



Office of the President

NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this twenty-seventh day of February 2025, that the Board of Governors of Southeast Missouri State University will hold a meeting beginning at 9:00 am, on Friday, February 28, 2025 in the Academic Hall Board Room and Academic Hall Room 143 on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

The tentative agenda for the Board is attached to this notice and includes a vote to close the meeting for consideration of matters authorized by Sections 610.021(1), (2), (3), (13), (19) and (22) of the Revised Statutes of Missouri.

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

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Christopher R. Martin
Board of Governors' Secretary



BOARD OF GOVERNORS MEETING
9:00 a.m., Friday, February 28, 2025
Academic Hall Board Room*

Open Agenda

Swearing-in Ceremony for Dr. Maureen Clancy-May,
New Member of the Board of Governors

1. General Business

(Governor Limbaugh)

- a. Action Item(s)
 - i. Welcome and Call to Order
 - ii. Roll Call and Determination of Quorum
 - iii. Consideration of Minutes of December 12, 2024 Work Session and December 13, 2024 Open Session Meeting (**Attachment A**)
- b. Report Item/Information
 - i. Executive Committee Minutes – November 21, 2024 and January 29, 2025 (**Attachment B**)

2. University President's Items

(University President Vargas)

- a. Action Item(s)
 - i. Consideration of Naming of a University Facility
 - ii. Consideration of Demolition of Buildings

b. Report Item(s)/Information

- i. University President's Report
- ii. Student Presentation (**Attachment C**)
- iii. Report from Student Government
- iv. Report from Faculty Senate
- v. Report from Finance and Administration

3. Academic & Student Engagement Committee

(Governor Limbaugh)

a. Action Item(s)

- i. Consideration of Academic Program Changes (**Attachment D**)
 - o College of Humanities and Social Sciences: Delete Program – Minor – Criminal Justice
 - o College of Humanities and Social Sciences: Title change of Minor – Criminology → Criminology & Criminal Justice

b. Report Item(s)/Information

- i. Enrollment Presentation
 - o Spring 2025 Census
 - o Update on Strategic Enrollment Planning Initiatives

4. Finance & Audit Committee

(Governor Moore)

a. Action Item(s)

- i. Consideration of Proposed Fiscal Year (FY) 2026 Residence Life Room and Board Rates, Effective Fall 2025 (**Attachment E**)
- ii. Consideration of Contract for University Banking Services to Commerce Bank for July 1, 2025 through June 30, 2029 (**Attachment F**)

b. Report Item(s)/Information

- i. Progress Report on Contracts and Facilities Management (**Attachment G**)
- ii. FY25 Operating Budget to Actual Report (**Attachment H**)
- iii. Faculty and Staff Personnel Actions (**Attachment I**)

5. General Business

(Governor Limbaugh)

a. Action Item(s)

- i. Convene Closed Session for Appropriate Considerations Pursuant to Sections 610.021 (1), (2), (3), (13), (19), and (22) of the Revised Statutes of Missouri
- ii. Reconvene Open Session
- iii. Announcements of Actions Taken in Closed Session
- iv. Adjourn Board of Governors Meeting

****Accessible to Physically Handicapped or Disabled***

**MINUTES OF THE WORK SESSION
AND
COMMITTEE MEETINGS
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
TWELFTH DAY OF DECEMBER 2024**

The Board of Governors for Southeast Missouri State University convened in a Work Session on Thursday, December 12, 2024, at approximately 2:06 p.m., in the Board Room of Academic Hall on the campus of Southeast Missouri State University in Cape Girardeau, Missouri. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; and Mr. Lloyd F. Smith. Board member Dr. Maureen Clancy-May, and Mr. Clayton Eftink, Student Representative were absent. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Others in attendance for the work session included University President Carlos Vargas; members of executive staff, Mr. Wendell Snodgrass, Dr. Debbie Below, Dr. Gerald Shields, Dr. Doug Koch, Ms. Tonya Wells, Mr. Dan Presson, and Brady Barke; university staff, Dr. Rich Flotron, Ms. Angela Meyer, Ms. Diana Harley, Ms. Amy Napper along with other members of the budget and accounting offices, and staff from RubinBrown LLP. Also present were Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Mr. Al Spradling, Legal Counsel. President Klocke presided.

GENERAL BUSINESS

Prior to beginning, Board President Klocke 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.

Board President Klocke asked if there were any questions or discussion on the minutes of the board's October 3 and 4 open session meetings. Hearing none she stated they would be presented for approval at Friday's business meeting.

Board President Klocke called on Board Secretary Martin to review action items related to appointments to the Show Me Center Board of Managers and the River Campus Board of Managers. He explained that they were both routine appointments and that if approved during the Friday business meeting both names would be forwarded to the City of Cape Girardeau. Before proceeding, Governor Smith asked if the Show Me Center Board of Managers had been meeting, to which University President Vargas responded yes.

Board Secretary Martin also referred to an action item related to the conferral of degrees, to which there were no questions. The final items reviewed by Secretary Martin were items related to the Board of Governors Executive Committee.

The final item reviewed under General Business in preparation for Friday's business meeting was an item presented by University President Carlos Vargas related to the potential naming of the planned health sciences building in honor of former U.S. Senator Roy Blunt. He shared that unless there was objection, more information would be presented during the business meeting. There were questions or concerns from board members with regard to proceeding with a formal recommendation.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE

Governor Lloyd Smith called on Dr. Doug Koch, Interim Provost to preview the proposed academic program changes included on Friday's business agenda.

Dr. Koch explained that there are eight academic program changes for the board's consideration:

- Approve the deletion of the Minor in Public Health.
- Approve the deletion of the BS in Public Health program.
- Approve two new Options, Environmental Health and Biogeotechnology within the BS in Environmental Science.
- Approve the deletion of the BS degree in Emergency Preparedness.
- Approve a new MS in Emergency Management and Preparedness.
- Approve the new Minor in Emergency Management and Preparedness.
- Approve a new BS degree in Game Development.
- Approve a title change of the Minor in Jazz Studies to a Minor in Jazz and Commercial Music.

He stated that the programs proposed for deletion are low enrolled and have had few completions in recent years. Dr. Koch added that other program changes, including new programs and title changes, are in response to industry demand and trends and also to offer some programs in modalities such as online that are more convenient for students.

During an opportunity for questions, Board President Klocke asked for clarification on how projected enrollments are determined. Dr. Koch responded that departments and faculty look at other programs and past trends and try to calculate what they believe is a realistic projection. Governor Smith, focusing on the emergency management and preparedness proposals, asked if the curriculum includes communication courses or opportunities to develop communication skills, to which Dr. Koch said yes.

FINANCE & AUDIT COMMITTEE

Governor Jim Limbaugh called on Dr. Gerald Shields, Interim Vice President of Finance and Administration to preview the items for the next day's agenda.

Dr. Shields reviewed reports dealing with contracts and facilities management, and the FY25 Operating Budget to Actual. In response to the facilities management report, Governor Limbaugh asked when demolition of Dearmont would begin and how long it would take. In

response, Ms. Angela Meyer, Director of Facilities Management, stated that the process will take about two months and that there will need to be utilities relocated and abatement completed before demolition can begin. She stated that the goal would be to begin demolition in late 2025 or early 2026 if not before. Governor Smith asked if the delay associated with environmental review and the State Historic Preservation Office will jeopardize federal funding to which Board Secretary Martin indicated it would not, but that the University will likely have to request a no-cost extension at the appropriate time. The last question was from Governor Martin who inquired about the status of the Houck Project, to which University President Vargas stated that the university continues to work on it.

Next, Governor Limbaugh called on University President Vargas to review the report on faculty and staff personnel actions. University President Vargas stated that the report includes actions for the months of September and October. There were no questions, comments or concerns from board members.

Following an overview of the report items, Governor Limbaugh introduced Ted Williamson and Corey Robinson from RubinBrown, LLP and to facilitate a discussion on the annual audit.

Mr. Williamson stated that the audit for year ending June 30, 2024 went very well and that four reports were issued as a result, (1) financial statements for the University, (2) financial statements for the systems facilities entity, (3) the single audit, and (4) the NCAA Agreed Upon Procedures. Regarding the financial statements, Mr. Williamson stated that they are issuing an unmodified/clean opinion, and that there were no difficulties with management and no errors were discovered that required correction. He noted that an unmodified/clean opinion was also issued for the systems facilities audit. Concerning the single audit, Mr. Williamson identified some items related to the posting of information regarding HEERF funding and another related to student financial aid. Lastly, Mr. Williamson spoke to the NCAA Agreed Upon Procedures.

Following Mr. Williamson's remarks, Mr. Robinson gave a presentation on financial ratios. He stated that all ratios have improved over the last fiscal year. Specifically, he discussed ratios measuring adequacy of reserves, the ability to cover debt obligations, the ability to generate a return on equity, and an ability to generate a surplus from operating activities. Mr. Robinson stated that the University's composite financial ratio is strong and had improved over last year, and that it was well above what is required by the Higher Learning Commission. He also noted that SEMO compares well with its peers.

Board members thanked RubinBrown for their presentation and their partnership with the University. Governor Klocke reminded members that a formal vote on the audit would take place during the next day's meeting.

CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION

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

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

The Open Work Session was recessed at approximately 3:20 p.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED EXECUTIVE SESSION

Upon reconvening the Open Work Session at approximately 4:28 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Executive Session:

During Closed Executive Session the Board of Governors took the following action:

- By a vote of 6 to 0 the Board approved the minutes of the Board's October 4, 2024 Closed Executive Session meeting. Governors Klocke, Limbaugh, Martin, Moore, Smith, and Robinson voted to approve.
- The Board had conversations regarding the University President's contract and candidates for employment regarding the 19th President of Southeast Missouri State University per RSMo 610.021(3) and (13). No action was taken.

GENERAL BUSINESS

Before adjourning the work session, the Board conducted officer elections for Board President and Board Vice President for a term January 1, 2025 to December 31, 2026.

Governor Klocke opened the floor for nominations for the office of Board Vice President. Governor Andrew Moore nominated Governor Lloyd Smith for Board Vice President. Having received an appropriate second, Governor Smith stated he would accept the nomination. A motion was made by Governor Martin and seconded by Governor Moore to set aside the requirement of a secret ballot per the by-laws and to instead elect Governor Smith to the office of Board Vice President by a vote of acclamation. The motion passed unanimously, and Governor Smith was elected Board Vice President.

Governor Klocke then opened the floor for nominations for the office of Board President. Governor David Martin Moore nominated Governor Jim Limbaugh for Board President. Having received an appropriate second, Governor Limbaugh stated he would accept the nomination. A motion was made by Governor Smith and seconded by Governor Moore to set aside the requirement of a secret ballot per the by-laws and to instead elect Governor Limbaugh to the office of Board President by a vote of acclamation. The motion passed unanimously, and Governor Limbaugh was elected Board President.

Following the elections, Board Secretary Martin reviewed logistics for the next day's board meeting.

