



NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this tenth day of May 2023, that the Board of Governors of Southeast Missouri State University will convene at 2:00 p.m., on Thursday, May 11, 2023, and again at 9:00 a.m. on Friday, May 12, 2023 in the Academic Hall Board Room on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

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

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

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Christopher R. Martin
Board of Governors' Secretary



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873[®]

BOARD OF GOVERNORS
2:00 p.m., Thursday, May 11, 2023
Academic Hall Board Room*

WORK SESSION AND
COMMITTEE MEETINGS
AGENDA

Committee Meeting Times are Estimated

1. General Business (2:00-2:10 p.m.)
(Governor Klocke)

- a. Welcome and Call to Order
- b. Roll Call of Members and Determination of Quorum
- c. Review Minutes of March 9 and 10, 2023 *(Attachment A)*
- d. Review Minutes of April 14, 2023 *(Attachment A)*
- e. Review of Resolution of Honor for Vivek Malek *(Attachment B)*

2. Academic & Student Engagement Committee (2:10-2:40 p.m.)
(Governor Smith)

- a. Review Items on Next Day's Agenda
 - i. Consideration of Academic Program Changes *(Attachment E)*
 - Harrison College of Business and Computing: New Program – BSBA in Business Analytics
 - Harrison College of Business and Computing: New Program – BS in Financial Econometrics
 - College of Education, Health, and Human Studies: New Program – Minor in Public Health
 - College of Humanities and Social Sciences: Program Deletion – BA - Philosophy
 - ii. Consideration of Conferring of Degrees for Spring and Summer 2023 *(Attachment F)*

3. Finance & Audit Committee (2:40-3:50 p.m.)
(Governor Limbaugh)

- a. Review Items on Next Day's Agenda
 - i. Consideration of FY2024 Tuition and General Fees *(Attachment G)*
 - ii. Annual Audits – Federal Single Audit *(Attachment H)*
 - iii. Progress Report on Contracts and Facilities Management *(Attachment I)*
 - iv. FY23 Operating Budget to Actual Report and FY24 Budget Planning *(Attachment J)*
 - v. Faculty and Staff Personnel Actions *(Attachment K)*

- 4. Break** (3:50-4:00 p.m.)
- 5. University President's Items** (3:45-4:15 p.m.)
 - a. Divisional Update – Finance & Administration
- 6. General Business** (4:15-4:30 p.m.)
 - a. Other Matters for Discussion
 - b. Review Schedule and Logistics for Next Day's Meeting



BOARD OF GOVERNORS MEETING
9:00 a.m., Friday, May 12, 2023
Academic Hall Board Room*

Open Agenda

Swearing-in Ceremony for Clayton Eftink, New Student Representative to the Board of Governors

1. General Business

(Governor Klocke)

a. Action Item(s)

- i. Welcome and Call to Order
- ii. Roll Call and Determination of Quorum
- iii. Consideration of Minutes of March 9, 2023 Work Session, March 10, 2023 and April 14, 2023 Open Session Meeting **(Attachment A)**
- iv. Consideration of Resolution of Honor for Vivek Malek **(Attachment B)**
- v. Consideration of Items Pertaining to Institutional Governance
 - o Amended & Reinstated Board of Governors By-Laws **(Attachment C)**
 - o Discussion of Creation of a Policy Register

2. University President's Items

(University President Vargas)

a. Report Item(s)/Information

- i. University President's Report
- ii. Department Update – Faculty Research Presentation – Dr. Jennifer Bengtson
- iii. Student Presentation **(Attachment D)**

- iv. Report from Student Government
- v. Report from Faculty Senate

3. Academic & Student Engagement Committee
(Governor Smith)

- a. Action Item(s)
 - i. Consideration of Academic Program Changes **(Attachment E)**
 - o Harrison College of Business and Computing: New Program – BSBA in Business Analytics
 - o Harrison College of Business and Computing: New Program – BS in Financial Econometrics
 - o College of Education, Health, and Human Studies: New Program – Minor in Public Health
 - o College of Humanities and Social Sciences: Program Deletion – BA - Philosophy
 - ii. Consideration of Conferring of Degrees for Spring 2023 and Summer 2023 **(Attachment F)**

4. Finance & Audit Committee
(Governor Limbaugh)

- a. Action Item(s)
 - i. Consideration of FY2024 Tuition and General Fees **(Attachment G)**
 - ii. Consideration of University's Single Audit from Rubin Brown for Year Ending June 30, 2022 **(Attachment H)**
- b. Report Item(s)/Information
 - i. Progress Report on Contracts and Facilities Management Projects **(Attachment I)**
 - ii. FY23 Operating Budget to Actual Report and FY24 Budget Planning **(Attachment J)**
 - iii. Faculty and Staff Personnel Actions **(Attachment K)**

5. General Business
(Governor Klocke)

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

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**MINUTES OF THE WORK SESSION
AND
COMMITTEE MEETINGS
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
NINTH DAY OF MARCH 2023**

The Board of Governors for Southeast Missouri State University convened in a Work Session on Thursday, March 9, 2023, at approximately 2:02 p.m., in the Academic Hall Board Room, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; and Mr. Lloyd F. Smith. Quorum having been established, Board President Klocke welcomed those in attendance and proceeded to the agenda.

Others in attendance included: Dr. Carlos Vargas, University President; Dr. Mike Godard, Provost; Dr. Debbie Below, Vice President of Enrollment Management and Student Success; Mr. Wendell Snodgrass, Vice President of University Advancement; Dr. Brad Sheriff, Vice President of Finance and Administration and Board Treasurer; Mr. Chris Martin, Chief of Staff and Board Secretary; Bruce Skinner, Kendra Skinner, Dan Presson, Tonya Wells, and Amanda Lincoln all from the University; and Mr. Ted Williamson from RubinBrown LLP.

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 reviewed the December 9 and 10, 2022 and January 9, 2023 meeting minutes, and facilitated a discussion on the proposed Board of Governors Statement of Expectations and Policy on Conflicts of Interest.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE

Governor Smith called on Dr. Mike Godard, Provost to preview the items for the next day's agenda, which consisted of a summary of proposed academic program changes in the College of Science, Technology, Engineering, and Mathematics, the Harrison College of Business and Computing, and the College of Humanities and Social Sciences.

FINANCE & AUDIT COMMITTEE

Governor Limbaugh called on Dr. Brad Sheriff, Vice President of Finance and Administration to preview the items for the next day's agenda. Dr. Sheriff began by providing comments related to FY2024 Budget Planning. Next, he, along with Dr. Debbie Below, Vice President for Enrollment

Management and Student Success provided a summary of the FY24 Residence Life Room and Board Rates. Lastly, Dr. Sheriff presented reports dealing with contracts and facilities management, FY23 Operating budget to Actual, and faculty and staff personnel items.

The Board also heard a presentation by Mr. Ted Williamson from RubinBrown LLP related to the university's Systems Facilities Audit and the NCAA Agreed Upon Procedures.

UNIVERSITY PRESIDENT'S ITEMS

Dr. Debbie Below, Vice President of Enrollment Management and Student Success, provided a divisional overview and update on Enrollment Management and Student Success.

Mr. Wendell Snodgrass, Vice President of University Advancement, provided an update on planning related to a comprehensive campaign.

GENERAL BUSINESS

Prior to adjournment, Secretary Martin provided an overview of logistics for the next day's (March 10, 2023) meeting.

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

The meeting adjourned at approximately 5:10 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
TENTH DAY OF MARCH 2023**

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, March 10, 2023, at approximately 9:03 a.m., in the Academic Hall Board Room, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; and Mr. Lloyd F. Smith. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, including, Dr. Mike Godard, Dr. Debbie Below, Mr. Wendell Snodgrass, Mr. Dan Presson, and Ms. Tonya Wells. Other attendees included representatives from Faculty Senate and Student Government, Dr. Bruce Skinner, Dr. Kendra Skinner, Ms. Lenell Hahn, Ms. Katie Krodinger, Ms. Sue Wilde, Mr. Alex Serdovych, and a reporter from *The Arrow*. Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; 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 Approval of Minutes of December 15 and December 16, 2022 [Attachment A]
- Consideration of Approval of Minutes of January 9, 2023 [Attachment A]
- Consideration of Statement of Expectations and Policy on Conflicts of Interest [Attachment B]

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.

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:

- In January, a group of university leaders traveled to Jefferson City to attend the Governor's Prayer Breakfast. The event also provided an opportunity to meet with southeast area legislators on the University's priorities for the legislative session.
- University representatives attended Sen. Jason Bean's 'Taste of the South' event on February 15. This was an opportunity to connect with other leaders throughout southeast Missouri and to showcase to other legislators all that our region has to offer.
- The University participated in the Cape Girardeau Area Chamber of Commerce's first advocacy day trip to Jefferson City. Joined by other members of the Cape Girardeau, Jackson, and Scott City Chambers, this trip provided an opportunity for regional leaders to come together and advocate for shared priorities such as public safety, education, and workforce development to help grow and promote our community.
- On February 17 to 19, four students from Southeast attended the Missouri Governor's Student Leadership Forum. Bringing together students from colleges and universities across Missouri, the Forum encourages students to be better individuals and leaders by focusing on decision-making, values and beliefs, and encouraging servant leadership. Representing Southeast were Mr. Gavin Chasteen, Ms. Mercy Lubeju, Ms. Lydia Pobst, and Mr. Tafadzwa Mlambo.
- On March 1, the Office of Career Services hosted its annual Career Expo. Nearly 500 students participated in the event that included 145 employers.
- The table below provides a sample summary of activities, events, and meetings that the University President engaged in since the December Board meeting:

Engagement	No. of Engagements	Sampling of Engagements
Student Events	7	International Student Reception, Carpe Diem, Athletic events, River Campus Events, Student Government engagements
OVC & NCAA Meetings	4	Committees & Presidents'
Community Visits/Events	11	Meetings with business/industry leaders, community events – Boy Scout STEM University, First Friday Coffee, Texas donor visits, Alumni Travel Trip, Regional Donor Outreach, Jackson Alumni Event, Bookstore Ribbon Cutting, Athletics Hall of Fame
Legislative Outreach & State Higher Ed Meetings	5	COPHE Meetings, Governor's Prayer Breakfast, Swearing-In for Treasurer Malek, Cape Chamber Legislative Coffee
Board Meetings	4	Cape Chamber, MAGNET, HETS

- Mr. Austin Cook, a 2022 graduate (Bachelor of Science in Athletic Training) and current graduate student (MS in Nutrition and Exercise Science) published a paper he wrote during his undergraduate studies. Mr. Cook's paper, titled "Buford Complex in a High School Softball Player with Glenohumeral Multidirectional Instability and Cubital Tunnel Syndrome with Ulnar Nerve Subluxation" appeared in the February 2023 issue of the *Journal of Sports Medicine and Allied Health Sciences*.

- SEMO's Women in Economics student organization participated in the St. Louis Federal Reserve Bank's Women in Economics February 24 Symposium.
- Students from several groups in the Departments of Art and Design, Mass Media and Marketing have been honored with 2023 Addys (American Advertising Awards).
- Dr. Joseph Jefferson, Associate Professor Music, was named as one of Yamaha Corporation's "40 Under 40" recipients for his work in jazz education at Southeast Missouri State University.
- Clayton Seabaugh, Christopher Mosher, Ethan Brown, Brendan Iverson, and Isaac Thorn, all students from the SEMO Jazz Ensemble were selected for the 2023 Missouri Music Educators Association All-collegiate Jazz Band and performed at the 2023 MMEA State Conference in Osage Beach, MO, January 2023.
- Southeast Missouri State University Press has a tradition of publishing local and regional authors and/or writing that focuses on our local and regional communities. The Press just finalized a contract for a book about the Girardeau family and the founding and naming of the city where our university resides. It should be available to the public in early 2024.
- Dr. Samantha Siemers (Agriculture), Ms. Marissa Wilson (Agriculture), and twelve student members of the SEMO Collegiate Cattlemen's Association attended the National Cattlemen's Beef Association (NCBA) convention in New Orleans, LA. NCBA is the premier event for anyone involved in the cattle business and industry. Students had the opportunity to attend educational seminars, network with industry professionals, and seek employment and internship opportunities at the convention.
- On March 3, the University's College of Humanities and Social Sciences, along with the Department of History and Anthropology, and the State Historical Society of Missouri hosted the 2023 National History Day Regional Contest on Southeast's campus in Cape Girardeau. This event included approximately 100 entries from K-12 public and private schools across southeast Missouri.
- On March 7, Southeast's College of Science, Technology, Engineering and Mathematics, along with many other organizations, sponsored the 2023 Southeast Missouri Regional Science Fair. This event, hosted on Southeast's campus in Cape Girardeau, featured approximately 150 projects completed by more than 200 students from junior high and high schools throughout southeast Missouri.
- For the 13th year, the University hosted Carpe Diem, an annual cultural celebration of the international student community enrolled at Southeast. More than 800 students and guests attended the event and sampled ethnic dishes, learned about different cultures and enjoyed entertainment performed by students from 17 nations.
- Southeast has been awarded a Top Ten Military Friendly Schools award for the 2023-2024 school year by VIQTORY media. The award is based upon the ratings for six benchmarks: Retention, Graduation, Job Placement, Repayment, Persistence, and Loan Default rates. For this year the University earned the highest honor as a "Top Ten" school, meaning the University is among the best 10% of schools rated.
- On February 9 the University and our Bookstore partner Follett Educational Products, hosted members of the campus and local community for a ribbon cutting to celebrate the store's remodel. Through new branding, fitting room upgrades, and other physical improvements the bookstore is better able to serve the Redhawk community. The funding for the remodel was made available as part of the contract the University has with Follett.

- The Redhawks men's basketball team won four games in four days to win the Ohio Valley Conference Championships and clinch the OVC's automatic berth into the NCAA Tournament. This is the second OVC Tournament title for men's basketball, and their first in 23 years. Chris Harris was named MVP of the OVC Tournament. With the OVC win, every Redhawks Athletics program has won at least one conference or national championship since 2019.
- After being picked to finish eighth prior to the season, the Redhawks women's basketball team took fourth in the OVC. They secured a victory over Morehead State in the quarterfinals of the OVC Tournament. With a 39-point victory, the Redhawks claimed the largest win in an OVC Tournament game in program history. The women's basketball team advanced to the semifinal round for the first time since 2020.
- Women's track and field won the 2023 Ohio Valley Conference Indoor Track & Field Championship. This is the eighth indoor title for the women's team, their first since 2013. The men's track and field team finished in third place.
- The President's Council Dinner will take place March 24. This event will celebrate donors to the Foundation and announce Harold and Hermena Holigan as the Friends of the University.
- The Fourth Annual Giving Day will take place March 22. This past year the Southeast Missouri University Foundation raised \$36,000. This year's goal is \$150,000 to celebrate the 150th Anniversary of the University.
- Staff from University Advancement traveled to Florida to host multiple alumni events and have meetings with donors. This outreach resulted in connecting with more than 40 alumni and supporters of the University. Additional alumni events will be held throughout Missouri and other parts of the country throughout the spring and summer.

University President Vargas also provided the board an update on the Houck Project and the status of budget conversations with legislature.

PARTNERSHIP UPDATE

University President Vargas introduced Mr. Kevin Lee, Dr. Linda Heitman, and Dr. Floyd Lockhart to provide a presentation on the University's partnership with Mid America Transplant (MAT).

Mr. Lee, President and CEO of MAT, provided an overview and history of MAT. He described how organ and tissue donations works and talked about MAT's state-of-the-art facility in St. Louis. He commented on Southeast Missouri State University's partnership with MAT, and noted that the University's level of collaboration is at a very high level.

Dr. Heitman noted that the partnership with MAT began when she was teaching in the University's nursing department, and she worked to incorporate a critical care course into the curriculum. As of the end of fall 2022, the curriculum has educated over 3,000 students at 12 institutions of higher education.

The Board thanked MAT representatives for their attendance.

STUDENT PRESENTATION

University President Vargas introduced Mr. Alex Seredovych for the student presentation. Dr. Vargas shared that Mr. Seredovych is from Lviv Ukraine. He is a senior majoring in Computer Science and plans to graduate in May. Alex is President of The Competitive Programming Club at Southeast and also served as Vice President of the Computer Science Club and Treasurer/Vice-President of the Artificial Intelligence Club. Projects that Alex has worked on at Southeast include COVID Exposure Visualizer (Java/Java FX), Mock Banking System (C/C++ UI), and Turing Machine Simulator (Java). He currently works at Vizient, located in Cape Girardeau, as a Full-Stack Software Engineer and previously worked as an IT Assistant here at Southeast and also as an IT Technician/Web Developer with DRSO Travel Agency. Following the introduction, Mr. Seredovych was asked to share his experience at Southeast.

Mr. Seredovych thanked University President Vargas and the Board of the Governors for the opportunity to attend the meeting. He stated that although he is from the Ukraine, he has been at Southeast for eight semesters. During this time, he has met great people and has had many good experiences. Alex noted that when he was searching for schools to attend in the United States, he was focusing on schools with strong computer science and cybersecurity programs and that offered many extracurricular activities. While at Southeast he has been involved in many clubs and organizations. Alex commended the faculty at Southeast and said that many of them have been influential in him achieving his goals and academic success. He talked briefly about the challenges that international students face, but stated that the Southeast international community provides great support to the students.

Following Mr. Seredovych's remarks, the Board thanked him for his remarks and extended their best wishes as he begins his professional career.

REPORT FROM STUDENT GOVERNMENT_

University President Vargas introduced Mr. Joel Philpott, Student Government Association (SGA) President, to provide an update to the Board.

Mr. Philpott provided an update on SGA's work to provide funding to different student organizations, and he shared that SGA distributed a survey to help identify ways that the organization could improve efficiencies and streamline its operations. Mr. Philpott stated that SGA is supporting the Power of Women event and the 150th Kickoff Celebration, and that they are working to recruit a graduate assistant to assist in the launch of a new information platform. An update on SGA committees, and college-specific initiatives was also provided.

Following Mr. Philpott's remarks the Board thanked him for his report and encouraged him and other students to continue being ambassadors for the University.

REPORT FROM FACULTY SENATE_

University President Vargas introduced Dr. Kim Louie, the 2022-2023 Chair of Faculty Senate to provide a report to the Board.

Dr. Louie began by reflecting on the previous presentations and commended everyone in attendance for a great meeting. She noted that Faculty Senate continues to foster relationship with administration and many other units on campus. Faculty Senate has also participated in active shooter training. Dr. Louie shared that Faculty Senate is working with Dr. Doug Koch and Ms. Sandy Hinkle to provide feedback on centralized scheduling, and she congratulated University Advancement on a successful Giving Day noting that many faculty appreciated the multiple opportunities in which a donor could support the University. She closed by informing that the Board that Faculty Senate would soon hold elections and begin its leadership transition for the 2023-2024 year.

Following the remarks, the Board thanked Dr. Louie for her leadership and for her report.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE ITEMS

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

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

- Approve the deletion of the Master of Natural Science (MNS) degree in Biology.
- Approve the new BA in Anthropology.
- Approve the new BA in Spanish.
- Approve the deletion of the BA in Global Cultures and Languages.
- Approve the deletion of the Minor in German.
- Approve the title change of the AAS in Computer Technology to AAS in Applied Technology and update the Classification of Instruction (CIP) code to reflect that change.
- Approve the new BS in Aviation Management.

A motion was made by Governor Smith and seconded by Governor Martin to approve the academic program changes included in Attachment C. The motion carried unanimously.

FINANCE & AUDIT COMMITTEE REPORT ITEMS

Consideration of Proposed Fiscal Year 2024 Residence Life Room and Board Rates, Effective, Fall 2023.

Dr. Sheriff and Dr. Below directed board members to materials marked Attachment D in their packet regarding the proposed fiscal year (FY) 2024 Residence Life Room and Board Rates. They noted that the proposed increase for FY24 in the average room rate is 5 percent and the proposed increase in the average board rate is 5 percent. Drs. Below and Sheriff commented that the proposed rate reflects inflationary factors impacting residence life, debt service obligations, and priorities facility maintenance projects.

Governor Limbaugh asked if there were any new questions or additional comments beyond those raised in Thursday's work session. Hearing none, the board proceeded to action.

A motion was made by Governor Limbaugh and seconded by Governor Smith to approve the proposed fiscal year (FY) 2024 Residence Life Room and Board rates, effective fall 2023 [Attachment D]. The motion carried unanimously.

Consideration of Annual Audits from Rubin Brown for Year Ending June 30, 2022

Dr. Sheriff directed board members to materials marked Attachment E in their packet regarding the University's Systems Facilities Financial Report and the Report on NCAA Independent Auditor's Report on Agreed Upon Procedures. Governor Limbaugh reminded the Board that Mr. Ted Williamson from RubinBrown LLP reviewed both items during the Thursday work session and he called for any new questions or additional discussion. Hearing none, the board proceeded to action.

A motion was made by Governor Martin and seconded by Governor Moore to approve the acceptance of the System Facilities financial statements for the year ending June 30, 2022, from RubinBrown, LLP [Attachment E]. The motion carried unanimously.

Report Item(s)/Information

Governor Limbaugh referred Board members to report items in the packet for Contracts and Facilities Management [Attachment F], FY23 Operating Budget to Actual [Attachment G], Faculty and Staff Personnel Items [Attachment H]. He reminded the Board that all three reports were presented in detail during Thursday's work session and called for any additional questions or discussion. Hearing none, the Board proceeded to the next item on the agenda.

CONSIDERATION OF MOTION FOR CLOSED SESSION

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

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

The Open Session was recessed at approximately 11:22 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 11:56 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 conducted the following business:

- By a vote of 5 to 0 the Board approved the minutes of its December 16, 2022 and January 9, 2023 Closed Session meeting. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve.
- By a vote of 5 to 0 the Board approved the minutes of its December 15 and 16, 2022 Closed Executive meetings. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve.
- The Board discussed legal matters with counsel pursuant to RSMo 610.021(1). No Action was taken.
- Pursuant to RSMo 610.021(3) and (13), the board had discussions on personnel, hiring, and applicants for employment. No Action was taken.
- By a vote of 5 to 0 the Board adjourned the Closed Session and reconvened Open Session. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 11:57 a.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
FOURTEENTH DAY OF APRIL 2023**

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, April 14, 2023, at approximately 9:01 a.m., in Academic Hall, on the campus of Southeast Missouri State University. 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; and Mr. Lloyd F. Smith. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Mr. Christopher R. Martin, Board Secretary; Mr. Al Spradling, Legal Counsel; and a reporter from *The Arrow*. Board President Klocke presided.

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Limbaugh and seconded by Governor Moore to recess the Open Session and convene Closed Executive Session pursuant to Sections 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, and Smith. The motion carried.

The Open Session was recessed at approximately 9:02 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED AND CLOSED EXECUTIVE SESSIONS

Upon reconvening the Open Session at approximately 12:55 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding business conducted during the Board's Closed Executive Session:

- The Board of Governors began the process of the annual performance evaluation for the University President pursuant to RSMo 610.021(3) and (13). No action was taken.
- By a vote of 5 to 0 the Board adjourned the Closed Executive Session and reconvened Open Session. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 12:58 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

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



**SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873**

A Resolution

**by the Board of Governors
of**

Southeast Missouri State University

Whereas, Vivek Malek holds a Bachelor of Arts and a Bachelor of Laws from Mahrishi Dayanand University in Rohtak, Haryana, India; a Master of Business Administration from Southeast Missouri State University, and a Master of Laws from the University of Illinois College of Law; and

Whereas, Vivek Malek was appointed to the Southeast Missouri State University Board of Regents, now the Board of Governors, by Governor Michael L. Parson to a term that began January 2020 and continued to January 17, 2023; and

Whereas, Vivek Malek has had a successful career as a practicing attorney with extensive experience in U.S. immigration laws, including business, family, asylum and removal defense, and has applied his skills across a range of industries; and

Whereas, Vivek Malek was appointed by Gov. Parson in December 2022 to serve as Missouri's 48th Treasurer and was sworn into office on January 17, 2023; and

Whereas, during Vivek Malek's tenure as a member of Southeast's Board, the University achieved several institutional and academic milestones, including but not limited to, the adoption of a new University Strategic Action Plan; multiple program-specific accreditations were granted and reaffirmed; business policies and procedures were updated; scholarship offerings were expanded; the University received several grants to enhance such areas as student support services, law enforcement training, and the unmanned aircraft systems and professional pilot programs; the institution was designated a "Yamaha Institution of Excellence"; the charter for Lift for Life Academy in St. Louis was renewed; KRCU expanded; new innovative academic programs, such as Professional Pilot, were launched; and Redhawks Athletics achieved unprecedented success; and

Whereas, during the tenure of Vivek Malek the University completed or began major physical enhancements such as upgrades to the campus network infrastructure and underground utility tunnels; expansion of the River Campus with the opening of a new arts complex; and construction began on a new dual role, multi-use Houck Complex; and

Whereas, during the tenure of Vivek Malek, the University reached a new retention milestone of first-year students in fall 2020, with 80% of first-time, full-time students re-enrolling, its highest ever retention; the board approved recommendations regarding academic program prioritization; a new learning management system (LMS), Canvas was implemented; and the University navigated the COVID-19 global pandemic; and

Whereas, during Vivek Malek's term on the Board, the Board met for the first time under its new designation as a Board of Governors in September 2021, the result of House Bill 297 approved by Gov. Parson on July 14, 2021, officially designating Southeast as an institution of higher education with a statewide mission in the areas of computer science, cybersecurity, and visual and performing arts; and

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

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

Done in the City of Cape Girardeau, Missouri, this 12th day of May in the year two thousand twenty-three.



Tina L. Klocke

Mrs. Tina L. Klocke, President of the Board of Governors

Dr. Carlos Vargas

Dr. Carlos Vargas, President of the University

ATTEST:

Mr. Christopher R. Martin

Mr. Christopher R. Martin, Secretary



SOUTHEAST MISSOURI
STATE UNIVERSITY • 1873®

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 12, 2023

Open Session

I. Motion to be Considered:

Approve the Amended and Restated By-Laws of the Board of Governors of Southeast Missouri State University. [Attachment 1]

II. Background:

On June 26, 2017, the University's then-Board of Regents adopted By-Laws for the then-Board of Regents. The Board approved amendments to the By-Laws on February 26, 2021 revising Article IV, Committees and Article V, Meetings. On February 25, 2022 the Board approved revised By-Laws to account for the transition from a Board of Regents to a Board of Governors.

