high-use academic and student facilities including Dempster Hall, Magill Hall, Polytechnic Building, Rhodes Hall, and the University Center, improving network reliability and performance across these buildings.

Approximately 900 computer lab workstations were transitioned from Smart Shield to Deep Freeze software. This change maintains system security while providing improved centralized management and support capabilities, increasing efficiency in maintaining lab environments.

WENDELL SNODGRASS

VICE PRESIDENT - UNIVERSITY ADVANCEMENT

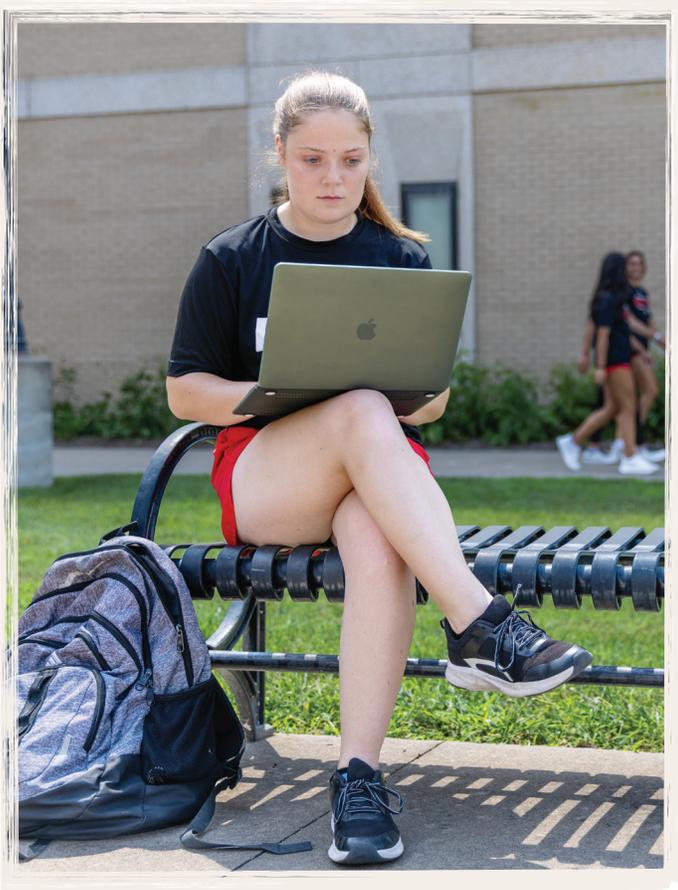
TRANSFORMING LIVES

As of February 5, 2026, SEMO's Transforming Lives comprehensive campaign stands at \$58,742,542.07 or 98 percent of the goal. To date, seven gifts of \$1 million or more have been received, 190 gifts in excess of \$25,000 were received, and 9,681 unique donors have contributed. In addition, seven new endowments have been created with the Southeast Missouri University Foundation since the December Board of Governors meeting.



TONYA WELLS

ASSISTANT VICE PRESIDENT - MARKETING & COMMUNICATIONS



U.S. NEWS BEST ONLINE PROGRAMS

Southeast Missouri State University has once again been named to U.S. News Best Online Programs. U.S. News publishes its rankings for best online programs annually, evaluating roughly 1,800 online bachelor's and master's degree programs at regionally accredited institutions. SEMO earned rankings in the following categories:

- Best Online Bachelor's Programs
- Best Online Master's in Criminal Justice Programs, ranking #1 in Missouri
- Best Online Bachelor's in Business Programs
- Best Online Master's in Education Programs
- Best Online Master's in MBA Programs

CONNECTING OFFICE OF FRATERNITY & SORORITY LIFE WITH STUDENTS

Marcom worked with the Office of Fraternity and Sorority Life during a day long retreat to assist in helping to market Greek Life to prospective students. The session focused on opportunities to engage prospective students with Greek Life as well as steps our Greek students can take to better promote SEMO to prospective students such as participating in online college search platforms like Niche and sharing their SEMO experience on social media.



**MINUTES OF THE WORK SESSION
AND
COMMITTEE MEETINGS
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
ELEVENTH DAY OF DECEMBER 2025**

The Board of Governors for Southeast Missouri State University convened in a Work Session on Thursday, December 11, 2025, at approximately 1:00 p.m., in the University Center Ballroom on the campus of Southeast Missouri State University in Cape Girardeau, Missouri. Mr. James P. Limbaugh, President of the Board of Governors called the meeting to order. Governors present were: Mr. James P. Limbaugh, President of the Board of Governors; Mr. Lloyd F. Smith, Vice President of the Board of Governors; Dr. Maureen Clancy-May; Mr. Jeffrey N. Davis; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; and Ms. Sarah Chapman, Student Representative. Quorum having been established, Board President Limbaugh welcomed those in attendance and outlined the Board's various agendas for the meeting.

Others in attendance for the work session included University President Brad Hodson; members of executive staff, Wendell Snodgrass, Dr. Bruce Skinner, Dr. Doug Koch, Tonya Wells, Dan Presson, Brady Barke, and Diana Harley; university staff, Holly Bauwens, Lenell Hahn, Angela Meyer and others; and representatives from RubinBrown. Also present were Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Mr. Al Spradling, Legal Counsel. President Limbaugh presided.

Board President Limbaugh reminded the board that no action would be taken during the work session, but rather, all votes would take place during the full business meeting the next day.

REVIEW OF SELECT CONSENT AGENDA ITEMS

Board President Limbaugh facilitated a review of select consent agenda items for the Friday business meeting, including Academic Program Changes, Reappointment to the Show Me Center Board of Managers, and Appointment to the River Campus Board of Managers. There were no issues or concerns with the items presented.

UNIVERSITY UPDATES

Board President Limbaugh called on University President Hodson to review a motion to award a contract to Penzel Construction for the South Chiller project. Dr. Hodson noted that the recommended award came in under the estimated cost. The board signaled their agreement to proceed to formal consideration at their Friday business meeting.

Board President Limbaugh called on Dr. Doug Koch, Interim Provost, to provide an update on Strategic Planning. Dr. Koch provided insight into the expectations of the external consultant, Huron Group, and shared plans for internal and external stakeholder engagement. He also shared that the Strategic Planning Task Force had held their initial meeting and that meetings will

continue through the spring semester. Dr. Koch affirmed that the plan will be presented to the Board at their June meeting. Discussion on the strategic plan update focused on the role of consultant, the importance of metrics, and the board's appreciation that strategic planning is running parallel with extraordinary program review and the budget process.

PRESENTATION OF ANNUAL AUDITS

Board President Limbaugh called on Diana Harley, Interim Vice President for Finance and Administration, to lead a conversation regarding the annual audits for year ending June 30, 2025.

Interim VP Harley invited representatives from RubinBrown to join her for the presentation of the annual audits. Ted Williamson from RubinBrown reviewed the FY25 Auditors Communication, Report on Internal Controls, Financial Statements, Single Audit, and System Facilities Financial Statements. Regarding the Financial Statements, it was noted that the audit firm issued an unmodified, clean opinion, and that there were no issues or concerns identified regarding internal controls. It was also noted that an unmodified, clean opinion, was issued for the Systems Facilities Financial Statements and that there were no findings in the Single Audit. Mr. Williamson also commented that the firm is finalizing the Agreed Upon Procedures Related to NCAA Revenues and Expenses and that they are not expecting to identify any issues.

Corey Robinson from RubinBrown reviewed the FY25 Financial Ratios. Mr. Robinson shared that many of SEMO's ratios improved over FY24 figures and that SEMO compares favorable to other institutions. He also noted that the University's composite financial index is consistent with other institutions.

During discussion with the auditors, board members asked questions about long-term debt; adequacy of reserves; ratios; and what other factors such as cash outflow, enrollment, and mandatory MOSERS contributions could have on ratios. Board members also asked how long RubinBrown had been doing the University's audits, to which Mr. Williamson responded about 17 years.

Board President Limbaugh reminded board members that all audit items would be presented at the Friday business meeting for formal action.

BOARD WORKSHOP

In response to a request at the September Work Session, University General Counsel Chris Martin facilitated a workshop on the Missouri Open Meetings and Sunshine Law.

REVIEW OF CONSENT AGENDA REPORT ITEMS

Board President Limbaugh facilitated a review of report and informational items, which included Board of Governors Executive Committee minutes from September 10, 2025 and October 15, 2025, the Progress Report on Facilities Management Projects and Contracts, the FY26 Budget to Actual Report, and Faculty and Staff Personnel Items from September and October 2025.

CONSIDERATION FOR CLOSED SESSION

A motion was made by Governor Davis and seconded by Governor Robinson to recess the Open Work Session and convene Closed Session pursuant to Sections 610.021(1), (2), (3), (11) (12) and (13) of the Revised Statutes of Missouri.

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

The Work Session was recessed at approximately 2:38 p.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 5:30 p.m. Board President Limbaugh called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

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

- The Board had conversations regarding potential real estate transactions per RSMo 610.021(2), the details of which if made public could jeopardize the transaction. No action was taken.
- Per RSMo 610.021(3) and (13), the Board engaged in a mid-year performance discussion with University President Hodson. No action was taken.
- Per RSMo 610.021(11) and (12), the Board discussed specifications for competitive bidding and unexecuted contracts regarding capital construction projects. No action was taken.
- By a vote of 7 to 0 the Board adjourned the Closed Session and reconvened the Open Work Session. Governors Limbaugh, Smith, Clancy-May, Davis, Martin, Moore, and Robinson voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

Hearing no further discussion, Board President Limbaugh entertained a motion to adjourn the Work Session. A motion was made by Governor Smith and seconded by Governor Martin to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 5:31 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

James P. Limbaugh, President
Board of Governors
Southeast Missouri State University

**MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
TWELFTH DAY OF DECEMBER 2025**

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, December 12, 2025, at approximately 9:00 a.m., in the University Center Ballroom on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mr. James P. Limbaugh, President of the Board of Governors called the meeting to order. Governors present were: Mr. James P. Limbaugh, President of the Board of Governors; Mr. Lloyd F. Smith, Board Vice President; Dr. Maureen Clancy-May; Mr. Jeffrey N. Davis; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; and Ms. Sarah Chapman, Student Representative. Quorum having been established, Board President Limbaugh welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Brad Hodson, President of Southeast Missouri State University; members of Executive Staff, including, Dr. Doug Koch, Tonya Wells, Diana Harley, Brady Barke, Dr. Bruce Skinner, Dan Presson and Mr. Wendell Snodgrass. Other attendees included representatives from Faculty Senate, CTS Staff Council, Professional Staff Council and Student Government, along with other faculty, staff and guests. Board Secretary and University General Counsel, Christopher R. Martin, and Mr. Al Spradling, Legal Counsel, were present too. Board President Limbaugh presided.

UNIVERSITY PRESIDENT'S REPORT

Board President Limbaugh called upon University President Hodson to deliver his University President's Report. University President Hodson referred Governors to the report in the board packet and reviewed selected items highlighting university initiatives and his engagement since the last Board meeting. Board President Limbaugh thanked Dr. Hodson for the update and congratulated him for his success during the first six months of his tenure.

CONSENT AGENDA

Board President Limbaugh introduced consideration of approval of the Consent Agenda, which included the following action items:

- Consideration of Minutes of the September 18, 2025 Work Session and September 19, 2025 Open Session Meetings.
- Consideration of Approval of Conferral of Degrees for Fall 2025.
- Consideration of Academic Program Changes.
- Consideration of Reappointment to Show Me Center Board of Managers; and
- Consideration of Appointment to River Campus Board of Managers.

Board President Limbaugh noted that the Consent Agenda also included the following report and informational items:

- Minutes of the September 10, 2025 and October 15, 2025 Board of Governors Executive Committee meetings.
- Progress Report on Facilities Management Projects and Contracts.
- FY26 Operating Budget to Actual Report; and
- September and October 2025 Faculty and Staff Personnel Items.