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

The meeting adjourned at approximately 4:34 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

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

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

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, December 13, 2024, at approximately 9:01 a.m., in the Academic Hall Board Room on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; and Mr. Lloyd F. Smith. Board Vice President James P. Limbaugh; Dr. Maureen Clancy-May; and Mr. Clayton Eftink, Student Representative, were absent. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, including, Dr. Doug Koch, Dr. Debbie Below, Ms. Tonya Wells, Dr. Gerald Shields, Mr. Brady Barke, Mr. Dan Presson, and Mr. Wendell Snodgrass. Other attendees included representatives from CTS, Professional Staff Council, Student Government and Facilities Management, as well as Dr. Bruce Skinner from Campus Life and Ms. Lenell Hahn from Admissions. Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Mr. Al Spradling, Legal Counsel, were present too. Board President Klocke presided.

CONSENT AGENDA

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

- Consideration of Minutes of October 3, 2024 Work Session and October 4, 2024 Open Session [Exhibit 1]
- Consideration of Appointment to Show Me Center Board of Managers [Exhibit 2]
- Consideration of Appointment to River Campus Board of Managers [Exhibit 3]
- Consideration of Conferring Degrees for Fall 2024 [Exhibit 4]

A motion was made by Governor Smith and seconded by Governor Martin to approve the Consent Agenda and its associated items. The motion carried unanimously.

BOARD INFORMATIONAL ITEMS

As informational items, the board was provided a copy of the August 29, 2024 Board Executive Committee minutes (Attachment B) and the Charter for the Board Executive Committee (Attachment C).

UNIVERSITY PRESIDENT'S ITEMS

Consideration of Naming Related to Health Sciences Building

Board President Klocke called on University President Vargas to present a motion to approve naming the soon to be constructed Health Sciences Building the “Roy Blunt Health Professions Hall” and direct University administration to affix appropriate signage on or near the exterior of the building reading the same. [Exhibit 5]

University President Vargas explained the motion and shared background on Senator Roy Blunt’s extensive career in public service. He also noted Sen. Blunt’s significant support for higher education and SEMO during his career, citing examples that included but were not limited to: securing \$1.5 million in federal funds to enhance the university’s law enforcement academy, securing \$1.8 million in federal funds to support the university’s aviation and unmanned aircraft systems programs, and \$10 million for the health sciences building, among many other contributions. University President Vargas stated that if the naming is approved, the building would stand as a long-lasting tribute to Sen. Blunt’s selfless service, tireless advocacy, and genuine commitment to Southeast Missouri State University.

A motion was made by Governor Smith and seconded by Governor Martin to approve naming the soon to be constructed Health Sciences Building the “Roy Blunt Health Professions Hall” and direct University administration to affix appropriate signage on or near the exterior of the building reading the same [Exhibit 5]. The motion carried unanimously.

University President’s Report

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

- On December 4, the University hosted the Legislative Freshman Tour, which brought over 60 new legislators to campus to learn more about the University. During the visit, the legislators visited the Stamp Cyber Command Center and the advanced manufacturing and aviation labs. Staff from the University’s Division of Economic & Workforce Development and representatives from the Missouri Job Center, also provided an overview of the partnership between the University and the Missouri Job Center that led to locating a job center in Catapult.
- On December 12, the University hosted a Legislative Briefing for local and regional legislators to outline the University’s legislative and budget priorities in advance of the 2025 legislative session.
- On October 2, the Office of Career Services hosted 141 companies and 275 employer representatives at the Show Me Center for the Fall Career Expo. This event included companies from all over the state and region who were on campus to recruit students and alumni for internships and employment opportunities. Over 640 students attended this event to connect with employers and find full-time and part-time employment.

- On November 12, the Office of Career Services and the Southeast Missouri Regional Economic Development Initiative (SEMO REDI) collaborated to host a networking event connecting students with area stakeholders and business owners. During this event, over 30 students, most of whom had been referred by a member of the Southeast Missouri State University faculty, networked with leading employers from around the region.
- On November 20, the second session of the Personal Financial Wellness Training concluded at Center Street Station in Sikeston. These training sessions, consisting of 20 students each, was created in conjunction with Alan Wire to help educate employees on their personal financial wellbeing as well as financial vehicles for their future. SEMO's Division of Economic & Workforce Development is working to expand the program to other regional businesses.
- The Southeast Missouri State University Small Business Development Center hosted three events on November 18, 19, and 20 for Global Entrepreneurship Week. These events focused on entrepreneurial physical, mental, and financial wellness.
- This Fall, the Small Business Development Center at Southeast Missouri State University hosted two successful cohorts of the Early-Stage Bootcamp in collaboration with InnovateSEMO. This engaging 8-week training assisted participants with all aspects of their startup from general business planning to hiring and onboarding employees. In addition to these fall cohorts, two additional bootcamps will be hosted during the spring semester.
- During the Spring semester, the Small Business Development Center at Southeast Missouri State University will bring a unique opportunity to students at Perryville High School. In collaboration with the Perryville High School CEO program, the SBDC will be hosting an Early-Stage Bootcamp for high school students, as well as the community. This innovative approach to small business development will help build connections between youth and community entrepreneurs.
- Throughout the late summer and fall semester, the Office of Continuing Education collaborated with the Small Business Development Center to host informational training sessions on Artificial Intelligence. These informational sessions hosted in conjunction with SBDC programming showcased the ways businesses and organizations are utilizing Artificial Intelligence daily. With over 200 attendees these trainings, assisted the southeast Missouri region through basic AI skill building.
- This fall, Southeast Missouri State University and the Missouri Foundation for Health hosted a successful Community Health Worker training at Southeast Missouri State University. This hybrid training assisted 20 individuals in their journey toward careers in community health and healthcare.
- In collaboration with College of Education, Health, and Human Studies, the Division of Economic and Workforce Development trained 50 candidates to work as Substitute Teachers. This two-day program taught individuals how to be an effective substitute teacher and how to engage successfully with students.
- During the fall semester, the Regional Professional Development Center (RPDC) worked with the College of Education, Health, and Human Studies faculty to create for-credit pathways for teachers pursuing Literacy Education for Teachers of Reading and Spelling training (LETRS). Approximately 750 teachers are enrolled with the RPDC in the LETRS, with 186 who took advantage of the graduate course credit offered by the university to further their education.

- Within the past year the Regional Professional Development Center has collaborated with 98 schools and school districts, conducting 2,337 events that engaged 12,954 participants.
- The University continues to engage with regional school districts through the new Educators Advantage Program. On December 9, three new school districts – Altenburg, Portageville, and Scott County R-IV (Kelly) – signed partnership agreements with the University to advance educational opportunities for their employees. There are now approximately 12 school districts participating in the SEMO Educators Advantage program.
- The table below provides a sample summary of activities, events, and meetings that the University President engaged in since the October Board meeting:

Engagement	No. of Engagements	Sampling of Engagements
Student Events	9	Athletic Events, Man & Woman of the Year, Scholarship Reception, Homecoming Events, River Campus Events, International Student Events
OVC & NCAA Meetings	1	Committees & Presidents'
Community Visits/Events	22	Alumni/Donor engagement, Cape Chamber First Friday Coffee, Cybersecurity event in St. Louis, Georgia donor visits, Cape donor dinner, Hispanic Chamber of Commerce of Metropolitan St. Louis, KRCU event, Court of Appeals Reception, Educator Advantage signings, United Way Event, Copper Dome Dinner, Coffee with the President in St. Louis, Mid-America Transplant event, meetings with Lake Erie College, City of Cape, Cape Girardeau Regional Airport and other university partners
Legislative Outreach & State Higher Ed Meetings	6	DHEWD Interim Committee Working Group, DHEWD Commissioner's Advisory Group, Cape Chamber Business Advocacy Coffee, Legislative Freshman Tour, Legislative Briefing
Board Meetings	4	AASCU, Cape Chamber, Southeast Missouri University Foundation

- In the last two years, the College of Humanities and Social Sciences has made several significant curricular changes to better serve our students and help to stabilize or even increase enrollment. In 2022, the College decided to break up the Global Cultures and Languages major. The major was intended originally to house anthropology and modern language options for students. The early data are promising. In the Fall 2024 census, enrollment in Anthropology was up to 35 majors—well above the second-year projection of 15 in our proposal. In the Fall 2024 census, enrollment in Spanish was up to 20 students—hitting our second-year enrollment projection.

- The Educator Preparation Programs have changed external accreditors from CAEP to AAQEP (Association for Advancing Quality in Educator Preparation). This decision was made over several years after which the College of Education, Health, and Human Studies leadership determined that AAQEP was the better fit. The Initial Accreditation Report was sent to AAQEP this fall and a virtual site visit occurred in October. The site visitor report sent to Southeast on November 19 did not indicate any major deficiencies or standards not met.
- The State Board of Nursing site visit team was on campus in October for an assurance visit. The report will not be available for some time, however, the exit survey indicated that the Department of Nursing has addressed all previous recommendations satisfactorily. The Department of Nursing is in the midst of a major curricular rebuild.
- In mid-November Southeast hosted the site visitors for the initial accreditation of the Master of Science in Athletic Training. The site visit team indicated during the exit interview that the program is compliant with the standards.
- On November 14th, the Harrison College of Business and Computing held its 6th annual Southeast Entrepreneurship and Economic Development Symposium, also known as SEEDS. The symposium allows the campus community to meet with regional business leaders and learn about current economic dynamics. This year's SEEDS was co-hosted in collaboration with the Cape Girardeau Area Chamber of Commerce and attracted over 175 attendees. Students and faculty had the opportunity to hear presentations given by expert speakers from the International Economic Development Council, Federal Reserve Bank of St. Louis, National Public Radio, and a panel of business owners from the southeast region of Missouri.
- The department of Biology continues work on collaborative programs with Lake Erie College of Osteopathic Medicine (LECOM). In addition to the Early Acceptance program, LECOM has agreed to move forward with the planning and development of a 3+1 program where students will begin their bachelor's degree with SEMO and transfer to LECOM's master's degree for their fourth year. Upon completion of the master's degree, students will reverse transfer coursework back to SEMO for completion of their bachelor's degree. This 3+1 will accelerate their progress of completion of both a bachelor's degree and their master's degree, prepare them for entry into LECOM's medical programs, and will be available to students that are not part of the Early Acceptance Program.
- The 3rd Annual Women in STEM Event Celebrating Women in Science, Technology, Engineering, and Mathematics was held on Friday, November 15th in the River Campus Atrium. The first panel consisted of four SEMO alumnae who each not only received a STEM degree but also hold the distinction of being the first in their families to graduate from college: Ms. Cheryl Chittenden, Ms. Lindsey Luebbers, Dr. Twila Mason, and Ms. Marissa Wright. The second panel consisted of three SEMO alumnae who received a STEM degree and are currently employed at SEMO as faculty members: Ms. Hannah Kilburn, Dr. Samantha Siemers, and Ms. Caroline Thornburgh.
- The Department of Music has completed 65 recruiting events this Fall that include individual faculty meetings with students at schools, exhibition performances by the SEMO Marching Band at 3 large events, a St. Louis tour by the Choral program, recruitment/audition days on-campus, and clinics at events given by faculty members. Additional recruiting efforts will continue into the Spring semester.