At the Board's March 10, 2023, meeting, Board President Klocke asked board members to review the By-Laws and to forward any questions, comments, or suggested revisions to the Board Secretary. Feedback from board members consisted of the following:

1. Can the language in Article III, Officers of the Board related to board officer vacancies be made more concise?
2. Is the language in Article IV, Committees regarding Standing Committees still appropriate given the Board's new work session approach?
3. Should the language in Article V, Meetings related to appearances before the board be revised to allow for board discretion in limited circumstances?

After reviewing the feedback, the Board Executive Committee recommends adoption of the attached Amended and Restated By-Laws of the Board of Governors of Southeast Missouri State University (Attachment 1), which addresses the feedback suggested in Items 1 and 3

Recommended By:

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

Chairperson _____
Dean _____
Academic Council _____
Provost _____
President  _____

Board Action on:

Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

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

above:

1. Amend Article III, Section 3.3 Term of Office and Section 3.4 Vacancy During Term to make the language regarding the filling of board officer vacancies clearer and more concise; and
2. Amend Article V, Section 5.8 Appearances Before the Board to include language that time for comment can be extended at the discretion of the Board.

The Executive Committee discussed the feedback in Item 2 regarding board committees, however, it is not recommending changes to Article IV at this time so that the structure and framework for standing committees can be preserved and utilized as necessary and appropriate now and in the future.

THIRD AMENDED AND RESTATED BY-LAWS OF THE BOARD OF
GOVERNORS OF

OF THE

BOARD OF GOVERNORS OF
SOUTHEAST MISSOURI STATE UNIVERSITY

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

ARTICLE I

THE BOARD

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

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

are appointed by the Governor of the State of Missouri. The appointed members shall be confirmed by the Senate of the State of Missouri. Appointment of the seven voting members members shall be in accordance with the dictates of § 174.453, RSMo.

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

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

The powers granted under Chapter 172 pursuant to Section 174.457, RSMo., shall

include, but are not limited to, the power to the following:

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

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

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

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

12. Periodically assess its own performance, in order to set an example for the University community and to seek ways to strengthen its effectiveness as a corporate body.
13. Approve the Institutional Strategic Plan.
14. Exercise such other authority as from time to time may be conferred upon the Board in accordance and compliance with the applicable laws and regulations of the State of Missouri.
15. Upon conclusion of term of office or earlier resignation of Board members in good standing, the Board of Governors may confer the title of Regent Emeritus.
16. To approve the grant of tenure based on the recommendation of the University President.

ARTICLE II

THE GOVERNORS

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

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

the Senate of the State of Missouri.

Section 2.3a ~~Compensation~~. Governors shall receive no compensation, but may be reimbursed upon request for travel and per diem expenses provided by Missouri law.

Section 2.4 - Governor Communication & Information.

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

ARTICLE III

OFFICES OF THE BOARD

Section 3.1 - **Offices.** The officers of the Board shall be the Board President, Board Vice President, Secretary and Treasurer. The Board President, and Board Vice President shall be Governors and the Secretary and Treasurer of the Board may be recommended by the University President and approved by the Board of Governors. The Treasurer shall not be a Board member.

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

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

Section 3.3 - **Term of Office.** Each office of the Board President and Board Vice

President will be for a term of two years commencing on January 1st of the succeeding year and ending on December 31st, two years after the election. Each officer may serve two consecutive terms for a total of four years maximum during one appointment period. ~~If an officer's Board term expires on December 31st before their office term expires the following year, a special election will be called as soon as possible to fill the unexpired term of office.~~ Vacancies during a term of office shall be handled as set forth hereinafter.

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

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

~~If the Board Vice President position becomes permanently vacant, the Board will conduct a vote at either the next regularly scheduled meeting or a meeting called for that purpose to fill the unexpired officer term. The Board shall elect a new Board Vice President to fill the vacancy in that position. The person filling a vacancy in the unexpired term of the Board President or Board Vice President shall serve for the following period:~~

a. — If the vacancy occurs during the first six months of the first year of any two-year term, the person filling the vacancy shall serve for the remainder of the unexpired term.

b. — If the vacancy occurs during the second six months of the first year of any two-year term, the person filling the vacancy shall serve for the remainder of those six months, plus two years beginning on the January 1 first occurring after the vacancy.

c. — If the vacancy occurs in the first six months of the second year of any two-year term, the person filling the vacancy shall serve for the remainder of the second year of the unexpired term, plus one year beginning on January 1 first occurring after the vacancy.

d. — If the vacancy occurs in the second six months of the second year of any two-year term, the person filling the vacancy shall serve the remainder of those six months, plus two years beginning on January 1 first occurring after the vacancy.

In the event that the filling of a vacancy during the unexpired term requires selection of a successor, the Board shall elect the successor at a special meeting called by the Board President or Secretary for that purpose or at the next regular Board meeting, whichever occurs first.

A vacancy shall be deemed to occur upon the incapacity, death, resignation or removal of the incumbent. Incapacity (which includes abandonment) shall be deemed to occur when, for any reason and regardless of intent, the incumbent does not or cannot fulfill the material duties of the position for thirty consecutive days or forty-five days total in any six-month period, unless the Board resolves not to treat such circumstance as a vacancy.

~~Incumbency shall also occur upon the incumbent acknowledgment in writing that he or she intends not to perform or is or will be unable to perform the material duties of the position for at least either of such period of days, unless the Board resolved not to treat such circumstances as a vacancy. Removal shall be deemed to occur upon the exercise of a legal right to remove the incumbent. The Secretary shall notify the Governors upon the occurrence of a vacancy. If questioned, the Board's determination, made at a special meeting held for that purpose within fourteen days after the Secretary's notice, shall be binding.~~

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

The Board President serves as the Board's official spokesperson for media inquiries regarding Board matters. However, the Board President may delegate this responsibility to another Board member, or to the University President when deemed appropriate. The University President and Board Secretary should be advised of media inquiries received by the Board. The Board President and University President will work jointly to approve press releases pertaining to Board business matters. However, the full Board will be informed of these releases. In the event of emergency matters, the President of the Board shall have the power to sign contracts on behalf of the University, subject to ratification

by the Board.

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

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

the University.

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

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

as the members of the President's leadership team and academic deans.

- e. To make all academic appointments, reappointments, rank, promotions, terminations and discipline of all employees subject to the grievance and appeal procedures of the University; to change salaries and assignments of faculty and staff and to accept resignations of employees;
- f. To recommend to the Board all grants of tenure;
- g. To ensure compliance with the standards of regional accreditation;
- h. Exercise oversight of the University's intercollegiate athletic program to ensure compliance with NCAA and conference rules;
- i. To insure the appropriate supervision, direction and organization of all employees of the University;
- j. To be the primary liaison between the University; the Coordinating Board for Higher Education; the Missouri Department of Higher Education; local, state and federal agencies; the General Assembly; and the Governor of the State of Missouri, concerning the affairs of the University;
- k. To prepare and present to the Board for its approval, an annual budget for the operations of the University;
- l. To maintain expenditures of the University in balance with available revenues or should such occasion arise to recommend the declaration of a financial exigency, and suspension or elimination of programs, or a reduction in force designed to meet such exigency;
- m. To attend all meetings of the Board, so far as his/her duties will permit, but

may be excused by the Board if necessary;

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

Section 3.8 – Secretary. The Secretary of the Board, nominated by the President

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

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

Section 3.10 - **University General Counsel.** The University's General Counsel shall be appointed by the Board to serve at the Board's direction.

ARTICLE IV

COMMITTEES

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

Section 4.2 - **Executive Committee.** The executive committee shall consist of the Board President, Board Vice President, the University President and Board Secretary. The University President will consult the Executive Committee, when the Board is not in session, for decision-making not specifically designated in these By-Laws when necessary and appropriate. Acting with unanimous agreement of the two voting members of the Board of Governors serving on the Executive Committee, the Committee may ratify: (1) an action that is needed to protect the University's interests, which would be compromised by delay; and (2) an action that is administrative in nature, is necessary for the University's efficient functioning and continued operations, is consistent with the roles and responsibilities delegated to the University President in Section 3.7 above, and does not compromise any significant interest or prerogative of the Board. The Executive Committee shall not act on matters reserved for the Board of Governors outlined in Section 1.3 above. The Executive Committee will inform the full Board of all actions it takes as soon as is practicable after the action is taken. A complete record of all actions of the Executive Committee shall be kept by the Secretary of the Board,

and a copy of such record shall be submitted to each member of the Board in advance of the next regular meeting of the Board. Actions of the Executive Committee may be ratified, approved, or modified at the next regular meeting of the Board, but any modification thereof shall be prospective only. If, at its next regular meeting, the Board takes no action on an Executive Committee action, the record of which was submitted to the Board prior to that regular meeting, such action shall be deemed ratified by the Board.

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

- a. **Finance and Audit:** This committee shall be charged with overseeing the University's financial condition and all matters related to audit of funds, and ensuring that the University's budget, fee schedule, assets, infrastructure, and financial obligations are aligned with the University's strategic objectives. The Committee shall review the annual budget recommended for approval and the annual audit report. The Finance and Audit Committee will receive information and proposed policies from the University's administration, and discuss and develop recommendations on specific matters, including, but not limited to, bids, contracts, budgets, and other related matters for consideration by the Board as a whole.
- b. **Academic and Student Engagement:** This committee shall be charged with overseeing the University's strategic initiatives including, without limitation, the University's academic and co-curricular programs and offerings. The Academic and Student Affairs Committee will be responsible for considering, reviewing, and

reporting to the Board all relevant issues regarding academic or student affairs and make recommendations for consideration by the Board as a whole.

Section 4.4 - **Ad Hoc Committees.** Ad Hoc committees shall be appointed by the Board President upon authority of the Board with such powers and duties and period of services as the Board President may determine providing that no Ad Hoc committee shall be created to act upon any matter appropriate to be acted upon by a standing committee. The officer of any Ad Hoc committees, shall be appointed by the Board President and shall perform their duties in consultation with the University President.

Section 4.5 – **Committee Meetings.**

- a. Meetings of Board committees will be held as determined by the Committee chair. All such meetings will be held in compliance with Chapter 610, RSMo, the Sunshine Law, as now existing or thereafter amended.
- b. With the exception of the Executive Committee, committees shall be non-voting except that a committee may (i) vote to close its meetings by an affirmative public vote of a majority of a quorum of the committee as authorized by the Sunshine Law; and (ii) vote to make a recommendation to the entire Board by an affirmative vote of a majority of a quorum as authorized by the Sunshine Law.
- c. Committees are intended to provide an opportunity for members of the administration and Board of Governors to engage in review and analysis that would normally not be practical within the constraints of a meeting of the Board as a whole, and will thus serve to both expedite and facilitate the meeting

of the Board as a whole.

- d. Committees may convene in-person, by telephone or electronically via web-based or some other tele-conference capability.
- e. A quorum of any Committee for the conduct of business shall be majority of members then serving on the Committee, and any Committee so convened may act by majority vote of the members in attendance, if such vote is undertaken in accordance with Section 4.5(b) above.

ARTICLE V

MEETINGS

Section 5.1. – **Meetings.** All meetings of the Board and its committees shall be open to the public at all times, and no resolution, regulation, or formal action shall be considered binding except as taken or made at such meeting in accordance with Missouri law unless the matter being discussed falls within the provisions of law allowing closed sessions. At the discretion of the Board President, any member of the Board may participate in any meeting by teleconference or other technology allowing all participants in the meeting to hear and be heard by one another and allow the public attending the meeting to hear all participants.

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

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

Board and the University President.

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

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

Section 5.6a **Rules of Procedure.** Except as modified by these By-Laws or any other specific resolution, the rules of policy enacted by the Board, Robert's Rules of Order, newly revised, as in effect at the time, shall constitute the rules of parliamentary procedure applicable to all meetings of the Board and its committees.

Section 5.7 - **Agenda and Proceedings.**

- a. **Agenda Preparation and Distribution:** In the preparation and handling of the agenda for Board meetings, the President of the University and the President of the Board, in conjunction with the Board Secretary, shall prepare an agenda for each regular meeting. The agenda shall be distributed to Board

members with the Notice of the meeting. A copy of the agenda shall also be placed in a prominent location in the room where the Board meeting is to be held so that it will be accessible to members of the public in attendance at the meeting.

- b. Requests for Agenda Placement: Other than Board Members: Individuals other than Board members may request the Board to place an item on the agenda of any regular meeting by filing a written request with the Board Secretary no less than thirty (30) calendar days prior to the meeting date at which the matter is requested to be considered. The request shall be accompanied by a written summary of the subject matter of the proposed agenda topic describing the relevance of the topic, as well as providing any supporting documentation which the individual making the request believes is pertinent to and will assist the Board in its deliberations concerning the request. The Board Secretary shall forward the request to the President of the Board and to the President of the University. The President of the Board shall determine whether the item shall be placed on the agenda or referred to the administration for disposition. If the item is not placed on the agenda, the Board Secretary shall notify the Requestor of the disposition of the request at the next regularly scheduled Board meeting.
- c. Requests for Agenda Placement, Board Members: Board members may request an item to be placed on the agenda by submitting a written request

with the Board Secretary at least ten (10) calendar days prior to the meeting of the Board, subject to the same procedure applicable to non-Board members above. Board members shall not ask matters to be considered on the agenda at a convened session under the item of new business unless the majority of the Board members approve such request.

- d. Consent Agenda: Items shown on the established agenda for a meeting of the Board may be placed upon a consent agenda whereby all items placed thereon are approved by summary action of the Board. Items may be placed on the consent agenda by the President of the Board, the President of the University, or the Chairperson of any committee of the Board electing to place such items on the consent agenda, provided the same is accomplished no less than twenty-four (24) hours prior to the meeting of the Board, and that the Board Secretary shall present such consent agenda to the members of the Board immediately prior to the convening of the meeting, provided, however, that any member of the Board may remove any item from the consent agenda by notifying the President of the Board of the election to remove the item any time prior to a vote being taken on the consent agenda. The consent agenda requires approval by a vote of the majority of the Board in attendance for passage and adoption of each item on the consent agenda.
- e. Open Meetings Requirement: All meetings and notices of meetings of the Board, or committees appointed by and which report to the Board, shall

conform to the Missouri Open Meetings statute, and to the policy for open and closed meetings adopted by the Board in compliance with said statute.

- f. Closed Meetings: The Board, upon majority vote at any duly constituted meeting thereof, may close to the public its deliberations, records and vote concerning any of the following matters:
 - i. Legal actions, causes of action, or litigation, leasing, purchase or sale of real estate where public knowledge of the transaction might adversely affect the consideration therefore;
 - ii. Any proceedings involving physical or mental health, scholastic probation, expulsion or graduation, or deliberations relating to the hiring, evaluation, firing, discipline or promotion of personnel employed by the University; and
 - iii. All other deliberations, records or votes as authorized by the Missouri Open Meetings statute, § 610.021, RSMo.
- g. Right to Control: The President of the Board shall retain the authority to control the order of the meeting.

Section 5.8 - **Appearances Before the Board.** Individuals or representatives of the groups who desire to appear before the Board regarding any item being considered on a meeting agenda of the Board of Governors must submit their request to the Secretary of the Board, One University Plaza, Cape Girardeau, Missouri 63701, specifying the agenda item about which they wish to speak. Such a request, along with the requestor's name and contact

information, any group or faction representative, and any supporting documentation, must be submitted at least three working days prior to the start of the meeting. The University President, in consultation with the Board President and complying with law, shall determine whether the item will be heard and when, (at what meeting and when on the agenda) it will be heard, and may require a representative of a group or faction if many members request to be heard. There will be no more than a five-minute time limit on any presentation; the aggregate time of all public comments of the meeting need not exceed 15 minutes, which can be extended at the discretion of the Board. The Board President or the University President may decline to hear any matters determined by the University President and Board President not relating to a particular agenda item or that is outside the Board's jurisdiction, or because it is not practicable for a particular meeting.

ARTICLE VI

MISCELLANEOUS

Section 6.1 - Conflict of Interest Policy. Governors stand in a fiduciary relationship to the University. Therefore, Governors shall act in good faith, with due regard for the University, and shall comply with the fiduciary principles and Missouri law. The Board shall adopt a written Conflict of Interest Policy, to be included in the Board Operating Procedures or other policies, which shall be reviewed periodically and revised as necessary.

- a. Business, Financial or Property Interests: A Governor shall avoid entering into or maintaining any business or financial interests,

transactions, acquisition or sale of property interests which are or may be in conflict with those of the University; or,

- b. **Disclosing Confidential Information:** A Governor shall refrain from using confidential information obtained in their capacity as a Governor in any manner with intent to result in financial gain for himself or any other person, or any business with which he is associated. Confidentially, as determined by the Board and as provided by law, shall apply to all members and representatives on the Board; or
- c. **Contracts:** A Governor shall avoid any interest, direct or indirect, in any contract for the purchase of land, buildings, supplies or services for the University; or,
- d. **Gifts:** A Governor shall not accept gifts or benefits from any person holding contracts for supplies or services to the University, or from any bidder on contracts for such services or supplies. However, this provision shall not apply to acceptance of gifts, benefits, gratuities, amenities, or favors based on obvious family, friendship, or personal relationships where the circumstances make it clear that it is those relationships rather than the business of the University, which are the motivating factors; or
- e. **Family or Associates Relationships:** A Governor shall avoid all appearances of impropriety in all actions, and particularly should not allow conduct, or judgments or actions to be influenced by family or associates relationships.

The term "family" is defined as spouse, parents, grandparents, siblings, children, aunts and uncles or others living in the Governor's household. The term "associates" is defined as any organization, corporation, partnership, or joint venture in which the Governor is an officer, director, employee, member, partner, trustee, controlling stockholder or consultant; or

- f. Political Considerations: The Board of Governors is not a political forum. Therefore, a member of the Board shall avoid any comment or action in connection with University affairs, which might reasonably be perceived as an attempt to advance or enhance any political party, political cause, or political aspirations of any person. If any conflict exists between the statute and these By-Laws, or policy resolutions of the Board, the statute shall be controlling.

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

- a. Indemnification prohibited by law, or
- b. The Board determines by vote of at least 2/3's of its members then serving

that said individual acted in bad faith or willful misconduct. Claims based on such actions or omissions may be settled prior to, during or after the filing of the suit or commencement of other formal process thereon.

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

Section 6.4 - Attendance. To promote the effectiveness of the Board's functioning, all Governors shall attend all meetings of the Board; provided, however, that when necessary, such attendance may be by electronic, real-time participation (e.g. conference call, Skype, Zoom, or like interactive audio/video linkage). The Board President may excuse a Board member from attendance, and members shall advise the Board President and Board Secretary of their request for such an excused absence as soon as they are aware of an impending scheduling conflict. If the Board President refuses to excuse a Board member from attendance, a majority vote of the remaining members of the Board in attendance may excuse a Board member from attendance of a meeting after the Board member requests to be excused for unforeseen circumstances. A Board member missing three consecutive meetings, without good cause or excuse, may be sanctioned pursuant to these By- Laws.

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

Director or Employee, either publicly or privately.

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

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

Section 6.8 - **Proxies.** The use of proxies for purposes of determining a quorum for voting, or for other purposes, is prohibited.

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

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

before and be heard at such meeting. After a unanimous vote of the members of the Board, excluding the subject Governor, the President of the Board joined by the President of the University shall send a letter to the Governor of the State of Missouri recommending removal of the subject Governor from the Board and requesting action to replace the subject Governor immediately.

These Amended and Restated By-Laws of the Board of Governors of the University shall be and become effective on ~~February 25, 2022~~ May 12, 2023. All former By-Laws of the Board are hereby repealed. ~~These By-Laws, as adopted, and from time to time, amended, shall be known and cited as Board By-Laws of Feb. 2022.~~

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Approved by the Board of Regents on June 26, 2017
Revised and approved Article I and Article V on February 26, 2021
Revised and approved from Board of Regents to Board of Governors on February 25, 2022
Revised and approved Article III and Article V on May 12, 2023

ERNESTO RIVERA

(573) 421-4258 | nestorivera64@gmail.com | www.linkedin.com/in/erivera2019/

SUMMARY

- Successful fundraiser and athletic enthusiast with experience contacting alumni, prospecting clients, and scheduling demonstrations and sales presentations
- Business Development professional with experience working for an athletic artificial intelligence startup as well as a NCAA Division I university foundation

EDUCATION

Southeast Missouri State University

Cape Girardeau, MO

Bachelor of Science in Marketing Management

May 2023

Minor: Sport Management

Relevant Coursework

- Quantitative Analysis
- Financial Management
- Business Negotiation
- Management Information Systems
- Professional Selling
- Principles of Accounting I, II
- Business Law

EXPERIENCE

Cape Girardeau Public Schools – Foundation

January 2023 - Present

Assistant Director

- Plan, organize, and execute community fundraisers
- Created content for socials and main website
- Outreach to businesses and community leaders for financial support

Southeast Missouri State University – Foundation

Cape Girardeau, MO

Telefund Supervisor

May 2020 – Present

- Oversee hiring process and training for calling positions per year
- Train new employees to meet the standards of the call center
- Work with management to ensure calls are being made according to scripts and guidelines
- Met fundraising quotas as designated by university foundation management
- Transitioned employees to remote call center to continue work during COVID-19 pandemic
- Implemented Blackbaud software system to improve sales tracking and alumni information access

Telefund Associate

August 2019 – May 2020

- Named “Caller of the Week” six times during the 2019/2020 academic year
- Worked with supervisor and team to raise over \$55,000 during the 2019/2020 academic year
 - Achieved a 10.1% pledge rate in FY20, above the office average rate of 2%
 - Secured a 59.6% fulfillment rate in the “non-giver” segment, above the office average of 7%

Southeast Missouri State University – Department of Athletics

Cape Girardeau, MO

Sports Marketing Intern

August 2021 – November 2022

- Design and coordinate printing for promotional flyers using Box Out Sports and Adobe Photoshop
- Utilize social media channels to promote specialty games and promotional events
- Prospect sponsorship leads for special events and fundraising opportunities
- Create lists of merchandising locations within the Southeast Missouri State University service region
- Prepare game-day operations and physical setups for affinity groups and specialty events
- Answer incoming fan and ticketholder correspondence in a timely manner

SportsTrace

Cape Girardeau, MO

Business Development Intern

January 2020 – May 2020

- Managed and organized database of sales lead and prospective client information
- Updated addresses, contact information, and competitive system information for prospective clients
- Scheduled and attended sales and product demonstration presentations with prospective clients
- Contacted prospective clients via phone, entered information into CRM for future communication
- Responded to customer questions via email and phone

INVOLVEMENT

Sigma Nu Mu Kappa Chapter (Social Fraternity) | Member

August 2021– Present

Fundraising Committee | August 2021– Present

- Create promotional items for sale to raise funds for chapter events and programs
- During the Spring 2022 semester, planned and hosted an event to raise funds for housefire victims

Intramural Sports Committee | August 2021 - Present

- Manage and register participants for chapter intramural sports teams

Collegiate DECA | VP of Finance

April 2020 – Present

- Organize fundraisers and raffles to increase awareness and raise funds for club activities
- State Career Development Conference | Attendee
 - 2023 | placed 2nd in the Sports and Entertainment Marketing event
 - 2022 | received proficiency in Restaurant Food Service Management
 - 2021 | placed 4th in the Sports and Entertainment Marketing event
 - 2020 | placed 3rd in the Sports and Entertainment Marketing event
- International Career Development Conference | Attendee
 - 2023 | Finalists in the Sports and Entertainment Marketing event

First Year Leadership Program | Participant

September 2019 – October 2019

- Gained insight into my personality type, leadership style, and character strengths through self-assessments and session activities.



SOUTHEAST MISSOURI
STATE UNIVERSITY • 1873[®]

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 12, 2023

Open Session

I. Motion to be Considered:

Approve the new BSBA in Business Analytics.

II. Background:

Justification: The Department of Accounting, Economics, and Finance has proposed the creation of the Bachelor of Science in Business Administration (BSBA) degree in Business Analytics. This program would provide students with a curriculum covering fundamental and advanced areas of Business Administration and Computer Science. If approved, it would contribute to our existing portfolio of degree programs by allowing students to explore the intersections of the two disciplines. Core and elective courses in the proposed major were selected to prepare graduates for labor market trends where certain skill sets have become increasingly valuable.

Need: Occupational categories related to a Business Analytics degree include Mathematical Science occupations and Business Operations Specialists. Examples of popular occupations within these categories include data analysts, statisticians, management analysts, and market research analyst, as well as others. According to EMSI data, these occupational categories have strong demand in the labor market based on the number of current jobs, projected growth by 2026, median compensation levels, and frequencies in online job postings. Trends and summary statistics for both occupational categories are described below.

Mathematical Science occupations are in high demand. Within the past 12 months, there were approximately 1,264 employers in Missouri competing to hire applicants for this occupational category. In addition, EMSI reported that there were 8,236 unique online job postings for Mathematical Science occupations in the state. It also was estimated that only 1 out of 5 of these

Recommended By:

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

Chairperson _____
Dean _____
Academic Council _____
Provost *[Signature]* _____

President *[Signature]* _____

Board Action on:

Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

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

positions were filled. Additionally, Business Operations Specialists occupations have seen strong growth within the past five years. From 2016 through 2021, employment in this occupational category grew at a rate of 21%. Additionally, this degree has a Classification of Instructional Programs (CIP) code of 30.7102, which is identified by The U.S. Department of Homeland Security as a STEM Designated Degree Program and is therefore eligible for the 24-month STEM optional practical training extension (in addition to the 12-month allowance) for international students.

Program Summary: The BSBA in Business Analytics will require 120 credit hours for completion. The program has an interdisciplinary design that provides further depth into the intersections of Business Administration and Computer Science, which would not be attainable by pairing a major with a minor in these disciplines. Due to this interdisciplinary design, no new courses are required. This proposed program will incorporate the business core courses and will therefore be a part of the Association to Advance Collegiate Schools of Business (AACSB) accredited programs in the Harrison College of Business and Computing (effective upon approval by the Missouri Coordinating Board of Higher Education). The program will then be subsequently reviewed with the rest of the AACSB programs in 2025.