A motion was made by Governor Davis and seconded by Governor Clancy-May to approve the Consent Agenda and its associated items. The motion carried unanimously.

GOVERNANCE GROUP REPORTS

Board President Limbaugh called on the leaders of governance groups to provide reports.

Dr. Joe Murphy provided a report from Faculty Senate. He discussed items that Faculty Senate is working on, which include making changes to the formal grievance process, providing flexibility to faculty when they need to miss a class, collaborating with Textbook rental on resources for students in upper division classes, and reviewing language regarding emeritus faculty designations. Dr. Murphy also mentioned that Faculty Senate is looking at how to adjust titles for various faculty, items related to student evaluations, and a committee has been established to look at incorporating a plus-minus grading system.

Dr. Brooke DeArman provided a report from Professional Staff Council (PSC). She noted that PSC serves just under 400 employees and she recapped meetings and events that PSC has hosted throughout the semester. Dr. DeArman commented that she feels University President Hodson is doing a good job of including PSC on his journey of leading the university. She also expressed PSC's appreciation for the return of the Thanksgiving Employee Appreciation Lunch and stated that there has been a noticeable uptick in employee appreciation since July 1 and that the efforts have not gone unnoticed.

Jayne Caulder provided a report from Clerical, Technical, and Service Staff Council (CTS). She noted that about 140 employees are a part of CTS. Ms. Caulder gave an overview of CTS and recapped their meetings, and their quarterly engagement with University President Hodson. She shared that CTS is concerned about salaries, salary compression and employee retention issues, and that CTS would like to see merit increases return as well as longevity pay included in salaries.

Sophie Martin provided a report from Student Government Association (SGA). She noted that SGA is working hard to ensure that students are engaged in key initiatives and discussions taking place on campus, and that SGA hosted a Townhall with Executive Staff in October. Ms. Martin also shared that SGA Committees continue to work on a number of items including campus lighting, by-laws, donation stations, strategic planning and other initiatives.

After all reports, Board President Limbaugh thanked the leaders and noted that their work does not go unnoticed.

FY25 AUDITS

Diana Harley, Interim Vice President for Finance and Administration, presented a motion to approve the acceptance of the University's annual financial statement, the System Facilities financial statement and the Single Audit for the year ending June 30, 2025, from RubinBrown, LLP.

A motion was made by Governor Smith and seconded by Governor Moore to approve the acceptance of the University's annual financial statement, the System Facilities financial statement and the Single Audit for the year ending June 30, 2025, from RubinBrown, LLP. The motion carried unanimously.

SOUTH CHILLER PLANT

University President Hodson presented a motion to approve a contract with Penzel Construction for construction of the South Chiller Plant to be built at 360 Dearmont Circle/916 Normal Ave., Cape Girardeau, MO 63701.

During discussion, Governor Davis asked who the point person on the project could be, to which University President Hodson responded that facilities management will lead the project. Governor Davis also asked about the process for handling change orders. In response, University President Hodson stated that any change orders will come up through the Director of Facilities Management directly to him.

A motion was made by Governor Clancy-May and seconded by Governor Robinson to approve a contract with Penzel Construction for construction of the South Chiller Plant to be built at 360 Dearmont Circle/916 Normal Ave., Cape Girardeau, MO 63701. The motion carried unanimously.

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Smith and seconded by Governor Martin to recess the Open Session and convene Closed Session pursuant to Section 610.021(1), (2), (3), (11), (12), and (13) of the Revised Statutes of Missouri.

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

The Open Session was recessed at approximately 9:43 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 10:59 a.m. Board President Limbaugh called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

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

- By a vote of 7 to 0 the Board approved the September 18, 2025 Closed Session Minutes. Governors Limbaugh, Smith, Clancy-May, Davis, Martin, Moore, and Robinson voted to approve.
- By a vote of 7 to 0 and per RSMo 610.021(2), the Board approved a real estate transaction involving the acceptance of property, the details of which if made public would jeopardize the transaction. Governors Limbaugh, Smith, Clancy-May, Davis, Martin, Moore, and Robinson voted to approve.
- By a vote of 7 to 0 and per RSMo 610.021(2), the Board approved a real estate transaction involving the transfer of property, the details of which if made public would jeopardize the transaction. Governors Limbaugh, Smith, Clancy-May, Davis, Martin, Moore, and Robinson voted to approve.
- Per RSMo 610.021(1) regarding legal matters, the Board received a report from General Counsel on pending litigation. No action was taken.
- Per RSMo 610.021(3) and (13), the Board engaged in a mid-year performance discussion with University President Hodson. No action was taken.
- Per RSMo 610.021(11) and (12), the Board discussed specifications for competitive bidding and unexecuted contracts regarding capital construction projects. No action was taken.
- By a vote of 7 to 0 the Board adjourned the Closed Session and reconvened the Open Session. Governors Limbaugh, Smith, Clancy-May, Davis, Martin, Moore, and Robinson voted to approve.

CAPITAL PROJECT INVESTMENT

Board President Limbaugh called on University President Hodson to present a motion related to investment in capital projects.

A motion was made by Governor Smith and seconded by Governor Davis to table the topic and any needed consideration until a future meeting. The motion carried unanimously.

SPECIFICATIONS FOR BIDDING PROJECTS

Board President Limbaugh called on University President Hodson to present a motion to authorize University administration to proceed with finalizing specifications and bidding for Stadium Phase II.

A motion was made by Governor Moore and seconded by Governor Smith to authorize University administration to proceed with finalizing specifications and bidding for Stadium Phase II. The motion carried unanimously.

2026-2027 BOARD MEETING DATES

Board Secretary Martin noted that board meeting dates through June 2027 were included in the board packet.

CONSIDERATION OF MOTION TO ADJOURN

Hearing no further discussion, Board President Limbaugh entertained a motion to adjourn. A motion was made by Governor Davis and seconded by Governor Moore to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 11:02 a.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

James P. Limbaugh, President
Board of Governors





BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 27, 2026

Open Session

I. Motion to be Considered:

Approved the following program changes:

- 1. Approve the creation of a new MBA Marketing Management option within the Master of Business Administration program.
2. Approve a new Bachelor of Science degree in Animal Science.
3. Approve a new Master of Science degree in Network Security within the College of Science, Technology, Engineering, and Mathematics.
4. Approve a change to revise and retitl the current Television and Film option as the Film Production option within the BS Mass Communication program.

II. Background:

Justification:

Marketing Management (MBA Option)

Demand for specialized MBA pathways continues to grow nationally. Market analysis and external reviews identified marketing as a high-growth field requiring advanced, structured graduate preparation. The proposed option creates a defined pathway within the MBA using existing graduate-level coursework and supports SEMO's goals to expand market-responsive graduate programs without additional faculty resources.

Animal Science (BS)

Agriculture is the largest economic driver in Southeast Missouri, with strong workforce demand

Recommended By:

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

Chairperson: Montusi Maity
Dean: Kevin Dickson
Academic Council: Tammy Randolph
Provost: Day Koch
President: J. Byrd Hoch

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

Postpone:
Amend:
Disapprove:
Approve:
Secretary:

in livestock production, animal health, nutrition, and related industries. Transitioning the existing Agribusiness: Animal Science option into a standalone BS improves academic clarity, strengthens recruitment, and better reflects the scientific rigor and applied learning embedded in the curriculum.

Network Security (MS)

Cybersecurity and secure network management represent critical and rapidly expanding workforce needs. The proposed MS in Network Security integrates advanced networking and cybersecurity competencies, preparing graduates to design, secure, and defend modern network infrastructures in alignment with industry standards and national workforce projections.

Mass Communication (BS Option)

TV/Film has served since 2008 as a gateway major for students pursuing media careers, averaging about 90 majors annually, with 60–70% seeking a film-focused pathway. Assessment data, enrollment trends, and industry feedback prompted faculty to address enrollment concerns by separating TV and Film and combining TV with Multimedia Journalism. The resulting revisions create clearer academic distinctions, strengthen skill alignment, and respond directly to documented student demand and workforce needs.

Need:

Marketing Management (MBA Option)

Demand for specialized MBA pathways continues to grow, particularly in digital marketing, analytics, and brand strategy. The proposed option meets employer needs while supporting SEMO's goals for graduate enrollment growth and clearer academic pathways.

Animal Science (BS)

Southeast Missouri's agricultural economy requires graduates with strong scientific foundations and hands-on experience in animal systems. A standalone BS in Animal Science improves program clarity, recruitment, and alignment with regional workforce needs.

Network Security (MS)

Cybersecurity and secure network management are high-growth workforce areas. The MS in Network Security prepares graduates with integrated networking and cybersecurity skills aligned with industry demand and national employment projections.

Mass Communication (BS Option)

The Television and Film option has remained stable at approximately 90 majors annually, with 60–70% seeking a film-focused pathway. Establishing a distinct Film Production option improves program clarity, strengthens recruitment and advising, and better aligns curriculum with student demand and workforce needs. Industry partners also support the specialization, noting it enhances storytelling, production skills, and market-ready portfolio development.

Program Summary:

Marketing Management (MBA Option)

Thirty-three credit hour structured graduate pathway emphasizing customer insights, digital marketing strategy, branding, analytics, and marketing leadership within the existing MBA framework.

Animal Science (BS)

Requires 120 credit hours delivered face-to-face, emphasizing animal biology, nutrition, reproduction, health, welfare, production systems, and applied learning through labs, internships, and the university farm.

Network Security (MS)

A thirty-credit-hour program delivered online, HyFlex, and face-to-face; includes coursework in cybersecurity foundations, advanced networking, cloud security, network defense, penetration testing, and secure systems architecture.

Mass Communication (BS Option)

A shared Mass Communication core totaling 24 hours and 21 hours of Film Production option coursework, which includes sequenced production courses and new offerings. In addition, students must complete an existing support course requirement of 3 hours (MA123 or MA155). The remaining degree hours are fulfilled through General Education and non-Mass Communication coursework consistent with the requirements for the Bachelor of Science degree

**MINUTES OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
EXECUTIVE COMMITTEE
HELD ON THE
TWENTY-FIRST DAY OF JANUARY 2026**

The Southeast Missouri State University Board of Governors Executive Committee convened on Wednesday, January 21, 2026, at approximately 2:00 p.m. Attendees included Mr. James P. Limbaugh, President of the Board; Mr. Lloyd F. Smith, Vice President of the Board; Dr. Brad Hodson, University President; and Mr. Christopher R. Martin, Board Secretary.

Executive Committee Minutes

Board Secretary Martin shared copies of the November 2025 Executive Committee minutes. There were no issues or concerns.

University Townhall

University President Hodson shared the agenda for the Jan. 22 University Townhall. Board leadership asked that an overview be shared with the full board.

FY27 Budget Planning

University President Hodson gave an update on actions being taken to prepare the FY27 budget, including but not limited to budget adjustments and recissions, academic program review and restructuring, offering a Voluntary Retirement Incentive Program (VRIP), and requests for submission of new investment opportunities. Board leadership stated their support for all actions discussed and encouraged University President to proceed on all fronts and to keep the board updated.

Strategic Plan Update

Board Vice President Smith shared an update on the Strategic Planning Task Force. He stated that an external engagement session is planned in Sikeston on Jan. 30, and that other external sessions will take place throughout the Bootheel and in St. Louis. Secretary Martin shared that the consultants from Huron will attend the Feb. 26 Work Session to provide an update to the Board and to provide the Board an opportunity to engage with, and directly provide feedback to, the consultants.