- The Department of Music has hosted 27 concerts and recitals this Fall ranging from student recitals and major ensemble performances to hosting a touring Bluegrass Band and the Grammy-winning St. Louis Symphony Orchestra.
- Southeast Missouri State University's award-winning student newspaper, the *Arrow*, brought home eight national awards from the Fall National College Media Convention held in New Orleans on Oct. 30-Nov. 2. The convention, sponsored by the Associated Collegiate Press (ACP) and the College Media Association (CMA), showcased the best in student journalism from across the country. Dr. Tamara Buck, chair of the Department of Mass Media, accompanied six students to the event: Lily Niebrugge, Kora Siebert, Olivia Ketcherside, Blake Schowalter, Andon Christian, and Wesley Perez Vidal. The students earned recognition across a wide variety of categories, highlighting their versatility and skill in digital, print, audio, and video journalism.
- Dr. Tamara Buck and students Lily Niebrugge, Kora Siebert, and Olivia Ketcherside participated in a peer-reviewed panel titled "Using AI in the Editorial Process." The session, which was attended by more than 70 conference-goers at the Fall National College Media Convention, explored how the *Arrow* has incorporated artificial intelligence into its content management system (CMS) to improve story organization, eliminate bias, and streamline the editorial process. The panel provided valuable insights into how AI can be used ethically and efficiently in the newsroom, addressing both the benefits and challenges of this emerging technology.
- In November, students and faculty from the Dobbins Conservatory of Theatre and Dance presented the classic Rodgers and Hammerstein's *Oklahoma!* Each night was sold out for this production.
- Title III grant funding was approved for year four and continues to make progress toward its objectives of increasing retention and graduation rates. The year four award total is \$442,427.00. In order to support faculty as part of the Strategic Enrollment Plan, the University is in the process of hiring two new instructional designers and a Director for the Center for Teaching and Learning to support course development and increase excellence and effectiveness in teaching.
- The Office of Graduate Studies is collaboratively working with Archer, Graduate Services, and Graduate Admissions to develop a plan to recruit and retain graduate students in our programs. Archer has completed a readiness assessment and discovery interviews with the following vertical areas: Business, Education, Technology, Healthcare, and Social Sciences to understand program needs and build recruitment strategies successfully.
- On November 14 the Interfraternity Council (IFC) hosted a Greek Connections program for fraternity members entitled, "Interrupting the Law with common Fraternal Issues." The program included a panel of three individuals, all of whom are members of a national fraternity. The three panelists were Mark Welker, Cape Girardeau County Prosecuting Attorney, attorney Kyle Lorine a SEMO alum and owner of Lorine Law Center in Jefferson City, and Trae Mitten, SEMO Dean of Students. Nearly 400 fraternity members attended, and a variety of topics were discussed including individual and organizational negligence, organizational liability for actions by individual members, legal issues involving alcohol, and sexual assault. The panelist provided first hand accounts of how the legal system can impact them and their families, as well as providing specific examples of how the legal system operates. Multiple students asked questions of the

panelists about myths or beliefs they had related to the legal system and many students remained after the event to speak with one or more of the panelists. Feedback from the students was overwhelmingly positive and both attorneys thanked the University for supporting the event.

- On November 16, the SEMO club cricket team hosted a tournament that included four club sports cricket teams including the SEMO team, St. Louis University (SLU), Washington University, and a team of SEMO Alumni. The SEMO club team took second place in the tournament, finishing behind SLU.
- On November 22, the University hosted the Missouri Scholastic Esports Federation (MOSEF) invitation tournament. A total of 20 high schools participated, with more than 250 high school students and 36 coaches joining the event. This is the fourth year the University has hosted the tournament, which has grown from 11 high schools in 2021 to its current level. The event is managed by Recreation Services, with help from the eSports club and the Information Technology department.
- On November 22, Dr. Bruce Skinner, Associate Vice President for Student Life, received the Greater St. Louis Area Council Scouting STEM Cosmos Award. This award recognizes Dr. Skinner's record of service to scouting and his development of a residential STEM merit badge program at SEMO, the first program of its kind in the country. The first SEMO STEM On CAMPus program was held in 2014 and has been offered annually since that time. STEM On CAMPus is a three-night residential camp for 11-17 year old boys and girls. The event attracts 50-75 students every summer. Approximately 20 badges are offered annually and attendees typically complete 4-6 badges during the camp. The badge curriculum is taught in SEMO classrooms by SEMO faculty on topics ranging from agriculture to zoology. Today, similar programs are offered at two other Midwest universities.
- After a national search, Amy Napper began as Budget Director on Oct. 14. Amy started at SEMO as a buyer in the Purchasing office before being promoted to senior buyer and then accepting a position as the assistant director of administration for Facilities Management. She has actively served the University community as a member and past chair of Professional Staff Council. Amy earned a B.S. in mass communication and an MBA in accounting both from SEMO.
- SEMO and Mercy Southeast recently announced an extension of their orthopedic and sports medicine partnership. The parties signed a five-year extension where Mercy Southeast will continue to provide orthopedic and sports medicine services for the university's NCAA Division I athletics program. The contract extension also includes the university's intramural and club sport participants as well as the performing arts students. Additionally, all certified full-time athletic trainers will be provided by Mercy Southeast.
- SEMO Athletics is currently 2nd in the OVC Commissioner's Cup standings after completion of the fall sport seasons.
- The SEMO Football team recently concluded their 2024 season. The Redhawks hosted an FCS playoff game for just the third time in school history and reached as high as #6 in the national rankings during the season.
- SEMO Volleyball won the 2024 Ohio Valley Conference regular season, giving the program its 11th regular season championship. The team concluded the 2024 season in the first round of the Women's National Invitational Volleyball Championship.

- The total for the *Transforming Lives* Campaign is currently \$50.3 million, which is 84% of goal.
- On Thanksgiving Day, 368 scholarship donors received a gratitude video message from President Vargas and their student recipients. Nearly 800 student videos were sent.
- On November 12, 51 benefactors and advancement team members attended a dinner and musical performance at Ciao Ristorante in Cape Girardeau, hosted by President Vargas and Pam Vargas. This donor stewardship event was sponsored by alumnus Bruce Wissore '69 highlighted by music led by him and alumnus Bruce Wissore '69, Dwayne Hilton, the official organist of the St. Louis Cardinals and four student performers.
- In partnership with SEMO Athletics, \$60,000 in funding was secured for the construction and installation of a temporary press box at the stadium, which allowed the University to host a home playoff football game.
- University Advancement implemented a new calling software for student Phonathon calling. This system allows more flexibility, ease of use and more efficiency while saving \$5,000 a year in budget.
- On October 16 President Vargas and members of University Advancement traveled to Mid-America Transplant to engage with and update alumni in the St. Louis area for "Coffee with the President". There were 27 alumni in attendance.
- Homecoming week 2024 started with the Retired Faculty and Staff Brunch on Monday, October 21. There were 75 retirees in attendance. The Annual Scholarship Reception was held on October 25 with over 400 students and scholarship contacts in attendance. The annual Copper Dome Society Dinner and Alumni Awards followed the Scholarship Reception.
- The Charles Stamp Cyber Command Center, a first of its kind in the state of Missouri built in collaboration with IBM, was officially dedicated on October 25, with a ribbon-cutting ceremony. The facility's development was made possible by support from the State of Missouri and a lead campaign gift of \$1 million gift from Charles Stamp, a 1971 SEMO graduate, who is dedicated to advancing educational opportunities for future cybersecurity professionals.
- Alumni Relations hosted a tailgate in St. Charles, MO before the Lindenwood football game. The day was rainy and cold, but fans braved the weather to tailgate with the Alumni Association. Those not wanting to brave the weather gathered at Helen Fitzgerald's at a watch party.
- KRCU welcomed NPR's Chief Economics Correspondent, Scott Horsley to campus on November 13 and 14. Multiple events ensued including a private donor reception for KRCU circle members with 50 in attendance, a community fundraising breakfast with 70 in attendance, a special edition studio interview for Focus on Southeast, and a fireside chat lead by KRCU General Manager Dan Woods, at the Southeast Entrepreneurship and Economic Development Symposium, a collaborate effort with The Cape Chamber and Southeast Missouri State University's Harrison College of Business & Computing.
- Mr. Zaki Ali, a 1987 SEMO alum, has been named the keynote speaker for the annual Dr. Martin Luther King, Jr. Celebration Dinner. The dinner will be held on January 23, 2025 at the Show Me Center.
- Dr. Natissia Small, a SEMO alumna, has been named as the keynote speaker for the Power of Women Luncheon. Small is the CEO of the Girl Scouts of Eastern Missouri.

STUDENT PRESENTATION

University President Vargas introduced Mr. Kendal Lewis. Dr. Vargas shared that Kendal is from Memphis, TN, and is a senior majoring in Mass Communication: TV & Film and minoring in Sports Management. He stated that Kendal serves as a Social and Content Coordinator and Youth Coach for the Memphis Grizzlies, as well as a Presidential Ambassador on campus, among other roles.

Following the introduction, Mr. Lewis was asked to share his experience at Southeast.

Mr. Lewis thanked University President Vargas for the introduction and stated he was grateful for the opportunity to visit with the board. He stated that he started his higher education journey at a community college in Memphis and then toured SEMO and was impressed by the mass media facilities at Grauel Building and the Rust Center for Media. Since being at SEMO, Mr. Lewis stated that it has felt like home and that his transition has been easy and seamless. He stated that he plans to graduate in December 2025 and hopes to pursue a career in video and film production and possibly even sports media.

Throughout Mr. Lewis' remarks, the Board asked many questions and engaged in much discussion. The board thanked Mr. Lewis for his remarks and wished him well in his future endeavors.

REPORT FROM STUDENT GOVERNMENT

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

In her report, Ms. Pobst stated that SGA has passed a number of By-Law changes and remains focused on campus beautification. She stated that SGA is working to make the body more accessible to students and prospective students, and is trying to better connect with the student body by holding more forums and events. Ms. Pobst also noted that this is the first semester that SGA has a Public Relations Chair, whose main job is to promote SGA to the student body. Looking ahead to the spring semester, she noted that SGA will hold elections and they hope to finalize a contract to replace existing parking meters with QR code scanners so individuals can pay with their phones. She shared that some of the conversation amongst SGA members in the fall focused on enrollment, and she anticipates some conversations in the spring will focus on the student experience. Ms. Pobst commented that one item SGA is planning to continue to research is the possible implementation of mobile IDs, however, she noted that the cost may be prohibitive.

REPORT FROM FACULTY SENATE

University President Vargas introduced Dr. Jenny Cropp, the 2024-2025 Chair, to provide a report to the Board.

Dr. Cropp began her remarks by thanking fellow Senate Officers, Dr. Jenna Moore and Dr. Joe Murphy for work they have done throughout the semester due to the transition of Senate's Administrative Assistant to another office on campus. She then shared some highlights of Senate's work during the semester which included hosting guest speakers to discuss enrollment, assessment, and the Archer partnership; passing resolutions related to designating a Senate liaison to SGA, graduation, and canvas calendar notifications for smart evaluations for course evaluations. Dr. Cropp noted that the spring semester will focus on possible legislation related to the academic calendar, teaching during absences, updating language in the Faculty Handbook regarding grievances, and potentially looking at faculty designations.