The projected enrollments and completions are:

BSBA Business Analytics	Enrollment Fall 2023	Enrollment Fall 2024	Enrollment Fall 2025	Enrollment Fall 2026	Enrollment Fall 2027
	16	32	45	55	55
	Degrees Awarded 2024	Degrees Awarded 2025	Degrees Awarded 2026	Degrees Awarded 2027	Degrees Awarded 2028
	0	0	0	10	13

☒ PUBLIC
☐ INDEPENDENT



SAVE

SUBMIT

ATTACH

SHOW
ATTACHMENTS

NEW PROGRAM PROPOSAL FOR ROUTINE REVIEW

Sponsoring Institution: Southeast Missouri State University

Program Title: Business Analytics

Degree/Certificate: BSBA-Bachelor of Science in Business Admin If other, please list:

Options:

Delivery Site(s): Main campus

CIP Classification: 30.7102

**CIP Code can be cross-referenced with programs offered in your region on [MDHE's program inventory](#).
[Click here](#) for link to NCES CIP site.*

Implementation Date 01/2023 *please use MM/YY date format.*

Is this a new off-site location? No ☒ Yes ☐

If yes, is the new off-site location within your institution's current CBHE-approved service region? Yes ☐

**If no, public institutions should consult the comprehensive review process.*

Is this a collaborative program? Yes ☐ No ☒ *If yes, please complete the collaborative programs form on page 6.*

CERTIFICATIONS:

- ☒ The program is within the institution's CBHE approved mission. *(public institutions only)*
- ☒ The program will be offered within the institution's CBHE approved service region. *(public institutions only)*
- ☒ The program builds upon existing programs and faculty expertise.
- ☒ The program does not unnecessarily duplicate an existing program in the geographically applicable area.
- ☒ The program can be launched with minimal expense and falls within the institution's current operating budget. *(public institutions only)*

AUTHORIZATION:

Name/Title of Institutional Officer

Signature

Date

www.dhe.mo.gov • info@dhe.mo.gov

205 Jefferson Street, P. O. Box 1469, Jefferson City, MO 65102 • (573) 751-2361 • (800) 473-6757 • Fax (573) 751-6635 7/2017

PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Although the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below. Qualifications of performance goals should be included wherever possible.

If you need more than one line of text to answer questions 1–5, please attach a Word .doc.

1. Student Preparation

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.

No special preparation will be required.

- Characteristics of a specific population to be served, if applicable.

Not applicable. The program will be offered to all students admitted into Southeast Missouri State University.

2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.

A minimum of 18 graduate credit hours in the faculty member's respective discipline.

- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term "full time faculty" (and not FTE) in your descriptions here.

Full time: 85%; part time: 15%.

- Expectations for professional activities, special student contact, teaching/learning innovation.

See attached supplement.

3. Enrollment Projections

- Student FTE majoring in program by the end of five years.

Approximately 55 students.

- Percent of full time and part time enrollment by the end of five years.

Full time: 75%; part time: 25%.

STUDENT ENROLLMENT PROJECTIONS

YEAR	1	2	3	4	5
FULL TIME	12	24	34	41	41
PART TIME	4	8	11	14	14
TOTAL	16	32	45	55	55

4. Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation.
For a 4-year program, no graduates are expected by the 3rd year. Approximately 13 graduates by the 5th year.
- Special skills specific to the program.
Business decision-making; computer programming; data analysis; machine learning; visual analytics.
- Proportion of students who will achieve licensing, certification, or registration.
See attached supplement.
- Performance on national and/or local assessments, e.g. percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.
See attached supplement.
- Placement rates in related fields, in other fields, unemployed.
See attached supplement.
- Transfer rates, continuous study.
Approximately 5%.

5. Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide a rationale
The BSBA program in Business Analytics would be reviewed for AACSB Accreditation in 2025.

6. Program Structure

A. Total credits required for graduation: 120 credit hours.

B. Residency requirements, if any: None.

C. General education: Total credits: 42 credit hours.

Courses (specific courses OR distribution area and credits)

Course Number	Credits	Course Title
Multiple options	3	Distribution area: Humanities & Fine Arts
Multiple options	3	Distribution area: Humanities & Fine Arts
Multiple options	3	Distribution area: Humanities & Fine Arts
Multiple options	3	Distribution area: Civics Requirement
EN100	3	English Composition
EN140	3	Rhetoric & Critical Thinking
SC105	3	Fundamentals of Oral Communication
EC215	3	Principles of Microeconomics
Multiple options	3	Distribution area: Social & Behavioral Sciences
MA115/116/123	3	Precalculus A w/Integrated Review; Precalculus A; Mathematic Reasoning
Multiple options	3	Distribution area: Natural & Mathematical Sciences
Multiple options	4	Distribution area: Natural & Mathematical Sciences
Multiple options	3	Distribution area: Additional Requirements (electives)
Multiple options	2	Distribution area: Additional Requirements (electives)

D. Major requirements: Total credits: 77 credit hours

Course Number	Credits	Course Title
CS101	3	Introduction to Computer Programming
CS155	4	Computer Science I
CS265	4	Computer Science II
CS453	3	Machine Learning
CS505	3	Data Mining
Multiple options	3	Quantitative course in business discipline (see attached supplement)
MI001	0	Microsoft Excel Certification
Multiple options	3	Major elective (see attached supplement)
Multiple options	3	Major elective (see attached supplement)
Core Curriculum	33	The BSBA Core Curriculum (11 courses - see attached supplement)
Support Curriculum	18	The BSBA Support Curriculum (7 courses - see attached supplement)

E. Free elective credits: 1 credit hour.
(sum of C, D, and E should equal A)

F. Requirements for thesis, internship or other capstone experience: Not applicable.

G. Any unique features such as interdepartmental cooperation: See attached supplement.

7. Need/Demand

☒ Student demand

☒ Market demand

☒ Societal need

☒ I hereby certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful.

On July 1, 2011, the Coordinating Board for Higher Education began provisionally approving all new programs with a subsequent review and consideration for full approval after five years.

COLLABORATIVE PROGRAMS

Sponsoring Institution One: _____

Sponsoring Institution Two: _____

Other Collaborative Institutions: _____

Length of Agreement: _____

If you need more than two lines of text to answer questions 1–5, please attach a word .doc.

1. Which institution (s) will have degree-granting authority?

2. Which institution (s) will have the authority for faculty hiring, course assignment, evaluation and reappointment decisions?

3. What agreements exist to ensure that faculty from all participating institutions will be involved in decisions about the curriculum, admissions standards, exit requirements?

4. Which institution(s) will be responsible for academic and student-support services, e.g., registration, advising, library, academic assistance, financial aid, etc.?

5. What agreements exist to ensure that the academic calendars of the participating institutions have been aligned as needed?

Supplement for Answers in Questions 1 through 7

1. Student Preparation

No supplemental answers. See cover sheet for information.

2. Faculty Characteristics

Any special requirement (degree status, training etc.) for assignment of teaching for this degree/certificate.

A minimum of 18 graduate credit hours in the faculty member's respective discipline.

Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term "full time faculty" (and not FTE) in your descriptions here.

Full time: 85%; part time: 15%.

Expectations for professional activities, special student contact, teaching/learning innovation.

Tenured and tenure-track faculty members are expected to conduct research in their respective academic disciplines that leads to publication in peer-reviewed journals. The minimum expectation for tenured and tenure-track faculty members is the publication of two peer-reviewed manuscripts within a five-year period and evidence of an ongoing research agenda. In addition to scholarly publications, evidence of an ongoing research agenda can include activities such as presentations at academic research conferences, publications of manuscripts in peer-reviewed conference proceedings, publications of scholarly books or textbooks, completion of working papers, and other scholarship activities.

In addition to tenured and tenure-track faculty members, the BSBA program in Business Analytics will also include Regular Non-Tenure Track (RNTT) instructors. While RNTT instructors do not have research expectations, all faculty members will be expected to maintain currency in their instructional fields through faculty development activities or engagement with professional organizations.

3. Enrollment Projections

No supplemental answers. See cover sheet for information.

4. Student and Program Outcomes

Number of graduates per annum at three and five years after implementation.

For a 4-year program, no graduates are expected by the 3rd year. Approximately 13 graduates per annum are expected by the 5th year.

Special skills specific to the program.

Business decision-making; computer programming; data analysis; machine learning; visual analytics.

Proportion of students who will achieve licensing, certification, or registration.

The only certification required for majors in this program is Microsoft Office Specialist (MOS) certification in Microsoft Excel. This certification is required in a zero-credit hour course listed as MI 001: Microsoft Excel Certification. No other certifications, licenses, or registrations are required for the major.

Performance on national and/or local assessments, e.g. percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

There are no externally-recognized national or local assessments that are applicable to this degree program. Students majoring in this degree program would be assessed according to our institution's assurance of learning standards for AACSB accreditation as well as program-specific learning objectives that are assessed as part of our University's assurance of learning standards for regional accreditation. Student performance will be assessed based on outcomes related to the BSBA learning goals of the Harrison College of Business and Computing, which cover knowledge of fundamental business concepts, critical thinking, oral and written communication skills, global business awareness, and the ability to use technology. Program-specific learning goals will be developed by a curriculum committee consisting of faculty experts. Similar to existing assurance of learning practices, the minimum expectations for student performance in this major will involve a goal of 70% of students performing at levels considered "satisfactory" based on a standard rubric developed by faculty members.

Placement rates in related fields, in other fields, unemployed.

Data on job placement rates were obtained from the Missouri MoScores database. The table below displays job placement data for graduates of Southeast Missouri State University for the three-year period from 2015-2017, which is the most recent period available on their website. All statistics were based on unemployment insurance data.

Academic Program	Number of Graduates	1st Year Employment Rate	3rd Year Employment Rate
Business, Management, Marketing, and Related (Bachelor's degree)	712	69%	63%
Computer and Information Sciences and Support Services	115	56%	61%

Graduates of bachelor's degree programs in Business disciplines and Computer Science exhibited first-year job placement rates of 69% and 56%, respectively. Three-year job placement rates ranged between 61% and 63%.

Transfer rates, continuous study.

No supplemental answers. See cover sheet for information.

5. Program Accreditation

Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide a rationale.

The BSBA degree in Business Analytics will be part of an AACSB-accredited business program. The Harrison College of Business will have its next five-year reaccreditation visit during the 2025-2026 academic year.

6. Program Structure

The BSBA degree in Business Analytics consists of four main distribution areas, which include:

1. Major core requirements
2. BSBA core courses
3. BSBA support courses
4. The General Education curriculum.

The structure of this degree program is listed in the chart below.

Course Number	Credit	Course Title	Distribution Area
Requirements for BSBA degree in Business Analytics (26 credit hours)			
CS101	3	Introduction to Computer Programming	Major core
CS155	4	Computer Science I	Major core
CS265	4	Computer Science II	Major core
CS453	3	Machine Learning	Major core
CS505	3	Data Mining	Major core

		Quantitative course in business discipline (AC330, EC351, EC490, ER561, FA315, MG416, MG436, MK345, QM358)	
Multiple options	3		Major core
MI001	0	Microsoft Excel Certification	Major core
Elective	3	Elective (Select from bottom)	Major elective
Elective	3	Elective (Select from bottom)	Major elective
BSBA Core (33 credit hours)			
AC221	3	Principles of Accounting I	BSBA core
AC222	3	Principles of Accounting II	BSBA core
BA101	3	The Business Universe	BSBA core
BA490	3	Business Policy & Strategy	BSBA core
BL255	3	Business Law	BSBA core
FI361	3	Financial Management	BSBA core
MG301	3	Principles of Management	BSBA core
MI375	3	Management Information Systems	BSBA core
MK301	3	Principles of Marketing	BSBA core
QM352	3	Quantitative Analysis	BSBA core
International Course	3	International Course	BSBA core

BSBA Support (18 credit hours + 12 hours of overlap with General Education)

BA252	2	Business Communication	BSBA support
BA400	3	Applied Ethical Leadership	BSBA support
BA452	1	Professionalism	BSBA support
EC225	3	Principles of Macroeconomics	BSBA support
MI101	3	Intro to Computer Applications	BSBA support
QM257	3	Business Statistics I	BSBA support
QM258	3	Business Statistics II	BSBA support

General Education (42 credit hours)

Multiple options	3	General Education: Humanities and Fine Arts	General Education
Multiple options	3	General Education: Humanities and Fine Arts	General Education
Multiple options	3	General Education: Humanities and Fine Arts	General Education
Multiple options	3	General Education: Natural and Math Sciences	General Education
Multiple options	4	General Education: Natural and Math Sciences	General Education
EC215	3	Principles of Microeconomics	General Education
Multiple options	3	General Education: Social and Behavioral Sciences	General Education

MA115/116/123	3	Precalculus A w/Integrated Review; Precalculus A; Mathematic Reasoning	General Education
Multiple options	3	General Educations: Civics Requirement	General Education
EN100	3	English Competition	General Education
EN140	3	Rhetoric & Critical Thinking	General Education
SC105	3	Fundamentals of Oral Communication	General Education
Multiple options	3	Additional requirements (elective)	General Education
Multiple options	2	Additional requirements (elective)	General Education
Elective options (choose 6 hours from the list below)			
AC330	3	Accounting Analytics	Major elective
AC555	3	Forensic Accounting Analytics	Major elective
CS433	3	Data Analytics	Major elective
EC35a	3	Applied Economic Models	Major elective
EC490	3	Business Forecasting	Major elective
ER561	3	Business Planning for New Ventures	Major elective
HA540	3	Healthcare Informatics	Major elective
HA545	3	Healthcare Database Systems	Major elective
MA323	3	Statistical Methods	Major elective
MG416	3	Acquiring Talent	Major elective
MG436	3	Compensating Talent	Major elective
MK345	3	Introduction to Business Research	Major elective
QM358	3	Operations Management	Major elective
QM558	3	Principles of Supply Chain Management	Major elective

6G. Any unique features such as interdepartmental cooperation: The BSBA degree in Business Analytics will consist of course offerings from the departments of Accounting, Economics, and Finance, Management, Marketing, and Computer Science. The nature of interdepartmental cooperation will be similar to how our college implements the current Business Administration major, except that Computer Science courses will also be included in the curriculum of the major.

7. Student Demand

Enrollment in Computer Science and Business Administration programs, 2017 – 2021

Majors		Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
CPSC	Computer Science	169	180	186	178	204

BUAD	Business Administration	448	450	474	448	486
	Minors	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
CPSR	Computer Science	17	17	31	32	23
BUAR	Business Administration	185	153	80	65	108

The BSBA degree in Business Analytics combines business core and support courses required for all business majors with fundamental courses from the BS degree in Computer Science. A Business Analytics major would enable students to develop skills in computer programming, data mining, and machine learning and apply them to decision-making strategies in business. At present, our college's curriculum provides little opportunity for students to integrate skillsets in business and computer science, which would be addressed in the creation of a Business Analytics major.

Within the most recent 5-year period, the Business Administration and Computer Science majors have been in strong demand among the student body. Despite declining enrollment at the university, the number of students who have declared these majors are at all-time highs as of fall 2021a The BS degree in Computer Science has had its enrollment grow from 169 to 204 students between 2017 and 2021. The BSBA degree in Business Administration had 486 students in fall 2021, which was up from 448 students in fall 2017. In addition, the Computer Science and Business Administration minors had 23 and 108 students, respectively, as of fall 2021.

Market demand

Occupational categories related to a Business Analytics degree include Mathematical Science occupations and Business Operations Specialists. Examples of popular occupations within these categories include data analysts, statisticians, management analysts, and market research analyst as well as others. According to EMSI data, these occupational categories appear to have strong demand in the labor market based on the number of current jobs, projected growth by 2026, median compensation levels, and frequencies in online job postings. Trends and summary statistics for both occupational categories are described below.

Mathematical Science occupations

Mathematical Science occupations tend to be in high demand. Within the past 12 months, there were approximately 1,264 employers in Missouri competing to hire applicants for this occupational category. In addition, EMSI reported that there were 8,236 unique online job postings for Mathematical Science occupations in the state. It also was estimated that only 1 out of 5 of these positions were filled. A thin supply of applicants has made it difficult for employers to find qualified candidates for job openings in Mathematical Science occupations. The limited supply of qualified applicants has led to a median level of compensation that is well above the average occupation. In Missouri, Mathematical Science occupations earn a median salary of \$84,765. The national median salary level for this same occupational category is \$93,369.

Over the past five years, employment in Mathematical Science occupations has grown by 10% in the state of Missouri. Due to the increasing importance of occupational skills involving data analysis and computer programming, this trend in employment growth is expected to continue and remain robust throughout the medium term. Employment in this occupational category is forecasted to grow at a rate of 14% between 2021 and 2026.

Business Operations Specialists

According to EMSI data, there are approximately 122,187 jobs in Missouri that can be classified under the occupational category of Business Operations Specialist. The labor market demand for Business Operations Specialists has seen strong growth within the past five years. From 2016 through 2021, employment in this occupational category grew at a rate of 21%. Due to the increasing importance of data analytics in business decision-making processes, growth is expected to remain strong at a pace of 5% between 2021 and 2026. Following this trend, careers in Business Operations Specialist occupations tend to have lucrative compensation packages. The median salary levels in Missouri and the US were estimated at \$66,605 and \$71,325, respectively, in 2020. Data analytics on job posting websites also reaffirm the strong demand for this occupational category. Within the past 12 months, a total of 5,293 employers competed to hire talent in Missouri and posted 35,817 unique job postings on websites for job searching.

Societal demand

The societal needs for skills obtained in the Business Analytics degree primarily are reflected in characteristics related to student and market demand, which were detailed above.

Undergraduate degrees in Business Analytics have become more common in the last decade. The creation of this degree at our institution would provide a valuable opportunity for prospective students in the southeast region of Missouri, which currently does not exist.



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873®

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 12, 2023

Open Session

I. Motion to be Considered:

Approve a new BS in Financial Econometrics degree.

II. Background:

Justification: The Department of Accounting, Economics, and Finance has proposed the creation of the Bachelor of Science (BS) degree in Financial Econometrics. This program provides students with a curriculum of courses covering fundamental and advanced areas of Economics, Finance, and Mathematics. Core and elective courses in the proposed major were selected to prepare graduates for labor market trends where certain skillsets have become increasingly valuable. This transformation plan was initially recommended during the Academic Program Prioritization process. Compared to the existing BSBA program in Business Economics, a new degree in Financial Econometrics would place more emphasis on applied econometric techniques and business forecasting. It would achieve this objective by providing greater depth through the inclusion of advanced courses in Finance and Mathematics. Due to this interdisciplinary design of this program, there are no new courses as all coursework is currently offered as part of existing degree programs.

Need: Institutional data on five-year enrollment counts in Economics, Finance, and Mathematics suggest that there is sufficient student demand for this proposed program. Labor market trends, as documented in EMSI data and the Bureau of Labor Statistics, also indicate that employer demands for Financial Econometrics majors are strong with a projected national growth of over 9% through 2031. Currently, there are approximately 65,364 jobs for Financial Specialists in Missouri.

Recommended By:

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

Chairperson _____
Dean _____
Academic Council _____
Provost *[Signature]* _____
President *[Signature]* _____

Board Action on: _____

Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

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

Additionally, this degree has a Classification of Instructional Programs (CIP) code of 45.0603, which is identified by The U.S. Department of Homeland Security as a STEM Designated Degree Program and is therefore eligible for the 24-month STEM optional practical training extension (in addition to the 12-month allowance) for international students.

Program Summary: The BS in Financial Econometrics will require 120 credit hours for completion and does not require any new courses. The curriculum for this proposed program focuses on Economics, Finance, and Mathematics and therefore will not be a part of the Association to Advance Collegiate Schools of Business (AACSB) accredited programs in the Harrison College of Business and Computing.

Projected enrollments and completers are:

BS Financial Econometric	Enrollment Fall 2023	Enrollment Fall 2024	Enrollment Fall 2025	Enrollment Fall 2026	Enrollment Fall 2027
	16	32	45	55	55
	Degrees Awarded 2024	Degrees Awarded 2025	Degrees Awarded 2026	Degrees Awarded 2027	Degrees Awarded 2028
	0	0	0	10	13

☒ PUBLIC
☐ INDEPENDENT



SAVE

SUBMIT

ATTACH

SHOW
ATTACHMENTS

NEW PROGRAM PROPOSAL FOR ROUTINE REVIEW

Sponsoring Institution: Southeast Missouri State University

Program Title: Financial Econometrics

Degree/Certificate: BS-Bachelor of Science If other, please list: _____

Options: _____

Delivery Site(s): Main campus

CIP Classification: 45.0603

**CIP Code can be cross-referenced with programs offered in your region on [MDHE's program inventory](#).
[Click here for link to NCES CIP site.](#)*

Implementation Date 01/2023 please use MM/YY date format.

Is this a new off-site location? No ☒ Yes ☐

If yes, is the new off-site location within your institution's current CBHE-approved service region? Yes ☐

**If no, public institutions should consult the comprehensive review process.*

Is this a collaborative program? Yes ☐ No ☒ If yes, please complete the collaborative programs form on page 6.

CERTIFICATIONS:

- ☒ The program is within the institution's CBHE approved mission. *(public institutions only)*
- ☒ The program will be offered within the institution's CBHE approved service region. *(public institutions only)*
- ☒ The program builds upon existing programs and faculty expertise.
- ☒ The program does not unnecessarily duplicate an existing program in the geographically applicable area.
- ☒ The program can be launched with minimal expense and falls within the institution's current operating budget.
(public institutions only)

AUTHORIZATION:

Name/Title of Institutional Officer

Signature

Date

www.dhe.mo.gov • info@dhe.mo.gov

205 Jefferson Street, P. O. Box 1469, Jefferson City, MO 65102 • (573) 751-2361 • (800) 473-6757 • Fax (573) 751-6635 7/2017

PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Although the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below.

Qualifications of performance goals should be included wherever possible.

If you need more than one line of text to answer questions 1–5, please attach a Word .doc.

1. Student Preparation

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.

No special preparation will be required.

- Characteristics of a specific population to be served, if applicable.

Not applicable. The program will be offered to all students admitted into Southeast Missouri State University.

2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.

A minimum of 18 graduate credit hours in the faculty member's respective discipline.

- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term "full time faculty" (and not FTE) in your descriptions here.

Full time: 85%; part time: 15%.

- Expectations for professional activities, special student contact, teaching/learning innovation.

See attached supplement.

3. Enrollment Projections

- Student FTE majoring in program by the end of five years.

Approximately 55 students.

- Percent of full time and part time enrollment by the end of five years.

Full time: 75%; part time: 25%.

STUDENT ENROLLMENT PROJECTIONS

YEAR	1	2	3	4	5
FULL TIME	12	24	34	41	41
PART TIME	4	8	11	14	14
TOTAL	16	32	45	55	55

4. Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation.

For a 4-year program, no graduates are expected by the 3rd year. Approximately 13 graduates by the 5th year.

- Special skills specific to the program.

Econometric modeling; business forecasting; data analysis; computer programming; business decision-making

- Proportion of students who will achieve licensing, certification, or registration.

See attached supplement.

- Performance on national and/or local assessments, e.g. percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

See attached supplement.

- Placement rates in related fields, in other fields, unemployed.

See attached supplement.

- Transfer rates, continuous study.

Approximately 5%.

5. Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide a rationale

At present, there are no plans for accreditation beyond the University's regional accreditation.

6. Program Structure

A. Total credits required for graduation: 120 credit hours.

B. Residency requirements, if any: None.

C. General education: Total credits: 42 credit hours.

Courses (specific courses OR distribution area and credits)

Course Number	Credits	Course Title
Multiple options	3	Distribution area: Humanities & Fine Arts
Multiple options	3	Distribution area: Humanities & Fine Arts
Multiple options	3	Distribution area: Humanities & Fine Arts
Multiple options	3	Distribution area: Civics Requirement
EN100	3	English Composition
EN140	3	Rhetoric & Critical Thinking
SC105	3	Fundamentals of Oral Communication
EC215	3	Principles of Microeconomics
Multiple options	3	Distribution area: Social & Behavioral Sciences
Multiple options	3	Precalculus A w/Integrated Review; Precalculus A; Mathematic Reasoning
Multiple options	3	Distribution area: Natural & Mathematical Sciences
Multiple options	4	Distribution area: Natural & Mathematical Sciences
Multiple options	3	Distribution area: Additional Requirements (electives)
Multiple options	2	Distribution area: Additional Requirements (electives)

D. Major requirements: Total credits: 66 credit hours

Course Number	Credits	Course Title
MI101	3	Introduction to Computer Applications
CS101	3	Introduction to Computer Programming
QM257 or MA223	3	Business Analytics I or Elementary Probability and Statistics
QM258 or MA323	3	Business Analytics II or Statistical Methods
AC221	3	Principles of Accounting I
EC225	3	Principles of Macroeconomics
EC351 or EC490	3	Applied Economic Models or Business Forecasting
EC410	3	Macroeconomic Theory
EC420	3	Microeconomic Theory
FI361	3	Financial Management
FI368	3	Investments
MA117	3	Pre-Calculus B
MA140	5	Analytic Geometry and Calculus I
MA145	4	Analytic Geometry and Calculus II
MA345	3	Linear Algebra
see supplement	18	additional major requirement shown on the attached supplement

E. Free elective credits: 12 credit hours.

(sum of C, D, and E should equal A)

F. Requirements for thesis, internship or other capstone experience: Not applicable.

G. Any unique features such as interdepartmental cooperation: See attached supplement.

7. Need/Demand

☒ Student demand

☒ Market demand

☒ Societal need

☒ I hereby certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful.

On July 1, 2011, the Coordinating Board for Higher Education began provisionally approving all new programs with a subsequent review and consideration for full approval after five years.

COLLABORATIVE PROGRAMS

Sponsoring Institution One: _____

Sponsoring Institution Two: _____

Other Collaborative Institutions: _____

Length of Agreement: _____

If you need more than two lines of text to answer questions 1–5, please attach a word .doc.

1. Which institution (s) will have degree-granting authority?

2. Which institution (s) will have the authority for faculty hiring, course assignment, evaluation and reappointment decisions?

3. What agreements exist to ensure that faculty from all participating institutions will be involved in decisions about the curriculum, admissions standards, exit requirements?

4. Which institution(s) will be responsible for academic and student-support services, e.g., registration, advising, library, academic assistance, financial aid, etc.?

5. What agreements exist to ensure that the academic calendars of the participating institutions have been aligned as needed?

Supplement for Answers in Questions 1 through 7

1. Student Preparation

No supplemental answers. See cover sheet for information.

2. Faculty Characteristics

Any special requirement (degree status, training etc.) for assignment of teaching for this degree/certificate.