Legislative Update

University President Hodson recapped the Jan. 9 Legislative Briefing and asked if there was any feedback. Board leadership indicated that the briefing was good and they appreciated the level of engagement from all attendees. An update was also provided on the Jan. 17 SEMO NOW! training and engagement session. University President Hodson noted that over 300 people had signed up for SEMO NOW! and that 40 attended the briefing. Lastly, University President

Hodson shared his plans to visit Jefferson City throughout the legislative session and recapped university visits on Jan. 14 that were made in conjunction with attendance at the Governor's Prayer Breakfast. Board leadership thanked Dr. Hodson for his update and acknowledged that things in Jefferson City can change at moment's notice and that schedules will need to adjust as needed to accommodate visits or change dates based on availability. Leadership voiced their understanding of these shifting dynamics and asked that University President Hodson and his team keep the board updated as they feel necessary throughout the legislative session.

Facilities

University President Hodson provided an update on various facilities projects and opportunities, including Stadium Phase II, the Malden regional campus facility, and other projects previously discussed with the Board.

Board of Governors By-Laws

Board Secretary Martin recapped the work of the Board By-Law subcommittee and presented suggested redlines and comments for consideration. In response, Board leadership provided some feedback and asked Secretary Martin to prepare an updated document for their review at the February Executive Committee meeting.

Governance Document Reviews

Board leadership reminded University President Hodson and Secretary Martin that reviewing the University Business Policies and Procedures and the Faculty Handbook needs to continue to be a priority. Board Secretary Martin stated that a review of both items is ongoing.

Campus Safety and Security

University President Hodson led a conversation with board leadership on items related to campus safety and security. Topics discussed, included, but were not limited to, security cameras, weapons detection systems, building assessments, lighting, mass notification systems, and other related topics.

External Partnerships

The Executive Committee discussed some items related to external partners such as community colleges and University President Hodson's engagement with Three Rivers College, Mineral Area College, and others; membership organizations like chambers of commerce and SE MO Redi, and opportunities with local business and industry.

The meeting concluded at approximately 4:15 p.m.

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors

BOARD OF GOVERNORS

February 26-27, 2026

Open Session

PROGRESS REPORT – Contracts and Facilities Management Projects

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

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

PROJECT	ANTICIPATED COMPLETION	VENDOR	AWARD AMOUNT
South Chiller Plant	Fall 2027	Penzel Construction	\$14,391,000
Towers West Painting	Summer 2026	Loyd Slinkard Painting	\$189,725
Vandiver Roof Replacement	Summer 2026	Boulder Construction	\$577,620
Voltage Regulators for Switch Yard	TBD/ Long Lead Time	KT Power Systems	\$135,630

Part II – Facilities Management Capital Projects Update Report

A. STATE AND/OR FEDERAL FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Roy Blunt Health Professions Hall	Fall 2027	Construction in Progress
South Chiller Plant	Fall 2027	Construction in Progress
Law Enforcement Academy Renovation	Summer 2025	Complete

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

PROJECT	ANTICIPATED COMPLETION	STATUS
River Campus Seminary Roof Replacement		Closed Project – No bids received. Evaluating next steps.
Kent Library Plaza/Fountain Renovation	Summer 2026	Design in Progress

*Facilities Management Progress Report
February 26-27, 2026*

Page 2 of 2

PROJECT	ANTICIPATED COMPLETION	STATUS
Stadium Phase II	TBD	Design in Progress. Bid opening March 26
Vandiver Hall Roof Replacement	Summer 2026	Contract awarded. Construction will begin in May.
Pole Barn Master Plan – Phase II	Summer 2026	Design In Progress.
Demolitions – Henderson and International Village Cottages	Fall 2025	Complete
Wildwood Improvements	Spring 2026	Construction In Progress
Brandt Hall Demolition	Summer 2026	Bid opening was held February 5, 2026. Bids are currently under review.
Towers West Painting	Summer 2026	Contract Awarded. Painting will begin in May.
General Construction Contract 2025	Multiple projects 2025	Kent Library Service Drive Repairs - \$16,192.00 – Completed Parker Storm Sewer Repairs - \$12,599.97 – Completed Towers South Exhaust Hood - \$7610 – Target Completion 3/15/2026 Towers East Exhaust Hood - \$7683 – Target Completion 3/15/2026
General Electrical Contract 2025	Multiple projects 2025	Wildwood Fiber & Boring - \$11,270.51 – Complete
General Plumbing Contract 2025	Multiple projects 2025	Scully Restroom Repairs - \$40,526.69 – Completed

Note: Shading indicates completed projects.

**FY2026 University Operating Budget to Actuals
Through January 2026**

All Funds

	FY2026 YTD Actuals Through January	FY26 Approved Budget	Actuals to Budget (%)	FY2025 YTD Actuals Through January	YOY Comparison
<i>Income:</i>					
State Appropriations	31,740,471	55,216,351	57%	31,271,401 ▲	1.5%
Tuition Subtotal	61,303,764	66,050,867	93%	65,774,826 ▼	-6.8%
Less: Scholarships and Fee Waivers	(19,223,866)	(20,687,256)	93%	(19,278,623) ▼	-0.3%
Tuition, net Scholarships and Fee Waivers	42,079,898	45,363,611	93%	46,496,203 ▼	-9.5%
Total Student Fees	10,161,172	10,675,914	95%	10,990,401 ▼	-7.5%
Tuition & Student Fees	52,241,069	56,039,525	93%	57,486,604 ▼	-9.1%
Other Income:					
Investment Income	2,949,952	4,359,346	68%	3,719,862 ▼	-20.7%
State Grants and Contracts	-	-		151,939 ▼	-100.0%
Sales and Services of Academic Departments	1,631,953	2,280,946	72%	2,005,254 ▼	-18.6%
Sales and Services of Non-Academic Departments	24,137,310	30,339,342	80%	24,995,181 ▼	-3.4%
Foundation Support	884,223	2,288,815	39%	1,316,101 ▼	-32.8%
Athletics Revenues	858,000	1,546,661	55%	588,000 ▲	45.9%
Miscellaneous Income	4,572,950	6,279,747	73%	4,332,008 ▲	5.6%
Total Other Income	35,034,388	47,094,857	74%	37,108,346 ▼	-5.6%
Total Income	119,015,928	158,350,733	75%	125,866,350 ▼	-5.4%
<i>Expenditures:</i>					
Compensation					
Faculty/Staff Labor	48,032,674	96,343,543	50%	47,630,511 ▲	0.8%
Student Labor	1,839,155	3,024,786	61%	1,556,952 ▲	18.1%
Total Compensation	49,871,829	99,368,329	50%	49,187,463 ▲	1.4%
Total Operating Expenditures	29,371,062	46,555,058	63%	27,996,983 ▲	4.9%
Total Expenditures	79,242,891	145,923,388	54%	77,184,445 ▲	2.7%
Mandatory Debt Service	4,328,539	12,392,077	35%	4,409,551 ▼	-1.8%
Net Operating Transfers	45,434	35,268	129%	(281,199) ▼	-116.2%
Total Transfers Out / (In)	4,373,972	12,427,345	35%	4,128,352 ▲	5.9%
Net Surplus / (Deficit)	35,399,064	-		44,553,553 ▼	-20.5%



**FY2025 University Operating Budget to Actuals
Through January 2026**

Education & General

	FY2026 YTD Actuals Through January	FY2026 Approved Budget	Actuals to Budget (%)	FY2025 YTD Actuals Through January	YOY Comparison
Income:					
State Appropriations	31,740,471	55,216,351	57%	31,271,401 ▲	1.5%
Tuition Subtotal	61,303,764	66,050,867	93%	65,774,826 ▼	-6.8%
Less: Scholarships and Fee Waivers	(12,961,426)	(14,103,613)	92%	(13,699,303) ▼	-5.4%
Tuition, net Scholarships and Fee Waivers	48,342,339	51,947,254	93%	52,075,523 ▼	-7.2%
Total Student Fees	6,750,004	7,310,260	92%	7,430,795 ▼	-9.2%
Tuition & Student Fees	55,092,343	59,257,514	93%	59,506,318 ▼	-7.4%
Other Income:					
Investment Income	2,528,471	3,681,762	69%	3,318,689 ▼	-23.8%
State Grants and Contracts	-	-		-	
Sales and Services of Academic Departments	212,114	97,060	219%	233,464 ▼	-9.1%
Sales and Services of Non-Academic Departments	293,599	192,800	152%	381,142 ▼	-23.0%
Foundation Support	775,057	1,422,205	54%	741,455 ▲	4.5%
Athletics Revenues	-	-		-	
Miscellaneous Income	1,422,145	1,851,478	77%	1,647,561 ▼	-13.7%
One-Time Funds	-	-		-	
Total Other Income	5,231,387	7,245,305	72%	6,322,311 ▼	-17.3%
Total Income	92,064,201	121,719,170	76%	97,100,030 ▼	-5.2%
Expenditures:					
Compensation					
Faculty/Staff Labor	39,598,147	79,507,395	50%	38,941,700 ▲	1.7%
Student Labor	936,723	1,727,523	54%	806,815 ▲	16.1%
Total Compensation	40,534,870	81,234,918	50%	39,748,515 ▲	2.0%
Total Operating Expenditures	17,098,808	24,369,005	70%	16,765,492 ▲	2.0%
Total Expenditures	57,633,678	105,603,923	55%	56,514,008 ▲	2.0%
Mandatory Debt Service	2,771,742	3,975,453	70%	2,738,767 ▲	1.2%
Net Operating Transfers	13,083,189	12,139,795	108%	10,828,485 ▲	20.8%
Total Transfers Out / (In)	15,854,931	16,115,248	98%	13,567,252 ▲	16.9%
Net Surplus / (Deficit)	18,575,593	-		27,018,771 ▼	-31.2%

**FY2025 University Operating Budget to Actuals
Through January 2026**

Designated Funds

	FY2026 YTD Actuals Through January	FY2026 Approved Budget	Actuals to Budget (%)	FY2025 YTD Actuals Through January	YOY Comparison
Income:					
State Appropriations	-	-		-	
Tuition Subtotal	-	-		-	
Less: Scholarships and Fee Waivers	(3,897,709)	(4,537,872)	86%	(3,539,856) ▲	10.1%
Tuition, net Scholarships and Fee Waivers	(3,897,709)	(4,537,872)	86%	(3,539,856) ▲	10.1%
Total Student Fees	1,639,650	1,505,218	109%	1,684,328 ▼	-2.7%
Tuition & Student Fees	(2,258,059)	(3,032,654)	74%	(1,855,528) ▲	21.7%
Other Income:					
Investment Income	-	-		-	
State Grants and Contracts	-	-		151,939 ▼	-100.0%
Sales and Services of Academic Departments	1,419,839	2,183,886	65%	1,771,770 ▼	-19.9%
Sales and Services of Non-Academic Departments	1,574,913	3,283,909	48%	1,479,366 ▲	6.5%
Foundation Support	43,915	633,519	7%	105,071 ▼	-58.2%
Athletics Revenues	858,000	1,546,661	55%	588,000 ▲	45.9%
Miscellaneous Income	1,990,440	2,662,051	75%	1,396,347 ▲	42.5%
One-Time Funds	-	-		-	
Total Other Income	5,887,106	10,310,026	57%	5,492,494 ▲	7.2%
Total Income	3,629,047	7,277,372	50%	3,636,966 ▼	-0.2%
Expenditures:					
Compensation					
Faculty/Staff Labor	6,063,938	12,275,485	49%	6,187,273 ▼	-2.0%
Student Labor	315,408	464,750	68%	252,908 ▲	24.7%
Total Compensation	6,379,346	12,740,235	50%	6,440,181 ▼	-0.9%
Total Operating Expenditures	3,966,792	6,877,808	58%	3,763,005 ▲	5.4%
Total Expenditures	10,346,138	19,618,043	53%	10,203,186 ▲	1.4%
Mandatory Debt Service	-	-		-	
Net Operating Transfers	(13,251,758)	(12,340,672)	107%	(10,973,126) ▲	2.1%
Total Transfers Out / (In)	(13,251,758)	(12,340,672)	107%	(10,973,126) ▲	2.1%
Net Surplus / (Deficit)	6,534,667	-		4,406,906 ▲	48.3%