REPORT FROM PROFESSIONAL STAFF COUNCIL

University President Vargas introduced Mr. Dustin Hopkins, the 2024-2025 Chair of Professional Staff Council (PSC), to provide a report to the Board.

Mr. Hopkins shared that PSC hosted their annual appreciation breakfast, which was attended by about nearly 175 staff. He also noted that PSC has hosted guest speakers at their meetings to discuss enrollment, human resources and Southeast online. Mr. Hopkins commented that quarterly meetings between PSC leaders and University President continue, and that the organization had a great collaborative event with Faculty Senate and CTS honoring the Department of Public Safety. Looking ahead, Mr. Hopkins stated that PSC is hoping to complete a satisfaction survey for professional staff, they plan to request an increase in the annual PSC budget, they will be inviting more speakers to meetings, they are working on a professional staff new hire tool kits, they will continue to collaborate with the other employee groups, and they will be visiting with the Benefits Subcommittee to explore ideas that could potentially be presented to Administration for consideration.

REPORT FROM CLERICAL, TECHNICAL, SERVICE STAFF COUNCIL

University President Vargas introduced Ms. Dayna Northington, the 2024-2025 Chair of the Clerical, Technical, Service Staff Council (CTS), to provide a report to the Board.

Ms. Northington began her report by noting that as of Oct. 25, CTS represents about 150 employees, with a majority having been at SEMO for 1 year or less. She stated that during the fall they hosted mid-year elections for voting members and have hosted guest speakers at meetings. Ms. Northington shared that CTS hosted its annual CTS Day on Oct. 17 and that their quarterly meetings with President Vargas continue. She advised the Board that CTS has formed an Ad Hoc Committee to look at changes to staff designations, which they believe would provide opportunities for individuals to level up and create a pathway to retain employees at the University. However, they realized it was likely too large of a task for CTS to tackle on its own. CTS also has interest in looking at salary compression and how to provide staff with more professional development opportunities. Lastly, Ms. Northington noted that CTS will continue to review its By-laws for any appropriate changes and they want to review the extra ordinary merit

program, particularly since the program remains on the books despite not being funded since 2021.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE ITEMS

Academic Program Changes

Governor Smith, Chairman of the Academic and Student Engagement Committee, called upon Dr. Doug Koch, Interim Provost to present the following academic programs changes for consideration [Attachment E]:

- Approve the deletion of the Minor in Public Health.
- Approve the deletion of the BS in Public Health program.
- Approve two new Options, Environmental Health and Biogeotechnology within the BS in Environmental Science.
- Approve the deletion of the BS degree in Emergency Preparedness.
- Approve a new MS in Emergency Management and Preparedness.
- Approve the new Minor in Emergency Management and Preparedness.
- Approve a new BS degree in Game Development.
- Approve a title change of the Minor in Jazz Studies to a Minor in Jazz and Commercial Music.

A motion was made by Governor Martin and seconded by Governor Moore to approve the academic program changes [Attachment E]. The motion carried unanimously.

FINANCE & AUDIT COMMITTEE ITEMS

Annual Audit & Financial Statements

Board President Klocke called on Dr. Gerald Shields, Interim Vice President for Finance and Administration, to present a motion to approve the acceptance of the University's annual financial statement, the Systems Facilities financial statement, and the Single Audit Report for the year ending June 30, 2024, from RubinBrown, LLP. [Attachment F].

After the reading of the motion, Board President Klocke called for any additional discussions or questions in follow-up to the work session presentation on the audit. Hearing none, she called for a motion.

A motion was made by Governor Martin and seconded by Governor Smith to approve the acceptance of the University's annual financial statement, the Systems Facilities financial statement, and the Single Audit Report for the year ending June 30, 2024, from RubinBrown, LLP [Attachment F]. The motion carried unanimously.

Report Items

Board President Klocke, reminded board members of the reports provided during the Thursday work session regarding contracts and facilities management, budget to actual, and personnel and asked if there were any additional questions or discussion. Hearing none, the board continued with the agenda.

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) of the Revised Statutes of Missouri.

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

The Open Session was recessed at approximately 10:07 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 10:24 a.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

During Closed Session the Board of Governors took the following action:

- By a vote of 5 to 0 the Board approved the minutes of the Board's October 4, 2024 Closed Session meeting. Governors Klocke, Martin, Moore, Smith, and Robinson voted to approve. Governor Limbaugh was absent from the meeting.
- The Board had conversations with legal counsel per RSMo 610.021(1) pertaining to legal matters. No action was taken.
- By a vote of 5 to 0 the Board voted to adjourn Closed Session and Reconvene Open Session. Governors Klocke, Martin, Moore, Robinson, and Smith voted to approve. Governor Limbaugh was absent from the meeting.

CONSIDERATION OF MOTION TO ADJOURN

Prior to a motion to adjourn, Board Secretary Martin directed board members to a list of future meeting dates in their materials [Attachment J].

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

The meeting adjourned at approximately 10:27 a.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

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

**MINUTES OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
EXECUTIVE COMMITTEE
HELD ON THE
TWENTY-FIRST DAY OF NOVEMBER 2024**

The Southeast Missouri State University Board of Governors Executive Committee convened on Thursday, November 21, 2024, at approximately 8:34 a.m. Attendees included Mrs. Tina L. Klocke, President of the Board; Mr. James P. Limbaugh, Vice President of the Board; Dr. Carlos Vargas, University President; and Mr. Christopher R. Martin, Board Secretary.

Board of Governors Executive Committee Items

Board Secretary Martin presented draft minutes for the August 29, 2024 Executive Committee meeting, along with a draft charter for the committee for review and discussion. There were no issues or concerns with either document. Board leadership asked that copies of both the minutes and the charter be included in the December board packet as an informational item for all board members.

The committee also discussed the need to schedule dates for 2025 Board Executive Committee meetings. It was agreed that Board Secretary Martin would follow-up on this with the new board officers following the December board meeting.

December Board of Governors Meeting

The Committee reviewed draft agendas for the December 12 and 13 meetings. During review, University President Vargas provided comments on the university audit and noted that a representative from RubinBrown would be present at the Dec. 12 work session to present the audit. University President Vargas also called attention to the Facilities Management Report, sharing that full approval had been received from the Health Resources and Services Administration (HRSA) to proceed with the planned health sciences building. He also provided an update on the temporary press box structure at Houck Field that was discussed during the October board meeting commenting that it had been completed expeditiously and was funded entirely with private donations. Board Secretary Martin reminded board leadership that board elections will need to be conducted at the December meeting. Due to Board Vice President Limbaugh's likely absence from the Dec. 13 board meeting, it was requested that elections be held at the end of the Dec. 12 work session. Lastly, the Committee also reviewed proposed 2025-2026 Board of Governors meeting dates and discussed logistics for the Board Holiday Reception.

Cheney Hall Opportunity

University President Vargas shared that there was nothing new to report regarding the potential opportunity concerning Cheney Hall, but that an update at the February Board of Governors meeting may be appropriate. He pledged to keep everyone update.

Legislative Engagement

Board Secretary Martin reported that the process to identify a new State Legislative Advocacy Consultant was complete and that a contract was executed with Nexus Group.

University President Vargas shared that a Legislative Briefing will take place December 12 and asked Board Secretary Martin to review the tentative agenda. Board Secretary Martin stated that invitations had been extended to regional legislators and staff for federal officials. He also noted that the agenda would be like previous years, including a University Update and a review of 2025 Legislative and Budget Priorities.

Lastly, University President Vargas advised board leadership that the University was asked to host a stop for the Legislative Freshman Tour, which will take place December 4.

Regional Sites

In follow-up to previous Executive Committee meetings, University President Vargas provided an update on opportunities related to the Malden Regional Campus and the University's facility in Sikeston.

Regarding Malden, he stated that things are on standby and that Dunklin County has informed him they are not interested in the facility. He shared that the Bootheel Youth Museum may be interested, however, he is getting mixed reports about their interest. University President Vargas noted his belief that Board member David Martin has had conversations with people about the facility but the feedback being shared with him is not consistent. University President Vargas advised board leadership that he is not going to take any more action regarding the Malden facility, and that the Board of Governors will have to determine next steps.

Regarding the Sikeston Regional Campus facility, University President Vargas stated that he has spoken to the Superintendent of Sikeston Schools and the City of Sikeston about transferring the facility to the school district. He shared that the city informed him they would have a meeting to discuss the offer and that someone would follow-up with the University. University President Vargas noted that he has yet to hear back from anyone with the City of Sikeston. University President Vargas noted his belief that Board member Lloyd Smith has had conversations with people about the facility and suggested board leadership may want to talk to him. University President Vargas advised board leadership that he is not going to take any more action regarding the Sikeston Regional Campus facility, and that the Board of Governors will need to determine how it wants to proceed with use of the facility.

AGB Conference

University President Vargas asked Board Secretary Martin to facilitate a discussion on the 2025 Association of Governing Boards (AGB) Trusteeship Conference. Board Secretary Martin noted that the conference will be April 1-2, 2025 in Chicago, IL. Board leadership reflected on their attendance at the 2024 conference and suggested the same opportunity be extended to other board members. Board Vice President Limbaugh expressed his interest in attending again if the opportunity was available. Board Secretary Martin said he would follow-up after board elections and would coordinate registration and logistics for all attendees.

Miscellaneous Discussion

During miscellaneous discussion, University President Vargas provided comments regarding personnel. Board leadership thanked him for the discussion and stated they would trust his decision.

The meeting concluded at approximately 9:43 a.m.

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors

**MINUTES OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
EXECUTIVE COMMITTEE
HELD ON THE
TWENTY-NINTH DAY OF JANUARY 2025**

The Southeast Missouri State University Board of Governors Executive Committee convened on Wednesday, January 29, 2025, at approximately 8:00 a.m. Attendees included Mr. James P. Limbaugh, President of the Board; Mr. Lloyd F. Smith, Vice President of the Board; Dr. Carlos Vargas, University President; and Mr. Christopher R. Martin, Board Secretary.

Board of Governors Executive Committee Minutes

Board Secretary Martin presented draft minutes for the November 21, 2024 Executive Committee meeting. There were no issues or concerns with the minutes as presented.

February Board of Governors Meeting

The Committee reviewed draft agendas for the February 27 and 28 meetings. Per a request from Board Vice President Limbaugh, university staff will work to provide a copy of the University President's report in advance of the meeting so that members have a chance to review prior to the formal board presentation and discussion.

Board of Governors Committees

Board Secretary Martin advised that due to the election of officers at the December Board meeting, there is a need to identify new committee chairs and committee membership. After discussion, Board leadership stated they will ask Governor David Martin to serve as Chair of the Academic and Student Engagement Committee and Governor Andrew Moore to serve as Chair of the Finance and Audit Committee. Further, they stated the membership of both committees should be set as follows: Academic and Student Engagement – Governors Martin, Clancy-May and Student Representative Eftink; and Finance and Audit – Governors Moore, Klocke and Robinson.