A minimum of 18 graduate credit hours in the faculty member's respective discipline.

Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term "full time faculty" (and not FTE) in your descriptions here.

Full time: 85%; part time: 15%.

Expectations for professional activities, special student contact, teaching/learning innovation.

Tenured and tenure-track faculty members are expected to conduct research in their respective academic disciplines that leads to publication in peer-reviewed journals. The minimum expectation for tenured and tenure-track faculty members is the publication of two peer-reviewed manuscripts within a five-year period and evidence of an ongoing research agenda. In addition to scholarly publications, evidence of an ongoing research agenda can include activities such as presentations at academic research conferences, publications of manuscripts in peer-reviewed conference proceedings, publications of scholarly books or textbooks, completion of working papers, and other scholarship activities.

In addition to tenured and tenure-track faculty members, the BS program in Financial Econometric will also include Regular Non-Tenure Track (RNTT) instructors. While RNTT instructors do not have research expectations, all faculty members will be expected to maintain currency in their instructional fields through faculty development activities or engagement with professional organizations.

3. Enrollment Projections

No supplemental answers. See cover sheet for information.

4. Student and Program Outcomes

Number of graduates per annum at three and five years after implementation.

For a 4-year program, no graduates are expected by the 3rd year. Approximately 13 graduates per annum are expected by the 5th year.

Special skills specific to the program.

Econometric modeling; business forecasting; data analysis; computer programming; business decision-making.

Proportion of students who will achieve licensing, certification, or registration.

Industry-recognized certifications are not required for this program. The only certification program that will be made available to majors in this program is Microsoft Office Specialist (MOS) certification in Microsoft Excel. This certification is offered in a zero-credit hour course listed as MI 001: Microsoft Excel Certification, which students will have the option to complete. While no certifications, licenses, or registrations are required for the major, completion of the degree can be a starting point for pursuing industry-recognized certifications, such as the Certified Financial Planner (CFP) or Certified Business Economist (CBE) credentials. However, students pursuing these certifications would need to supplement their degree with additional coursework.

Performance on national and/or local assessments, e.g. percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

There are no externally-recognized national or local assessments that are applicable to this degree program. Students majoring in this degree program would be assessed according to our institution's assurance of learning standards for regional accreditation. Program-specific learning goals will be developed by a curriculum committee consisting of faculty experts.

Placement rates in related fields, in other fields, unemployed.

Data on job placement rates were obtained from the Missouri MoScores database. The table below displays job placement data for graduates of Southeast Missouri State University for the three-year period from 2015-2017, which is the most recent period available on their website. All statistics were based on unemployment insurance data.

Academic Program	Number of Graduates	1st Year Employment Rate	3rd Year Employment Rate
Business, Management, Marketing, and Related (Bachelor's degree)	712	69%	63%

Economics	21	72%	70%
Mathematics and Statistics	22	76%	68%

Graduates of bachelor's degree programs in Business disciplines exhibited first-year job placement rates of 69%. For Economics, Mathematics, and Statistics degrees, first-year job placements rates were between 72% and 76%. Compared to Business disciplines (63%), three-year job placement rates were slightly higher for graduates in Economics (70%) and Mathematics/Statistics (68%).

Transfer rates, continuous study.

No supplemental answers. See cover sheet for information.

5. Program Accreditation

Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide a rationale.

No supplemental answers. See cover sheet for information.

6. Program Structure

The BS degree in Financial Econometrics consists of three main distribution areas, which include:

1. Major core requirements
2. Major electives
3. The General Education curriculum.

The structure of this degree program is listed in the chart below.

Course Number	Credit	Course Title	Distribution Area
Major core courses for BS degree in Financial Econometrics (54 credit hours)			
MI101	3	Introduction to Computer Applications	Major core
CS101	3	Introduction to Computer Programming	Major core
		Business Statistics I or Elementary	
QM257 or MA223	3	Probability and Statistics	Major core
QM258 or MA323	3	Business Statistics II or Statistical Methods	Major core
AC221	3	Principles of Accounting I	Major core
EC225	3	Principles of Macroeconomics	Major core
		Applied Economic Models or Business	
EC351 or EC490	3	Forecasting	Major core

EC410	3	Macroeconomic Theory	Major core
EC420	3	Microeconomic Theory	Major core
FI361	3	Financial Management	Major core
FI368	3	Investments	Major core
MA117	3	Pre-Calculus B	Major core
MA140	5	Analytic Geometry and Calculus I	Major core
MA145	4	Analytic Geometry and Calculus II	Major core
MA345	3	Linear Algebra	Major core
MA425	3	Applied Regression Analysis	Major core
MA575	3	Time Series and Forecasting	Major core

Major electives (12 credit hours - see list of options at the bottom of chart)

Multiple options	3	Major elective (select from bottom)	Major elective
Multiple options	3	Major elective (select from bottom)	Major elective
Multiple options	3	Major elective (select from bottom)	Major elective
Multiple options	3	Major elective (select from bottom)	Major elective

General Education (42 credit hours)

Multiple options	3	General Education: Humanities and Fine Arts	General Education
Multiple options	3	General Education: Humanities and Fine Arts	General Education
Multiple options	3	General Education: Humanities and Fine Arts	General Education
Multiple options	3	General Education: Natural and Math Sciences	General Education
Multiple options	4	General Education: Natural and Math Sciences	General Education
EC215	3	Principles of Microeconomics	General Education
Multiple options	3	General Education: Social and Behavioral Sciences	General Education
MA115/116/123	3	Precalculus A w/Integrated Review; Precalculus A; Mathematic Reasoning	General Education
Multiple options	3	General Educations: Civics Requirement	General Education
EN100	3	English Composition	General Education
EN140	3	Rhetoric & Critical Thinking	General Education
SC105	3	Fundamentals of Oral Communication	General Education
Multiple options	3	Additional requirements (elective)	General Education

Multiple options	2	Additional requirements (elective)	General Education
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Elective options (choose 12 hours from the list below)

ECXXX	3	Any EC courses at the 300-level or above (3 – 12 hours)	Major elective
FIXXX	3	Any FI courses at the 300-level or above (3 – 12 hours)	Major elective
MA244	3	Analytic Geometry and Calculus III	Major elective
MA375	3	Theory of Interest	Major elective
MA385	3	Financial Mathematics	Major elective
MA530	3	Statistical Learning	Major elective

6G. Any unique features such as interdepartmental cooperation: The BS degree in Financial Econometrics will consist of course offerings from the Department of Accounting, Economics, and Finance and the Department of Mathematics. Interdepartmental cooperation will consist of coordination in the design of degree maps, curriculum committee planning, and scheduling course rotations.

7. Need/Demand

Student Demand

Enrollment in Economics, Finance, and Mathematics programs, 2017 – 2021

Majors		Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
ECFN	Economics: Financial Economics	13	12	10	11	9
ECBE	Economics: Busn Economics	7	10	8	11	11
ECON	Economics (BS)	20	22	19	20	11
FINC	Finance	144	143	130	114	113
MAAS	Mathematics: Actuarial Science	25	20	17	17	14
MAAP	Mathematics: Applied Mathemtics	18	27	19	17	19
Minors		Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
FINR	Finance Minor	19	23	16	16	15
ECNR	Economics Minor	13	19	21	11	8
MTHR	Mathematics Minor	44	38	46	35	24

The BS degree in Financial Econometrics is intended to transform the existing Business Economics option in the BSBA degree in Economics. This redesign would eliminate overlap between the BS degree in Economics and the BSBA: Business Economics option. By replace the BSBA: Business Economics option with a BS in Financial Econometrics, students majoring in this area would be able to learn more practical applications of econometric modeling,

particularly with respect to financial analytics. The curriculum in a Financial Econometrics major would place greater emphasis on real-world forecasting techniques and less emphasis on applications of economic theory for business strategy.

The combined enrollment in the two BSBA degrees in Economics (Financial and Business options) have remained steady over the past five years. Their enrollment totaled 20 students in fall 2017 as well as fall 2021. However, enrollment in the BS degree in Economics fell from 20 to 11 students over the same time period. The department's curriculum committee in economics believes student career interests are shifting toward more practical uses of economic concepts, particularly data analysis techniques.

Since the BS degree in Financial Econometrics would not require the same 63-hour business core and support curriculum as a BSBA degree, it would enable students to complete advanced courses in Finance and Mathematics, which are essential for financial analytics and data modeling. Despite a decline in enrollment since 2017, the Finance major remains popular among students with over 113 students majoring in the discipline. Enrollment in the Applied Mathematics degree has remained stable while there has been a decline in the Actuarial Science degree.

Market demand

Occupational categories related to a Financial Econometrics degree include Financial Specialists and Mathematical Science occupations. Examples of popular occupations within these categories include data analysts, statisticians, management analysts, and market research analyst as well as others. According to EMSI data, these occupational categories appear to have strong demand in the labor market based on the number of current jobs, projected growth by 2026, median compensation levels, and frequency data in online job postings. Trends and summary statistics for both occupational categories are described below.

Financial Specialists

The regional supply of Financial Specialists has been somewhat light (i.e., 3,647 employees in Missouri) compared to the national average (i.e., 4,654 employees for similarly sized regions). Currently, there are approximately 65,364 jobs for this occupation in Missouri. The frequencies of online job postings have been strong with an average rate of 1,331 postings per month in the state. Over the next five years, employment growth in the number of Financial Specialist jobs is expected to grow by 2%. As a result of these labor market dynamics, professionals in this occupation tend to earn compensation that significantly exceeds US real median personal income among all occupations categories. In 2020, the median compensation for Financial Specialists in Missouri was \$66,884. The national median salary for this position was \$73,843.

Mathematical Science occupations

Mathematical Science occupations tend to be in high demand. Within the past 12

months, there were approximately 1,264 employers in Missouri competing to hire applicants for this occupational category. In addition, EMSI reported that there were 8,236 unique online job postings for Mathematical Science occupations in the state. It also was estimated that only 1 out of 5 of these positions were filled. A thin supply of applicants has made it difficult for employers to find qualified candidates for job openings in Mathematical Science occupations. The limited supply of qualified applicants has led to a median level of compensation that is well above the average occupation. In Missouri, Mathematical Science occupations earn a median salary of \$84,765. The national median salary level is \$93,369.

Over the past five years, employment in Mathematical Science occupations has grown by 10% in the state of Missouri. Due to the increasing importance of occupational skills involving data analysis and computer programming, this trend in employment growth is expected to continue and remain robust throughout the medium term. Employment in this occupational category is forecasted to grow at a rate of 14% between 2021 and 2026.

Societal need

The societal needs for skills obtained in the Financial Econometrics degree primarily are reflected in characteristics related to student and market demand, which were detailed above.

Undergraduate degrees that specialize in Financial Econometrics are somewhat rare. The creation of this degree at Southeast Missouri State University would provide a unique opportunity to prospective students in our regional market and surrounding areas.



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873®

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 12, 2023

Open Session

I. Motion to be Considered:

Approve the new minor in Public Health.

II. Background:

Justification: A Public Health Minor is being proposed to meet the needs of students seeking knowledge in the core functions related to the areas of public health including population health, healthcare systems, and environmental health and policy. The minor is constructed to provide flexibility and to allow students a broad range of existing course offerings which will bolster their knowledge in this discipline. Many disciplines and programs currently offered have a direct influence over or interaction with public health practices, entities, and policies. The proposed minor will provide a solid foundation of public health that a variety of students in subdiscipline related areas would benefit from.

Need: The need to graduate students who have public health knowledge is exigent in this era of multiple global pandemics, health hazards, and a need to improve general health. Public health experience and knowledge will enhance the competitiveness of our graduates. The proposed Public Health Minor will contribute to this university's efforts to satisfy students' varied needs and provide valuable skills and knowledge demanded of many broad reaching careers.

Program Summary: The Minor in Public Health will require a minimum of 15 credit hours for completion and is comprised of existing courses.

Recommended By:

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

Chairperson _____
Dean _____
Academic Council _____
Provost Wing Lina _____
President [Signature] _____

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

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



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 12, 2023

Open Session

I. Motion to be Considered:

Approve the deletion of the BA in Philosophy.

II. Background:

Justification: Due to the historically low enrollment in this program the Department of Political Science, Philosophy, and Religion has determined the best course of action is to delete the Bachelor of Arts in Philosophy.

In the last five years, the enrollment in this program has dropped from 17 in 2018 to 7 in 2022. Historically, the greatest number of majors in Philosophy was 27 (in 2011). The following year it had 26, but since then it has not had more than 19 majors. The number of degrees awarded has consistently fallen well below the standard of 10 per year over the three-year average required for majors under Missouri Department of Higher Education and Workforce Development guidelines.

Students seeking to gain experience and knowledge related to Philosophy will still be able to pursue a Minor. The Minor in Philosophy is being revised and we will continue to offer general education courses. For students currently enrolled in the BA in Philosophy, a teach-out plan will be provided that will allow them to complete their degree within a reasonable period of time.

Recommended By:

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

Chairperson _____
Dean _____
Academic Council _____
Provost *[Signature]* _____

President *[Signature]* _____

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

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

Program Summary: The BA in Philosophy current enrollments and number of completers are:

BA in Philosophy	Enrollment Fall 2018	Enrollment Fall 2019	Enrollment Fall 2020	Enrollment Fall 2021	Enrollment Fall 2022
	17	16	6	7	7
	Degrees Awarded 2017-2018	Degrees Awarded 2018-2019	Degrees Awarded 2019-2020	Degrees Awarded 2020-2021	Degrees Awarded 2021-2022
	3	1	4	1	0

☒ PUBLIC
☐ INDEPENDENT



SAVE

SUBMIT

ATTACH

SHOW
ATTACHMENTS

PROGRAM CHANGE REQUEST FOR STAFF REVIEW

- ☐ Title or CIP change only
- ☐ Combination program created out of closely allied existing programs
- ☐ Option(s) added to existing program(s) **attach copy of "before and after" curriculum, plus any existing and proposed options*
- ☐ Addition of certificate program developed from approved existing parent degree
- ☐ Addition of free-standing single-semester certificate program
- ☐ Add or change mode of delivery: classroom, hybrid, and online (indicate before and after modes in table below)

Before the Proposed Change			After the Proposed Change		
Title of Old Program/Certificate	Degree	CIP Code	Title of New Program/Certificate	Degree	CIP Code

- ☒ Delete program(s)
- ☐ Delete options
- ☐ Program placed on "Inactive Status" list

Program/Certificate/Option

Degree and CIP Code

Intended Date of Deletion/Inactivation

Philosophy

Bachelor of Arts CIP 38.0101

05/2023

MM/YY

Change of address:

Closed location:

List sites where changes on this form should be applied (such as main campus, all off-site locations, etc.)

Name/Title of Institutional Officer

Signature

Date

Institution Southeast Missouri State University



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873

BOARD OF GOVERNORS
MOTION CONSIDERATION FORM

May 12, 2023

Open Session

I. Motion to be Considered

Approve the conferring of degrees upon the candidates for Spring 2023 and Summer 2023.
Graduation pending final verification of their completion of degree requirements.

II. Background:

Pursuant to 174.160.1 RSMo. the Board of Governors is empowered to confer upon students, by diploma under the common seal, such degrees as are usually granted by the University. Consistent with past approval of conferring of degrees for Spring and Summer graduates, the University does not hold a commencement in the summer. Therefore, a request to approve summer graduates is included contingent on confirmation and verification of degree requirement completion.

The breakdown for Spring and Summer candidates is as follows:

- Total degrees: 1414
 - Undergraduate: 1026
 - Masters: 367
 - Specialist: 21
- Jane Stephens Honors Program: 20
- Cum Laude: 206
- Magna Cum Laude: 124
- Summa Cum Laude: 108
- 4.0 Graduates: 150
 - Undergraduate: 34
 - Masters & Specialist: 116

Recommended By:

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

Chairperson _____
 Dean _____
 Academic Council _____
 Provost *[Signature]* _____
 President *[Signature]* _____

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

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

FACULTY SENATE SOUTHEAST MISSOURI STATE UNIVERSITY

FACULTY SENATE RESOLUTION 23-6

**Approved by the Faculty Senate
4/12/2023**

FACULTY RECOMMENDATION FOR GRADUATION

WHEREAS: Faculty have evaluated the students who have applied for spring or summer graduation, and

WHEREAS: These students have met the requirements of their respective degree programs as verified by the Office of the Registrar,

BE IT RESOLVED THAT: The faculty of Southeast Missouri State University recommends the students be approved as candidates for graduation in May or August 2023.

Action	Date
Introduced to Senate	3/29/2023
Faculty Senate Vote	4/12/2023

CANDIDATES FOR GRADUATION – MAY 13, 2023

College of Education, Health & Human Studies

ASSOCIATE OF ARTS IN CHILD CARE AND GUIDANCE

Ayanna M. Russell
Sarah Ann Tumbleson
BACHELOR OF ARTS
Jessica Blair Harrocks
Louis E. Bunster
Stephanie A. Conway
Samantha Grace Crites
Izabella Mackenzi Durrett
Grace Ann Eaton
Michala L. Hahn
Katelynn Elizabeth Hall
Peyton Rey Hall
David Matthew Hjelm
Stormi Taylor Alizabeth Kershaw
Sierra Nicole Mays
Stacy A. Pearson
Kali Jo Pogue
Megan Lynley Puls
Jackie Renae Riggins
Elisabeth Suzanne Smith
Amanda Rachel Tenney
Carolyn Jo Trovillion
Peyton M. True

BACHELOR OF SCIENCE

Connor Mason Agers
Kristina Grace Allen *
Jaren Michael Alnutt
Austin William Ames*
Payton James Anderson
Lincoln A. Andrews
Mars Angell
Elizabeth Dean Arlington
Donavan James Arrington
Morgan Alyse Bass
Matthew Paul Bigley
Carley Marie Bilek
Bruce Bixler
Kimberly Dawn Blanchfield
Lauren Elizabeth Boozer
Maggie Lynn Boxdorfer
Destiny Leigh Bruenderman
Christina Marie Burch
Kelsey Burden
Maxwell Donovan Burns
McKenzie L. Callahan
Angeles Calzada
Elijah Campbell
Kaylee Nicole Cheek
Christa Gayle Chubboy
Madeline Grace Civey
Bailli Nicole Clark
Dorise Clark
Serena Bernice Clark
Sydney Renee Clayton
Savannah M. Colbert
Kamara Marie Colston
Brigid Maureen Cooper
Amara Imani Covington
Matthew Clark Dammermann
Karsyn Elizabeth Davis
Nichole Renae DeKoster
Jessie Elizabeth Deterding
Marie Coura Diagne
Kaleigh Ann Dodson
Erin Rachel Downey
Emme Madeline Driver
Kelli Linn Dukes
Madison Noelle Eads
Abigail Victoria Ernst

Donielle Lea Everts
Rachel D. Finders
Haley Nicole Foust
Abbagale Mary Franklin
Evan Esten Gray
Dylan J. Green
Jessica Nicole Greer
Katherine Ann Hallman
Christian G. Halvorsen *
Sophia Renee Hancock
Claire Harris
Haley Marie Hawkins
Bailey Nicole Helbling
Emily Marie Hibbeler
Sanako Hishinuma
Caleb Landon Hitt
Ashton Layne Hopper
Madison Hornberger
Macee Diane Hoskins
Cassidy Leigh Hughes
Chidimma Blessing Ibekwe
Kaleb Steven Inman
Dakota J. Isenman
Hannah Leigh Ivy
Jerrica Leigh Jefferson
Plesana Johnson
Jaden Mae Kight
Joshua Ray Kile
Hanna Marie Kirkiewicz
Benjamin R. Kouba
John Andrew Lawrence Jr.
McKenna Kathryn Lee
Savannah Rose Lively
Hannah Elizabeth Lynch
Ann Marie Elizabeth Mannino
Brianna Rhea Martin
Michael Leon-Everett
Matthews
Molly Ann Maxwell *
Mary Kathryn McIntosh
Abigail Elizabeth McKenzie
Nadia Claret Garcia McKinney
Jolie Alyce Miller
Noah Abram Mussatto
Emma Grace Newell
Kaitlyn Rose Nixon
Alexis Briana Orr
Macie Elizabeth Brinkopf
Aliyah Precious Pargo
Shea Erin Petrowske
Kaitlyn Nicole Pickett
Jordan Kay Pilout
Shakyla Leshae Poke
Garrett James Posinski
Kayla M. Powell
Kyla Elizabeth Raftery *
Shelby Rae Rall
Crystal Randazzo
Kylie Ashton Duncan
Noah Joseph Ray
Brett Travis Reynolds
Skyler Rain Ross
Kyle Daniel Roberts
Macy Lynne Robinson
Matthew Paul Rosen
Kylie Andrew Roth
Kaelyn Noelle Rubach *
Ayanna M. Russell
Samuel David Russo*
Cheyenne Rheanna Sander
Alaina Nicole Santhuff
Preston Schmidt

Riley Anne Schuld
Logan Anne Schwarz
Luke Charles Bryaden Selvig
Gillian Zoe Sherp
Nicole Juliette Silverlake
Mark Edward Sitek
Natalie M. Sitze
Sierra Bethany Skinner
Rachel Kristine Skurnick
Whitney Diane Smith
Kaylyn Jean Sparks
Olivia Kate Stepp Standerfer
Ashleigh Stegmann
Elizabeth Olivia Tan Stingle
Kristen Callie Jo Tarno
Layton Christopher Tenkhoff
Moriah Shavonne Terry
Alexis Payton Thebeau
Zane Cray George Thomas
Cameron D. Townsend
Sarah Ann Tumbleson
Allison J. Urban
Kaitlyn Michelle Van Pelt *
Mackenzie Rae Vaughan
Jacob Michael Welch
Lance Aaron Wenzel
Sydney Mickena Whitehorn
Rhett E. Wiseman
Riley James Wiseman
Nicholas David Wolf
Joshua Anthony Wolfe
Madison Ann Young
Chyanne Zimmerman

BACHELOR OF SCIENCE IN ATHLETIC TRAINING

Jacob Paul Meyer

BACHELOR OF SCIENCE IN EDUCATION

Natalie Grace Augustyn
Alexis Andrea Barnes
Lauren Ashleigh Bayles
Janette Elaine Bell
Kylie Morgan Bell
Lauren N. Bell
Hannah Devlin Bird
Grace CaiAnna Blanchard
Sarah Elizabeth Blume
Remi Dawn Bollinger
Conrad Christian Bonney
Hadley Elizabeth Bouyoukos
Isai Campos
Riley Elle Carmichael
Arianna Carter
Bailey Cora Childers
Cara L. Childs
Destiny Leighana Cochran
Shelby Mae Cochran
Morgan Leonna Connell
Kaitlyn B. Cox
Ami Renee Trost-Crouse
Lyndsey Gail Deen
Emma Faith Dill *
Camille Paige Edmonston
Hannah Margaret Eickmeyer
Michael Angelo Farinella
Kelsey Anne Fark
Angela Renee Farson
Ashlyn Flanagan
Madison Lea Fouts
Katherine Anne Fraire
Briana Elizabeth Gadberry
Jessica Marie Gerber

Hannah Nicole Gibson
Cameron Michael Gittermeier
Ryan Andrew Glick
Brianna Noelle Gourley
Ashley Marie Gretzmacher
Lauren M. Hacker
Adrianne Marie Hammond
Abigail Victoria Harmon
Erika Lynn Hastings
Sophia Grace Heaman
Lia Coryn Heintz
McKenna Elisabeth Hendershott
Abbey Elizabeth Hotop
Kiera Faith Hutchason
Megan Grace Jenkins
Emilee Grace Judy
Rilee Jane Kendall
Jayden Alexis Kendrick
Victoria Rose Kopff
Lauren Michelle Leathers
Danielle Renae Lumsden
Alexandria Lynn Marchizza
Paige Elizabeth Mason
Kalli Rene Mayfield
Alexia Lynn Parciak
Saelem M. McGowan
Autumn Faith McMahan *
Miranda Leigh Menz*
Jordan Lynn Merli
Tyea Miller
Samantha Leigh Montgomery
Raina Carline Neal
Taylor Renee Oglesby
Elizabeth M. Orr
Kassidy Michele Pannier
Noah Alexander Pavy
Samantha Leigh Marie Pellegrino
Christopher Michael Pense
Hunter R. Perkins
Lillie Jewel Pinkley
Chloe Linn Propst
Haley LeAnn Rector
Mikayla Leann Williams
Lexi Lynn Renken
Skylar M. Rhymer
Audrey Danielle Rodgers
Jon Samuel Rodgers
Amie Joann Rondeau
China Marie Rone
Bethany Elise Scott
Devon G. Scott
Hannah Elizabeth Scott
Sabrina Lynn Shaffer
Tanner Reed Shaver
AnnMarie Paige Slayton
Alexander Lee SoltaniPanah
Ciara Cheyenne Southard *
Andrea Lynn Sparks
Alexis Spidle
Alli Jane Strayhorn
Kara Ann Swihart
Hallee Rene Tanner
Paisley Renee Thompson *
Rebecca Lee Turner
Crystal Brooke Vogler
Gracie Ann Wagley
Alexis N. Weidenbenner
Lauren Rose Welker
Julia Gail Wells
Julia Elizabeth Williams
Nigel Rayshawn Williams
Bayleigh Marie Windholz

Clair Elizabeth Woessner
Emma Lee Zanin
**BACHELOR OF SCIENCE IN
FAMILY AND CONSUMER
SCIENCES EDUCATION**
Lauren Bell
Storm Glastetter
Jacqueline Rene Jansen
Maggie Majesky
Tara Marie Nortman
**BACHELOR OF SCIENCE
IN NURSING**
Courtney Jayne Andrews
Jordan Elise Arnn
Christian S. Bair
Katie Christina-Mae Braudis
Jessica Lyne Childers
Stephanie Roxanne Davenport
Grace Elizabeth Davis
Amber Renee Donze
Jordan Diane Eads
Morgan Paige East
Natalie Elizabeth Followell
Maria Marlene Golden
Anna Kay Green
Bonnie L. Hanners
Alyssa Lynn Heller
Brooke Elaine Horrell
Kacey Leigh Marshall
Tatum Marie McCollough
Kimberly Dawn McDaniel
Hailey Diane Mitchell
Catrina Grace Moll
Kathryn Elizabeth Otten
Caroline Noelle Rominger
Shelby Christine Salger
Allison S. Seiler
Tanner John Slinkard
Liston Vance
Katelynn O. Walker
Megan Nicole Walker
Valerie Samantha Young

MASTER OF ARTS

Kieran James Adams
Danielle Forrest Aho*
Kaylee Elizabeth Anderson
Megan Elizabeth Anvender
Jennifer Emily Applegate *
Alivia Ann Bauman *
Stephanie Lynn Bedwell-
Johnston
Autumn Emily Bemis*
Alexys Rae Bergschneider
Jessica Bibbins *
Tayler Blase
Alexis Cheyanne Blevins
Megan Ann Bollinger
Madison Claire Bond
Norman G. Boyce
Amy Denea Boyt
Emily Lumma *
McKenzie Ann Brinkley *
Jordyn Renae Brummund
Faye Marie Burger
Jonah Elias Benjamin Callaghan*
Amanda Jo Cattoor
Brenna Collins
Hannah Taylor Compernelle *
Peyton Elizabeth Cope
Brooke DeLoach *
Margaret LeAnna Dill*
Gretchen Lynn Dirnberger

Kenneth Doak Jr.
Samantha Lynn Duffy
Connor Bryars
Erin Elizabeth Elking
Ashley Ann Evans *
Audrey Joan Farnham
Alison Fischbeck *
Janelle Leanne Flatt
Emily Brooke Forrest*
Madilyne Rheann Lunsford *
Anna Kathryn Goldkamp
Anna Marie Gravenkamp *
Natalie C. Green
Lacie Rae Griffaw *
Morgan Elizabeth Holdman
Lesley Ann Hooks
Skyler Paige Hornbeak
Halen Eileen James
Brandon Jewell
Braden S. Johnston
Jason Jovi
Victoria A. Kight
Lana Lynn King
Patrick Thomas Kline*
Danielle Renee Kobermann *
Grace Lynne Christine Lay
Mallory Ann Leible *
Amanda Nicole Lively *
Brittany Elizabeth Marr *
Halle Jade Matecki
Alexis Taylor May
Allison Elizabeth McKeever
Dominique Dae McPeck-
Garwitz *
Megan Mertensmeyer
Rachel Kayle Meyer*
Allyson Kaley Mills
Abigail Nicole Montgomery
Grace Kathleen Moore
Maria Alejandra Mora Amador
Sarah Elizabeth Newmand
Kaitlin Tate Orr *
Margaret P. Peacock
Stormy Briana Peeler*
Mallory Christine Dammann
Abriana Rene Record
Lindsey Donna Reichert
Jeana Cathelaine Roach *
Clinton Samuel Rolle Jr.
Alexandra R. Ross
Levi Dusty Joe Rutherford
Abigail M. Schremp
Tristen M. Simmonds*
Wendell T. Stapleton II
Jeffery Duane Stephens
Kama Renee Struckhoff
Haley Donette Troue
Carlie Ann Uhlig *
Carolyn M. Vogel
Rebecca Marie Wade
Hannah T. Weathers*
Haley Cheyenne Webery *
Ashlynn Paige Wyman
**MASTER OF ARTS
IN TEACHING**
Kelly Louise Henson*
Lisa K. Lampe
MASTER OF SCIENCE
Rita Marie Acosta
Brandon S. Fisher
Matheus Furlaneto de Oliveira
Jermima Imani Job

*40 GRADE POINT AVERAGE

The Commencement program is a roster of candidates, not an official list of graduates.