**FY2025 University Operating Budget to Actuals
Through January 2026**

Auxiliary Funds

	FY2026 YTD Actuals Through January	FY2026 Approved Budget	Actuals to Budget (%)	FY2025 YTD Actuals Through January	YOY Comparison
Income:					
State Appropriations	-	-		-	
Tuition Subtotal	-	-		-	
Less: Scholarships and Fee Waivers	(2,364,732)	(2,045,771)	116%	(2,039,464) ▲	15.9%
Tuition, net Scholarships and Fee Waivers	(2,364,732)	(2,045,771)	116%	(2,039,464) ▲	15.9%
Total Student Fees	1,771,517	1,860,436	95%	1,875,277 ▼	-5.5%
Tuition & Student Fees	(593,215)	(185,335)	320%	(164,187) ▲	261.3%
Other Income:					
Investment Income	421,480	677,584	62%	401,173 ▲	5.1%
State Grants and Contracts	-	-		-	
Sales and Services of Academic Departments	-	-		20 ▼	-100.0%
Sales and Services of Non-Academic Departments	22,268,798	26,862,633	83%	23,134,673 ▼	-3.7%
Foundation Support	65,251	233,091	28%	469,575 ▼	-86.1%
Athletics Revenues	-	-		-	
Miscellaneous Income	1,160,365	1,766,218	66%	1,288,100 ▼	-9.9%
One-Time Funds	-	-		-	
Total Other Income	23,915,894	29,539,526	81%	25,293,541 ▼	-5.4%
Total Income	23,322,680	29,354,191	79%	25,129,354 ▼	-7.2%
Expenditures:					
Compensation					
Faculty/Staff Labor	2,370,589	4,560,663	52%	2,501,538 ▼	-5.2%
Student Labor	587,024	832,513	71%	497,229 ▲	18.1%
Total Compensation	2,957,614	5,393,176	55%	2,998,767 ▼	-1.4%
Total Operating Expenditures	8,305,462	15,308,245	54%	7,468,485 ▲	11.2%
Total Expenditures	11,263,075	20,701,421	54%	10,467,252 ▲	7.6%
Mandatory Debt Service	1,556,797	8,416,624	18%	1,670,784 ▼	-6.8%
Net Operating Transfers	214,003	236,145	91%	(136,558) ▼	-256.7%
Total Transfers Out / (In)	1,770,800	8,652,769	20%	1,534,225 ▲	15.4%
Net Surplus / (Deficit)	10,288,804	-		13,127,876 ▼	-21.6%

SOUTHEAST MISSOURI STATE UNIVERSITY
November 2025

RANKED FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
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No data to report.

TERM FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
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No data to report

(See Addendum A for Part-time Faculty and Part-Time staff teaching Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
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No data to report.

SABBATICALS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
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No data to report.



SOUTHEAST MISSOURI STATE UNIVERSITY
November 2025

ADDENDUM A

The following have been appointed as part-time faculty for the fall 2025 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Atherton, Tiffanie	Biological & Environmental Science	\$1,743.00
Barnes, Jeremy	Allied Health Kinesiology Sport Science	\$4,182.00
Buchtman, Megan	Art & Design	\$2,886.00
Cook, Megan	Marketing	\$3,168.00
Darnell-Tracy, Samantha	Psychology & Counseling	\$3,486.00
DeWitt, Brianna	History & Anthropology	\$6,972.00
Kinder, Keenan	Leadership Middle & Secondary Education	\$3,486.00
Rafferty, Robert	Music	\$3,168.00
Ring, Danyne	Elementary, Early, and Special Education	\$3,168.00
Schumacher, Emma	Allied Health, Kinesiology, and Sport Science	\$2,886.00
Wagganer, Sara	Allied Health, Kinesiology, and Sport Science	\$2,886.00

The following staff employees have been appointed as part-time faculty for the fall 2025 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
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SOUTHEAST MISSOURI STATE UNIVERSITY
November 2025

ADDENDUM B

Overload payments for fall 2025 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Dittmer, Christopher	Marketing	\$2,886.00
Fluegge, Erin	Management	\$3,486.00
Henry, Jason	Biological & Environmental Science	\$871.50
Kilburn, Michelle	Criminal Justice, Social Work, and Sociology	\$3,486.00
Randolph, Yvonne	Management	\$3,486.00
Schaffner, Linda	Elementary, Early, and Special Education	\$3,168.00



SOUTHEAST MISSOURI STATE UNIVERSITY
November 2025

ADDEMDUM C

The following have been appointed as graduate assistants for the fall 2025 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
No data to report		



SOUTHEAST MISSOURI STATE UNIVERSITY
November 2025

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Bartz, Hailee	Administrative Assistant Early College Programs	\$31,200.00	100	11/10/2025
Brown, Paige	Human Resources Assistant Human Resources	\$33,592.00	100	11/03/2025
Brown, Veronica	Administrative Assistant Agriculture	\$31,720.00	100	11/03/2025
Hue, Dylan	Network Systems Engineer Information Technology	\$61,998.81	100	11/03/2025
Mayfield, Leslie	Assistant Teacher University School for Young Children	\$32,240.00	100	11/10/2025
Moore, Corey	Police Officer Cadet University Police Department	\$40,560.00	100	11/17/2025
Prince, Lucas	Dispatcher University Police Department	\$34,840.00	100	11/16/2025
Rushing, Lilia	Student Services Specialist Student Financial Services	\$37,003.20	100	11/03/2025
Veneziano, Paul	Behavior Analyst Autism Center	\$65,000.00	100	11/03/2025



SOUTHEAST MISSOURI STATE UNIVERSITY
November 2025

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Bokka, Nishisha Reddy	Data Engineer Information Technology	11/19/2025
Holmes, Melissa	Greenhouse Manager Greenhouse	11/06/2025

STAFF LEAVE WITHOUT PAY

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
No data to report		



SOUTHEAST MISSOURI STATE UNIVERSITY
November 2025

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Chambers, Casey	Online and Graduate Program Specialist Southeast Online Advising From: \$45,204.64 Academic Advisor I Academic Advising To: \$45,204.64	Lateral move	11/12/2025
Morgan Schoen, Christie	Executive Assistant Presidents Office From: \$50,474.94 Executive Assistant to the President Presidents Office To: \$50,474.94	Reclassification	11/01/2025
Renner, Christie	Executive Assistant Presidents Office From: \$56,960.76 Senior Administrative Assistant Economic and Workforce Development To: \$45,011.20	Change of status	11/02/2025

SOUTHEAST MISSOURI STATE UNIVERSITY
December 2025

RANKED FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
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No data to report.

TERM FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
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No data to report

(See Addendum A for Part-time Faculty and Part-Time staff teaching Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Baker, Chrissy	Instructor - Nursing	12/31/2025
Nancy, LeGrand	Instructor - Marketing	12/31/2025
McGill, James	Associate Dean / Professor - Chemistry & Physics	12/31/2025
Stinnett, Lorreen	Instructor - Nursing	12/31/2025
Wiggins, Arika	Assistant Professor - Criminal Justice, Social Work, and Sociology	12/31/2025
Zhang, Yumin	Professor - Engineering & Technology	12/31/2025

SABBATICALS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
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No data to report.



SOUTHEAST MISSOURI STATE UNIVERSITY
December 2025

ADDENDUM A

The following have been appointed as part-time faculty for the fall 2025 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Gentry, Bruce	Political Science, Philosophy, and Religion	\$100.00
Knaup, Katherine	Psychology & Counseling	\$400.00

The following staff employees have been appointed as part-time faculty for the fall 2025 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
No data to report		



SOUTHEAST MISSOURI STATE UNIVERSITY
December 2025

ADDENDUM B

Overload payments for fall 2025 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aide, Michael	Agriculture	\$350.00
Ali, Ihsan	Computer Science	\$150.00
Amer, Suhair	Computer Science	\$500.00
Bengtson, Jennifer	History & Anthropology	\$100.00
Bertrand, Lisa	Leadership, Middle & Secondary Education	\$50.00
Bratberg, William	Leadership, Middle & Secondary Education	\$900.00
Buck, Tamara	Mass Media	\$200.00
Caldwell, James	Management	\$150.00
Casey, Garrett	Chemistry & Physics	\$50.00
Chou, Ethan	Computer Science	\$250.00
Chronister, Andrew	Engineering & Technology	\$150.00
Clapsaddle Shannon	Leadership, Middle & Secondary Education	\$200.00
Clubbs, Brooke	Leadership, Middle & Secondary Education	\$200.00
Copeland, Sherry	Leadership, Middle & Secondary Education	\$500.00
Cunningham Ladwig, Christine	Marketing	\$100.00
Davis, Tammy	Child & Family Studies	\$50.00
Deken, Bradley	Engineering & Technology	\$50.00
Dudley, John	Engineering & Technology	\$550.00
Faber, Anthony	Child & Family Studies	\$250.00
Fluegge, Erin	Management	\$50.00
Franke, Marissa	Agriculture	\$300.00
Fritz, Kelley	Biological & Environmental Science	\$150.00
Gabbard, Delana	Art & Design	\$200.00
Garner, Sara	Child & Family Studies	\$50.00
Ghosh, Santaneel	Engineering & Technology	\$50.00
Griffin, Jeremy	Art & Design	\$50.00
Hatcher, Laura	Political Science, Philosophy, and Religion	\$150.00
Heider, Jeremy	Psychology & Counseling	\$100.00
Henry, Jason	Biological & Environmental Science	\$550.00
Heu, Benjamin	Art & Design	\$50.00
Jones, Frederick	Mass Media	\$150.00
Judd, Timothy	Biological & Environmental Science	\$300.00
Kilburn, Hannah	Engineering & Technology	\$150.00
Kirschman, Lucas	Biological & Environmental Science	\$400.00
Kraemer, John	Biological & Environmental Science	\$550.00
Krieger, Laura	Criminal Justice, Social Work, and Sociology	\$100.00
Kuborn. Sarah	Child & Family Studies	\$500.00
Lacopo, Francesco	History & Anthropology	\$150.00
Liu, Ziping	Computer Science	\$100.00
McGill, James	Chemistry & Physics	\$100.00
McMillan, Heather	Management	\$50.00
McMurry, Belinda	Engineering & Technology	\$150.00
Miller, David	Engineering & Technology	\$100.00
Miller, Justin	Art & Design	\$100.00
Mills, Pamela	Chemistry & Physics	\$200.00
Mitra, Reshmi	Computer Science	\$250.00

Nakasagga, Shakirah	Agriculture	\$250.00
Newman, James	Political Science, Philosophy, and Religion	\$50.00
Nieveen-Phegley, Trishena	English	\$50.00
Northern, Paige	Psychology & Counseling	\$50.00
Noto, Quantella	Management	\$50.00
Pace, Lesli	Communication Studies & Modern Languages	\$200.00
Randolph, Yvonne	Management	\$300.00
Rasheduzzaman, Md	Engineering & Technology	\$100.00
Roberts, Dawn	Biological & Environmental Science	\$50.00
Robinson, Bambi	Political Science, Philosophy, and Religion	\$150.00
Roy, Indranil	Computer Science	\$150.00
Ruggiero, Robert	Biological & Environmental Science	\$150.00
Sanders, Hannah	Art & Design	\$50.00
Shen, Yiqun	Political Science, Philosophy, and Religion	\$50.00
Shuja, Junaid	Computer Science	\$50.00
Sides, Jason	Political Science, Philosophy, and Religion	\$200.00
Siegel, Dustin	Biological & Environmental Science	\$50.00
Siemers, Samantha	Agriculture	\$100.00
Smith, Robin	Leadership, Middle & Secondary Education	\$250.00
Talmage, Alan	Mathematics	\$50.00
Taylor, Michael	Biological & Environmental Science	\$50.00
Thompson, Emmanuel	Mathematics	\$50.00
Tilmon, Misty	Communications Disorders	\$50.00
Waggoner, Jason	Allied Health Kinesiology Sport Science	\$150.00
Walling, Jeremy	Political Science, Philosophy, and Religion	\$350.00
Ward, Janice	Psychology & Counseling	\$100.00
Yancey, George	Psychology & Counseling	\$250.00
Yuan, Junaid	Computer Science	\$50.00
Zhang, Yumin	Engineering & Technology	\$150.00