Cheney Hall Opportunity

University President Vargas shared that there was nothing new to report regarding the potential opportunity concerning Cheney Hall, and that he was working to learn from the developer, what if anything, may be needed from the board in the months ahead. During discussion, some attendees expressed concern about committing the university to a long-term obligation absent additional information. To that end, Board President Limbaugh suggested that the developer be invited to the February board meeting for a presentation. University President Vargas stated he will continue to learn more from the developer, and if appropriate, he will consider inviting him to the February meeting.

Legislative Engagement

The Executive Committee discussed several items under Legislative Engagement:

- FY 25 Budget: University President Vargas reminded leadership of the \$37 million capital appropriation for the Modern Campus Transformational Project. He called on Board Secretary Martin to review some analysis he completed regarding other appropriations and shared that he and Mr. Martin had been in touch with the Commissioner of the Missouri Department of Higher Education and Workforce Development with some questions about SEMO's appropriation. University President Vargas shared that the language in the appropriation is confusing, not clear, and is potentially being applied inconsistently. He also noted that conversations have taken place with local legislators regarding the topic. Board leaders asked that University President Vargas continue to keep them updated.
- FY26 Budget: University President Vargas shared that all of the college and university presidents were invited to the Governor's Office for a preview of the Governor's budget proposals related to higher education. He noted that the Governor is recommending a core appropriation increase that is less than what the Coordinating Board for Higher Education recommended in September. There was also some discussion about other institutional priorities such as capital funding, funds for possible aviation expansion to include air traffic controller, and other initiatives.
- Degree Authority Legislation: University President Vargas called on Board Secretary Martin to summarize House Bills 90 and 616 and Senate Bill 11 regarding degree authority. Secretary Martin stated that legislation was enacted in 2018 that made the University of Missouri the sole offeror of several degrees such as professional doctorates and undergraduate engineering. He noted the proposed legislation would repeal this authority. It was the consensus of the Executive Committee that the university should monitor the discussions in the legislature, but not engage at this time, and continue to have conversation as necessary and appropriate.
- Sen. Bean's Taste of the South: there was discussion about Sen. Bean's Taste of the South event scheduled for Feb. 26. Board Secretary Martin stated that he would reserve hotel rooms in Jefferson City in the event individuals wish to attend.

AGB Conference

Board Secretary Martin reminded everyone of the dates for the 2025 Association of Governing Boards (AGB) Trusteeship Conference, April 1-2, 2025 in Chicago, IL. He shared that registration and flight information has been shared and noted he is available for questions should they arise in the weeks ahead. A copy of the tentative schedule was provided. University President Vargas suggested that everyone review the schedule and that it could be included on the next committee agenda for further discussion.

Personnel Updates

University President Vargas shared personnel updates regarding impacting the divisions of Finance and Administration, Academic Affairs, and Enrollment Management and Student Success.

Miscellaneous Discussion

During miscellaneous discussion, Board President Limbaugh shared information from the community that suggests Mineral Area College has plans for additional facilities expansion in Cape Girardeau County. He requested that the University keep the Board informed of any information they may learn.

The meeting concluded at approximately 9:49 a.m.

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors

HANNAH LYNCH

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EDUCATION

Southeast Missouri State University	Cape Girardeau, Missouri
Master of Science in Criminal Justice (3.75/4.0)	May 2025
Bachelor of Science in Criminal Justice	May 2023
Bachelor of Science in Psychology	May 2023
CERTIFICATION:	
Trauma & Resiliency Studies Certificate	May 2025
CITI Program Collaborative Institutional Training Initiative	Fall 2024

RELEVANT EXPERIENCE

St. Louis County Police Department	St. Louis, Missouri
Intern	June 2024- August 2024

- Assisted in Ride-On-Patrol with each of the eight County Police precincts throughout various shifts
- Worked with the Bureau of Research & Analysis in data entry of stolen vehicle reports being sent to the Federal Bureau of Investigation
- Participated in virtual-reality taser training at the Police Academy alongside law-enforcement instructors
- Assisted the CARE Unit in reorganizing their files related to orders of protection to enhance accessibility
- Gained firsthand experience in law enforcement response to emergencies and other procedures

RELEVANT RESEARCH

Thesis Research Paper <i>"Narratives of Justice: Exploring TikTok Users' Responses to Police Use of Deadly Force"</i>	
Oral Thesis Defense	March 2025
Student Research Conference Presentation	April 2025

WORK EXPERIENCE

Southeast Missouri State University	Cape Girardeau, Missouri
Graduate Assistant	August 2023- Current

- Offer mock interviews and review student resumes while navigating students educationally with connections
- Assist in running the Career Closet to serve as a resource for students to obtain professional clothing
- Hold presentations for classes and student organizations and offer one-on-one appointments to help launch a career

Olive Garden	Cape Girardeau, Missouri
Server	February 2021 – Current

- Stay up to date with menu changes, choices, and deviations and communicate such information to customers
- Serve food and beverages in a timely manner to patrons while handling currency for the restaurant
- Maintain awareness of customer dietary restrictions and allergies to ensure safe dinner experiences for guests

Host ♦ Certified Host Trainer

- Greet patrons as they arrive at the restaurant while assisting with reservations and guiding costumers to tables
- Optimize seating at different tables to ensure an even workload as well as an organized system
- Engage in ongoing training initiatives for newly hired hostesses while providing efficient directions

Jellystone Resort at Six Flags/Santa's Magical Kingdom	Eureka, Missouri
Activity Director ♦ Store Assistant ♦ Ornament Personalization	Seasonal 2020 – Current

- Help plan and lead camp programs for families and children staying on the campgrounds during summer months
- Supervise campers to ensure their safety and general well-being to ensure a stable and enjoyable environment
- Maintain the atmosphere and visual appeal of the store and assist with handling record-keeping for the park

CAMPUS INVOLVEMENT

Alpha Phi Sorority Alumni	August 2019 – May 2023
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- Participated in community service and leadership initiatives in collaboration with fellow sorority members
- Collected food and clothing for charitable organizations in the surrounding area such as Safe House for Women
- Organized and participated in blood donation events to assist the American Red Cross

VOLUNTEER

Humane Society of Southeast Missouri Certified Foster	August 2023- Current
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- Provide care for dogs undergoing heartworm treatment through administering medication and monitoring health
- Perform daily care including feeding, watering, and cleaning enclosures for rescued animals
- Collaborate closely with humane society including veterinarians and adoption coordinators



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873[®]

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 28, 2025

Open Session

I. Motion to be Considered:

Approve the deletion of the Minor in Criminal Justice.

II. Background:

Justification: The Department of Criminal Justice, Social Work, and Sociology proposes to delete the Minor in Criminal Justice program. The Minor is being recommended for deletion to eliminate overlap and redundancy with the Criminology minor and enhance efficiency in course offerings. Efficiency will be enhanced by combining curriculum to create a comprehensive minor, Criminology & Criminal Justice.

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 _____

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



BOARD OF GOVERNORS
MOTION CONSIDERATION FORM

February 28, 2025

Open Session

I. Motion to be Considered:

Approve a title change of the Minor in Criminology to a Minor in Criminology and Criminal Justice.

II. Background:

Justification: This proposal recommends revising the Criminology Minor to become a Minor in Criminology and Criminal Justice, restructuring the curriculum to create one minor that combines both components and eliminates inefficiencies in course offerings. Key adjustments include adding 6 credits to the required courses for the Minor and removing 6 credits from elective options, keeping the total credit hours for the Minor at 18 credit hours. Adding relevant and required courses makes the minor more focused and appealing to a wider student base. This change is anticipated to increase demand for the Minor because it integrates theory and practice, making it more accessible to a wide range of disciplines including psychology, political science, and social work.

Current Minor in Criminology	Enrollment Fall 2020	Enrollment Fall 2021	Enrollment Fall 2022	Enrollment Fall 2023	Enrollment Fall 2024
	119	240	254	262	263
	Minors Awarded 2020	Minors Awarded 2021	Minors Awarded 2022	Minors Awarded 2023	Minors Awarded 2024

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 _____

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

Board of Governors

Motion Consideration Form (Title Change for Minor in Criminology to Criminology and Criminal Justice)

February 28, 2025

Page 2 of 2

	18	41	35	46	45
Current Minor in Criminal Justice	Enrollment Fall 2020	Enrollment Fall 2021	Enrollment Fall 2022	Enrollment Fall 2023	Enrollment Fall 2024
	98	113	104	98	89
	Minors Awarded 2020	Minors Awarded 2021	Minors Awarded 2022	Minors Awarded 2023	Minors Awarded 2024
	32	19	30	28	31



BOARD OF GOVERNORS
MOTION CONSIDERATION FORM

February 28, 2025

Open Session

I. Motion to be Considered:

Approve the proposed fiscal year (FY) 2026 Residence Life room and board rates, effective fall 2025.

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 FY26 budget that will be presented at a future Board of Governors meeting.

As shown in Attachment 1, the proposed FY26 average room rate increase is 3.4 percent, and the proposed average board rate increase is 3.0 percent. An average room and board rate increase of 3.3 is requested for FY26. The proposed room rate reflects inflationary factors impacting residence life operations, debt service obligations, and select facility maintenance projects. The proposed board rate increase reflects increases in food and labor costs. The CPI for food away from home, as reported by the US Bureau of Labor Statistics, increased 3.6% over the past year. The average combined room and board rate increase for the previous three years was 4.3%.

	Combined Room and Board Rate
FY25	5.0
FY24	5.0
FY23	2.8
Average	4.3

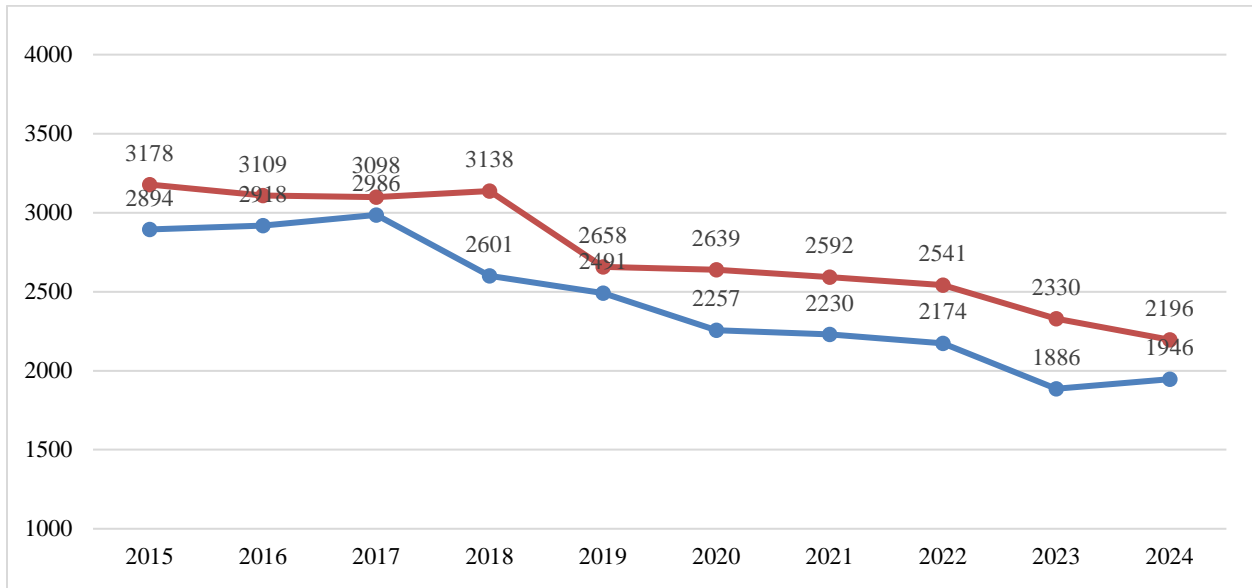
Recommended By:

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

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

As residence hall occupancy has declined (Chart 1), the University has modified the way residence halls and dining facilities are utilized. These operational efficiencies include transitioning some double-occupancy rooms to single-occupancy, closing aging facilities, and transitioning to a block meal plan to optimize use of resident dining facilities. The top line in chart 1 reflects the residence hall usable capacity and the bottom line the actual occupancy level.