Appropriate degrees and honors will be awarded only to candidates who successfully complete all requirements by established deadlines.

College of Education, Health & Human Studies - continued

Lauren Christine Mueller *
Terri Rhea Schaefer *
Ariah Nakhayle Schulz
Madison Di Shrum
Jessica Anne Simora
Natasha Taylor Thomure
Carrie Dea Wamble *

MASTER OF SCIENCE IN NURSING

Collin Taylor Bentley
Gavin James Brown*
Addie Elizabeth Carlyle *
Ashley Rachelle Elkins
Preston Thomas Hollifield
Sierra Marie Masters *

Amanda Rose Moore*
Katherine E. Norrick*
Victoria Lynn Roberts*
Cole Weston Ross *
Abigail Victoria Schaefer *
Brandy Renee Sneed

SPECIALIST IN EDUCATION

Angela Marie Altenhofen *
Wesley W. Armbruster
Sydney Morgan Berthlettd
Whitney Carter
Brandi Leigh Compass *
Laura Danielle DeJournett *

Bridget Ann Duke *
Narita Graham
Ann Elizabeth Hawkey *
Chelsie Louise Huskey *
Jeffrey A. Jennings *
Dalton Anthony Manche
Myriah Paige Miller *
Joshua D. Mitchell *

Taylor Morgan Rentfro
Kimberly Ann Smith Riggs *
Briana N. Ross *
Sarah Abdul Jalil *
Aaron Matthew Tyree*
Shannon Lashay Washington *
Jerrica Megan Weaver

College of Humanities & Social Sciences

BACHELOR OF ARTS

Alexis Jo Baller
Israel Lucius Barnes
Veronica Vandenberg Beck
Joshua Franklin Bernstein
Dakota L. Black
Macy Michelle Brady
Megan Lynn Casasola
Jordan Cole
Elizabeth Paulina Combs
Laura N. Connor
Mackenzie Sue Daiber
Jack Thomas Finklang
Dianni Jo Guerra
John Kenneth Henke
Elizabeth Ann Herbel
Steven Edwin Ingebrigtsen
Nathan A. Johnson
Grant M. Jones
Jack Jacob Jourdain
Ross Michael Kasting
Zachary Mason Kelley
Olivia Marie Lambert
Kalei Ariana Layton
Conner Locklear
Veronica Lopez
Molly McNabb
Kayley Elizabeth Mikuleza
Paul Raymond Miles
Mitchell Drew Morris
Nissa Maryam Muhammad
Jennifer Nicole Murray
Taylor Justina Nelson
Rebecca L. Slinkard
Whitney Diane Smith
Tamia Ni-Ashunta Stallings
Brittany LeeAnn Stark
Kara Thebeau
Lauren Elizabeth Uthoff
Dusta Noelle Wheatley
Jonathan Bissell
**BACHELOR OF
GENERAL STUDIES**
Randeya Aaron Amarasekera
Demitra L. Asberry
Deborah Harrison Babchick
Zachary Batton

Shawn Robert Blunt
Cynthia E. Bohnsack
Maria Teresa Bouche
Benjamin P. Brackebusch
Kyle James Brown
Laura J. Brown
Garrett Wayman Burton IV
Joshua Samuel Cameron
Sara Elizabeth Champagnie
Leigh Meredith Chandler
Dylan James Clark
Lainey Jo Conklin
Laura Christine Darang
Megan Elizabeth Deimeke
Carlos Wayne Escobar
Savanna Jo Fischer
Matthew A. Fisk
Zachary C. Frey
Matthew Bryan Fry
Brooklynn N. Graczyk
Cameron A. Green
Michael Evan Grindstaff
Kylie LeAnn Motsinger
Jennifer Danielle Hanners
Austin Jay Harpenau
Alexis Elizabeth Hart
Ryan Hathaway
John P. Hawkins
Alicia S. Heise
Kelcie Thomas Hopkins
Daichi Kaminaga
Kristine Dolores Kasch
Abdul Oayyum Sissey
Kassim
Joshua Ray Kile
Shelly Kay Kinder
Fredrick Marvel Lathan II
Abigail M. Lewis
Margaret Paige MacArthur
Bradley Alan McGinnis
Crystal D. McMahan
Ma'isah Abdul-Qadir McMillan
James Todd Moffett
Jack Thomas Norrenberns
Malerie Owens
Tiffany Patterson
Ethan Sean Penrod

Mikayla Simone Richardson
Morgan Lindsay Ross
James Jacob Schaeffer
Sidney Leanne Schrum
Whitney Simmers
Clayton Thomas Skelton
Gabrielle N. Stewart
Taylor Paige Stirnemann
Addie Mae Lasae Stucker
Tyler Austin Sullivan
Will James Swapshire Sr.
Arsenia Deidrid Tate
Kelsey Anne Thorne
Daisy-Jasmin Trejo
Alyson Paige Tucker
Reese Anthony Villagrana
Emily Kathryn Voss
Sierra Lynn Walker
Amanda Lynn Watkins
Christopher Webster
Gabriela Ilana White
Caitlyn Williams
Nikolaus Aaron Wirz
Abby M. Wolf
Taron Woods

BACHELOR OF SCIENCE

Jilana Abdulaziz
Payton Elizabeth Alexander
Chasity Daniell Aubrey
Brittany Elisabeth Axelson
Abigail R. Bania
Tyler C. Barteau
Jennifer Gabriela Batres
Valentina Batres
Veronica Vandenberg Beck
Dylan Michael Blankenship
Austin Tyler Carmack
Trevor Michael Carroll
Austin Carter
Shelby Lynn Clark
Matthew Clark Dammermann
Jonathan Douglas Dori
Daniel Edward Doty
Donald Ashton Tyler Edwards
Maegan G. Essary
Brandon Marsalis Evans
Laura Kasara Noelle Faries

Ainsley N. Freed *
Donald A. Garfield
Terrico D. Garrett
Christine Rene Gilliland
Halle Brie Green
Christopher Thomas Greene
Bryce William Grossius
Michael Anthony Guardado
Mary Ann Hamlin
Nikeshia Hampton
Jada Ann Harvey
Madeline Carroll Hayes
Jeffery Haywood
Kendra Aislynn Hemmerlein
Cailyn Ann Hendrix
Mattie Grace Huff
Claire Humes
Connor W. Hundl
Jessica Dawn Hunt
Jacob L. Hyten
Uriah Ireland
Jack Jacob Jourdain
Erika Sterling Kemp
Faith Madison Kinkelaar
Kaitlyn F. Kirkley
Jonathan Christopher Klein
Nathan S. LaFata
John Andrew Lawrence Jr.
Paytience NaShay Lawson-Holman
Brianna Charlotte Longman
Hannah Elizabeth Lynch
Sophie Annalise Machen
Nicole Ann Myers
Jevon Lee Mason
Taylor Nicole Matthews
Bailey Alexander McCoy
Adrianna Nicole McDaniels
Reilly Brianne McDonald
Gabriel Mark Meadors
Haley Nicole Meisenheimer
Kaleb Michael Miller
Madyson Devin Miller
Lindsey B. Moffitt
Kierra Alexis Montgomery
Jazzmine Madison Moody
Brennan Christopher Moore

Carl Daishean-Allen Moore
Vladimir Edward Naeger
Brianna Lee O'Brien
Emma Lauren Mae Owens
Brianna Rochelle Payton
Alicia Marie Pemberton
Christian Alexander Perez
Sara Patricia Rose Phillips
Maggie Michelle Piper *
Jordan LaDawn Proffer
Hunter Levi Ralls
Jenna M. Rankin
Caroline Anne Renna
Kylee Ann Rhyne
Chryame Mae Robinson
Jacquelyn Elizabeth Roth
Preston William Shelby Jr.
Jenna Elizabeth Steitz
Rylee Clair Stroder
Genasis Alexandria Stuart
Zarria J. Taylor
Alexis Payton Thebeau
Madison P. Thornton
Raina Shea Ware
Brandon Robert Wheeler
Ryan Joseph Wilke
Elisabeth Ann Wilson
James Michael Ziesmer
**BACHELOR OF SCIENCE
IN EDUCATION**
Blake Beacham
Elizabeth Paulina Combs
Katherine Grace Goza
Jacob Alan Homer
Steven Edwin Ingebrigtsen
Rachel Sue Likert
Blake Thomas Moore
Jack Milton Moss
Brody Rae Mount
Brendan Renfrow
Brady Lane Rowl
Brittanie Dawnn Tabers
Emily Vickers
Brandon J. Viera
Joseph Micheal Walton
Jake Christopher Weil
Emmalea Ann Young

MASTER OF ARTS

Mohamad Elsayed
Abdulrazek Mohamad
Aldarawany *
Ali Amirahmadi *
Banmahuaazeng
Angela Marie Calloway *
Kelsey Lynn Deery *
Tetiana Dronova *
Alexios Fini
Kimberly Ann Halley
Charlene Marie Johnson *
David A. Kunce *
Stephanie Rae Lacny *
Maryna Mazur
Zane Konrad Paul Peterman
Adam Louis Ragsdale *
Elizabeth Kay Rennie *
Kaitlyn Nicole Richards *
Seyedehmaryam
Seyedalhossseini*
Ami E. Smith
Sydney Elizabeth Tolbert
Michael VonHasseln
**MASTER OF PUBLIC
ADMINISTRATION**
Zahra Abdolhazadeh Mrali
Molly Marie Gage
Casey George Gasior
Kevin Andrew Gregory *
Victor T Handweyinkosi
Mathuthu *
Kriti Niraula
Neosha Smith
Olawale Johnson Tanimowo
Elizabeth M. Yokley
MASTER OF SCIENCE
Connor J. Anderson
Kenneth Braun
Leah R. Elledge
Paul Gleeson
Alexandra Devin-Mackenzie
La Rue
Katelyn R. Pierre *

College of Science, Technology, Engineering & Mathematics

ASSOCIATE OF APPLIED SCIENCE IN COMPUTER TECHNOLOGY

James Colton Crouch
Russell Allen Goss
Dylan Anthony Heu
Alexander Scott Lively
Alyssa Elyana Oyn Nunley
Christopher M. Phillips
Victor Cray Ronald Thomas
BACHELOR OF SCIENCE
Mayowa Elizabeth Adebawale

Lewis Joseph Anthony III
Victor Oluwafemi Atolagbe
Olabisi
Thierry A. Muchi Awah
Hannah Marie Bachman
Kiersten Mary Baker
Devyn Marie Nicolle Barton *
Jacob P. Beaird
Larsen Alan Beekman
Bailey Jordan Below
Jaina Rianne Bemis
Morgan Sophia Berndsen *

Hayden M. Bertani
William Patton Borgerding
Olivia Marion Bullock
Samantha Mary Burke
Sean Canoy
Jacob Paul Carson
Matthew Scott Chessier I
Makayla Suzan Clark *
Kaitlin Michelle Coniglio
Nathan Daniel Cook
James Howard Cravens III
James Colton Crouch

Thanh Do
Trevor Edward Dubinski
Kelsie Alisha Duenas
Collin Daniel Dumey
Lane Dunning
Parker James Durbin
Alexandra Elizabeth Eaton
Haley Dawn Edwards
Ashton Riley Estill
Taylor Jo Fishkin
Megan Elizabeth Florence
Brooke L. Gardner

Emma Flynn Gillespie
Brent Steven Glenzy
Russell Allen Goss
Tayler Jolene Gudde
Corbin Grant Guthman
Landon Blake Hahn
Diamond Paige Ham
Adelia Leigh Hancock
Kylie Ann Harris
Tysen Alexander Harris
Athena Vi Harvey
Colby Bryant Hawk

Azalea M. Haynes
Nolan Matthew Heard
Nicholas Martin Hemberger
Hunter Ray Hendershott
Darby Nicole Herbst
Dylan Anthony Heu
Alyssa G. Hillis
Jina Rose Hillman
Jesse Alan Hurt
Frank Jacob Irovic
Benjamin Martin Jansen
Alex Johnson

*40 GRADE POINT AVERAGE

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College of Science, Technology, Engineering & Mathematics - continued

Brannon Thomas Jones	Alexander Scott Lively	Ryan T. Puche	Evan R. Smoot	BACHELOR OF SCIENCE	Sohail Ahmed Bajwa
Colton Christopher Paul Jones	Elvis Gakuo Maina	Mackenzie Piper Pugh	Misganaw Marelegn	IN EDUCATION	Bethany Hazel Bishop *
Deon Jones	Abigail Louise McNulty	Grace A. Purcell	Solomon	Shannon L. Bickler	Taylor Monet Campbell
Jordan Lauren Jones	Aidan Joseph McGowan	Claire Elizabeth Ramsey	Gabriela Soltys	Hannah G. Dambacher	Fatama Tuz Zohora Eitha
Joshua Parker Jones	Avery Eugene Mitchem	Calen Thomas Read	Madelyn Layne Sowarsh	Renjith Nair	Jesse J. Evans *
Akriti Kaffle	Tyler P. Moleski	Ashley Lynn Reed	Collin Paul Stinson	Emma Renee Rinacke	Surayanarayana Hemanth
Hannah Mae Karizamimba	Brandon L. Morrison	Breah Rose Rennie	Sushma Sundes	Eduardo Jun Yamakawa	Gummadi
Madeline Grace Keith	Clay W. Mullins	Paige Elizabeth Rhyne	Grace Olivia Sutton	MASTER OF	Ekambari Mounika Gunda
Tyler Scott Kempfer	Sidney Paige Myers	Sarah Grace Rice	Rachel Ann Swicionis	NATURAL SCIENCE	Ritabrata Kar
Caryssa Constantine Kennelly	Sho Nakayama	Lyndsey Danielle Rightnowar	Kaya L. Thatch	Molly E. Cook	Sumaiya Mahmud
John Edward Klueppel	Alyssa Elyana Oyn Nunley	Jack Thomas Rogers	Chloe Catherine Thomas	Heidi L. McMullin	Narasimha Rao Makham
Trevor Klump	Melissa Shae Nyga	Jessica A. Rubio	Anna Meiling Toler	Emmanuel Opoku Nsiah	Anil Mandalapu
David Andrew Knight	Cameron D. Ochs	Hannah Rupprecht	Brooke Anna Utsinger	Emmanuel Assefua Ocran	Kayla Ruthann Meier *
Mitchell James Korte	Jacob Wehde Oppenborn	Chloe Lynn Sax	Justin Andrew Vaccaro	Rhoda Ayerkie Quarshie	Grant Dalin Miller *
Emily Grace Krall	Claire Elise Owen	Kaitlyn Ann Schuh	Alfredo Vandeling Mau	Kwame Yeboah	Poojitha Nandyala
Drew W. Kranawetter	Christopher William Palmer	Sophia Rose Scozzari	Scott Alexander Wasmer	MASTER OF SCIENCE	Kushal Niroula
Ryan Michael Larson	Taylor Lynn Peck	Jordan Genna Shafer	Emma Ann Weibrenner	Nguvan Mercy Agaigbe	Saroj Tripathi *
Jong Suk Lee	Christopher M. Phillips	Kelly Mariciele Sicha Ticona	Reece Dylan Wolf	Ali Mohammed A. Aljbran	Avinash Yalamanchili
Jacob Scott Lehmann	Grace Anna Pitts	Andrew Jonathan Sligar	Alexis Diane Wysocki	Nagarjuna Reddy	
Oiqia Liu	Kaitlin Ryann Prasanphanich	Nolan Robert Smith	Mackenzie Yant	Annareddy	

Harrison College of Business & Computing

BACHELOR OF SCIENCE	Anthony Joseph Scanga	Zachary Richard Fehr	Reed Alexander Nichols	Brian Thomas Whitson	Sumanth Aleti
Adebisi David Adenugba	Cole J. Schemel	Sarah Fetterhoff *	McKenzie Lee Orange	Stephen Grady Whyte	Srujana Alle
Madeline Grace Arledge *	Drew A. Schlie	Philip Robert Francis	Alexander Joseph Norman	Elizabeth Anne Wibbenmeyer	Vinayak Srikanth Appasani *
Allison Bahr	Alex Sereodovych *	Kayeden Sydney Fryman	O'Rourke	Lindsey Nicole Williams	Haindavi Asaram
Deion Trey Ballentine-Phillips	Brenden T. Soyster	William Timothy Garner	Logan Taylor Page *	Alexandra Elizabeth Wilmes	Prakash Atukuri
Chase A. Beard	Gavin Leo Spytek	Boone Alan Gartman	Destin Michael Patek	Jacob Charles Wingerter	Bindu Prasanna Bandarupally
Tara Noel Beilsmith	John T. Stout	Kassandra Garza	Kenneth Joe Phillips III	Brittney Nicole Withrow	Priyanka Bandi *
Haley Marie Benson	Kayla Marie Gaines Sutton	Jeffery Allen Gates Jr.	Joel Michael Philpott	Tyler Gary-Steven Wolf	Sahana Bandi Veeranna *
Blake Hunter Bleem	Kyle James Thomas Sr.	Harrison Parker Glover	Kelli Marie Plunkett	Brock Parker Wood	Vamsikrishna Bandla *
Jacquelyn Mae Borin	Son Kim Tram	Christian Jacob Gonzenbach	Conner Prince	Andrew Raymond Woodham	Vandana Basavaraj
Grant William Buchheit	Diamond Renee Tyler	Alyssa Kathleen Grzechowiak	Presley Propst	Samuel Freeman Wright	Sajol Bhandari
D'Vaisha Breann Collins	Timothy Ryan Uskiwich	Zachary D. Hadley	Elaina Marie Rauh	Ding Zhang	Amber Elizabeth Bishop
Sheridan Heth Comer	Matthew Jacob Vollmar	Jennifer Lynn Hall	Benjamin Reinhardt	MASTER OF BUSINESS	Sai Teja Reddy Bokka
Weston James Cottrell *	Jeremy David Walz Jr.	Joshua Martin Hamann	Natalie Emma Richards	ADMINISTRATION	Koteswar Rao Bommala
Kennedy Allison Dillow	Michael Weaver	Brendon Paul Hayden	Alayja Richardson	Mark Edward Ahlvin Jr.	Sahaja Priya Bonagiri *
Samuel Isaac Elfrink *	Reece Alexander Wehmeyer	Zachary Joseph Haynes	Kade MacKinnon Richardson I	Khalil Raghib Al-Kayyali *	Sai Venkateswara Rao Bonde
Jessica Joy Felix	Carson Edward Thomas	Megan Heisserer	Nolan William Rick	Brianna Rachelle Baltimore	Nowsherwan Butt
Jomaria Gee	Willmering	Shelby Renee Hobbs	Madison T. Rigdon	Anthony Oreofe Oluwatitomi	Venkata Sai Divya
Jacob Allen Gray	Ethan Tyler York	Sarah Elizabeth Hoester	Jackson Reed Rinehart	Bello	Challagundla
Jacob John Hall	Steven Geoffrey Zlotopolski	Heather Paige Hoffman	Trevor H. Rinne	Callista Alohilani Borst	Tharun Kumar Chancharapu
Tyler R. Hambrick	BACHELOR OF	Noah Michael Jacobsen	Ernesto Dominick Rivera	Terry Joe Cook Jr.	Harini Chanda
John Kenneth Henke	SCIENCE IN BUSINESS	Corvon Cory Johnson	La'Breare R. Roberts	Tristan Blaine Cronenbold *	Hindu Priya Chandanala
Cora Eve Holloway	ADMINISTRATION	William Alexander Jones	Nicholas James Rose	Austin Briton Crump	Kun Chang
Zachary C. Howard	Robel Alemnhe	Jacob Allen Justus	Gabrielle Kristen Roth	William Clayton Frisbie	Himabindu Chegondi
Elijah T. Iverson	Tara N. Altis	Kara Dawn Kassel	Christiane Santisteban	Talia Marie Gouard	Kumarmanideep Cherukuri
Mackenzie Taylor Johnson	Brooklyn Layelle Armstead	Steven A. Kays	Bernard	Peter Haidar	Sri Charan Cherukuri
Nathaniel Antony Kiehl	Jessica Kay Aubrey	Karissa Marie Klocke	Bryan Patrick Sargent	Christopher Charles Harris	Akhil Kumar Chinnadeevela
Blake O. Klingsick	Thomas Neal Barron	Aidan A. Knox	Grace Margaret Schlegel	Marlen Hoedebeck *	Mohan Krishna Ayyappa
Thomas Oliver Koch	Kyle Dennis Becker	Tomoya Kobori	Madison Ann Scott	Nicole Kanoelani Helenihi	Chinta
Jon David Kridelbaugh	Lindsey Mae Hale	Kennedy Lynn Koch	Hunter Dewayne Shelton	Humphreys *	Chandana Chirumamilla
Ferida Kudratova	Jaycie Michelle Bolden	Michael Reeve Kohlenberger	Elliot Christopher Siekmann	Viktorija Kozyreva	Mahesh Chittimalla
Tshering Lama	Courtney Elizabeth Brewer	Zachary William Lakamp	Lucas W. Sims	Kazuma Kuroyanagi	Krishna Sairam Chivukula
Benjamin Dean Lampkins	Laura J. Brown	Hannah Michelle Lawless	Mackenzie Sue Skaer	Brent R. Lichtenstein	Sara Elizabeth Cissell *
Dongjun Li	Madison Grace Bunden	Austin Reid Lewis	Megan Nicole Sokolowski	Xinyu Lin	Chandler Keith Collins
Isabella Linstruth	Blair Nicole Busenbark	Yuchen Liu	Braden William Spawr	Erin Elizabeth Martin	Venkatesh Dasari
Christopher Ryan Lipina	Christian Everett Caruso	Gregory Joseph Lorentz	Daniel Patrick Sperling	Morgan Nicole McCourt *	Bhavani Davuluri
William Eugene Loehr	Caitlin Cavanaugh	Harrison Cole Marshall	Tyler Walton Sprouse	Matthew B. Nielsen *	Vallisa Datta Dhanekula
McCain	Lexi Alanis Cobb	Ashanté McGuire	Zachary Lee Stegman	Kylie Deigh Noe I	Rohith Edla
Sarah A. Melton	Dalton James Collier	Hudson Lance McVay	Noah Stinnett	Sydney Marie Ozbun	Eguturu Sai Siva Koti Reddy
Nathan D. Miller	Nicholas M. Cortese	Bradley Mills Meyer	Alan Joseph Stroup	Deepak Punjabi *	Farhan Ahmed Jaweed
Mitchell Drew Morris	Leo Thomas Crites	Carson G. Miles	Rylee Michelle Stroup	Shahneela Sibtain *	Sai Amal Chaitanya Gajavalli
Rachael Marie Morrison	Sarah Marie Danieleley	Ashley Elizabeth Moellenhoff	Derek James Thomas	Victoria Paige Smith *	Sai Gajjala
Klierra K. Moton	Ayomi Daswatta	Amber Grace Mollet	Blake L. Thompson	Kayla Eileen Stauder *	Sandeep Ganga
John Christian Myers	Marisa Anne Davis	Clayton Austin Moore	Kori Monae Tomlin	Cragin Nicole Steed	Bhargavi Gangapuram
Tuyen Thi Thanh Nguyen *	Mallory Anne Desch	Jagger Thomas Moore	Ethan Lee Unterreiner	Larry Eugene Stephenson Jr. d	Chaitanya Sai Gara
Caleb L. Oswald	Te'Auna Lashay Dorsey	Sidney Christine Moore	Walker A. Venable	Noah C. Stone	Rohini Gattineni
Gina Lynn Otto	Bailey Christine Drake	Savanna Marie Morgan	Bryce Vogt	Tyson G. Tibbs	Sumith Geetha Suresh *
Nguyen Thao Pham	Andrew Joseph Dyer	Brian William Nagy Jr.	Noah James Wagner	Sara Wiseman	Sai Kumar Gogineni
Jessica M. Richbourg	Connor D. Eidson	Steven A. Needy	Karissa R. Waller	MASTER OF SCIENCE	Jaswanth Sai Gollapudi
Collin Patrick Rosborg	Hannah K. Hepp	Alyssa Jean Nepean	Zeguang Wang	Oluwadamilola David Adeboga	Swetha Gondi
Sumona Sarmin	Frederica Ameshae Rucker	Hien Minh Ngo	Eric Michael White	Ahmed Mohammed Alansari	Mohan Krishna Gonuguntla

*40 GRADE POINT AVERAGE

The Commencement program is a roster of candidates, not an official list of graduates.