SOUTHEAST MISSOURI STATE UNIVERSITY
December 2025

ADDEMDUM C

The following have been appointed as graduate assistants for the fall 2025 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
No data to report		



SOUTHEAST MISSOURI STATE UNIVERSITY
December 2025

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Arrowood, Brandon	Academic Coordinator, TRIO Student Support Services	\$41,184.00	100	12/01/2025
Francis, Philip	Coordinator Student Recreation Center	\$37,440.00	100	12/01/2025
Mercer, Jason	Director Business & Finance Operations University Advancement	\$95,000.00	100	12/01/2025



SOUTHEAST MISSOURI STATE UNIVERSITY
December 2025

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Arrowood, Brandon	Academic Coordinator, TRIO Student Support Services	12/02/2025
Domagni, Juliette	Student Services Specialist Student Financial Services	12/23/2025
Glenn, Zachary	Admissions Counselor I Term Admissions	12/31/2025
Harris, Nickolas	Student Financial Services Technician Student Financial Services	12/12/2025
Heck, Julia	Admissions Counselor I Admissions	12/16/2025
Macke, Joyce	Senior Systems Analyst/Programmer Information Technology Application Services	12/31/2025
McNeal Christen	Student Financial Services Coordinator Student Financial Services	12/23/2025
Ritchie, Kodie	Technology Coordinator Admissions	12/16/2025

STAFF LEAVE WITHOUT PAY

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
No data to report		



SOUTHEAST MISSOURI STATE UNIVERSITY
December 2025

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Heck, Julia	Admissions Counselor I Admissions From: \$45,204.64 Technology Coordinator Admissions To: \$47,000.00	Promotion	12/17/2025



SOUTHEAST MISSOURI STATE UNIVERSITY
January 2026

RANKED FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Millett, Steven	Instructor-Agriculture	\$55,000.00	01/12/2026

TERM FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
No data to report.			

(See Addendum A for Part-time Faculty and Part-Time staff teaching Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Clark, Lisa	Instructor-Communications Studies & Modern Languages	01/20/2026

FACULTY LEAVE WITHOUT PAY

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Wilkins, Nicolas	Associate Professor-Psychology & Counseling	01/06/2026



SOUTHEAST MISSOURI STATE UNIVERSITY
January 2026

ADDENDUM A

The following have been appointed as part-time faculty for the Spring 2026 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
No data to report		

The following staff employees have been appointed as part-time faculty for the Spring 2026 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
No data to report		



SOUTHEAST MISSOURI STATE UNIVERSITY
January 2026

ADDENDUM B

Overload payments for winter intersession teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amer, Suhair	Computer Science	\$9,318.30
Caldwell, James	Management	\$11,894.51
Cho, Hyeon	Marketing	\$8,812.13
Davis, Tammy	Child & Family Studies	\$5,053.15
Evans, Beverly	Allied Health Kinesiology, & Sport Sciences	\$7,283.10
Garner, Sara	Child & Family Studies	\$7,712.28
Hayes, Jonathan	English	\$4,501.11
Kearney, Monica	Allied Health Kinesiology, & Sport Sciences	\$5,586.93
Kuborn, Sarah	Child & Family Studies	\$5,919.36
Moore, Amy	Allied Health Kinesiology, & Sport Sciences	\$6,188.95
Murphy, Joseph	Chemistry & Physics	\$5,738.23
Ramdial, Joel	Allied Health Kinesiology, & Sport Sciences	\$4,984.84
Randolph, Yvonne	Management	\$7,012.70
Schneider, Kyle	Allied Health Kinesiology, & Sport Sciences	\$5,000.00
Scott, Alicia	Allied Health Kinesiology, & Sport Sciences	\$4,753.44
Siemers, Samantha	Agriculture	\$6,579.44



SOUTHEAST MISSOURI STATE UNIVERSITY
January 2026

ADDEMDUM C

The following have been appointed as graduate assistants for the Spring 2026 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Dahal, Achint	MBA	\$4,973.52
Derbin, Camden	Biological & Environmental Science	\$4,973.52
Kandel, Sagar	Engineering & Technology	\$4,973.52
Kirchhoefer, Christopher	Biological & Environmental Sciences	\$4,973.52
Nguyen, Thi My Lynh	Regional Professional Development Center	\$4,973.52
Promi, Farhat Lamisa	Chemistry & Physics	\$4,973.52



SOUTHEAST MISSOURI STATE UNIVERSITY
January 2026

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Aldridge, Shannon	Groundskeeper Grounds Dept Maintenance	\$35,838.40	100	01/26/2026
Allen, Sonya	Student Services Specialist Student Financial Services	\$37,502.40	100	01/05/2026
Bakersmith, Thomas	Admissions Counselor 1 Admissions	\$43,888.00	100	01/05/2026
McCowan, Jordan	HVAC/R Mechanic Apprentice Buildings Dept Maintenance	\$49,545.60	100	1/05/2026
Ratledge, Thomas	Literacy Consultant Regional Professional Development Center	\$53,500.00	100	01/05/2026
Rueseler, Alyssa	Coordinator Events & Experiences University Advancement	\$44,000.00	100	01/05/2026
Schultheis, Stephen	Vice President Enroll Management and Student Success	\$205,000.00	100	01/14/2026



SOUTHEAST MISSOURI STATE UNIVERSITY
January 2026

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Brown, Paige	Human Resources Assistant Human Resources Office	01/23/2026
O'Brien, Mia	Regional Admissions Counselor Admissions	01/30/2026
Vinyard, Jessica	Executive Assistant University Advancement	01/16/2026
Wang, Xiangzi	Accounts Payable/Purchasing Specialist Purchasing & Accounts Payable	01/16/2026
Weyand, Kelli	Missouri Teacher Development System Specialist Regional Professional Development Center	01/09/2026
Yount, Jason	Groundskeeper Grounds Dept. Maintenance	01/23/2026

STAFF LEAVE WITHOUT PAY

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
No data to report		



SOUTHEAST MISSOURI STATE UNIVERSITY
January 2026

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Collins, Brian	Oracle Database Administrator IT Infrastructure Operations From: \$80,340.00 Data Warehouse Manager Information Technology To: \$85,960.00	Promotion	01/01/2026
Henning, Leanna	Academic Advisor 1 Sikeston Regional Campus From: \$45,204.64 Online and Graduate Program Specialist Online and Graduate Services To: \$45,205.00	Job Assignment Change	01/19/2026
Krodinger, Katie	Director New Student Programs From: \$67,106.82 Executive Director New Student Programs To: \$100,000.00	Promotion	01/12/2026
Nezamipour Azari, Negin	International Admissions Specialist International Education From: \$32,240.00 Senior Human Resources Technician Human Resources To: \$35,880.00	Promotion	01/26/2026
Skinner, Bruce	Interim Vice President Enroll Management and Student Success From: \$189,520.00 Associate Vice President, Student Life Student Success and Auxiliary Services To: \$155,530.00	Job Assignment Change	01/14/2026





BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 27, 2026

Open Session

I. Motion to be Considered:

Approve the Amended and Restated By-Laws of the Board of Governors of Southeast Missouri State University.

II. Background:

On June 26, 2017, the University’s then-Board of Regents adopted By-Laws for the then-Board of Regents. Subsequently, the Board has approved amendments to the By-Laws in February 2021, February 2022, and May 2023.

At the Board’s September 2025 meeting, board members inquired about the process to review and amend the By-Laws. In response, Board President Jim Limbaugh appointed a By-Law Review Committee consisting of Governors Clancy-May and Martin, assisted by Board Secretary Martin, to initiate a review. In November 2025, Board Secretary Martin shared a copy of the By-Laws with the Board’s voting members and asked that they provide comments, questions and suggested revisions to the By-Law Review Committee. In December 2025, the By-Law Review Committee met to review all feedback and to draft proposed By-Law revisions for the Board Executive Committee to review. After reviewing the feedback and providing their own comments, the Board Executive Committee recommends adoption of the attached Amended and Restated By-Laws of the Board of Governors of Southeast Missouri State University, which seeks to amend:

1. Article I – The Board: clarifying composition and roles and addressing language clean-up.

Recommended By:

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

Chairperson _____
 Dean _____
 Academic Council _____
 Provost _____
Board President  _____

Board Action on: _____
 Motion By: _____
 Second By: _____
 Vote: Yeas: _____ Nays: _____
 Abstentions: _____

Postpone: _____
 Amend: _____
 Disapprove: _____
 Approve: _____
 Secretary: _____

2. Article II – The Governors: clarifying language regarding appointments to the Board and Board vacancies.
3. Article III – Offices of the Board: adding clarifying language to responsibilities delegated to the University President.
4. Article IV – Committees: addressing items relating to Board Committees and appointments thereto and deleting reference to Standing Committees to better reflect how the Board of Governors is currently operating.
5. Article V – Meetings: updating language that references the Missouri Open Meetings and Sunshine Law and addressing the timeline for placement of items on the agenda.
6. Article VI – Miscellaneous: formalizing the date by which the annual Conflict of Interest Acknowledgment Form must be submitted to the Board Secretary, and adjusting the number of votes required for various action items to better reflect the Board’s current number of members.

If approved, the Board Secretary will make the recommended changes and finalize new Amended and Restated By-Laws.

BY-LAWS OF THE BOARD OF GOVERNORS OF SOUTHEAST MISSOURI STATE UNIVERSITY

Southeast Missouri State University Board of Governors is vested by law (Chapter 172 pursuant to Section 174.457 of the Revised Statutes of Missouri) with all powers and authority to effectively govern and set policy for Southeast Missouri State University in accordance with the laws of the State of Missouri and with the Regulations and Rules of the Board of Governors. In order to more effectively discharge its responsibilities and duties in connection therewith, Southeast Missouri State University Board of Governors hereby adopts these By-Laws.

ARTICLE I

THE BOARD

Section 1.1- **Name.** The Board of Governors is a public body corporate called "The Southeast Missouri State University Board of Governors," with all the powers of a body corporate under the laws of the State of Missouri. The Board of Governors shall be referred to hereinafter as the "Board".

Section 1.2 - **Composition.** The Board is composed of seven voting Governors ~~and that not more than three (3) of said board, excluding the State Commissioner of Education, shall be of the same political party~~ plus one non-voting student representative all of whom are appointed by the Governor of the State of Missouri. The appointed members shall be confirmed by the Senate of the State of Missouri. Appointment of the seven voting



members shall be in accordance with the dictates of § 174.453, RSMo.

The appointment of the Student Representative shall be in accordance with § 174.055, RSMo. ~~The Student Representative shall be permitted to attend closed meetings of the Board, unless excluded in accord with Missouri law.~~ The student shall be enrolled full-time at the University, be a citizen of the United States and a resident of the state of Missouri. The student shall be selected from a panel of three names submitted through the University President to the Governor by the University's ~~President of the Student Government~~ after consultation with the University's Student Government President ~~President~~. For the purposes of this section, the term "full-time" shall be consistent with the University's definition of full-time status.

Section 1.3 - **Powers and Duties of the Board.** The board shall serve as the governing body of Southeast Missouri State University. It shall select the President of Southeast Missouri State University to serve at the pleasure of the Board and shall hold the President responsible for the University's operation and management, performance, its fiscal accountability, and its compliance with federal and state laws and regulations. The Board may adopt regulations, rules and policies consistent with the University mission, with law, the regulations and rules of the Coordinating Board for Higher Education of the State of Missouri, in order to effectively fulfill its obligation under the law.