Chart 1 Fall Census Residence Hall Capacity (red) and Occupancy (blue)



Residence Halls

The Residence Life system is comprised of 22 residential buildings including 10 residence halls, a five building Group/Greek Housing community, and four buildings in the Greek Village leased to fraternity housing corporations.

For many students, a private room is the desired living environment. To meet this demand both private rooms and designed single rooms are available. Students can contract a room in any residence hall as a private room, where space is available, at a rate that is 1.5 times the rate of a double occupancy room. Additionally, to meet increased demand for private rooms and to maximize the use of the space available, double-occupancy rooms in Towers South, Towers East, and Group/Greek Housing will be contracted as single rooms, with one set of furniture in the room.

The Greek Village, opened in FY17 and FY18, is occupied by four fraternity chapters: Pi Kappa Alpha, Sigma Chi, Sigma Nu, and Sigma Phi Epsilon. These facilities are owned by the University and are on-campus housing. Each house is leased to the chapter’s alumni House Corporation. Residents sign a contract with the chapter’s House Corporation, which pays an annual lease rate to the University. Occupancy records are managed by each House Corporation.

As new residence halls and the Greek Village were added to the housing system, the University gradually closed older facilities with significant deferred maintenance. Existing residence halls that are closed indefinitely include Cheney Hall, closed in FY16, Henderson Hall, closed in

FY19, and Dearmont Hall, where residential spaces closed in FY20 and the academic space closed in FY22. Most recently, Myers Hall closed in the summer of 2024 because of increasing maintenance and repair concerns. Significant MEP/FP (mechanical, electrical, plumbing, and fire protection) renovations are needed to maintain the facility as on campus housing and remain code compliant.

Board Plans

In collaboration with Southeast's dining services partner, Chartwells Educational Dining Services, known on campus as SEMO Dining, the University operates three resident dining facilities and 10 retail outlets, including:

<u>Resident Board Dining</u>	<u>Location</u>
Towers Landing	Towers Complex
St. Vincents Commons	Dobbins Center
Copper Dome Café	University Center

<u>National/Local Brand Retail</u>	<u>Location</u>
Starbucks	University Center
Subway	Scully
Panda Express	University Center
Chick-Fil-A	University Center
Grace Café	Dempster Hall

<u>Internal Brand Retail</u>	<u>Location</u>
Rowdy's	Towers Complex
Sushi w/Gusto	University Center
Burger 573	University Center
Smoked (BBQ)	University Center
Create Chop'd & Wrap'd (Salad)	University Center

In collaboration with Southeast, SEMO Dining completed several enhancements to the University's dining venues in summer 2024. These changes included an expansion of resident board dining options in the University Center with the opening of Copper Dome Café. Additionally, changes to the dining concepts at Towers Landing and St. Vincent's Commons were introduced based upon student feedback. Lastly, SEMO Dining launched the Starship Delivery Robots program in fall 2024. This program allows students and employees to order from multiple on campus dining locations and have their food or drinks delivered to their residence hall, office, or other on campus location. In summer 2025 the University and SEMO Dining will complete a minor renovation of the current Starbucks location and planning has begun for a summer 2026 renovation of the Chick-fil-A concept. This renovation includes new mechanical upgrades for some food service production areas in the University Center.

Attachment 1 FY26 Proposed Room and Board Rates

Room Contracts	Rates	
	FY25 Room Rate	FY26 Room Rate
Group/Greek double (overflow)	\$6,200	\$6,450
Group/Greek single	\$7,850	\$8,150
Towers East double (6 floors)	\$6,200	\$6,450
Towers East single (5 floors)	\$7,850	\$8,150
Towers South double (6 floors)	\$6,200	\$6,450
Towers South single (6 floors)	\$7,850	\$8,150
Community-style Subtotal	\$7,025	\$7,300
Dobbins Center	\$8,250	\$8,550
LaFerla	\$8,000	\$8,300
Merick	\$7,850	\$8,150
Towers North	\$7,850	\$8,150
Towers North premium (dbl w/private bath)	\$8,850	\$9,000
Towers West	\$7,850	\$8,150
Towers West premium (dbl w/private bath)	\$8,850	\$9,000
Vandiver	\$8,000	\$8,300
Suite-style Subtotal	\$8,188	\$8,450
Average	\$7,689	\$7,957
		3.4%

Board Contracts	Rates	
	FY25 Board Rate	FY26 Board Rate
Meal Plans		
Block 275 + \$448 Flex	\$3,810	\$3,900
Block 180 + \$842 Flex	\$3,300	\$3,410
Block 120 + \$1750 Flex	\$3,450	\$3,560
Block 75 + \$2320 Flex	\$3,700	\$3,820
Block 90	\$2,250	\$2,320
Average	\$3,302	\$3,402
		3.0%



BOARD OF GOVERNORS
MOTION CONSIDERATION FORM

February 28, 2025

Open Session

- I. Motion to be Considered:** Approve the award of a contract for University banking services to Commerce Bank for the period July 1, 2025, through June 30, 2029.

- II. Background:** State statutes require that the University bid daily banking services every four years. The University's banking services were last bid in 2021, resulting in a contract award to Commerce Bank for the period of July 1, 2021, through June 30, 2025.

The University issued Request for Proposal 6030 (RFP) mid-December for the University's daily banking services. The RFP provided potential vendors the opportunity to bid on any one or combination of three separate Scopes of Work. The first was the University's banking services, the second was a branch bank with full-service ATM and the final Scope of Work was for additional University ATMs. Each of those were responded to and evaluated separately.

Commerce Bank, Banterra Bank and Southern Bank all submitted offers to the RFP Scope of Work for the University's banking services. However, only Commerce Bank had the capability to meet all required services, therefore, Banterra Bank and Southern Bank were deemed non-responsive. The recommendation is to award the contract to Commerce Bank as the only responsive bidder.

Commerce Bank declined to bid on the Scope of Work for branch banking and full-service ATM as well as the Scope of Work for additional University ATMs. Banterra Bank and Southern Bank were also nonresponsive for those Scopes of Work. The University will continue to explore options available to provide some level of banking representation on campus as well as a possible ATM to support our students. We will issue another RFP if deemed necessary.

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 _____

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



BOARD OF GOVERNORS

February 27-28, 2025

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

Part II – Facilities Management Capital Projects Update Report

A. STATE AND/OR FEDERAL FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Tunnel Repairs Phase III–Tunnel 37	Summer 2025	In Progress.
Cyber Command Center Services, Consulting & Training Lab Const.	Fall 2024	Completed
Roy Blunt Health Professions Hall	TBD	Geotech/Geophysical report received and consultants are finalizing the construction documents.
Modern Campus Phase 3 – Multi Purpose Facility	TBD	Design in Progress.
Law Enforcement Academy Renovation	Summer 2025	Design in progress. Bid has been delayed.

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

PROJECT	ANTICIPATED COMPLETION	STATUS
Serena Roof Replacements	Summer 2025	Bids received, contract award in progress.
River Campus Seminary Roof Replacement	Summer 2026	Bids received, moving this project to summer 2026 due to funding.

*Facilities Management Progress Report
February 27-28, 2025*

Page 2 of 2

PROJECT	ANTICIPATED COMPLETION	STATUS
Kent Library N. Façade/Portico/Plaza Renovation	TBD	Schematic Design has been presented and the Foundation is raising funds.
South Chiller Plant	TBD	Design in progress.
USYC Playground Upgrade	Spring 2025	In progress.
Crime Lab Boiler Replacements	Fall 2024	Completed
Wildwood Path Improvements	Summer 2025	Contract awarded to Lappe Cement Finishing.
Wildwood Building Assessment	Spring 2025	Completed.
River Campus Chiller Overhaul	Spring 2025	In progress.
Chick-Fil-A Renovation	Summer 2026	Chartwells project. Design in progress.
Starbucks Renovation	Summer 2025	Chartwells project. Design in progress.
Vandiver Hall Roof Replacement	Summer 2026	Design firm selection in progress.
SRC West Gym Painting & Graphics	TBD	On hold per SRC Director. Funding being identified.
SRC Main Office Flooring Replacement	Summer 2025	Working with SRC staff on finish selections. Estimate to follow.
Towers North ADA Ramp Design	TBD	Design contract award to Lawrence Group. Design in progress.
Pole Barn Master Plan Phase 1	TBD	Design/Planning in progress.
Johnson Hall Room 200 Renovation	TBD	Design Contract awarded to Trivers Associates. Design in progress.
Rhodes Hall Room 121 Renovation	TBD	Design Contract awarded to Trivers Associates. Design in progress.
General Construction Contract 2024	Multiple projects 2024	Concrete Removal at Damaged Inlet – FM South Entrance - \$3,176 – Completed.
General Electrical Contract 2023	Multiple projects 2023	Replace H Frame Insulator - \$1,246 – Target Completion - Spring 2025
General Electrical Contract 2024	Multiple projects 2024	No projects currently.
General Plumbing Contract 2024	Multiple projects 2024	No projects currently.

Note: Shading indicates completed projects.