Appropriate degrees and honors will be awarded only to candidates who successfully complete all requirements by established deadlines.

Harrison College of Business & Computing - continued

Pranaygeeth Gopalam	Divya Kancharkuntla	Krishna Mohan Reddy	Lurdhuravi Patapantula	Yeswanth Venkat Sayempu	Rajesh Tulluri
Ravi Shankar Govindu	Nirmal Kandel *	Mukkara	Jagadeesh Chowdary Paturi	Hamza Shahid	Krishna Sai Jayadeep
Vamshi Govindu	Swetha Kandhada	Satya Saipriya Munjuluri	Shivani Peddi	Amanulla Shaik	Tummepalli
Nithya Gundati	Kondala Rao Kandimalla	Harish Muppalla	Gnana Harshini Peddineni	Sattar Shaik	Satish Kumar Uggirala
Purva Gupta	William Arthur Kasson	Jithendra Nadipineni	Sandesh Pokharel	Sabita Sharma	Naveen Vadlamudi
Sai Krishna Curram	Sahithi Kasthala	Manasa Nadukuda	Ajay Kumar Potini	Siva Karthik Reddy	Praveen Reddy Valle
James Dale Hamm Jr. *	Manisha Katamani	Praveen Kumar Nagabhiru	Poojitha Raj Pottolla	Siddavatam	Anirudh Raj Veeraboina
Franklin Christopher Hanagan	Venkata Krishna Rao	Santhi Rose Nagaram	Praveen Kumar Reddy	Pavan Sripathi	Kiran Bhargav Vemula
Cassandra Bechtel Hendrixson	Kommineni	Venkata Mallikarjuna Rao	Pulagam	Siva Sai Sandeep Kumar	Lakshmi Priyanka Vemula
Gayatri Sravani Immadisetty *	Kavya Konduri	Nagendra	Srikanya Purma	Suređ	Ravi Kiran Vennala
Sai Krishna Vishwanath	Rajiv Prasad Kushwaha	Yaakoub Najih *	Manish Racha	Manikanta Suryadevara	Srikanth Vennamaneni
Varma Indukuri *	Safal Lamichhane *	Siva Krishna Nalluri	Niharika Rasthapuram	Sai Hrushikesh Reddy	Meenakshi Vutla
Charitha Sree Jakkampudi	Sri Prapurna Maddipudi	Santosh Kumar Nandamuri *	Mitang Raval	Taduvai	Katherine Elizabeth Wegmann
Vinod Kumar Jarugula	Sriram Sai Maddukuri	Pooja Sree Narne	Wishnu Vardhan Ravi	Harshak Reddy Tamatam	Saivirshitha Yalakaturi
Sai Kumar Javvaji *	Mahesh Makham	Hari Shankar Nekkallapu	Naresh Kumar Rella	Michael Olusegun Taylor	Venkatram Yarlagadda *
Sai Harikrishna Jonnalagadda	Jaya Prakash Mamillapalli	Prabaha Neupane	Imran M. Rizvi	Venkata Maheswara Reddy	Sai Phani Prithvi Yellarsi
Ramyasri Kalapala	Arun Gopichand Mekalaboina	Anthony Bolsel Nimfa	Rohith Yadav Chinnala	Telukutla	Krishna Chaitanya Yenisetty
Pranitha Kamatham	Tafadzwa Mlambo	Sabin Oli	Sai Kumar Sabbineni	Siva Thalari	Mohammed Juneed Sheriff
Nanda Kishore Kambhampati	Sadiq Uddin Mohammed	Deepthi Palgudi	Shumayla Saify	Rohith Thota	Zahidđ
Hari Shankar Prasad Kanaparthi	Abitha Mukka	Pasupuleti Siva Sai Krishna	Tushar Saini	Hanmanth Rao Tirumala	

Holland College of Arts & Media

BACHELOR OF ARTS	Lydia Gehrs	Bailee Ward	BACHELOR OF SCIENCE	Lee Michael Haskell	Marvin Pewitt Jr.
Emma Elisabeth Buchanan	Nathaniel Lee Gilpin	Olivia McKenna Wheeler	Madison Abanathie	Madeline Marie Haug	Charles Patrick Pierceall
Nichole Renae DeKoster	Josephine Marie Harris	Elizabeth Jin White	Arielle Dominique Adams	Lydia T. Hendrix	Kylie Morgan Reh
Jessica Nicole Emery	AuJanai Joi'ella Hawkins	Jerry G. Williams Jr.	Lucas Wayne Batchelor	Caleb Dwaine Hoggard	Alisha Renee Reisenbichler
Grace E. Goeckeler	Noah Hinton	John Nicholas Williams	Sara Elizabeth Becker	Roman Holloway	Elizabeth Grace Scanga *
Emily Annemarie Gregg	Neal Xavier Joiner	Rebecca Zwick	Sophie C. Bollinger	Jimmy Hummel	Jacob Ralph Smith
Craig Hart Jr.	Jessica Christine Knight	BACHELOR OF MUSIC	Grace Jean Brendle	Kelvin J. Johnson I	Zachary Stenger
Danielle Elizabeth Kramer	Gabriel Scott Lawrence	Ethan I. Brown	Christopher Bridgmon	Kennedy Margaret Jones	Ethan Michael Stone
Alexis Briana Orr	Julianne Jean Ledford	Jeremy Moroni De Leon	Megan Lynn Casasola	Madilynn Rylee Marie Jones	Dylan Michael Stuerman
Brock Phillip Stuessel	Addison Felicity Lee	Lopez	Tabitha Marie Davis	Liza Jane King	April Christina Styer
Plassman	Luke D. Losch	Nichole Marie Golden	Jeremy Moroni De Leon	Isabella Victoria Kinnaw	Claire Noelle Thebeau
Ciara Cheyenne Southard *	Kimberly Anne Mathis	Luke Tanner Poston	Lopez	Owen M. Korando	Justin Lowell Trovillion
Dakota Anna Rose Williams	Anna Grace Meyers	BACHELOR OF	Thomas Kekoa Eutzy	Dawson William Lackey	BACHELOR OF SCIENCE
BACHELOR OF FINE ARTS	Lauryn Jaymes Moore	MUSIC EDUCATION	Emily Marie Flesch	Allison M. Lauter	IN EDUCATION
Kaitlyn Marie Abt	Jessica Michele Parris	Hollie Gabriel Cotter	Gabrielle A. Freitas	Anna Michelle Lee	Kelly Ann Genevieve
Cameron Cai	Kaitlyn Alecia Raab *	William Robert Graham	Emma Claire Fritsche	Erin N. Leezer	Downes
Morgan Elizabeth Clark	Aliegha Marie Ramos	Joseph Andrew Hoffmann	Noah Dominick Giacomarra	Nicholas Alexander	Cameron Elizabeth Queen
Megan Ann Clifford	Jacob Wade Rattan	John-Erik Jenkins	Abigail Ruth Graeler	Lukachick	Nora Schammel
Cate Elizabeth Croghan	Michael Anthony Reitano	Lauren E. Jenkins	Jayce Graham	Jacob M. Mathis	Rachel Marie Stimpson
Emily Elizabeth Dean	Alexis Jaden Richardson	Melody Lynn Johnson	Emily Annemarie Gregg	Maci Skye McBride	Lauren M. Thompson
Jacob Michael Donnelly	Ravyn Schriewer	Alexis Christine Ligons	Stephen Noah Groves	Michael Henry McClard	
Pearl Elizabeth Duden	Peyton C. Smith	Benjamin Bryce Peppers	Jesse Lamont Hall Jr.	Hannah G. Murphy	
Ashley Marie Freese	John C. Stringer	Clayton Ray Seabaugh	Jeffrey William Hannick II	Noah Niznik	
Kirsten Renee Freimann	Connor L. Vannatta	Jeffrey Dalton Singer	Anna Elizabeth Hanselman	Zoe Oetterer	

Honors Emblems

Academic Distinction in the Department of the Major:

Six-sided medallion supported by black and red ribbon, worn on the left side of the gown

Baccalaureate 4.0 Graduate:

Red honor cord worn over the left shoulder

Honors Scholar:

Medallion supported by red ribbon, worn around the neck

With Honors in Associate Degrees, Cum Laude, Magna Cum Laude, or Summa Cum Laude:

Red Tassel

*4.0 GRADE POINT AVERAGE

The Commencement program is a roster of candidates, not an official list of graduates.

Appropriate degrees and honors will be awarded only to candidates who successfully complete all requirements by established deadlines.



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 12, 2023

Open Session

I. Motion to be Considered:

Approve the proposed Tuition and General Fee Schedule (Attachment 1) including tuition for the Cape campus, regional campuses, and online programs, effective for Fall 2023.

II. Background:

Administration recommends that the University change its tuition pricing model from resident/non-resident to domestic/non-domestic. Last year, the Board approved offering resident tuition rates to online students, some of whom are residents and some of whom are not, due to the competitive nature of that market. The competition for non-resident students is also at an all-time high. As a result, the University, like virtually all of its Missouri counterparts, now scholarships (via the Redhawks Achievement Award) the difference between the resident and non-resident rates for the vast majority (85%+) of its non-resident students.

The following tuition and general fee rates are proposed for the coming academic year:

- Undergraduate Domestic/ Online – \$271.70 per credit hour.
- Undergraduate Non-Domestic \$501.70 per credit hour.
- Graduate Domestic / Online - \$364.70 per credit hour.
- Graduate Non-Domestic - \$657.70 per credit hour.
- Regional Campus Lower Division Courses - \$194.25 per credit hour.
- Regional Campus Lower Division General Fee – No change.
- General Fee – \$44.80 per credit hour.
- Intensive English Programs - \$2,887.50 per eight-week session.
- Dual Credit / Dual Enrollment (High School) – No change.

Recommended By:

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

Chairperson _____
 Dean _____
 Academic Council _____
 Provost _____

President *[Signature]* _____

Board Action on: _____

Motion By: _____

Second By: _____

Vote: Yeas: _____ Nays: _____

Abstentions: _____

Postpone: _____

Amend: _____

Disapprove: _____

Approve: _____

Secretary: _____

**SUMMARY OF PER CREDIT HOUR TUITION AND GENERAL FEE RATES
FALL 2023 SEMESTER
FOR BOARD OF GOVERNORS REVIEW**

	UNDERGRADUATE		GRADUATE		REGIONAL CAMPUSES ¹	
	__DOMESTIC / ONLINE__	__NON-DOMESTIC__	DOMESTIC / ONLINE	NON-DOMESTIC	LOWER DIVISION COURSES	
Tuition	\$ 271.70	\$ 501.70	\$ 364.70	\$ 657.70	\$ 194.25	
General Fee	44.80	44.80	44.80	44.80	11.00 ²	
Total	\$ 316.50	\$ 546.50	\$ 409.50	\$ 702.50	\$ 205.25	

NOTES:

1. Fees for upper division courses at Kennett, Poplar Bluff, and Sikeston campuses are the same as Cape campus fees.
2. Lower division general fees at regional campuses are for technology and maintenance & repair costs.



SOUTHEAST MISSOURI
STATE UNIVERSITY • 1873®

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 12, 2023

Open Session

I. Motion to be Considered:

Approve the acceptance of the University's Single Audit for the year ending June 30, 2022, from RubinBrown, LLP.

II. Background:

The Single Audit evaluates whether the University has complied with applicable laws and regulations for each major federal program as defined under Title 2 U.S. Code of Federal U. S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), and whether there are any material weaknesses or significant deficiencies in the University's internal control structure surrounding the administration of federal awards. Several individual audit reports are contained within the Single Audit Report (Attachment 1) which address various requirements concerning the University's management of federal grant programs. The report includes an unmodified opinion on compliance and no additional findings.

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Svc. _____
VP, Finance & Admin. *R. W. Smith*
VP, University Advancement _____

Chairperson _____
Dean _____
Academic Council _____
Provost _____

President *[Signature]*

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

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

SOUTHEAST MISSOURI
STATE UNIVERSITY
SINGLE AUDIT REPORT
JUNE 30, 2022

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**Independent Auditors' Report
On Internal Control Over Financial
Reporting And On Compliance And Other
Matters Based On An Audit Of Financial
Statements Performed In Accordance
With *Government Auditing Standards***

Board of Governors
Southeast Missouri State University
Cape Girardeau, Missouri

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the business-type activities and discretely presented component unit of Southeast Missouri State University, as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise Southeast Missouri State University's basic financial statements, and have issued our report thereon dated January 10, 2023.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Southeast Missouri State University's internal control over financial reporting (internal control) as a basis for designing the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies, and therefore, material weaknesses or significant deficiencies may exist that were not identified. However, as described in the accompanying schedule of findings, we identified certain deficiencies in internal control that we consider to be material weaknesses and significant deficiencies.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. We consider the deficiencies described in the accompanying schedule of findings as items 2022-001 and 2022-002 to be material weaknesses.

A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance. We consider the deficiency identified in the accompanying schedule of findings as 2022-003 to be a significant deficiency.

Compliance And Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

University's Response To Findings

The University's responses to the findings identified in our audit are described in the accompanying schedule of findings. The University's responses were not subjected to the auditing procedures applied in the audit of the financial statements, and accordingly, we express no opinion on it.

Purpose Of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

RubinBrown LLP

January 10, 2023

**Independent Auditors' Report On
Compliance For Each Major Federal
Program; Report On Internal Control Over
Compliance; And Report On The Schedule
Of Expenditures Of Federal Awards
Required By Uniform Guidance**

Board of Governors
Southeast Missouri State University
Cape Girardeau, Missouri

Report On Compliance For The Major Federal Program

Opinion On Each Major Federal Program

We have audited Southeast Missouri State University's (the University) compliance with the types of compliance requirements identified as subject to audit in the *OMB Compliance Supplement* that could have a direct and material effect on each of the University's major federal programs for the year ended June 30, 2022. The University's major federal programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, the University complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2022.

Basis For Opinion On Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States (*Government Auditing Standards*); and the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities For The Audit Compliance section of our report.

We are required to be independent of the University and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the University's compliance with the compliance requirements referred to above.

Responsibilities Of Management For Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the University's federal programs.

Auditors' Responsibilities For The Audit Of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the University's compliance based on our audit. Reasonable assurance is a high level assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the University's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures including examining, on a test basis, evidence regarding the University's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.

- Obtain an understanding of the University's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal over compliance in accordance with Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report On Internal Control Over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities For The Audit Of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that have not been identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Report On Schedule Of Expenditures Of Federal Awards Required By Uniform Guidance

We have audited the financial statements of the business-type activities and discretely presented component unit of the University as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise the University's basic financial statements. We have issued our report thereon dated January 10, 2023, which contained unmodified opinions on those financial statements. Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the basic financial statements. The accompanying schedule of expenditures of federal awards is presented for purposes of additional analysis as required by the Uniform Guidance and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated in all material respects in relation to the basic financial statements as a whole.

FulinkBrown LLP

May 8, 2023

SOUTHEAST MISSOURI STATE UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
For The Year Ended June 30, 2022

Federal Grantor/Pass-Through Grantor	Program Or Cluster Title	Grant Number	Federal Assistance Listing Number	Federal Expenditures	Expenditures To Sub-Recipients
United States Department of Agriculture					
Passed through Arkansas State University	Capacity Building for Non-Land Grant Colleges of Agriculture - Resilient Cropping year 1 FY18	2018-70001-27817	10.326	\$ 1,292	\$ —
Passed through Missouri Department of Health and Senior Services	Child and Adult Care Food Program: USYC Food Program	ERS4611-2646	10.558	71,594	—
Passed through Natural Resources Conservation Services	Soil Water Conservation - BMP for Water Quality 19	NR186424XXXXG012	10.902	19,842	—
Total United States Department of Agriculture				92,728	—
Federal Transit Administration					
Passed through Cape Girardeau County Transit Authority	Federal Transit Cluster: COVID-19 - Shuttle Service 2020	N/A	20.507	418,764	—
National Aeronautics and Space Administration					
Passed through University of Missouri Columbia	Office of STEM Engagement - NASA MO Space Grant Consortium	80NSSC20M0100	43.008	5,778	—
National Endowment for the Humanities					
Passed through East Carolina University	NEH Castle to the Classrooms	N/A	45.169	5,921	—
National Science Foundation					
Direct	Research and Development Cluster: TesLumen 2021	2040086	47.041	25,506	—
Small Business Administration					
Passed through University of Missouri - Columbia	Small Business Development Centers: SBDC 2021	C00063534-1	59.037	46,176	—
	SBDC 2022	C00063534-1	59.037	48,665	—
Total Small Business Administration				94,841	—

SOUTHEAST MISSOURI STATE UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS (Continued)
For The Year Ended June 30, 2022

Federal Grantor/Pass-Through Grantor	Program Or Cluster Title	Grant Number	Federal Assistance Listing Number	Federal Expenditures	Expenditures To Sub-Recipients
United States Department of Education	Student Financial Aid Cluster:				
Direct	Federal Supplemental Educational Opportunity Grant Program FY22	P007A192382	84.007	\$ 266,426	\$ —
	Federal Work Study Program FY22	P033A202382	84.033	354,393	—
	Federal Perkins Loan Program	N/A	84.038	3,177,790	—
	Federal Pell Grant Program FY21	P063P181752	84.063	682	—
	Federal Pell Grant Program FY22	P063P181752	84.063	13,342,471	—
	Total 84.063			13,343,153	—
	Federal Direct Loan Program FY21	P268K191752	84.268	162,820	—
	Federal Direct Loan Program FY22	P268K201752	84.268	31,145,120	—
	Total 84.268			31,307,940	—
	Transition to Teaching (TEACH) FY22	P379T201752	84.379	9,443	—
	Total Student Financial Aid Cluster			48,459,145	—
Direct	Strengthening Institutions Program (Title III)	N/A	84.031A	142,023	—
Direct	Trio Cluster:				
	Student Support Services 2021 - 2026	P042A200914	84.042	275,360	—
	Student Support Services Supplement 2021 - 2026	P042A200914	84.042	44,750	—
	Total 84.042			320,110	—
	McNair Post-Baccalaureate Achievement	P217A170269-18	84.217	210,435	—
	McNair Post-Baccalaureate Achievement - Participation Costs	P217A170269-18	84.217	25,150	—
	Total 84.217			235,585	—
	Total Trio Cluster			555,695	—
Direct	Child Care Access Means Parents In Schools - CCAMPIS Redhawk FL/T 20	N/A	84.335A	149,866	—
	Education Stabilization Fund:				
Direct	COVID-19 - Higher Education Emergency Relief Fund - Teacher Recruitment FY22	N/A	84.425D	2,370	—
Direct	COVID-19 - Higher Education Emergency Relief Fund - Student	N/A	84.425E	10,421,757	—
Direct	COVID-19 - Higher Education Emergency Relief Fund - Institution	N/A	84.425F	5,440,817	—
Direct	COVID-19 - Higher Education Emergency Relief Fund - Institution	N/A	84.425F	3,374,228	—
Direct	COVID-19 - Higher Education Emergency Relief Fund - Strengthening Institutions	N/A	84.425M	967,288	—
				20,206,460	—
Total United States Department of Education				69,513,189	—

SOUTHEAST MISSOURI STATE UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS (Continued)
For The Year Ended June 30, 2022

<u>Federal Grantor/Pass-Through Grantor</u>	<u>Program Or Cluster Title</u>	<u>Grant Number</u>	<u>Federal Assistance Listing Number</u>	<u>Federal Expenditures</u>	<u>Expenditures To Sub-Recipients</u>
United States Department of Health and Human Services					
Direct	Addressing Asthma 2021	DH100020001	93.070	\$ 20,861	\$ —
	Addressing Asthma 2022	DH210048880-01	93.070	17,154	—
				38,015	—
Passed through Missouri Department of Health and Senior Services	Environmental Public Health and Emergency Response - Community Health Worker Year 6	AOC19380216	93.426	25,392	—
Passed through Missouri Department of Mental Health	Block Grants for Prevention and Treatment of Substance Abuse:				
	Southeast Regional Support Center Tobacco 22	N/A	93.959	8,019	—
	PRC Supplemental Funding FY22	N/A	93.959	68,903	—
	PRC C2000 21	N/A	93.959	3,954	—
	PRC C2000 22	N/A	93.959	192,637	—
	Coalition Support FY22	N/A	93.959	4,600	—
	Coalition Mini Grants FY22	N/A	93.959	5,000	—
	MHFA Training 22	N/A	93.959	5,361	—
				288,474	—
Total United States Department of Health and Human Services				351,881	—
Total Expenditures of Federal Awards				\$ 70,508,608	\$ —

SOUTHEAST MISSOURI STATE UNIVERSITY
NOTES TO SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
June 30, 2022

1. Basis Of Presentation

The accompanying Schedule of Expenditures of Federal Awards (the Schedule) presents the activity of all federal awards programs of Southeast Missouri State University (the University) for the year ended June 30, 2022. The information in this Schedule is presented in accordance with Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Therefore, some amounts presented in the Schedule may differ from amounts presented in, or used in the preparation of, the financial statements.

2. Basis Of Accounting And Relationship To The Financial Statements

Federal financial assistance revenues from the Federal Work Study, the Federal Pell Grant Program and the Federal Supplemental Educational Opportunity Grant programs are reported in the University's financial statements as federal grant revenues. The activity of the Federal Direct Loan Program is not included in the University's financial statements, as the benefits of this program are awarded directly to students and not to the University.

Amounts reported in the accompanying Schedule are presented using the accrual basis of accounting, which is described in Note 2 to the University's financial statements. Related federal financial reports are prepared on the cash basis of accounting.

3. Loan Programs

The following schedule represents loans advanced by the University for Federal Direct Loans and loans advanced plus loans outstanding as of the beginning of the year for Federal Perkins Loans, for the year ended June 30, 2022:

	AL #	Amount Reported On SEFA
Student Financial Aid:		
Department of Education:		
Federal Direct Loans	84.268	\$ 31,307,940
Federal Perkins Loans	84.038	3,177,790

The above amounts are included as federal expenditures in the Schedule.

SOUTHEAST MISSOURI STATE UNIVERSITY

Notes To Schedule Of Expenditures Of Federal Awards (*Continued*)

4. Indirect Costs

The Department of Health and Human Services has approved a maximum provisional indirect cost rate of 51%. The University recovers indirect costs at the maximum rate of 49% of salaries and wages including fringe benefits under federal programs that allow full indirect cost reimbursement, and recovers indirect costs at varying rates below 51% on other federal programs that do not follow full indirect cost recovery. Total indirect costs recovered under all federal programs were \$282,216 for the year ended June 30, 2022.

SOUTHEAST MISSOURI STATE UNIVERSITY

SCHEDULE OF FINDINGS AND QUESTIONED COSTS

For The Year Ended June 30, 2022

Section I - Summary Of Auditors' Results

Financial Statements

Type of report the auditor issued on whether the financial statements audited were presented in accordance with generally accepted accounting principles:

Unmodified Opinion

Internal control over financial reporting:

- Material weakness(es) identified? X yes no
- Significant deficiency(s) identified? X yes none reported

Noncompliance material to financial statements noted?

 yes X no

Federal Awards

Internal control over major programs:

- Material weakness(es) identified? yes X no
- Significant deficiency(s) identified? yes X none reported

Type of auditors' report issued on compliance for major programs:

Unmodified Opinion

Any audit findings disclosed that are required to be reported in accordance with section 2 CFR 200.516(a)?

 yes X no

Identification Of Major Programs:

Student Financial Aid Cluster:

AL #84.007 - U.S. Department of Education - Federal Supplemental Educational Opportunity Grant Program

AL #84.033 - U.S. Department of Education - Federal Work Study Program

AL #84.063 - U.S. Department of Education - Federal Pell Grant Program

AL #84.268 - U.S. Department of Education - Federal Direct Loan Program

AL #84.038 - U.S. Department of Education - Federal Perkins Loan Program

AL #84.379 - U.S. Department of Education - Teacher Assistance for College and Higher Education Grants

TRIO Cluster:

AL #84.042 - U.S. Department of Education – Student Support Services

AL #84.217 – U.S. Department of Education – McNair Post-Baccalaureate Achievement

AL #84.425 - U.S. Department of Education - Higher Education Emergency Relief Fund

Dollar threshold used to distinguish between type A and type B programs:

\$2,115,258

Auditee qualified as low-risk auditee?

 yes X no

SOUTHEAST MISSOURI STATE UNIVERSITY
SCHEDULE OF FINDINGS AND QUESTIONED COSTS (*Continued*)
For The Year Ended June 30, 2022

Section II - Financial Statement Finding

Finding 2022-001 Maintenance Of Capital Asset Records

Material Weakness

Criteria Or Specific Requirement: Pursuant to Governmental Accounting Standards Board (GASB) Statement No. 34 and related GASB statements, the University should record disposals of capital assets and related accumulated depreciation when such assets are replaced or their useful life has been exceeded.

Condition: During 2022, the University identified a significant number of capital assets that should have been recorded as capital asset disposals in prior years but had not been. These included assets that had been disposed of but where the disposal had not been recorded, assets whose useful life had been exceeded, and assets that should not have been capitalized as their value was less than the University's capital asset threshold.

Context: The University recorded a restatement to net position as of July 1, 2020 of \$14,144,096 related to these capital asset issues. Further restatements to the fiscal year 2021 financial statements were also made.