The powers granted under Chapter 172 pursuant to Section 174.457, RSMo., shall include, but are not limited to, the power to the following:

1. sue and be sued;



2. complain and defend in all courts;
3. make and use common seal, and to alter the same at pleasure;
4. take, purchase and to sell, convey and otherwise dispose of land and chattels; and
5. condemn and appropriate real estate or other property, or any interest therein, for any public purpose within the scope of its organization, in the same manner and with like effect as is provided in Chapter 523, RSMo, relating to the appropriation and valuation of lands taken for telegraph, telephone, gravel and plank or railroad purposes.

Other powers shall include, but shall not be limited to, the following:

- I. Determine and periodically review and adopt the purposes and the mission of the University.
2. Adopt By-Laws, rules, and regulations for the governance of its members, officers, agents, and employees and require adherence to such rules.
3. Establish, review and approve new academic programs or changes to existing ones.
4. Appoint the President of the Board and any other officers of the Board in accordance with these By-Laws and applicable law.
5. Authorize the granting of diplomas and conferring of degrees based



upon the recommendation of the President of the University.

6. Approve the annual budget and tuition and fees, regularly monitor the University's financial condition, and establish policy guidelines affecting all institutional assets, including investments and the physical plant. The budget shall not be modified except with approval of four (4) voting members of the Board.
7. Authorize the construction of new buildings and major renovations of existing buildings.
8. Authorize the incurring of debts by the University and securing thereof by mortgage and pledge of real and personal property, tangible and intangible.
9. Contribute to the University's fund-raising goals and participate actively in strategies to secure sources of support.
10. In the event of vacancy in the position of the President of the University, appoint a special Presidential search committee to submit nominations for candidates to the office in accordance with procedures determined by the Board. If a vacancy occurs, the Board may select an interim President of the University until a new President is selected.
11. Serve actively as advocates for the University in appropriate matters of public policy in consultation with the President of the University and other responsible parties, as the Board shall determine.
12. Periodically assess its own performance, in order to set an example for the University community and to seek ways to strengthen its effectiveness as a



corporate body.

13. Approve the Institutional Strategic Plan.
14. Exercise such other authority as from time to time may be conferred upon the Board in accordance and compliance with the applicable laws and regulations of the State of Missouri.
15. Upon conclusion of term of office or earlier resignation of Board members in good standing, the Board of Governors may confer the title of ~~Regent~~ Governor Emeritus.
16. To approve the grant of tenure based on the recommendation of the University President.

ARTICLE II

THE GOVERNORS

Section 2.1 - **Term of Office.** The seven voting Governors shall serve for staggered six year regular terms as provided by law and shall remain in office until their successor is appointed by the Governor of the State of Missouri. The Student Representative appointed will serve consistent with Section 174.055 RSMo. Reappointments and extensions of the ~~six year~~ board terms are at the discretion of the Governor.

Section 2.2 - **Vacancies.** Vacancies shall be filled by ~~the~~ an appointment ~~by~~ of the Governor of the State of Missouri as appropriate under the law, subject to confirmation of the Senate of the State of Missouri.

Section 2.3 - **Compensation.** Governors shall receive no compensation, but may be



reimbursed upon request for travel and per diem expenses provided by Missouri law.

Section 2.4 - **Governor Communication & Information.**

- a. Individual Board members have no legal standing or authority to act on behalf of the Board or the University. Only the full Board as a governing body is vested with such authority. The Board President shall not take a position on state or federal legislation without prior consultation of the full Board, and such authorization may be subject to limitations established by the Board.
- b. All requests for information on all issues coming from the Board or from an individual Board member should be made through the Board President, Secretary of the Board or through the University President.
- c. Should any member of the Board of Governors request access to information maintained by the University, such member shall be entitled to the information requested, except information or records that are protected by confidentiality by federal or state law or that information specifically excluded by a majority vote of all of the members of the Board of Governors. Such request shall be directed to the University President or the Secretary of the Board of Governors.

ARTICLE III

OFFICES OF THE BOARD

Section 3.1 - **Offices.** The officers of the Board shall be the Board President, Board Vice President, Secretary and Treasurer. The Board President, and Board Vice President



shall be Governors and the Secretary and Treasurer of the Board may be recommended by the University President and approved by the Board of Governors. The Treasurer shall not be a Board member.

Section 3.2 - **Selection.** The Board shall select its Board President and Board Vice President from the appointed members every two years at the December annual meeting. In the event of a vacancy in either the office of the Board President or Board Vice President, a special meeting will be called as soon as practical to hold an election to fill the vacant position(s). At the election of the Board President and Board Vice President at the annual meeting, the voting for the Board President and Board Vice President shall be by secret ballot to be tabulated and confirmed by the Secretary of the Board, unless otherwise agreed by the Board. In case of a tie, a run-off election will be held immediately between the tied candidates. In the case of an on-going tie, the Board President will make the final decision of the winning candidate and make the announcement to the Board.

Anyone on the Board may nominate himself or herself for either office, subject to a valid second of the nomination. Except as otherwise provided in these By-Laws, the incumbents of the Board President and Board Vice President shall each serve for two years beginning January 1st immediately following the election at the December annual meeting.

Section 3.3 - **Term of Office.** Each office of the Board President and Board Vice President will be for a term of two years commencing on January 1st of the succeeding year and ending on December 31st, two years after the election. Each officer may serve

two consecutive terms for a total of four years maximum during one appointment period. Vacancies during a term of office shall be handled as set forth hereinafter.

Section 3.4 - **Vacancy During Term.** In the event a vacancy in the position of Board President or Board Vice President prior to the expiration of the two year term of the incumbent, the vacancy shall be filled as provided in this section.

The Board Vice President then serving, if any, shall succeed to the position of Board President upon a vacancy in that position, and shall serve for the remainder of the unexpired term. If there is no Board Vice President then serving, the Board shall select a successor to serve as Board President at either the next regularly scheduled meeting or a meeting called for that purpose.

If the Board Vice President position becomes permanently vacant, the Board will conduct a vote at either the next regularly scheduled meeting or a meeting called for that purpose to fill the unexpired officer term.

Section 3.5 - **Board President.** The duties of the Board President shall include presiding at all meetings of the Board, calling special meetings of the Board, appointing committee chairs, determining the composition of all Board committees, attesting to actions of the Board and otherwise serving as spokesperson for the Board. The Board President shall perform such duties in consultation with the University's President.

The Board President serves as the Board's official spokesperson for media inquiries regarding Board matters. However, the Board President may delegate this responsibility to another Board member, or to the University President when deemed appropriate. The University President and Board Secretary should be advised of media inquiries received



by the Board. The Board President and University President will work jointly to approve press releases pertaining to Board business matters. However, the full Board will be informed of these releases. In the event of emergency matters, the President of the Board shall have the power to sign contracts on behalf of the University, subject to ratification by the Board.

Section 3.6 – **Board Vice President.** The duty of the Board Vice President is to act as Board President during the temporary absence, incapacity or disability of the Board President (not meeting the definition of a vacancy) and succeed the Board President in the event of a vacancy during the unexpired term of the Board President. The Board Vice President may or may not be elected to succeed the incumbent at the expiration of the incumbent's full two-year term as Board President.

Section 3.7 – **University President.** The University President shall serve as the Chief Executive Officer of the University. The University President shall be responsible for the operation and administration of the University, including efficient and effective budget and program administration and management leading the University to accomplish its education missions and goals, monitoring educational and financial performance, consulting with the Board in a timely manner on matters appropriate to its policy making and fiduciary functions, and serving as the University's key spokesperson. The University President shall cause to have a board agenda with supporting documentation prepared at least seven (7) calendar days prior to a scheduled meeting and distributed to the various Board Members. Any Board Member may, prior to the meeting discuss any item on the



agenda or request other matters to be added for discussion consistent with these By-Laws.

The University President shall have the authority to execute all documents on behalf of the University and the Board consistent with the law, Board policies and the best interests of the University.

Without limiting the generality of the aforesaid authority, the Board delegates the following specific authority to the University President:

- a. To exercise a general superintendence and control, subject to approval of the Board, over all the affairs of the University, and bring such matters to the attention of the Board as are appropriate to keep the Board fully informed in meeting its policy-making responsibility, and such other matters as the Board shall from time to time direct;
- b. Consistent with the express and implied authority arising from his/her responsibility to exercise general superintendence over all the affairs of the University, but subject to any limitations otherwise established by specific policies or action of the Board, the University President is authorized to sign all contracts, construction contracts, purchase orders, matters related to real estate, agreements, applications, reports or other legal documents on behalf of the University, whether with individuals, for-profit or non-profit entities, governmental agencies or departments at the federal, state or local level, or intentional organizations or entities;
- c. To select for employment all administrators, faculty, teachers, non-academic



employees, temporary employees and graduate, resident, and other student assistantships and employment;

- d. Approve the employment of all University leaders, defined for this purpose as the members of the President's leadership team and academic deans.
- e. To make all academic appointments, reappointments, rank, promotions, terminations and discipline of all employees subject to the grievance and appeal procedures of the University; to change salaries and assignments of faculty and staff and to accept resignations of employees;
- f. To recommend to the Board all grants of tenure;
- g. To ensure compliance with the standards of regional accreditation;
- h. Exercise oversight of the University's intercollegiate athletic program to ensure compliance with NCAA and conference rules;
- i. To insure the appropriate supervision, direction and organization of all employees of the University;
- j. To be the primary liaison between the University; the Coordinating Board for Higher Education; the Missouri Department of Higher Education; local, state and federal agencies; the General Assembly; and the Governor of the State of Missouri, concerning the affairs of the University;
- k. To prepare and present to the Board for its approval, an annual budget for the operations of the University;
- l. To maintain expenditures of the University in balance with available revenues or should such occasion arise to recommend [to the Board of Governors](#)

the declaration of a financial exigency, and suspension or elimination of programs, or a reduction in force designed to meet such exigency;

- m. To attend all meetings of the Board, so far as his/her duties will permit, but may be excused by the Board if necessary;
- n. To report, at each regular meeting of the Board, upon the progress, condition and needs of the University, and recommend such measures as in his/her judgment will promote the University's interests;
- o. To formulate, establish, and enforce student admission standards;
- p. To approve Business Procedures of the University. Business procedures provide interpretation and implementation of University Business Policies, which have been approved by the Board;
- q. To be the primary spokesperson for the University at public affairs, and media contacts;
- r. To confer all degrees authorized by the Board of Governors and recommend to the Board the conferring of honorary degrees;
- s. To delegate, in whole or in part, his/her administrative authority granted under the By-Laws, or Business Policies and Procedures, to such other officers, faculty, and employees of the University as he/she may designate, either by general or specific delegation, with the right to revoke such delegation at any time;
- t. To administer the affairs of the University in accordance with applicable federal, state, and local laws and regulations;
- u. To perform all other acts not herein enumerated which are necessary and

reasonable appertaining the administrative functions of the University
President.

Section 3.8 – **Secretary.** The Secretary of the Board, nominated by the President of the University and confirmed by a majority of the members of the Board of Governors, shall be responsible for giving notice of all meetings of the Board and its committees, setting the agenda and compiling the supporting documents for meetings of the Board in consultation with the President, recording and maintaining the minutes of any Board or committee meeting, including a record of all votes cast, in accordance with Chapter 610 of the Missouri Revised Statutes, executing or attesting to all documents that have been executed by the Board. The President of the University may nominate an Assistant Secretary to perform the duties of Secretary as necessary. The Assistant Secretary shall be confirmed by a majority of the members of the Board of Governors.