**FY'25 University Operating Budget to Actuals
Through January 2025**

All Funds

	FY25 YTD Actuals Through January	FY'25 Approved Budget	Actuals to Budget (%)	FY24 YTD Actuals Through January	YOY Comparison
Income:					
State Appropriations	31,271,401	53,608,108	58%	30,360,580 ▲	3.0%
Tuition Subtotal	65,774,826	65,971,315	100%	66,278,900 ▼	-0.8%
Less: Scholarships and Fee Waivers	(19,278,623)	(19,513,262)	99%	(19,002,037) ▲	1.5%
Tuition, net Scholarships and Fee Waivers	46,496,203	46,458,053	100%	47,276,863 ▼	-1.7%
Total Student Fees	10,990,401	11,140,038	99%	11,542,797 ▼	-4.8%
Tuition & Student Fees	57,486,604	57,598,091	100%	58,819,660 ▼	-2.3%
Other Income:					
Investment Income	3,719,862	1,980,000	188%	2,710,595 ▲	37.2%
State Grants and Contracts	151,939	-		727,505 ▼	-79.1%
Sales and Services of Academic Departments	2,005,254	2,555,100	78%	2,198,431 ▼	-8.8%
Sales and Services of Non-Academic Departments	24,995,181	28,583,343	87%	24,941,112 ▲	0.2%
Foundation Support	1,316,101	2,356,478	56%	135,808 ▲	869.1%
Athletics Revenues	588,000	1,881,510	31%	273,500 ▲	115.0%
Miscellaneous Income	4,332,008	6,097,462	71%	4,254,645 ▲	1.8%
Contingency Funds	-	1,650,000	0%	-	
Total Other Income	37,108,346	45,103,893	82%	35,241,596 ▲	5.3%
Total Income	125,866,350	156,310,091	81%	124,421,836 ▲	1.2%
Expenditures:					
Compensation					
Faculty/Staff Labor	47,630,511	94,858,172	50%	44,986,298 ▲	5.9%
Student Labor	1,556,952	2,829,354	55%	1,590,755 ▼	-2.1%
Total Compensation	49,187,463	97,687,527	50%	46,577,053 ▲	5.6%
Total Operating Expenditures	27,996,983	45,989,654	61%	29,209,330 ▼	-4.2%
Total Expenditures	77,184,445	143,677,181	54%	75,786,383 ▲	1.8%
Mandatory Debt Service	4,409,551	12,399,102	36%	1,423,242 ▲	209.8%
Net Operating Transfers	(281,199)	233,809	-120%	263,469 ▼	-206.7%
Total Transfers Out / (In)	4,128,352	12,632,911	33%	1,686,711 ▲	144.8%
Net Surplus / (Deficit)	44,553,553	0		46,948,742 ▼	-5.1%

**FY'25 University Operating Budget to Actuals
Through January 2025**

Education & General

	FY25 YTD Actuals Through January	FY25 Approved Budget	Actuals to Budget (%)	FY24 YTD Actuals Through January
<i>Income:</i>				
State Appropriations	31,271,401	53,608,108	58%	30,360,580
Tuition Subtotal	65,774,826	65,968,815	100%	66,278,900
Less: Scholarships and Fee Waivers	(13,699,303)	(13,202,680)	104%	(13,262,030)
Tuition, net Scholarships and Fee Waivers	52,075,523	52,766,135	99%	53,016,870
Total Student Fees	7,430,795	7,599,238	98%	7,859,521
Tuition & Student Fees	59,506,318	60,365,373	99%	60,876,391
Other Income:				
Investment Income	3,318,689	1,657,000	200%	2,710,595
State Grants and Contracts	-	-		-
Sales and Services of Academic Departments	233,464	347,060	67%	204,545
Sales and Services of Non-Academic Departments	381,142	193,800	197%	435,132
Foundation Support	741,455	1,274,387	58%	92,028
Athletics Revenues	-	-		-
Miscellaneous Income	1,647,561	1,524,150	108%	1,036,709
One-Time Funds	-	1,650,000	0%	-
Total Other Income	6,322,311	6,646,397	95%	4,479,009
Total Income	97,100,030	120,619,877	81%	95,715,980
<i>Expenditures:</i>				
Compensation				
Faculty/Staff Labor	38,941,700	78,657,623	50%	37,559,113
Student Labor	806,815	1,570,118	51%	746,099
Total Compensation	39,748,515	80,227,741	50%	38,305,212
Total Operating Expenditures	16,765,492	24,890,610	67%	16,989,257
Total Expenditures	56,514,008	105,118,351	54%	55,294,469
Mandatory Debt Service	2,738,767	3,981,793	69%	348,653
Net Operating Transfers	10,828,485	11,519,734	94%	9,887,552
Total Transfers Out / (In)	13,567,252	15,501,527	88%	10,236,205
Net Surplus / (Deficit)	27,018,771	-		30,185,306

**FY'25 University Operating Budget to Actuals
Through January 2025**

Designated Funds

	FY25 YTD Actuals Through January	FY25 Approved Budget	Actuals to Budget (%)	FY24 YTD Actuals Through January
Income:				
State Appropriations	-	-		-
Tuition Subtotal	-	2,500	0%	-
Less: Scholarships and Fee Waivers	(3,539,856)	(4,318,912)	82%	(3,672,208)
Tuition, net Scholarships and Fee Waivers	(3,539,856)	(4,316,412)	82%	(3,672,208)
Total Student Fees	1,684,328	1,665,300	101%	1,712,300
Tuition & Student Fees	(1,855,528)	(2,651,112)	70%	(1,959,908)
Other Income:				
Investment Income	-	-		-
State Grants and Contracts	151,939	-		727,505
Sales and Services of Academic Departments	1,771,770	2,208,040	80%	1,993,886
Sales and Services of Non-Academic Departments	1,479,366	2,336,978	63%	812,323
Foundation Support	105,071	525,000	20%	43,780
Athletics Revenues	588,000	1,881,510	31%	273,500
Miscellaneous Income	1,396,347	2,623,847	53%	1,822,233
One-Time Funds	-	-		-
Total Other Income	5,492,494	9,575,375	57%	5,673,227
Total Income	3,636,966	6,924,263	53%	3,713,319
Expenditures:				
Compensation				
Faculty/Staff Labor	6,187,273	11,687,823	53%	5,136,399
Student Labor	252,908	466,723	54%	329,126
Total Compensation	6,440,181	12,154,546	53%	5,465,525
Total Operating Expenditures	3,763,005	5,933,346	63%	4,317,036
Total Expenditures	10,203,186	18,087,892	56%	9,782,561
Mandatory Debt Service	-	-		-
Net Operating Transfers	(10,973,126)	(11,163,629)	98%	(10,555,075)
Total Transfers Out / (In)	(10,973,126)	(11,163,629)	98%	(10,555,075)
Net Surplus / (Deficit)	4,406,906	0		4,485,833

**FY'25 University Operating Budget to Actuals
Through January 2025**

Auxiliary Funds

	FY25 YTD Actuals Through January	FY25 Approved Budget	Actuals to Budget (%)	FY24 YTD Actuals Through January
Income:				
State Appropriations	-	-		-
Tuition Subtotal	-	-		-
Less: Scholarships and Fee Waivers	(2,039,464)	(1,991,670)	102%	(2,067,799)
Tuition, net Scholarships and Fee Waivers	(2,039,464)	(1,991,670)	102%	(2,067,799)
Total Student Fees	1,875,277	1,875,500	100%	1,970,976
Tuition & Student Fees	(164,187)	(116,170)	141%	(96,823)
Other Income:				
Investment Income	401,173	323,000	124%	-
State Grants and Contracts	-	-		-
Sales and Services of Academic Departments	20	-		-
Sales and Services of Non-Academic Departments	23,134,673	26,052,565	89%	23,693,657
Foundation Support	469,575	557,091	84%	-
Athletics Revenues	-	-		-
Miscellaneous Income	1,288,100	1,949,465	66%	1,395,703
One-Time Funds	-	-		-
Total Other Income	25,293,541	28,882,121	88%	25,089,360
Total Income	25,129,354	28,765,951	87%	24,992,537
Expenditures:				
Compensation				
Faculty/Staff Labor	2,501,538	4,512,726	55%	2,290,786
Student Labor	497,229	792,513	63%	515,530
Total Compensation	2,998,767	5,305,240	57%	2,806,316
Total Operating Expenditures	7,468,485	15,165,698	49%	7,903,037
Total Expenditures	10,467,252	20,470,938	51%	10,709,353
Mandatory Debt Service	1,670,784	8,417,309	20%	1,074,589
Net Operating Transfers	(136,558)	(122,295)	112%	930,992
Total Transfers Out / (In)	1,534,225	8,295,014	18%	2,005,581
Net Surplus / (Deficit)	13,127,876	-		12,277,603

SOUTHEAST MISSOURI STATE UNIVERSITY
November 2024

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 2024

ADDENDUM A

The following have been appointed as part-time faculty for the fall 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Behnken, Jennifer	Allied Health, Kinesiology, and Sports Sciences	\$2,811.00
Buchtmann, Megan	Art and Design	\$5,622.00
Dordoni, Benjamin	English	\$2,811.00
Follis, Chad	Agriculture	\$2,547.00
Jones, Kristin	Allied Health, Kinesiology, and Sports Sciences	\$3,396.00
King, Leigh	Nursing	\$2,264.00
Leoni, Debra	Allied Health, Kinesiology, and Sports Sciences	\$2,811.00
Phares, Alyssa	History and Anthropology	\$2,811.00
Rafferty, Robert	Music	\$3,087.00
Rushing, Christina	Child and Family Studies	\$2,811.00
Schumacher, Emma	Allied Health, Kinesiology, and Sports Sciences	\$5,622.00
Smentkowski, Nicholas	Music	\$3,396.00
Swoboda, Rebecca	Management	\$2,811.00
Wagganer, Sara	Allied Health, Kinesiology, and Sports Sciences	\$2,811.00
Wilson, Meghan	Art and Design	\$2,811.00

The following staff employees have been appointed as part-time faculty for the fall 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Holmes, Melissa	Agriculture	\$702.75
Jung, Deborah	Biology	\$1,405.50
Talbut, Mary	Leadership, Middle, and Secondary Education	\$3,087.00

SOUTHEAST MISSOURI STATE UNIVERSITY
November 2024

ADDENDUM B

Overload payments for fall 2024 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Baker, Christain	Nursing	\$2,811.00
Burk, Moretta	Nursing	\$3,396.00
Cameron, Joel	History and Anthropology	\$1,132.00
Job, Lisa	Nursing	\$2,264.00
Love, Hayley	Child and Family Studies	\$3,396.00
Randolph, Yvonne	Management	\$937.00
Ratliff, Chasity	Psychology and Counseling	\$850.00

SOUTHEAST MISSOURI STATE UNIVERSITY
November 2024

ADDEMDUM C

The following have been appointed as graduate assistants for the fall 2024 semester.