Effect: The University's fiscal year 2021 and prior years financial statements were misstated relative to capital assets, and a restatement was required.

Cause: The University did not perform a regular review of its capital asset records in Asset Keeper in order to identify capital assets that should be disposed.

Recommendation: We recommend the University perform an annual review of its capital asset records in Asset Keeper in order to identify capital assets no longer in service that should be disposed. The Asset Keeper records should be updated to reflect the items written off as part of the restatement to the fiscal year 2021 financial statements. The Asset Keeper records should then be reconciled to the University's trial balance on an annual basis.

Views Of Responsible Officials And Planned Corrective Action: Management concurs with the finding. Within the constraints of severely limited staffing, a great many of the identified issues have already been rectified. Next steps, which are already underway, to further remediate include developing a more robust capital assets policy, reviewing whether Asset Keeper continues to be the best tool for this purpose, determining how best to reflect changes and corrections in either Asset Keeper or its successor, and finalizing our understanding of the gaps in capital project planning, budgeting, and reporting that have contributed to the issues identified – a full process review that will also include revisiting the institution's internal controls around these activities. The University has engaged a consultant that is assisting with each aspect of the action plan.

SOUTHEAST MISSOURI STATE UNIVERSITY
SCHEDULE OF FINDINGS AND QUESTIONED COSTS (*Continued*)
For The Year Ended June 30, 2022

Finding 2022-002 Unearned Revenue Related To Contracted Food Service Provider

Material Weakness

Criteria Or Specific Requirement: Pursuant to Governmental Accounting Standards Board (GASB) Statement No. 33 and related GASB statements, the University should record unearned revenue as a liability, and record it as revenue in subsequent years once all eligibility requirements are met.

Condition: During 2022, the University determined that several payments received in subsequent years from the University's contracted food service provider should have been recorded as unearned revenue and amortized over the life of the contract with the provider. These payments had been recorded as revenue when received.

Context: The University recorded a restatement to net position as of July 1, 2020 of \$1,632,931 related to these unearned revenue issues. Further restatements to the fiscal year 2021 financial statements were also made.

Effect: The University's fiscal year 2021 and prior years financial statements were misstated relative to unearned revenue, and a restatement was required.

Cause: The University's finance department was not notified when contract amendments were signed with the food service provider, and accordingly the finance department was not aware that these payments needed to be recorded as unearned revenue.

Recommendation: We recommend the University ensure that any future amendments to the University's contract with its food service provider, and any amendments to similar contracts, are forwarded promptly to the finance department so that the appropriate accounting treatment may be determined.

Views Of Responsible Officials And Planned Corrective Action: Management concurs with the finding. As with capital assets, the financial implications of this issue were addressed during the audit. As the Controller's Office team is rebuilt, a representative of that office will be assigned to work with those areas of the University that are charged with managing contracts, operations, etc. that have significant financial impact on the University (e.g., auxiliary enterprises, Athletics, Academic Affairs). Both the financial staff members and their internal customers will be held accountable for their shared obligations to ensure communication between and among the appropriate units and to ensure that decisions are thoroughly vetted and elevated as necessary.

SOUTHEAST MISSOURI STATE UNIVERSITY
SCHEDULE OF FINDINGS AND QUESTIONED COSTS (*Continued*)
For The Year Ended June 30, 2022

Finding 2022-003 Review Of Journal Entries By An Individual Other Than The Preparer

Significant Deficiency

Criteria Or Specific Requirement: Pursuant to *Internal Control – Integrated Framework* as issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO), the University should have appropriate internal control activities in place over its accounting function. Such activities include having a person other than the preparer of a journal entry review and approve the entry in order to ensure its accuracy.

Condition: During our audit procedures, we identified several instances where University accounting staff had recorded journal entries without a second person reviewing and approving the entries.

Context: The University's accounting staff provided us with several on-top adjusting entries where we noted minor errors requiring revisions to the entry.

Effect: The University's financial statements could be misstated if a large journal entry is posted incorrectly due to the lack of a review by a second person.

Cause: The University experienced significant turnover in its accounting employees during fiscal years 2022 and 2023. As a result, the employees who would normally serve in a supervisory capacity had to perform much of the accounting work themselves, leaving no one to perform a second person review.

Recommendation: We recommend the University hire additional accounting staff in order to fill its open positions, and train these new employees on their daily accounting responsibilities. This will allow for supervisory employees to return to that role and perform appropriate reviews of journal entries and other accounting transactions before such items are posted.

Views Of Responsible Officials And Planned Corrective Action: Management concurs with the finding. Through the consultant that it has engaged, the University has secured additional accounting staff on a temporary basis. Searches for full-time accounting staff will relaunch in January. Human Resources has been tasked with revisiting how best to position and recruit for these employment opportunities in a hiring market in which employer demand currently far exceeds the supply of candidates.

Section III - Federal Award Findings And Questioned Costs

None



CORRECTIVE ACTION PLAN

Finding 2022-001

Personnel Responsible For Corrective Action: Assistant Vice President for Financial Services (AVP) – Sue Wilde

Anticipated Completion Date: June 30, 2023

Correction Action Plan: Management concurs with the finding. Within the constraints of severely limited staffing, a great many of the identified issues have already been rectified. Next steps, which are already underway, to further remediate include developing a more robust capital assets policy, reviewing whether Asset Keeper continues to be the best tool for this purpose, determining how best to reflect changes and corrections in either Asset Keeper or its successor, and finalizing our understanding of the gaps in capital project planning, budgeting, and reporting that have contributed to the issues identified – a full process review that will also include revisiting the institution's internal controls around these activities. The University has engaged a consultant that is assisting with each aspect of the action plan.

Finding 2022-002

Personnel Responsible For Corrective Action: Assistant Vice President for Financial Services (AVP) – Sue Wilde

Anticipated Completion Date: June 30, 2023

Correction Action Plan: Management concurs with the finding. As with capital assets, the financial implications of this issue were addressed during the audit. As the Controller's Office team is rebuilt, a representative of that office will be assigned to work with those areas of the University that are charged with managing contracts, operations, etc. that have significant financial impact on the University (e.g., auxiliary enterprises, Athletics, Academic Affairs). Both the financial staff members and their internal customers will be held accountable for their shared obligations to ensure communication between and among the appropriate units and to ensure that decisions are thoroughly vetted and elevated as necessary.



CORRECTIVE ACTION PLAN

Finding 2022-003

Personnel Responsible For Corrective Action: Assistant Vice President for Financial Services (AVP) – Sue Wilde

Anticipated Completion Date: June 30, 2023

Correction Action Plan: Management concurs with the finding. Through the consultant that it has engaged, the University has secured additional accounting staff on a temporary basis. Searches for full-time accounting staff will relaunch in January. Human Resources has been tasked with revisiting how best to position and recruit for these employment opportunities in a hiring market in which employer demand currently far exceeds the supply of candidates.

SOUTHEAST MISSOURI STATE UNIVERSITY
SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS
For The Year Ended June 30, 2022

Finding No. **2021-001 Significant Deficiency**

Program/Type: **Single Audit Finding**

Condition: The quarterly report for the period October 1, 2020 - December 31, 2020 was not completed and posted to the University's website. In addition, the quarterly report for the period April 1, 2021 - June 30, 2021, while completed and posted to the University's website in a timely fashion, contained inaccurate information.

Status: Corrective action was taken.

Southeast Missouri State University



Ratio Analysis

 **ViewPoints**

for the year ended
June 30, 2022

Southeast Missouri State University Ratios – Adjusted to Eliminate Impact of GASB 68

Southeast Missouri State University

	Southeast Missouri State University - Fiscal Year Ended June 30										Recommended Threshold*
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	
Primary Reserve Ratio Measures financial strength; higher ratio is better	0.62	0.56	0.46	0.43	0.47	0.45	0.48	0.47	0.54	0.50	0.40
Viability Ratio Measures availability of net assets to cover debt	0.69	0.58	0.47	0.44	0.46	0.44	0.45	0.49	0.50	0.45	≥1.0
Return On Net Position Ratio Measures total economic return; higher ratio is better	-2.34%	7.26%	-0.19%	2.12%	1.51%	3.62%	-0.23%	1.67%	5.30%	5.72%	3.00%-4.00%
Net Unrestricted Income Ratio Measures operating performance (living within available resources)	2.01%	2.68%	-0.18%	0.34%	-0.18%	-0.73%	0.41%	-0.24%	1.71%	3.99%	2.00%-4.00%

* The ratios and recommended thresholds above are taken from the publication Strategic Financial Analysis for Higher Education, Seventh Edition by Phil Tahey, Ron Salluzzo, Fred Prager, Lou Mezzina and Chris Cowen. This publication recommends these four ratios as the core ratios which universities should use to evaluate their financial performance.

Ratio Analysis - Composite Financial Index (CFI) - Adjusted to Eliminate Impact of GASB 68

	2022 Ratio	Strength Factor	Weight Factor	CFI Scoring
Primary Reserve Ratio	0.62	0.13	0.35	1.63
Viability Ratio	0.69	0.417	0.35	0.58
Return On Net Position Ratio	-2.34%	0.02	0.20	(0.23)
Net Unrestricted Income Ratio - Adjusted	2.01%	0.013	0.10	0.15
CFI Score				<u>2.13</u>

NOTE: The Composite Financial Index (CFI) is a composite score recommended by the publication Strategic Financial Analysis for Higher Education, Seventh Edition by Phil Tahey, Ron Salluzzo, Fred Prager, Lou Mezzina and Chris Cowen, which measures the overall financial well-being of the institution. The CFI score may be evaluated against the following scale:

-1 to 1	Assess viability	4 to 7	Focus resources to compete in the future
0 to 3	Reengineer the institution	6 to 8	Experiment with new initiatives
2 to 5	Direct resources toward transformation	7 to 9	Experiment with new initiatives. Design a robust mission
		>9	Deploy resources to achieve a robust mission.

Ratio Analysis - Comparison With Other Institutions – Adjusted to Eliminate Impact of GASB 68

	<u>SEMO</u> <u>2022</u>	<u>Truman</u> <u>2022</u>	<u>UCM</u> <u>2022</u>	<u>NWMS</u> <u>2022</u>	<u>Mo St</u> <u>2022</u>	<u>Mo Southern</u> <u>2022</u>
Primary Reserve Ratio	0.62	1.33	0.68	0.82	1.00	0.25
Viability Ratio	0.69	2.95	1.41	2.46	2.35	0.32
Return On Net Position Ratio	-2.34%	-3.32%	3.69%	3.13%	3.03%	-5.73%
Net Unrestricted Income Ratio	2.01%	-12.31%	7.05%	4.25%	2.98%	-4.52%

NOTE: The fiscal year 2022 comparative information for Truman State University, University of Central Missouri, Northwest Missouri State University, Missouri State University and Missouri Southern State University was obtained from the submitted financial statement and single audit packages for these institutions on the Federal Audit Clearinghouse website.



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 12, 2023

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
Vandiver Hall Shower Replacement	Summer/Fall 2025	Brockmiller Construction, Inc.	\$1,654,000
Tunnel Repairs Phase 3 A/E – Tunnel 37	Summer 2025	Lawrence Group	\$712,060

Part II – Facilities Management Capital Projects Update Report

A. STATE FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Tunnel 14,15,16,25 Repair/Replacement	October 2023	In progress.
Houck Stadium South Sideline	July 2023	In progress.
Tunnel Repairs Phase 3 – Tunnel 37	Summer 2025	A/E Contract awarded to Lawrence Group – Design in progress.

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

PROJECT	ANTICIPATED COMPLETION	STATUS
Johnson Hall Roof Replacement	Summer 2023	Project initially delayed due to materials availability. Construction scheduled to start in May 2023.
Innovation Center Elevator Addition	Spring 2024	Construction documents in progress.

*Facilities Management Progress Report
May 12, 2023*

Page 2 of 2

PROJECT	ANTICIPATED COMPLETION	STATUS
Houck Fieldhouse Flooring Replacement	Summer 2023	In progress.
Vandiver Hall Shower Replacement	Summer 2023/Summer 2024	Bids received in excess of budget. Working to minimize overage.
Vandiver Elevator Machine Room Upgrades	Fall 2023	Construction documents in progress.
Seabaugh Polytech Building Roof Replacement	Summer 2024	Construction documents in progress.
GS4 Haz-Mat Shed Installation	Fall 2023	In progress.
Transit/FMSC Building Roof Replacements	Summer 2023	In progress.
Magill Hall Air Flow Analysis	TBD	Site investigation and document review in progress.
General Construction Contract 2022	Multiple projects 2023	GS-1 Handrails Installation \$5805.00 – Target Completion - 4/15/23 Towers Dining Coiling Grill Replacement \$43,523 – Target Completion – 4/15/23 2022 Winter Freeze – Myers Hall - \$113,696 – Target Completion – 5/31/2023 2022 Winter Freeze – Pacific Hall - \$48,835 – Target Completion – 5/31/2023 Rec Center Racquetball Room Renovation - \$28,102 – Target Completion – 5/31/2023
General Electrical Contract 2022	Multiple projects 2023	Fiber Bore & Fiber Pull Assistance – Tunnel 2 - \$53,980 – Target Completion-10/25/23 Henderson Parking Lot Lighting Repairs - \$8,713 – Target Completion – 4/30/2023
General Plumbing Contract 2022	Multiple projects 2023	No Current Projects.

Note: Shading indicates completed projects.

FY23 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD

Attachment J

ALL FUNDS
Through March 31, 2023

	FY23 Appr Budget	FY23 Mar Budget	FY23 YTD	FY22 YTD
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ 48,641,781	\$ 36,481,336	\$ 37,223,263	\$ 34,612,281
STUDENT FEES:				
Tuition	71,180,490	68,609,025	71,070,623	69,911,665
Scholarships and Fee Waivers	(26,211,003)	(25,653,833)	(25,126,376)	(25,235,776)
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	\$ 44,969,487	\$ 42,955,192	\$ 45,944,247	\$ 44,675,890
Student Fees	10,904,740	10,175,348	11,202,014	9,984,397
TUITION AND STUDENT FEES:	\$ 55,874,227	\$ 53,130,540	\$ 57,146,261	\$ 54,660,287
OTHER SOURCES:				
Investment Income	82,500	37,500	1,238,284	132,468
State Grants and Contracts	528,405	396,304	938,518	396,306
Sales and Services of Academic Departments	2,924,344	2,223,758	2,837,508	2,109,967
Sales and Services of Non-Academic Departments	28,451,914	26,775,721	26,499,715	27,730,079
Foundation Support	1,253,733	185,000	207,578	252,054
Athletics Revenues	1,867,666	1,037,000	1,132,013	742,187
Miscellaneous Income	6,687,089	5,412,082	5,641,749	5,391,604
TOTAL OTHER SOURCES:	\$ 41,795,651	\$ 36,067,365	\$ 38,495,365	\$ 36,754,667
TOTAL ESTIMATED INCOME:	\$ 146,311,659	\$ 125,679,241	\$ 132,864,888	\$ 126,027,234
ESTIMATED EXPENDITURES:				
PERSONNEL:				
Faculty/Staff	63,689,480	48,591,556	41,346,709	43,421,373
Benefits	25,528,668	19,488,051	16,940,991	16,226,902
Student Labor	2,789,422	2,147,855	2,119,450	1,833,763
TOTAL PERSONNEL:	\$ 92,007,570	\$ 70,227,462	\$ 60,407,150	\$ 61,482,038
TOTAL EQUIPMENT AND OPERATIONS:	41,094,653	30,820,990	31,362,773	25,827,665
TOTAL ESTIMATED EXPENDITURES:	\$ 133,102,223	\$ 101,048,451	\$ 91,769,924	\$ 87,309,703
DEBT SERVICE TRANSFERS:	11,979,690	1,415,500	1,423,243	1,479,458
OPERATING TRANSFERS, NET:	427,828	(458,473)	1,600,230	(1,084,632)
TOTAL ESTIMATED NET TRANSFERS OUT/(IN):	\$ 12,407,518	\$ 957,027	\$ 3,023,473	\$ 394,826
SURPLUS/(DEFICIT):	\$ 801,918	\$ 23,673,763	\$ 38,071,492	\$ 38,322,706

FY23 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)

Budget and Expenses through March 31, 2023

Education and General

	FY23 Appr Bud	FY23 Mar Budget	FY23 YTD	FY22 YTD
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ 48,641,781	\$ 36,481,336	\$ 37,223,263	\$ 34,612,281
STUDENT FEES:				
Tuition	71,177,990	68,606,650	71,068,523	69,426,080
Scholarships and Fee Waivers	(20,081,075)	(19,830,401)	(19,408,290)	(19,438,744)
Net Tuition	\$ 51,096,915	\$ 48,776,249	\$ 51,660,233	\$ 49,987,336
Student Fees	7,378,940	1,687,933	2,415,247	6,973,356
TOTAL TUITION AND STUDENT FEES:	\$ 58,475,855	\$ 55,702,957	\$ 59,465,405	\$ 56,960,692
OTHER SOURCES:				
Investment Income	50,000	37,500	1,044,493	101,115
State Grants and Contracts	-	-	1,100	-
Sales and Services of Academic Departments	322,060	241,545	228,958	243,608
Sales and Services of Non-Academic Departments	236,150	177,113	403,414	459,256
Foundation Support	534,745	185,000	198,452	220,824
Athletics Revenues	-	-	-	-
Miscellaneous Income	1,712,578	1,578,356	2,152,866	1,545,737
TOTAL OTHER SOURCES:	\$ 2,855,533	\$ 2,219,514	\$ 4,029,283	\$ 2,570,540
TOTAL ESTIMATED INCOME:	\$ 109,973,169	\$ 94,403,807	\$ 100,717,951	\$ 94,143,514
ESTIMATED EXPENDITURES :	FY23 Appr Bud	FY23 Mar Budget	FY23 YTD	FY22 YTD
PERSONNEL:				
Faculty/Staff	54,725,093	41,865,056	34,955,503	36,791,929
Benefits	19,443,156	14,923,917	12,276,339	12,840,829
Student Labor	1,567,295	1,206,817	1,127,768	988,967
TOTAL PERSONNEL:	\$ 75,735,544	\$ 57,995,790	\$ 48,359,610	\$ 50,621,724
TOTAL EQUIPMENT AND OPERATIONS:	\$ 20,734,297	\$ 15,550,723	\$ 16,182,080	\$ 12,908,875
TOTAL ESTIMATED EXPENDITURES:	\$ 96,469,841	\$ 73,546,513	\$ 64,541,690	\$ 63,530,599
DEBT SERVICE TRANSFERS:	4,014,500	345,000	348,653	363,472
OPERATING TRANSFERS, NET:	8,404,512	7,518,211	7,785,652	7,357,012
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ 12,419,012	\$ 7,863,211	\$ 8,134,305	\$ 7,720,484
SURPLUS/(DEFICIT):	\$ 1,084,316	\$ 12,994,083	\$ 28,041,956	\$ 22,892,431

FY23 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)

Budget and Expenses through March 31, 2023

Designated Funds

	FY23 Appr Bud	FY23 Mar Budget	FY23 YTD	FY22 YTD
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	2,500	2,375	2,100	439,396
Scholarships and Fee Waivers	(3,788,808)	(3,599,368)	(3,528,721)	(3,575,274)
Net Tuition	\$ (3,786,308)	\$ (3,596,993)	\$ (3,526,621)	\$ (3,135,878)
Student Fees	1,468,300	151,640	151,292	1,204,330
TOTAL TUITION AND STUDENT FEES:	\$ (2,318,008)	\$ (2,302,978)	(2,139,274)	\$ (1,931,549)
OTHER SOURCES:				
Investment Income	-	-	-	-
State Grants and Contracts	528,405	396,304	937,418	396,306
Sales and Services of Academic Departments	2,602,284	1,982,213	2,608,072	1,865,183
Sales and Services of Non-Academic Departments	990,951	791,213	906,010	1,011,313
Foundation Support	504,254	-	9,126	31,230
Athletics Revenues	1,867,666	1,037,000	1,132,013	742,187
Miscellaneous Income	2,634,000	1,956,542	1,886,125	2,029,005
TOTAL OTHER SOURCES:	\$ 9,127,560	6,163,272	\$ 7,478,764	\$ 6,075,226
TOTAL ESTIMATED INCOME:	\$ 6,809,552	\$ 3,860,294	\$ 5,339,491	\$ 4,143,677
ESTIMATED EXPENDITURES :	FY23 Appr Bud	FY23 Mar Budget	FY23 YTD	FY22 YTD
PERSONNEL:				
Faculty/Staff	5,990,262	4,492,697	4,364,794	4,111,677
Benefits	4,765,125	3,573,844	3,806,674	2,301,214
Student Labor	435,725	335,508	367,641	287,233
TOTAL PERSONNEL:	\$ 11,191,112	\$ 8,402,049	\$ 8,539,108	\$ 6,700,123
TOTAL EQUIPMENT AND OPERATIONS:	\$ 4,979,584	3,734,688	\$ 5,084,321	\$ 3,426,390
TOTAL ESTIMATED EXPENDITURES:	\$ 16,170,696	\$ 12,136,737	\$ 13,623,429	\$ 10,126,513
DEBT SERVICE TRANSFERS:	-	-	-	-
OPERATING TRANSFERS, NET:	(9,078,746)	(9,078,746)	(8,890,168)	(8,316,463)
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ (9,078,746)	\$ (9,078,746)	\$ (8,890,168)	\$ (8,316,463)
SURPLUS/(DEFICIT):	\$ (282,398)	\$ 802,304	\$ 606,230	\$ 2,333,627

FY23 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)

Budget and Expenses through March 31, 2023

Auxiliary Funds

	FY23 Appr Bud	FY23 Mar Budget	FY23 YTD	FY22 YTD
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	-	-	-	46,190
Scholarships and Fee Waivers	(2,341,120)	(2,224,064)	(2,189,365)	(2,221,758)
Net Tuition	\$ (2,341,120)	\$ (2,224,064)	\$ (2,189,365)	\$ (2,175,568)
Student Fees	2,057,500	1,954,625	2,009,495	1,806,711
TOTAL TUITION AND STUDENT FEES:	\$ (283,620)	\$ (269,439)	\$ (179,870)	\$ (368,857)
OTHER SOURCES:				
Investment Income	32,500	-	193,791	31,353
State Grants and Contracts	-	-	-	-
Sales and Services of Academic Departments	-	-	478	1,176
Sales and Services of Non-Academic Departments	27,224,813	25,807,395	25,190,290	26,259,510
Foundation Support	214,734	-	-	-
Athletics Revenues	-	-	-	-
Miscellaneous Income	2,340,511	1,877,184	1,602,757	1,816,861
TOTAL OTHER SOURCES:	\$ 29,812,558	\$ 27,684,579	\$ 26,987,317	\$ 28,108,900
TOTAL ESTIMATED INCOME:	\$ 29,528,938	\$ 27,415,140	\$ 26,807,447	\$ 27,740,044
ESTIMATED EXPENDITURES :				
PERSONNEL:				
Faculty/Staff	2,974,125	2,233,803	2,026,413	2,517,768
Benefits	1,320,387	990,290	857,978	1,084,859
Student Labor	786,402	605,530	624,041	557,563
TOTAL PERSONNEL:	\$ 5,080,914	\$ 3,829,623	\$ 3,508,433	\$ 4,160,191
TOTAL EQUIPMENT AND OPERATIONS:	\$ 15,380,772	\$ 11,535,579	\$ 10,096,372	\$ 9,492,400
TOTAL ESTIMATED EXPENDITURES:	\$ 20,461,686	\$ 15,365,202	\$ 13,604,805	\$ 13,652,591
DEBT SERVICE TRANSFERS:	7,965,190	1,070,500	1,074,589	1,115,987
OPERATING TRANSFERS, NET:	1,102,062	1,102,062	2,704,746	(125,181)
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ 9,067,252	\$ 2,172,562	\$ 3,779,336	\$ 990,805
SURPLUS/(DEFICIT):	\$ -	\$ 9,877,376	\$ 9,423,306	\$ 13,096,647

**BOARD OF GOVERNORS
REPORT ITEM
May 12, 2023
Open Session**

**Faculty & Staff Personnel
Actions
January, February, & March
2023**

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2023

RANKED FACULTY APPOINTMENTS

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

TERM FACULTY APPOINTMENTS

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

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

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

SABBATICALS

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

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2023

ADDENDUM A

The following have been appointed as Part-time Faculty for the Spring 2023 semester.