Section 3.9 - **Treasurer.** The Treasurer of the Board, nominated by the President of the University and confirmed by a majority of the members of the Board of Governors, shall maintain the custody of and be responsible for all monies and securities of the university; shall keep a full and accurate accounting thereof showing the financial transactions of the university including its accounts, liabilities, financial conditions, and report of investments; and shall see that expenditures are duly authorized and documented by receipts and vouchers. The treasurer shall deposit all monies received in the name of the university in the depository authorized by the Board of Governors.

Section 3.10 - **University General Counsel.** The University's General Counsel



shall be appointed by the Board to serve at the Board's direction.

ARTICLE IV

COMMITTEES

Section 4.1 - **Committees.** The Board ~~shall~~may establish standing and ad hoc committees, as it deems appropriate to discharge its responsibilities. The President of the Board shall appoint members of the committees and their chairs, subject to the approval of the full Board. ~~An~~ ~~except the~~ Executive Committee, ~~which~~ ~~committee~~ shall be composed as set out in Section 4.2. Each committee shall consist of no less than three members. Members of the committee shall hold office until the appointment of their successors. Any vacancies on the standing committees shall be filled by appointment of the Board President.

Section 4.2 - **Executive Committee.** The executive committee shall consist of the Board President, Board Vice President, the University President and Board Secretary. The University President will consult the Executive Committee, when the Board is not in session, for decision-making not specifically designated in these By-Laws when necessary and appropriate. Acting with unanimous agreement of the two voting members of the Board of Governors serving on the Executive Committee, the Committee may ratify: (1) an action that is needed to protect the University's interests, which would be compromised by delay; and (2) an action that is administrative in nature, is necessary for the University's efficient functioning and continued operations, is consistent with the roles and responsibilities delegated to the University President in Section 3.7 above, and does not compromise any significant interest or



prerogative of the Board. The Executive Committee shall not act on matters reserved for the Board of Governors outlined in Section 1.3 above. The Executive Committee will inform the full Board of all actions it takes as soon as is practicable after the action is taken. A complete record of all actions of the Executive Committee shall be kept by the Secretary of the Board, and a copy of such record shall be submitted to each member of the Board in advance of the next regular meeting of the Board. Actions of the Executive Committee may be ratified, approved, or modified at the next regular meeting of the Board, but any modification thereof shall be prospective only. If, at its next regular meeting, the Board takes no action on an Executive Committee action, the record of which was submitted to the Board prior to that regular meeting, such action shall be deemed ratified by the Board.

~~Section 4.3—**Standing Committees.** In addition to the Executive Committee, the following are established as permanent, standing committees of the Board of Governors:~~

- ~~a. **Finance and Audit:** This committee shall be charged with overseeing the University's financial condition and all matters related to audit of funds, and ensuring that the University's budget, fee schedule, assets, infrastructure, and financial obligations are aligned with the University's strategic objectives. The Committee shall review the annual budget recommended for approval and the annual audit report. The Finance and Audit Committee will receive information and proposed policies from the University's administration, and discuss and develop recommendations on specific matters, including, but not limited to, bids, contracts, budgets, and other related matters for consideration by the Board as a whole.~~



~~b. **Academic and Student Engagement:** This committee shall be charged with overseeing the University's strategic initiatives including, without limitation, the University's academic and co-curricular programs and offerings. The Academic and Student Affairs Committee will be responsible for considering, reviewing, and reporting to the Board all relevant issues regarding academic or student affairs and make recommendations for consideration by the Board as a whole.~~

Section 4.34 - **Ad Hoc Committees.** Ad Hoc committees shall be appointed by the Board President upon authority of the Board with such powers and duties and period of services as the Board President may determine providing that no Ad Hoc committee shall be created to act upon any matter appropriate to be acted upon by a standing committee.

Members of Ad Hoc Committees shall be appointed by the Board President, subject to the approval of the full Board. The officer of any Ad Hoc committees, shall be appointed by the Board President and shall perform their duties in consultation with the University President.

Section 4.45 – **Committee Meetings.**

- a. If Standing or Ad Hoc Committees are established, meetings~~Meetings of Board committees~~ will be held as determined by the Committee chair. All such meetings will be held in compliance with Chapter 610, RSMo, the Sunshine Law, as now existing or thereafter amended.
- b. With the exception of the Executive Committee, committees shall be non-voting except that a committee may (i) vote to close its meetings by an affirmative public vote of a majority of a quorum of the committee as

authorized by the Sunshine Law; and (ii) vote to make a recommendation to the entire Board by an affirmative vote of a majority of a quorum as authorized by the Sunshine Law.

- c. If established and convened, Committees are intended to provide an opportunity for members of the administration and Board of Governors to engage in review and analysis that would normally not be practical within the constraints of a meeting of the Board as a whole, and will thus serve to both expedite and facilitate the meeting of the Board as a whole.
- d. Committees may convene in-person, by telephone or electronically via web-based or some other tele-conference capability.
- e. A quorum of any Committee for the conduct of business shall be majority of members then serving on the Committee, and any Committee so convened may act by majority vote of the members in attendance, if such vote is undertaken in accordance with Section 4.45(b) above.

ARTICLE V

MEETINGS

Section 5.1. – **Meetings.** All meetings of the Board will be held in compliance with Chapter 610, RSMo, the Sunshine Law, as now existing or thereafter amended and ~~its committees shall be open to the public at all times~~, and no resolution, regulation, or formal action shall be considered binding except as taken or made at such meeting in accordance with Missouri law unless the matter being discussed falls within the provisions of law allowing closed sessions. At the discretion of the Board President, any member of

the Board may participate in any meeting by teleconference or other technology allowing all participants in the meeting to hear and be heard by one another and allow the public attending the meeting to hear all participants.

Section 5.2 - **Annual Meeting.** The meeting in December in conjunction with the winter commencement program shall be the annual meeting of the Board of Governors.

Section 5.3 - **Regular Meetings.** The Board shall meet at least one (1) time per quarter. The meeting in May in conjunction with the spring commencement program will always be a scheduled regular meeting. Other meetings may be scheduled as required by the Board and the University President.

Section 5.4- **Special Meetings.** Special meetings of the Board may be held at the call of the Board President, the University President or upon request of three Governors. The University President or his/her Secretary shall send written notice of such special meeting to all Governors, along with a statement of the purpose of the meeting, at least 72 hours in advance. No matter may be considered at a special meeting that is not included in the call of that meeting, except by an affirmative vote of the majority of the Governors at the meeting.

Section 5.5 - **Quorum.** A quorum for the conduct of business of the full Board shall consist of four Governors. A quorum having been established, no business shall be transacted without a majority vote of all Governors present, except as otherwise provided by these By-Laws.

Section 5.6 - **Rules of Procedure.** Except as modified by these By-Laws or any other specific resolution, the rules of policy enacted by the Board, Robert's Rules of Order,

newly revised, as in effect at the time, shall constitute the rules of parliamentary procedure applicable to all meetings of the Board and its committees.

Section 5.7 - **Agenda and Proceedings.**

- a. Agenda Preparation and Distribution: In the preparation and handling of the agenda for Board meetings, the President of the University and the President of the Board, in conjunction with the Board Secretary, shall prepare an agenda for each regular meeting. The agenda shall be distributed to Board members with the Notice of the meeting. A copy of the agenda shall also be placed in a prominent location in the room where the Board meeting is to be held so that it will be accessible to members of the public in attendance at the meeting.
- b. Requests for Agenda Placement: Other than Board Members: Individuals other than Board members may request the Board to place an item on the agenda of any regular meeting by filing a written request with the Board Secretary no less than ~~thirty~~ forty-five (45) calendar days prior to the meeting date at which the matter is requested to be considered. The request shall be accompanied by a written summary of the subject matter of the proposed agenda topic describing the relevance of the topic, as well as providing any supporting documentation which the individual making the request believes is pertinent to and will assist the Board in its deliberations concerning the request. The Board Secretary shall forward the request to the



President of the Board and to the President of the University. The President of the Board shall determine whether the item shall be placed on the agenda or referred to the administration for disposition. If the item is not placed on the agenda, the Board Secretary shall notify the Requestor of the disposition of the request at the next regularly scheduled Board meeting.

- c. Requests for Agenda Placement, Board Members: Board members may request an item to be placed on the agenda by submitting a written request with the Board Secretary at least ten (10) calendar days prior to the meeting of the Board, subject to the same procedure applicable to non-Board members above. Board members shall not ask matters to be considered on the agenda at a convened session under the item of new business unless the majority of the Board members approve such request.
- d. Consent Agenda: Items shown on the established agenda for a meeting of the Board may be placed upon a consent agenda whereby all items placed thereon are approved by summary action of the Board. Items may be placed on the consent agenda by the President of the Board, the President of the University, or the Chairperson of any committee of the Board electing to place such items on the consent agenda, provided the same is accomplished no less than twenty-four (24) hours prior to the meeting of the Board, and that the Board Secretary shall present such consent agenda to the members of the Board immediately prior to the convening of the meeting, provided, however, that



any member of the Board may remove any item from the consent agenda by notifying the President of the Board of the election to remove the item any time prior to a vote being taken on the consent agenda. The consent agenda requires approval by a vote of the majority of the Board in attendance for passage and adoption of each item on the consent agenda.

- e. Open Meetings Requirement: All meetings and notices of meetings of the Board, or committees appointed by and which report to the Board, shall conform to the Missouri Open Meetings statute, and to the policy for open and closed meetings adopted by the Board in compliance with said statute.
- f. Closed Meetings: The Board, upon majority vote at any duly constituted meeting thereof, may close to the public its deliberations, records and vote concerning any of the following matters:
 - i. Legal actions, causes of action, or litigation, leasing, purchase or sale of real estate where public knowledge of the transaction might adversely affect the consideration therefore;
 - ii. Any proceedings involving physical or mental health, scholastic probation, expulsion or graduation, or deliberations relating to the hiring, evaluation, firing, discipline or promotion of personnel employed by the University; and
 - iii. All other deliberations, records or votes as authorized by the Missouri Open Meetings statute, ~~§ 610.021~~ [Chapter 610](#), RSMo.

- g. Right to Control: The President of the Board shall retain the authority to control the order of the meeting.

Section 5.8 - **Appearances Before the Board**. Individuals or representatives of the groups who desire to appear before the Board regarding any item being considered on a meeting agenda of the Board of Governors must submit their request to the Secretary of the Board, One University Plaza, Cape Girardeau, Missouri 63701, specifying the agenda item about which they wish to speak. Such a request, along with the requestor's name and contact information, any group or faction representative, and any supporting documentation, must be submitted at least three working days prior to the start of the meeting. The University President, in consultation with the Board President and complying with law, shall determine whether the item will be heard and when, (at what meeting and when on the agenda) it will be heard, and may require a representative of a group or faction if many members request to be heard. There will be no more than a five-minute time limit on any presentation; the aggregate time of all public comments of the meeting need not exceed 15 minutes, which can be extended at the discretion of the Board. The Board President or the University President may decline to hear any matters determined by the University President and Board President not relating to a particular agenda item or that is outside the Board's jurisdiction, or because it is not practicable for a particular meeting.

ARTICLE VI

MISCELLANEOUS

Section 6.1 - **Conflict of Interest Policy**. Governors stand in a fiduciary



relationship to the University. Therefore, Governors shall act in good faith, with due regard for the University, and shall comply with the fiduciary principles and Missouri law. The Board shall adopt a written Conflict of Interest Policy, to be included in the Board Operating Procedures or other policies, which shall be reviewed periodically and revised as necessary. Board members shall annually complete and return to the Board Secretary no later than May 1 each year, the Board approved Conflict of Interest Acknowledgement form.

