



Office of the President

NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this seventh day of May 2025 that the Board of Governors of Southeast Missouri State University will convene at 2:00 p.m., on Thursday, May 8, 2025, and again at 9:00 a.m. on Friday, May 9, 2025 in the Academic Hall Board Room on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

The tentative agenda is attached to this notice and includes a vote to close the meeting on May 9 for consideration of matters authorized by statute, including, 610.021(1), (2), (3), (9), (12) and (13) of the Revised Statutes of Missouri.

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

Tonya Wells
Asst. Vice President, Marketing & Communications
twells@semo.edu
573-651-2459

Christopher R. Martin
Board of Governors' Secretary



BOARD OF GOVERNORS
2:00 p.m., Thursday, May 8, 2025
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 Limbaugh)
 - a. Welcome and Call to Order
 - b. Roll Call of Members and Determination of Quorum
 - c. Review Items on Next Day's Agenda
 - i. Minutes of April 4, 2025 (*Attachment A*)
 - ii. Board of Governors Executive Committee Minutes (*Attachment B*)
- 2. University President's Items (2:10-3:20 p.m.)**
(University President Vargas)
 - a. Departmental Update – Academic Affairs
 - b. Presentation – Economic Impact Study
- 3. Break (3:20-3:30 p.m.)**
- 4. Academic & Student Engagement Committee (3:30-3:45 p.m.)**
(Governor Martin)
 - a. Review Item on Next Day's Agenda
 - i. Candidates for Graduation (*Attachment D*)
 - ii. Academic Program Changes (*Attachment E*)
- 5. Finance & Audit Committee (3:45-5:00 p.m.)**
(Governor Moore)
 - a. Review Items on Next Day's Agenda
 - i. FY26 Tuition and General Fees (*Attachment F*)
 - ii. FY26 Special Course Fees (*Attachment G*)
 - iii. Outsourcing of Shuttle Service (*Attachment H*)
 - iv. Transfer of Transit Equipment (*Attachment I*)
 - v. Progress Report on Contracts and Facilities Management (*Attachment J*)
 - vi. FY25 Operating Budget to Actual Report (*Attachment K*)
 - vii. Faculty and Staff Personnel Actions (*Attachment L*)

Board of Governors Work Session Agenda

May 8, 2025

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6. General Business (5:00-5:15 p.m.)

(Governor Limbaugh)

- a. Other Matters for Discussion
- b. Review Schedule and Logistics for Next Day's Meeting
- c. Adjourn Work Session

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



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

Open Agenda

1. General Business

(Governor Limbaugh)

- a. Action Item(s)
 - i. Welcome and Call to Order
 - ii. Roll Call and Determination of Quorum
 - iii. Consideration of Minutes of April 4, 2025 Open Session Meeting
(Attachment A)
- b. Report Item/Information
 - i. Executive Committee Minutes – March 18, 2025 **(Attachment B)**

2. University President's Items

(University President Vargas)

- a. Report Item(s)/Information
 - i. University President's Report
 - ii. Student Presentation **(Attachment C)**
 - iii. Report from Student Government
 - iv. Report from Faculty Senate
 - v. Report from Professional Staff Council
 - vi. Report from CTS Council

3. Academic & Student Engagement Committee

(Governor Martin)

a. Action Item(s)

- i. Consideration of Conferring Degrees for Spring 2025 and Summer 2025
(Attachment D)
- ii. Consideration of Academic Program Changes **(Attachment E)**
 - o College of Science, Technology, Engineering and Mathematics: New Program – MS Data Science
 - o College of Science, Technology, Engineering, and Mathematics: Option Title Change – BS Biology: Organismal, Ecological, and Evolutionary Biology → BS Biology: Zoology, Botany, and Evolution
 - o College of Humanities and Social Sciences: Program Change to Reduced Credit Hour Degree – BS Criminal Justice

4. Finance & Audit Committee

(Governor Moore)

a. Action Item(s)

- i. Consideration of FY2026 Tuition and General Fees **(Attachment F)**
- ii. Consideration of FY2026 Special Course Fees **(Attachment G)**
- iii. Consideration of Outsourcing Shuttle Service to CGCTA **(Attachment H)**
- iv. Consideration of Transfer of Transit Equipment to CGCTA **(Attachment I)**

b. Report Item(s)/Information

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

5. General Business
(Governor Limbaugh)

- a. Action Item(s)
 - i. Convene Closed Session for Appropriate Considerations Pursuant to Sections 610.021 (1), (2), (3), (9), (12) 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