Name	Department	<u>Salary</u>
Jones, Ryan	Theatre and Dance	\$3,225.00

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2023

ADDENDUM B

Overload payments for Spring 2023 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amer, Suhair	Computer Science	\$8,622.01
Barnes, Jeremy	Kinesiology Nutrition Recreation	\$8,054.81
Braden, Indi	Agriculture	\$7,395.68
Caldwell, James	Management	\$11,005.72
Cervantes, Charlotte	Kinesiology Nutrition Recreation	\$4,769.89
Davis, Tammy	Child and Family Studies	\$4,675.57
Garner, Sara	Child and Family Studies	\$4,775.30
Hayes, Jonathan	English	\$4,164.77
Kearney, Monica	Kinesiology Nutrition Recreation	\$4,641.46
Kessler, Jonathan	Chemistry and Physics	\$5,211.31
Kuborn, Sarah	Child and Family Studies	\$4,949.05
Lee, Myungwoo	Kinesiology Nutrition Recreation	\$4,428.89
Lohmann, Rebecca	Accounting Economics Finance	\$5,832.18
Long, Sheila	Child and Family Studies	\$4,207.50
Melvin, Paul	Accounting Economics Finance	\$5,250.90
Moore, Amy	Kinesiology Nutrition Recreation	\$5,216.35
Pawley, Cliff	Kinesiology Nutrition Recreation	\$5,025.09
Radu, Monica	Criminology Justice Social Work Sociology	\$5,537.85
Randolph, Yvonne	Management	\$5,547.78
Schneider, Kyle	Kinesiology Nutrition Recreation	\$5,516.18
Siemers, Samantha	Agriculture	\$6,087.81
Youn, James	Marketing	\$7,562.43

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2023

ADDEMDUM C

The following have been appointed as Graduate Assistants for the Spring 2023 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bentley, Collin	Nursing	\$4,585.00
Bird, Miracle	Student Conduct	\$4,585.00
Brink, Kyle	Biology	\$4,585.00
Colbert, Mattie	Admission Tours	\$4,585.00
Javvaji, Sai Kumar	Computer Science	\$4,585.00
Novack, Emma	Academic Advising	\$4,585.00
Phillips, Logan	New Student Programs	\$4,585.00
Solola, David	EHHS Education Prep	\$4,585.00
Styrsky, Tyler	Economic and Workforce Development	\$4,585.00

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2023

STAFF APPOINTMENTS

Name	Position-Department	Salary	FTE	Effective
Asbury, Madelyn	Academic Success Coach Academic Advising	\$36,573.50	100	01/01/23
Edwards, Sarah	Content Strategist Marketing and Communications	\$40,000.00	100	01/03/23
Gladney, Aaliyaha	Hall Director Residence Hall Directors	\$35,568.00	100	01/07/23
Green, Braxton	Public Safety Officer Public Safety	\$25,792.00	100	01/03/23
Kinney, Matthew	Assistant Baseball Coach Baseball	\$41,400.00	100	01/03/23
Loughary, Cassidy	Coordinator Academics and Student-Athlete Development Athletics Academic Services	\$36,690.00	100	01/03/23
Rosenquist, Elizabeth	Special Education Improvement Consultant Regional Professional Development Center	\$52,350.00	100	01/03/23
Ruessler, Abby	Online Instructional Coordinator Southeast Online	\$39,133.68	100	01/03/23

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2023

STAFF SEPARATIONS

Name	Position-Department	<u>Effective</u>
Carlyle, Natalie	Training Specialist Educare	01/31/23
Grissom, Angela	Senior Administrative Assistant University Advancement	01/31/23
Hicks, Stacey	Family Specialist/Trainer Educare	01/31/23
Martinez, Leah	Customer Service Specialist Admissions	01/06/23
Williams, Jerone	Assistant Coach Football Football	01/23/23
Wilson, Angela	Director Development University Advancement	01/31/23
Young, Emmalea	Library Assistant II Kent Library	01/13/23

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2023

STAFF CHANGE OF STATUS

Name	Position-Department	Action	Effective
Berblinger, Luke	Assistant Coach Football Football From: \$40,000.08 To: \$41,400.12	Contract Renewal	01/01/23
Bunch, Madison	Football Recruiting Coordinator Football From: \$35,568.00 To: \$36,812.88	Contract Renewal	01/01/23
Cook, Cole	Assistant Coach Football Football From: \$40,000.08 To: \$41,400.12	Contract Renewal	01/01/23
Coon, Ricky	Assistant Coach Football Football From: \$65,000.00 To: \$67,275.00	Contract Renewal	01/01/23
Drudik, Justin	Assistant Coach Football Football From: \$48,818.16 To: \$50,526.84	Contract Renewal	01/01/23
Johnson, Maureen	Assistant Coach Volleyball Volleyball From: \$30,000.08 To: \$31,050.12	Contract Renewal	01/01/23
McDowell, Jeromy	Football Offensive Coordinator Football From: \$81,159.24 To: \$83,999.76	Contract Renewal	01/01/23
Nelson, Paul	Associate Head Coach Soccer Soccer From: \$45,663.28 To: \$47,541.00	Contract Renewal	01/01/23
Orchard, Lucas	Assistant Coach Football Football From: \$40,000.08 To: \$41,400.12	Contract Renewal	01/01/23
Smith, Raymond	Assistant Coach Football Football From: \$56,661.04 To: \$58,644.24	Contract Renewal	01/01/23

Stolz, Matthew	Assistant Coach Volleyball Volleyball From: \$34,627.76 To: \$35,839.80	Contract Renewal	01/01/23
Williams, Jerone	Assistant Coach Football Football From: \$47,808.20 To: \$48,728.04	Contract Renewal	01/01/23
Hale, Jenna	Administrative Assistant Facilities Management Office From: \$27,986.40 Purchasing and Security Specialist Facilities Management Office To: \$29,972.80	Promotion	01/16/23
Main, Brett	Records/Clery Supervisor Public Safety From \$38,358.58 Operations Manager/Assistant Director Clery and Records Public Safety To: \$44,000.00	Promotion	01/01/23
McAdams, Ron	Technology Specialist II User Services From: \$56,627.65 Systems Administrator User Services To: \$64,556.00	Promotion	01/01/23
Morgan, Jason	Patrol Sergeant Public Safety From: \$50,610.14 Captain Police Operations/Assistant Director Public Safety To: \$61,233.74	Promotion	01/09/23
Mueller, Jared	Electrician Apprentice Buildings Department Maintenance From: \$43,825.60 Electrician Journeyman Buildings Department Maintenance To: \$50,294.40	Promotion	01/10/23
Williams, Richard	Supervisor, Help Desk User Services From: \$57,304.82 Manager, IT Help Desk User Services To: \$61,316.00	Promotion	01/01/23

Wright, Nicholas

Public Safety Dispatcher
Parking and Traffic
From: \$29,120.00

Promotion

01/01/23

Parking Services and Communications Supervisor TAC
Parking and Traffic
To: \$35,568.00

SOUTHEAST MISSOURI STATE UNIVERSITY
February 2023

RANKED FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Rossi, Jeanna	Assistant Professor - Kent Library	\$54,500.00	2/1/2023

TERM FACULTY APPOINTMENTS

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

(See Addendum A for Part-time Faculty 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>
No Data to Report		

SABBATICALS

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

SOUTHEAST MISSOURI STATE UNIVERSITY
February 2023

ADDENDUM A

The following have been appointed as Part-time Faculty for the Spring 2023 semester.

Name	Department	Salary
Adair, Christina	Chemistry and Physics	\$8,010.00
Adkisson, Meredith	Elementary Early and Special Education	\$2,931.00
Aguinaga, Nancy	Elementary Early and Special Education	\$3,225.00
Allen, Ricky	History and Anthropology	\$2,670.00
Anderson, Sharon	English	\$2,931.00
Anderton, Sara	Dual Credit	\$8,010.00
Arnold, Alicia	Accounting, Economics, Finance	\$5,340.00
Bain-Selbo, Laura	Criminal Justice, Social Work, and Sociology	\$2,670.00
Batchelor, Norma	Leadership, Middle, and Secondary Education	\$2,931.00
Beers, James	Music	\$1,486.30
Benyon, Howard	Leadership, Middle, and Secondary Education	\$3,225.00
Binz Holden, Kristen	Kinesiology Nutrition Recreation	\$5,340.00
Blair, James	Criminal Justice, Social Work, and Sociology	\$2,670.00
Bowman, Cindy	Field and Clinical Experiences	\$5,274.00
Bradshaw, David	Elementary Early and Special Education	\$2,931.00
Brands, Christina	Chemistry and Physics	\$4,005.00
Brewer, Angela	Dual Credit	\$6,450.00
Brock, Tammy	Field and Clinical Experiences	\$3,738.00
Bullard, Donna	Criminal Justice, Social Work, and Sociology	\$2,670.00
Bullock, Damon	Dual Credit	\$6,450.00
Byrd, Nyghel	Theatre and Dance	\$5,053.42
Byrd, Sean	Agriculture	\$3,225.00
Calongne, Cynthia	Computer Science	\$3,225.00
Camarillo, Hannah	Management	\$2,670.00
Cannon, Janet	Kinesiology Nutrition Recreation	\$890.00
Carter, Lynn	Leadership, Middle, and Secondary Education	\$3,225.00
Chambers, Lynne	Child and Family Studies	\$6,450.00
Chapman, Holly	Communication Studies and Modern Languages	\$2,931.00
Childers-Richmond, Raina	Kinesiology Nutrition Recreation	\$5,862.00
Chisum, Misty	Dual Credit	\$9,675.00
Church, Michael	Kinesiology Nutrition Recreation	\$2,670.00
Clark, Anthony	Accounting, Economics, Finance	\$9,675.00
Cocke, William	Mathematics	\$6,450.00
Cole, Joshua	Dual Credit	\$5,340.00
Compaore, Kalyn	Communication Studies and Modern Languages	\$6,450.00
Contrino, Michelle	Theatre and Dance	\$6,450.00
Coronado Guel, Luis	History and Anthropology	\$3,225.00
Crader, Lynn	Field and Clinical Experiences	\$8,385.00
Curry, Stephen	Agriculture	\$3,762.50
Daly, Megan	Biology	\$2,670.00
Deken, Renee	Mathematics	\$3,560.00
Dicus, Kenneth	Marketing	\$3,225.00
Dordoni, Benjamin	English	\$684.62
Dordoni, Iris	English	\$4,509.23
Dunn, David	Agriculture	\$3,337.50
Dye, Curstan	Agriculture	\$2,670.00

Eatherton, Tracey	Leadership, Middle, and Secondary Education	\$3,225.00
Ebert, Andrew	Psychology and Counseling	\$2,931.00
Eddy, Betty	Off Campus Programs	\$4,458.90
Ehly, Arlo	Theatre and Dance	\$2,671.78
Emmons, Laura	Child and Family Studies	\$5,340.00
Finley, Curtis	Field and Clinical Experiences	\$3,738.00
Freitag, Lucy	Chemistry and Physics	\$2,225.00
Gayler, Richard	Computer Science	\$6,450.00
Geiger, Daniel	Mathematics	\$3,225.00
Gentry, Bruce	Communication Studies and Modern Languages	\$6,450.00
Gowin, Bret	Field and Clinical Experiences	\$1,172.00
Griffin, Janice	Missouri Early Literacy Program	\$977.04
Hager, Timothy	Field and Clinical Experiences	\$3,225.00
Heath, Michael	English	\$2,670.00
Helle, Gary	Criminal Justice, Social Work, and Sociology	\$2,931.00
Hembree, John	Kinesiology Nutrition Recreation	\$2,670.00
Heuring, Andrea	Child and Family Studies	\$2,670.00
Heuring, Nikki	Art and Design	\$4,396.50
Hill-Carter, Camesha	Elementary Early and Special Education	\$2,150.00
Hock, Roberta	Nursing	\$4,005.00
Holm, Michael	Engineering and Technology	\$2,670.00
Holt, Dennis	Political Science, Philosophy, and Religion	\$3,867.00
Horst, Carol	Field and Clinical Experiences	\$2,930.00
Hunter, Samuel	Criminal Justice, Social Work, and Sociology	\$2,670.00
Jarett, Madison	Music	\$1,189.04
Johnson, James	Dual Credit	\$8,010.00
Johnson, Nancy	Nursing	\$4,396.50
Johnson, Tara	Field and Clinical Experiences	\$2,344.00
Jones, Brandon	Field and Clinical Experiences	\$4,515.00
Jones, Ryan	Theatre and Dance	\$6,450.00
Jung, Deborah	Biology	\$2,670.00
Kindel, David	Field and Clinical Experiences	\$4,102.00
Klann, Jody	Psychology and Counseling	\$2,931.00
Kloss, RaeAnne	Leadership, Middle, and Secondary Education	\$6,450.00
Lawson, Diana	Field and Clinical Experiences	\$1,602.00
Lee, Katharine	Dual Credit	\$9,675.00
Lemnifi, Awad	Biology	\$3,225.00
Leoni, Debra	Kinesiology Nutrition Recreation	\$2,670.00
Lockhart, Gelanie	Communication Studies and Modern Languages	\$2,670.00
Lorenz, Robert	Art and Design	\$3,225.00
Luebbers, Lindsey	Agriculture	\$1,335.00
Malahy, Jessica	Nursing	\$8,010.00
Marshall, Sheri	Engineering and Technology	\$2,670.00
McDowell, Carol	Music	\$2,150.00
McMullen, Anthony	Elementary Early and Special Education	\$5,862.00
McNeary, Charlotte	Elementary Early and Special Education	\$2,670.00
McNewary, Charlotte	Field and Clinical Experiences	\$3,738.00
Miller, Mitchell	Marketing	\$3,225.00
Miller, Robin	Field and Clinical Experiences	\$1,602.00
Mincemeyer, Tori	Kinesiology Nutrition Recreation	\$2,670.00
Mitchell, Bart	Mathematics	\$8,010.00
Moore, Kristine	Criminal Justice, Social Work, and Sociology	\$8,010.00
Myers, William	Field and Clinical Experiences	\$586.00
Myers-Bowman, Daniel	Theatre and Dance	\$2,670.00
Nail, Paul	Music	\$2,670.00

Necas, Kimberly	Chemistry and Physics	\$8,010.00
Neimeyer, Gregory	Psychology and Counseling	\$3,225.00
O'Connell, Diane	Field and Clinical Experiences	\$2,136.00
O'Connell, Diane	Elementary Early and Special Education	\$5,340.00
O'Kelly, Dakota	English	\$4,450.00
Okurch, Thomas	Field and Clinical Experiences	\$3,204.00
Oldham, Shelley	Field and Clinical Experiences	\$2,930.00
Owens, Justin	Chemistry and Physics	\$2,670.00
Poston, Fred	Communication Studies and Modern Languages	\$6,450.00
Prebil, Mary	Field and Clinical Experiences	\$2,344.00
Rafferty, Robert	Music	\$5,862.00
Renz, Graham	Political Science, Philosophy, and Religion	\$2,931.00
Ring, Danyne	Field and Clinical Experiences	\$1,172.00
Ritchie, Lona	Field and Clinical Experiences	\$4,806.00
Robins, Amanda	Dual Credit	\$8,010.00
Robinson, Kaitlyn	Theatre and Dance	\$5,350.68
Rodgers, Tiska	Chemistry and Physics	\$8,010.00
Roney, Ashley	Biology	\$16,800.00
Ruch, Michael	Leadership, Middle, and Secondary Education	\$3,225.00
Rushing, Christina	Child and Family Studies	\$5,340.00
Sanders, Blake	Art and Design	\$4,837.50
Sandlin, Linda	Field and Clinical Experiences	\$5,340.00
Schulz, Joshua	Computer Science	\$5,340.00
Schumpert, Laura	Nursing	\$2,002.50
Seabaugh, Janet	English	\$5,340.00
Sehmann, Jenna	Music	\$6,269.40
Setzer, Paul	Computer Science	\$2,670.00
Sheffel, Christina	Mathematics	\$3,908.00
Siebert, Andrew	Psychology and Counseling	\$2,670.00
Skinner, Bruce	Leadership, Middle, and Secondary Education	\$3,225.00
Slatyon, Kathryn	Field and Clinical Experiences	\$1,602.00
Smart, Regina	Management	\$2,670.00
Smith, Joshua	Political Science, Philosophy, and Religion	\$2,931.00
Smith, Terri	Computer Science	\$2,931.00
Stege, Jennifer	Missouri Early Literacy Program	\$1,465.56
Stern, Zachary	Music	\$5,643.75
Stickel, Melissa	Child and Family Studies	\$2,670.00
Stone, Vanessa	Field and Clinical Experiences	\$2,136.00
Streeter, Benjamin	Theatre and Dance	\$2,670.00
Swicionis, Brittney	Kinesiology Nutrition Recreation	\$6,230.00
Swoboda, Rebecca	Management	\$2,670.00
Talbut, Mary	Leadership, Middle, and Secondary Education	\$977.00
Tellini, Jane	Theatre and Dance	\$6,450.00
Ticer, Minyo	Nursing	\$4,300.00
Traxel, Madawn	Field and Clinical Experiences	\$3,738.00
Uelsmann, Elizabeth	Agriculture	\$3,115.00
Wagganer, Sara	Kinesiology Nutrition Recreation	\$2,670.00
Weiler, Colleen	Field and Clinical Experiences	\$1,172.00
Wendt, Lisa	Field and Clinical Experiences	\$2,670.00
Wiggins, Arika	Criminal Justice, Social Work, and Sociology	\$2,670.00
Williams, Thomas	Field and Clinical Experiences	\$2,930.00
Williams-Cunningham, Jodi	Marketing	\$3,225.00
Young, Jacob	Agriculture	\$2,931.00

SOUTHEAST MISSOURI STATE UNIVERSITY
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ADDENDUM B

Overload payments for Spring 2023 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adkins, Kathryn	History and Anthropology	\$977.00
Aide, Michael	Agriculture	\$1,075.00
Alberternst, Cheryl	Nursing	\$890.00
Amer, Suhair	Computer Science	\$4,300.00
Atuo, Fidelis	Biology	\$2,150.00
Baker, Christian	Nursing	\$1,635.00
Barnes, Jeremy	Regional Support Center	\$3,024.00
Bertrand, Lisa	Leadership, Middle, and Secondary Education	\$645.00
Bodenheimer, Mary	Art and Design	\$3,225.00
Bond, Marcus	Chemistry and Physics	\$1,612.50
Booth, Emily	Art and Design	\$6,450.00
Braden, Indi	Agriculture	\$1,612.50
Bratberg, William	Leadership, Middle, and Secondary Education	\$1,075.00
Brubaker, James	English	\$3,225.00
Brune, Michelle	Art and Design	\$1,612.50
Burk, Moretta	Nursing	\$806.25
Casey, Garrett	Chemistry and Physics	\$1,343.75
Cervantes, Charlotte	Kinesiology Nutrition Recreation	\$1,209.38
Champine, James	Biology	\$4,837.50
Chou, Ethan	Computer Science	\$890.00
Clapsaddle, Shannon	Leadership, Middle, and Secondary Education	\$3,225.00
Crawford, Philip	Chemistry and Physics	\$4,031.25
Daughters, James	Music	\$1,612.50
Davis, Robbie	Engineering and Technology	\$2,860.00
Davis, Tammy	Child and Family Studies	\$2,670.00
Denlinger, Emily	Art and Design	\$3,225.00
Dudley, John	Engineering and Technology	\$1,612.50
Edgerton, Sara	Music	\$3,762.50
Faber, Anthony	Child and Family Studies	\$3,225.00
Fehr, Christel	Nursing	\$2,150.00
Fritz, Kelley	Biology	\$1,075.00
Fruehwald, Robert	Music	\$3,225.00
Fulton, Susan	Communication Disorders	\$537.50
Gadberry, Jennifer	Psychology and Counseling	\$2,670.00
Garcia, Mario	Computer Science	\$3,225.00
Garner, Sara	Child and Family Studies	\$3,225.00
Griffin, Jeremy	Art and Design	\$4,005.00
Henry, Jason	Biology	\$1,075.00
Hwang, Seong Nam	Biology	\$4,300.00
Jefferson, Joseph	Music	\$7,576.60
Jones, Tyler	Music	\$1,436.20
Kessler, Jonathan	Chemistry and Physics	\$1,612.50
Kirschman, Lucas	Biology	\$1,075.00
Kraemer, John	Biology	\$5,912.50
Kuborn, Sarah	Child and Family Studies	\$3,225.00
Kutsevelova, Natalya	Mathematics	\$2,670.00

Lambert, Lea Anne	Kinesiology Nutrition Recreation	\$5,375.00
Lamont, Barbara	Music	\$4,837.50
Li, Zhouzhou	Computer Science	\$537.50
Lillo Kang, Sarah	Leadership, Middle, and Secondary Education	\$1,075.00
Liu, Xiaoming	Computer Science	\$3,225.00
Liu, Ziping	Computer Science	\$3,225.00
Loggins, Cassandra	Nursing	\$2,150.00
Long, Sheila	Child and Family Studies	\$3,225.00
Love, Hayley	Child and Family Studies	\$3,225.00
Lowe, Robert	Computer Science	\$7,525.00
McAlister, Leah	Agriculture	\$3,225.00
McAllister, Denise	Art and Design	\$1,612.50
Miller, Justin	Art and Design	\$3,225.00
Mills, Pamela	Chemistry and Physics	\$488.50
Mitra, Reshmi	Computer Science	\$3,225.00
Mizicko, Shane	Music	\$5,295.45
Moore, Amy	Kinesiology Nutrition Recreation	\$2,150.00
Morgan Theall, Rachel	Chemistry and Physics	\$537.50
Murphy, Joseph	Chemistry and Physics	\$2,418.75
Nakasagga, Shakirah	Agriculture	\$537.50
Noe, Margaret	Leadership, Middle, and Secondary Education	\$3,225.00
Odegard-Koester, Melissa	NAS ECHO	\$2,600.00
Pawley, Cliff	Kinesiology Nutrition Recreation	\$1,612.50
Phillips, Bradley	Art and Design	\$3,225.00
Ramdial, Joel	Kinesiology Nutrition Recreation	\$1,075.00
Ramos, Adolfo	Kinesiology Nutrition Recreation	\$2,150.00
Rasheduzzaman, Md	Engineering and Technology	\$2,150.00
Ray, Jayanti	Communication Disorders	\$537.50
Roberts, Dawn	Biology	\$1,780.00
Robins, James	Biology	\$1,612.50
Roy, Indranil	Computer Science	\$4,300.00
Sanders, Hannah	Art and Design	\$1,612.50
Schwartz, Andrew	Mathematics	\$1,075.00
Scott, Sophia	Engineering and Technology	\$3,225.00
Sen, Sandipan	Marketing	\$3,225.00
Sentell, Jessica	Political Science, Philosophy, Religion	\$890.00
Sexton, Kevin	Political Science, Philosophy, Religion	\$4,101.67
Shaner, Sarah	Chemistry and Physics	\$1,612.50
Siemers, Samantha	Agriculture	\$3,762.50
Silwal, Sajan	Chemistry and Physics	\$1,343.75
Smith, Robin	Leadership, Middle, and Secondary Education	\$4,300.00
Snider, Miriam	Agriculture	\$1,335.00
Stiegemeyer, Angela	Kinesiology Nutrition Recreation	\$2,670.00
Stovall, Steven	Management	\$1,612.50
Sullivan, Miranda	Engineering and Technology	\$6,450.00
Svenson, Sven	Agriculture	\$4,837.50
Tayie, Francis	Kinesiology Nutrition Recreation	\$3,225.00
Taylor, Michael	Biology	\$1,075.00
Thompson, Emmanuel	Mathematics	\$1,075.00
Thornburgh, Caroline	Mathematics	\$890.00
Thorne, Scott	Marketing	\$3,225.00
Tilmon, Misty	Communication Disorders	\$537.50
Unterreiner, John	Criminal Justice, Social Work, and Sociology	\$2,670.00
Wacker, Aaron	Music	\$860.00
Wagganer, Jason	Kinesiology Nutrition Recreation	\$2,150.00

Wang, Shaojun	Engineering and Technology	\$2,687.50
Wilkins, Nicolas	Psychology and Counseling	\$3,225.00
Williams, Bartholomew	Theatre and Dance	\$1,075.00
Wilson, Marissa	Agriculture	\$1,835.00
Wubben, Christopher	Art and Design	\$3,225.00
Yuan, Juefei	Computer Science	\$5,375.00
Zhang, Yumin	Engineering and Technology	\$1,075.00

SOUTHEAST MISSOURI STATE UNIVERSITY
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ADDEMDUM C

The following have been appointed as Graduate Assistants for the Spring 2023 semester.

Name	Department	<u>Salary</u>
Ediga, Eashwar	Mathematics	\$3,152.19
Koirala, Grishma	Student Financial Services	\$4,585.00

SOUTHEAST MISSOURI STATE UNIVERSITY
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STAFF APPOINTMENTS

Name	Position-Department	<u>Salary</u>	FTE	Effective
Beckwith, Kevon	Assistant Football Coach Football	\$18,728.04	100	02/01/23
Benado, Connor	Assistant Football Coach Football	\$40,000.08	100	02/03/23
Huffman, Grace	Associate Archivist Kent Library	\$44,718.88	100	02/15/23
Koeller-Guzman, Jeffrey	Transcript Specialist Registrar	\$25,792.00	100	02/15/23

SOUTHEAST MISSOURI STATE UNIVERSITY
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STAFF SEPARATIONS

Name	Position-Department	<u>Effective</u>
Haman, Christopher	Library Assistant II Kent Library	02/28/23
Hill, Lisa	Application Programmer IT Application Services	02/28/23
Mitchell, Angela	Assistant Director Facilities Management Office	02/28/23
Rubach, Douglas	HVAC-R Mechanic Journeyman Buildings Department Maintenance	02/28/23
Wolf, Noah	Research Analyst Institutional Research	02/15/23
Yisrael, Nahum	Parking Enforcement Supervisor Parking and Traffic	02/08/23

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
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STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Blackman, Christopher	Director Football Operations and Equipment Football From: \$55,445.45 To: \$58,500.00	Contract Renewal	02/01/23
Nelson, Heather	Head Coach Soccer Soccer From: \$66,191e35 To: \$68,508.05	Contract Renewal	02/01/23
Benado, Connor	Temporary Employee Football From: \$31,999.92 Assistant Coach Football Football To: \$40,000.08	Promotion	02/03/23

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2023

RANKED FACULTY APPOINTMENTS

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

TERM FACULTY APPOINTMENTS

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

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

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

SABBATICALS

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

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2023

ADDENDUM A

The following have been appointed as Part-time Faculty for the Spring 2023 semester.

Name	Department	Salary
Dordoni, Benjamin	English	\$1,232.31

SOUTHEAST MISSOURI STATE UNIVERSITY
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ADDENDUM B

Overload payments for Spring 2023 teaching/alternate assignments.

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

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2023

ADDEMDUM C

The following have been appointed as Graduate Assistants for the Spring 2023 semester.

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

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2023

STAFF APPOINTMENTS

Name	Position-Department	Salary_	FTE	Effective
Blackmon, Charles	Educational Access Programs Coordinator Educational Access Programs	\$38,500.08	100	03/27/23
Champagnie, Sara	Administrative Assistant Facilities Management	\$29,120.00	100	03/27/23
Poe, Nicole	Academic Advisor Academic Advising	\$35,568.00	100	03/01/23
Wynn, Josiah	Library Assistant II Kent Library	\$19,344.00	75	03/27/23

SOUTHEAST MISSOURI STATE UNIVERSITY
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STAFF SEPARATIONS

Name	Position-Department	<u>Effective</u>
Blattel, Amy	Associate Director Development University Advancement	03/10/23
Bunch, Madison	Football Recruiting Coordinator Football	03/23/23
Hager, Joe	Assistant Supervisor General Services Custodial Service Academic Buildings	03/17/23
Perry, Lindie	Coordinator Learning Assistant Programs Learning Assistant Programs	03/31/23
Piroutek, Rachel	Admissions Counselor I Admissions	03/22/23
Weber, Lyndsey	Lead Teacher University School for Young Children	03/29/23

STAFF LEAVE WITHOUT PAY

Name	Position-Department	Effective
No Data to Report		

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2023

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Buchanan, Darryl	Fleet Mechanic Grounds Department Maintenance From: \$44,574.40 To: \$45,032.00	Longevity Increase	03/12/23