- a. Business, Financial or Property Interests: A Governor shall avoid entering into or maintaining any business or financial interests, transactions, acquisition or sale of property interests which are or may be in conflict with those of the University; or,
- b. Disclosing Confidential Information: A Governor shall refrain from using confidential information obtained in their capacity as a Governor in any manner with intent to result in financial gain for himself or any other person, or any business with which he is associated. Confidentiality, as determined by the Board and as provided by law, shall apply to all members and representatives on the Board; or
- c. Contracts: A Governor shall avoid any interest, direct or indirect, in any contract for the purchase of land, buildings, supplies or services for the University; or,



- d. Gifts: A Governor shall not accept gifts or benefits from any person holding contracts for supplies or services to the University, or from any bidder on contracts for such services or supplies. However, this provision shall not apply to acceptance of gifts, benefits, gratuities, amenities, or favors based on obvious family, friendship, or personal relationships where the circumstances make it clear that it is those relationships rather than the business of the University, which are the motivating factors; or
- e. Family or Associates Relationships: A Governor shall avoid all appearances of impropriety in all actions, and particularly should not allow conduct, or judgments or actions to be influenced by family or associates relationships. The term "family" is defined as spouse, parents, grandparents, siblings, children, aunts and uncles or others living in the Governor's household. The term "associates" is defined as any organization, corporation, partnership, or joint venture in which the Governor is an officer, director, employee, member, partner, trustee, controlling stockholder or consultant; or
- f. Political Considerations: The Board of Governors is not a political forum. Therefore, a member of the Board shall avoid any comment or action in connection with University affairs, which might reasonably be perceived as an attempt to advance or enhance any political party, political cause, or political aspirations of any person. If any conflict exists between the statute and these By-Laws, or policy resolutions of the Board, the statute shall be controlling.



Section 6.2 - **Indemnification.** Whenever any civil (including administrative) or criminal action or threat of action has been asserted against a current or former Governor or President for any act or omission arising out of and in the course of the performance of his or her University duties and responsibilities, the University shall defray all costs of defending such action or threat of action, including reasonable attorney fees and expenses together with costs of appeal and shall save harmless and protect such person from any financial loss resulting from the performance of his or her duties and responsibilities unless:

- a. Indemnification prohibited by law, or
- b. The Board determines by vote of ~~at least 2/3's~~ a majority of its members then serving that said individual acted in bad faith or willful misconduct. Claims based on such actions or omissions may be settled prior to, during or after the filing of the suit or commencement of other formal process thereon.

Section 6.3 - **Limitation of Liability.** The Board is a public body corporate primarily acting as an instrumentality or agency of the state pursuant to Missouri law for purpose of sovereign immunity.

Section 6.4 - **Attendance.** To promote the effectiveness of the Board's functioning, all Governors shall attend all meetings of the Board; provided, however, that when necessary, such attendance may be by electronic, real-time participation (e.g. conference call, Skype, Zoom, or like interactive audio/video linkage). The Board President may excuse a Board member from attendance, and members shall advise the Board President and Board



Secretary of their request for such an excused absence as soon as they are aware of an impending scheduling conflict. If the Board President refuses to excuse a Board member from attendance, a majority vote of the remaining members of the Board in attendance may excuse a Board member from attendance of a meeting after the Board member requests to be excused for unforeseen circumstances. A Board member missing three consecutive meetings, without good cause or excuse, may be sanctioned pursuant to these By- Laws.

Section 6.5 - **Interference with Administration.** The Board of Governors shall deal with University Vice Presidents, Directors and Employees who are subject to the direction and supervision of the University President or his/her subordinates solely through the University President, and neither the Board or its members shall give orders to any such Vice President, Director or Employee, either publicly or privately.

Section. 6.6 - **Amendments.** These By-Laws may be amended at any regular meeting of the Board by the affirmative vote of ~~no less than 2/3's~~ a majority of the whole Board of Governors at any regular or special meeting ~~of the members of the Board then serving~~, provided that notice of any proposed amendment, including a draft thereof, shall be filed in writing with the Secretary and a copy of the draft shall be mailed to each Governor at least ten days prior to the meeting to which the amendment is to be voted on.

Section 6.7 - **Suspension of Operating Procedures.** Any provision of these By-Laws may be suspended in connection with consideration of a matter before the Board by an affirmative vote of ~~not less than 2/3's of the members of the Board then serving~~ a majority of the whole Board of Governors.

Section 6.8 - **Proxies.** The use of proxies for purposes of determining a quorum for



voting, or for other purposes, is prohibited.

Section 6.9 - **Governor Oath and Sanctioning.** Each member of the Board of Governors is required to take an oath to discharge faithfully, impartially, honestly, and to the best of his or her abilities the duties of the office of Board of Governors member.

Any member of the Board may be sanctioned upon the affirmative unanimous vote of all voting Governors of the Board then in office, excluding the Governor proposed for sanctioning (the "Subject Governor"), at any regular or special meeting of the Board called for that purpose. Sanction may be appropriate for conduct detrimental to the University, unexcused absences from three (3) consecutive meetings of the Board of Governors, lack of sympathy with its objectives, or refusal to render reasonable assistance in carrying out the University's purposes. A Subject Governor shall be entitled to written notice at least five (5) days before the meeting at which such sanction is to be voted on. He or she shall be entitled to appear before and be heard at such meeting. After a unanimous vote of the members of the Board, excluding the subject Governor, the President of the Board joined by the President of the University shall send a letter to the Governor of the State of Missouri recommending removal of the subject Governor from the Board and requesting action to replace the subject Governor immediately.

These Amended and Restated By-Laws of the Board of Governors of the University shall be and become effective on ~~May 12, 2023~~ February 27, 2026. All former By-Laws of the Board are hereby repealed.

Approved by the Board of Regents on June 26, 2017

Revised and approved Article I and Article V on February 26, 2021

Revised and approved from Board of Regents to Board of Governors on February 25, 2022



Revised and approved Article III and Article V on May 12, 2023

Revised and approved Articles I, II, III, IV, V and VI on February 27, 2026



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 27, 2026

I. Motion to be Considered:

Approve the demolition of Brandt Hall and authorize University administration to execute necessary contracts related thereto.

II. Background:

Brandt Hall is currently vacant. University Facilities Management solicited bids for the demolition of the building, and bids were opened on February 5, 2026. In response to the request for bids, the University received five (5) bids for the demolition and six (6) for required abatement work that will need to take place before demolition work begins.

Based on a review of all bids, University Facilities Management recommends awarding: (1) a contract to Courtney Construction in the amount of \$525,000 plus unit pricing outlined in the bid for the demolition of Brandt Hall; and (2) a contract to American Asbestos Abatement/Midwest Services Group in the amount of \$121,800 plus unit pricing outlined in the bid abatement. When factoring in all costs, the Brandt Hall Demolition project is not expected to exceed \$1 million.

If approved by the Board of Governors, work related to Brandt Hall would take place through the spring and summer, with the goal of having the project completed by the start of the fall 2026 semester.

Recommended By:

Student Government _____	Chairperson _____
Faculty Senate _____	Dean _____
Administrative Council _____	Academic Council _____
VP, Enroll. Man. & Stu. Suc. _____	Provost _____
VP, Finance & Admin. <i>Diana Stanley</i>	President <i>J. Byrd Hester</i>
VP, University Advancement _____	

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



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 27, 2026

Open Session

I. Motion to be Considered:

Approve the proposed fiscal year (FY) 2027 Residence Life room and board rates, effective fall 2026.

II. Background:

The room and board rates reflected in this motion were prepared in coordination with the University's Budget Office. The proposed rates, projected occupancy, and planned operations will be used to prepare the FY27 budget that will be presented at a future Board of Governors meeting.

For FY27, the proposed increase in the average room rate is 3.95 percent, and the proposed increase in the average board rate is 4.0 percent. As shown, an average combined room and board rate increase of 3.95 percent is requested for FY27. The proposed room rate reflects inflationary factors impacting residence life operations, debt service obligations, and prioritized facility maintenance projects.

The table that follows shows the percentage change in room and board rates for fiscal years 2022 through 2026. During this five-year period, room rates increased an average of 3.64 percent.

Recommended By:

Student Government _____ Chairperson _____
Faculty Senate _____ Dean _____
Administrative Council _____ Academic Council _____
VP, Enroll. Man. & Stu. Suc. _____ Provost _____
VP, Finance & Admin. _____
VP, University Advancement _____ President J. Bradford Holson

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

	Annual Percentage Increase		
	Room Rate	Board Rate	Room and Board Rate
FY26	3.1	3.1	3.1
FY25	5.0	5.0	5.0
FY24	5.0	5.0	5.0
FY23	2.8	0.0	2.8
FY22	2.0	3.0	2.3
Average	3.58	3.22	3.64

Residence Halls

The Residence Life system comprises 20 residential buildings including 11 residence halls, a five building Group/Greek Housing community, and four buildings in the Greek Village leased to fraternity housing corporations. Nine of the 11 residence halls are currently occupied.

Students can contract a room in any residence hall as a private room, providing space is available, at a rate that is 1.5 times the rate of a double occupancy room.

Existing residence halls closed indefinitely include Cheney Hall (FY16) and Myers Hall (FY24).

Residential Facilities (20) *active residence halls	
<ul style="list-style-type: none"> • Dobbins Hall* • Greek Village, Pi Kappa Alpha • Greek Village, Sigma Chi • Greek Village, Sigma Nu • Greek Village, Sigma Phi Epsilon • Group/Greek F-building* • Group/Greek G-building* • Group/Greek H-building* • Group/Greek J-building* • Group/Greek K-building* • LaFerla Hall* • Merick Hall* 	<ul style="list-style-type: none"> • Towers East* • Towers Complex • Towers North* • Towers South* • Towers West* • Vandiver Hall* <p>Closed Residence Halls</p> <ul style="list-style-type: none"> • Cheney Hall • Myers Hall

Board Plans

The proposed board rate increase for FY27 is 4.0%. This rate increase is consistent with the terms of the University's dining contract approved by the Board of Regents on February 28, 2015, with Chartwells Higher Education Dining Services, known on campus as SEMO Dining.

The dining plan provides students with a block of meals for the semester that can be used at resident dining facilities, along with a flex dollar account to redeem at either residential or retail venues. Four meal plan options are provided with varying levels of block plans and flex dollars. Flex dollars can be used at any campus dining location, and unused flex from the fall semester carries over to the spring semester. In collaboration with Southeast, SEMO Dining recently completed several enhancements to the University's dining venues. During the summer of 2025, the University and SEMO dining completed a soft renovation of the current Starbucks location

and began planning for a summer 2026 renovation within Redhawks Market in the University Center. This renovation will include new upgrades for the food service production areas in the University Center.

ROOM CONTRACTS:	RATES	
	FY26 Room Rate	FY27 Room Rate
Group/Greek single	\$8,150	\$8,450
Towers East double	\$6,450	\$6,750
Towers East single	\$8,150	\$8,450
Towers South double	\$6,450	\$6,750
Towers South single	\$8,150	\$8,450
Community-style Subtotal	\$7,470	\$7,770
Dobbins Center	\$8,550	\$8,900
LaFera	\$8,300	\$8,600
Merick	\$8,150	\$8,450
Towers North	\$8,150	\$8,450
Towers North premium (dbl w/private bath)	\$9,000	\$9,400
Towers West	\$8,150	\$8,450
Towers West premium (dbl w/private bath)	\$9,000	\$9,400
Vandiver	\$8,300	\$8,600
Suite-style Subtotal	\$8,450	\$8,781
AVERAGE	\$8,073	\$8,392
		3.95%

BOARD CONTRACTS:	RATES	
	FY26 Board Rate	FY27 Board Rate
BLOCK PLANS		
Block 275 + \$466 Flex	\$3,900	\$4,020
Block 180 + \$876 Flex	\$3,410	\$3,570
Block 120 + \$1820 Flex	\$3,560	\$3,700
Block 75 + \$2414 Flex	\$3,820	\$3,950
Block 90	\$2,320	\$2,450
AVERAGE	\$3,402	\$3,538
		4.00%