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

SOUTHEAST MISSOURI STATE UNIVERSITY
November 2024

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Agers, Connor	Program Specialist Online and Graduate Services	\$43,887.16	100	11/01/2024
Clodfelter, Jane	Dispatcher Parking and Traffic	\$27,456.00	100	11/18/2024
Dysinger, Kelli	Marketing Director Show Me Center	\$50,000.00	100	11/06/2024
Scott, Hayden	Support Service Staff Academic Support Services	\$35,547.20	100	11/18/2024

SOUTHEAST MISSOURI STATE UNIVERSITY

November 2024

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Davis, Donna	Support Staff/Driver Horizons Center	11/30/2024
Glueck, Cara	Assistant Director Horizons Center	11/30/2024
Hammock, Eric	Boiler Plant Technician I Journeyman Boiler Plant	11/30/2024
Johnson, Taylor	Events Manager Show Me Center	11/11/2024
Rohde, Linda	Nurse Horizons Center	11/30/2024
Ruehling, Lexi	Support Staff/Driver Horizons Center	11/30/2024
Stovall, Sara	Teacher Horizons Enrichment Center	11/30/2024
Upchurch, Shawwna	Administrative Assistant Early College Programs	11/04/2024
Wiggenhorn, Logan	Broadcast and Video Production Coordinator General Athletics	11/26/2024

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY

November 2024

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Dannenmueller, Lance	Carpenter Journeyman Buildings Department Maintenance From: \$50,627.00	Longevity Increase	11/17/2024
	Carpenter Journeyman Buildings Department Maintenance To: \$50,731.20		
Layton, Michael	Turf Specialist Journeyman Grounds Department Maintenance From: \$46,716.80	Longevity Increase	11/17/2024
	Turf Specialist Journeyman Grounds Department Maintenance To: \$46,820.80		
Jennings. Holden	Technology Specialist User Services From: \$46,307.92	Promotion	11/01/2024
	Network Systems Engineer Information Technology To: \$52,791.00		

SOUTHEAST MISSOURI STATE UNIVERSITY

December 2024

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>
Cecil, Dusha	Instructor - Criminal Justice, Social Work, and Sociology	12/31/2024
Thompson, Paul	Instructor - Music	12/31/2024
Woldearegay, Emrakeb Asefa	Instructor - Mass Media	12/31/2024

SABBATICALS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
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SOUTHEAST MISSOURI STATE UNIVERSITY

December 2024

ADDENDUM A

The following have been appointed as part-time faculty for the fall 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Allgier, Russell	Early College Programs	\$750.00
Anderson, Melanie	Early College Programs	\$1,875.00
Arnold, James	Early College Programs	\$900.00
Benkendorf, Sarah	Early College Programs	\$2,400.00
Best, Lisa	Early College Programs	\$75.00
Bill, Lawrence	Early College Programs	\$300.00
Bittle, Laura	Early College Programs	\$150.00
Blankenship, Staci	Early College Programs	\$1,125.00
Bohn, Richard	Early College Programs	\$1,650.00
Brands, Christina	Early College Programs	\$450.00
Bryant, Taylor	Early College Programs	\$3,150.00
Campbell, Rilee	Early College Programs	\$3,000.00
Clubbs, Bobby	Early College Programs	\$4,950.00
Cole, Joshua	Early College Programs	\$1,875.00
Colvin-Nelson, Brenda	Early College Programs	\$3,750.00
Cox, Justin	Early College Programs	\$75.00
Cross, John	Early College Programs	\$2,700.00
Davidson, Paul	Early College Programs	\$900.00
Davis, Jeffrey	Early College Programs	\$300.00
Eddy, Betty	Early College Programs	\$1,275.00
Edwards, Laura	Early College Programs	\$5,700.00
Elders, Jason	Early College Programs	\$4,725.00
Ernst, Laura	Early College Programs	\$225.00
Fallert, Halleh	Early College Programs	\$2,775.00
Farris, Olivia	Early College Programs	\$1,200.00
Green, Mary	Early College Programs	\$900.00
Green, Sara	Early College Programs	\$150.00
Hendricks, Sarah	Early College Programs	\$2,700.00
Hill, Michael	Early College Programs	\$900.00
Hinkle, September	Early College Programs	\$1,500.00
Horrell, Julia	Early College Programs	\$825.00
Hovis, Joshua	Early College Programs	\$150.00
Knippen, Amber	Early College Programs	\$5,850.00
Janzow, Micah	Early College Programs	\$4,575.00
Jarrett, Madison	Early College Programs	\$525.00
Jones, Gregory	Early College Programs	\$3,150.00
Kruth, Heather	Early College Programs	\$975.00
Landewe, Gerald	Early College Programs	\$5,550.00
Layton, Annita	Early College Programs	\$900.00
Layton, Ryan	Early College Programs	\$1,125.00

Lovelady, Kurt	Early College Programs	\$3,600.00
Magee, Brian	Early College Programs	\$600.00
Maus, Jonathan	Early College Programs	\$1,125.00
McElveen, Amy	Early College Programs	\$300.00
Middleton, Kerrie	Early College Programs	\$7,350.00
Miller, Blake	Early College Programs	\$675.00
O'Brien, Mary	Early College Programs	\$2,400.00
Patterson, Kelly	Early College Programs	\$75.00
Powell, Kelsey	Early College Programs	\$2,100.00
Redden, Vicky	Early College Programs	\$1,650.00
Rodgers, Tiska	Early College Programs	\$750.00
Roth, Tyson	Early College Programs	\$900.00
Rowland, Matthew	Early College Programs	\$1,650.00
Schaefer, Angela	Early College Programs	\$4,350.00
Seabaugh, Cheryl	Early College Programs	\$2,025.00
Seyer, Ellen	Early College Programs	\$3,900.00
Sheridan, Collin	Early College Programs	\$750.00
Shinn, Christina	Early College Programs	\$225.00
Small, Rilyn	Early College Programs	\$525.00
Stroder, Timothy	Early College Programs	\$1,725.00
Terrell, Fleta	Early College Programs	\$900.00
Tilmon, James	Early College Programs	\$825.00
Tornetto, Michael	Early College Programs	\$3,900.00
Walker, Jami	Early College Programs	\$675.00
Wilson, Jennifer	Early College Programs	\$4,200.00
Wolk, Christia	Early College Programs	\$2,700.00
Womack, Donald	Early College Programs	\$2,250.00

The following staff employees have been appointed as part-time faculty for the fall 2024 semester.

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

SOUTHEAST MISSOURI STATE UNIVERSITY

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ADDENDUM B

Overload payments for fall 2024 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amer, Suhair	Computer Science	\$150.00
Baldwin, Christopher	Political Science, Philosophy, and Religion	\$50.00
Bengtson, Jennifer	History and Anthropology	\$300.00
Bratberg, William	Leadership, Middle, and Secondary Education	\$350.00
Brubaker, James	English	\$100.00
Buck, Tamara	Mass Media	\$200.00
Caldwell, James	Management	\$50.00
Champine, James	Biology	\$200.00
Crawford, Phillip	Chemistry and Physics	\$250.00
Cunningham Ludwig, Christine	Marketing	\$50.00
Dudley, John	Engineering and Technology	\$500.00
Faber, Anthony	Child and Family Studies	\$100.00
Fluegge, Erin	Management	\$50.00
Franke, Marissa	Agriculture	\$100.00
Fritz, Kelley	Biology	\$150.00
Fulton, Susan	Communication Disorders	\$300.00
Garcia, Mario	Computer Science	\$50.00
Garner, Sara	Child and Family Studies	\$50.00
Griffin, Jeremy	Art and Design	\$100.00
Guimaraes, Mario	Computer Science	\$100.00
Hatcher, Laura	Political Science, Philosophy, and Religion	\$100.00
Heider, Jeremy	Psychology and Counseling	\$50.00
Henry, Jason	Biology	\$50.00
Islam, Shariful	Biology	\$50.00
Judd, Timothy	Biology	\$250.00
Kessler, Jonathan	Chemistry and Physics	\$50.00
Kirschman, Lucas	Biology	\$200.00
Krieger, Laura	Criminal Justice, Social Work, and Sociology	\$100.00
Li, Zhouzhou	Computer Science	\$250.00
Liu, Xiaoming	Computer Science	\$350.00
McAllister, Charles	Computer Science	\$50.00
McGill, James	Chemistry and Physics	\$50.00
Miller, Justin	Art and Design	\$50.00
Mills, Pamela	Chemistry and Physics	\$50.00
Mitra, Reshmi	Computer Science	\$250.00
Murphy, Joseph	Chemistry and Physics	\$100.00
Musgrave, Kevin	Communication Studies and Modern Languages	\$50.00
Noto, Quantella	Management	\$100.00
Obergoenner, Emily	Communication Disorders	\$50.00
Oman, Peter	Mathematics	\$100.00
Pace, Lesli	Communication Studies and Modern Languages	\$50.00
Radu, Monica	Criminal Justice, Social Work, and Sociology	\$50.00

Ramos, Adolfo	Allied Health, Kinesiology, and Sport Sciences	\$50.00
Randolph, Yvonne	Management	\$250.00
Rickard, Jennifer	History and Anthropology	\$100.00
Roy, Indranil	Computer Science	\$200.00
Ruggiero, Robert	Biology	\$50.00
Sargent, Kevin	Agriculture	\$50.00
Schmid, Morgan	Art and Design	\$200.00
Schwieger, Dana	Management	\$150.00
Sentell, James	English	\$50.00
Shadwick, Joshua	Criminal Justice, Social Work, and Sociology	\$50.00
Shaner, Sarah	Chemistry and Physics	\$50.00
Shen, Yiqun	Political Science, Philosophy, and Religion	\$50.00
Sides, Jason	Political Science, Philosophy, and Religion	\$50.00
Siegel, Dustin	Biology	\$200.00
Silwal, Sajan	Chemistry and Physics	\$250.00
Smith, Robin	Leadership, Middle, and Secondary Education	\$200.00
Sobba, Kristen	Criminal Justice, Social Work, and Sociology	\$100.00
Taylor, Michael	Biology	\$50.00
Thornburgh, Carrie	Mathematics	\$200.00
Tucker, John	Communication Studies and Modern Languages	\$50.00
Wagganer, Jason	Allied Health, Kinesiology, and Sport Sciences	\$200.00
Walling, Jeremy	Political Science, Philosophy, and Religion	\$200.00
Wang, Haohao	Mathematics	\$100.00
Yancey, George	Psychology and Counseling	\$400.00
Yuan, Juefei	Computer Science	\$150.00

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ADDEMDUM C

The following have been appointed as graduate assistants for the fall 2024 semester.

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

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STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Blankenship, Morgan	Senior Administrative Assistant Online and Graduate Services	\$30,160.00	100	12/16/2024
Hall, Brianna	Coordinator, Marketing and Engagement Athletic Development	\$43,888.00	100	12/16/2024

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STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Bunch, Madison	Assistant Football Coach Football	12/31/2024
Kuruppu, Anoja	Academic Coordinator TRIO/McNair Scholars Program	12/20/2024
McKee, Deborah	Senior Administrative Assistant College of Education, Health, and Human Studies	12/31/2024
Nelson, Heather	Head Soccer Coach Soccer	12/31/2024
Perry, Nikki	Lead Teacher University School for Young Children	12/09/2024
Starke, Joseph	Painter Journeyman Buildings Department Maintenance	12/31/2024
Wallhausen, Tre	Senior Network Systems Engineer Information Technology	12/31/2024
Weber, Evan	Medical Doctor Autism Center	12/20/2024
Veach, Montana	Support Staff/Driver Horizons Enrichment Center	12/31/2024

STAFF LEAVE WITHOUT PAY

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

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STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Derrington, Seth	Police Officer Cadet Department of Public Safety From: \$25,792.00	Promotion	12/13/2024
	Police Officer Department of Public Safety To: \$39,998.40		
Pepple, Staci	Budget Analyst Facilities Management From: \$51,103.15	Promotion	12/01/2024
	Assistant Director of Facilities Management and Accounting Facilities Management To: \$60,000.00		
Pullela, Madhu Sri Chowdary	Application Programmer IT Application Services From: \$49,980.00	Promotion	12/10/2024
	Data Engineer Information Technology To: \$69,998.65		
Tinney, William	Assistant Director, General Services Facilities Management From: \$84,864.00	Promotion	12/31/2024
	Associate Director of Operations Facilities Management To: \$100,000.00		