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

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

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, April 4, 2025, at approximately 9:30 a.m., in the Academic Hall Board Room on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mr. James P. Limbaugh, President of the Board of Governors called the meeting to order. Governors present were: Mr. James P. Limbaugh, President of the Board of Governors; Mr. Lloyd F. Smith, Board Vice President; Dr. Maureen Clancy-May; Mrs. Tina L. Klocke; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; and Mr. Clayton Eftink, Student Representative. Quorum having been established, Board President Limbaugh welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, including, Ms. Tonya Wells, Ms. Diana Harley, Mr. Brady Barke, Mr. Dan Presson, and Mr. Wendell Snodgrass. Other attendees included Mr. Floyd Davenport, Ms. Angela Meyer, student Lauren Eftink, and Mike Flynn from the Lawrence Group. Mr. Christopher R. Martin, Board Secretary and University General Counsel was also in attendance. Board President Limbaugh presided.

CONSIDERATION OF APPROVAL OF MINUTES

Board President Limbaugh introduced consideration of approval of the Open Session minutes from the February 12-13 and February 28, 2025 Open Session meetings.

A motion was made by Governor Klocke and seconded by Governor Moore to approve the open session minutes of February 12-13, and 28, 2025 [Attachment A]. The motion carried unanimously.

UNIVERSITY PRESIDENT'S ITEMS

Update on Modern Campus Transformational Project

University President Vargas called on Ms. Angela Meyer, Director of Facilities Management, to provide an update on the Modern Campus Transformational Project and the Roy Blunt Health Professions Hall.

Ms. Meyer, along with Mr. Flynn from the Lawrence Group, walked through the floor plans for Blunt Hall and showed proposed external and internal renderings. It was also noted that some of the fixtures in Dearmont would be salvaged and repurposed for use in the new building. Ms. Meyer and Mr. Flynn noted that prior to beginning work on the main structure, such items like the relocation of utilities, abatement of Dearmont and then demolition of Dearmont, will need to be completed. They estimated this initial work could take 8-9 months. Ms. Meyer stated that the

goal is to bid the project in May 2025, start site work and construction prep by mid-July 2025, and to complete the project by late 2027.

During discussion, Governor Smith asked if the completion of Blunt Hall will allow the university to completely vacate Parker Hall. In response, Ms. Meyer stated it would allow the university to remove all academic components from Parker Hall, leaving only the intercollegiate gymnastics program. Governor Clancy-May asked if there would be coordination with University Advancement for donor and naming opportunities related to Blunt Hall. Ms. Meyer stated there would be opportunities and that the appropriate coordination and collaboration would take place with the University President and University Advancement. Governor Smith inquired about the cost of the project, to which Mr. Flynn stated the project is budgeted to cost \$28.4 million which is consistent with the budget provided to the federal funding agency supporting the project.

In addition to the update on the Roy Blunt Health Professions Hall, the board was provided an update on the South Chiller. Ms. Meyer reminded the board that the site plan for Blunt Hall includes a place holder for a new chiller plant. Proposed renderings were shared for their reaction. Ms. Meyer stated that the estimated cost for a new South Chiller is \$17 million to \$18 million. She stated that this number is consistent with estimates provided to the board going back to at least 2019. Specifically, Ms. Meyer reported that in 2019 former Vice President of Finance and Administration Kathy Mangels and an external energy consultant provided a quote of \$16.9 million; former Vice President of Finance and Administration Brad Sheriff presented an estimate of \$17.4 million in 2021; and in 2024, university facilities management was asked to proceed with design work and in working with a consultant they estimated the cost to be \$14 million to \$18 million. She stated that the University would leverage all available incentives to help offset the cost. Governor Smith expressed concern about the remaining life of the current chiller, and the cost the university would incur to rent chillers in the case of an emergency; and he encouraged the board, along with administration, to figure out a way to proceed with construction of a new South Chiller to coincide with the construction of the Roy Blunt Health Professions Hall.

Update on University Deferred Maintenance

University President Vargas call on Ms. Angela Meyer, Director of Facilities Management, to give an update on university deferred maintenance.

Ms. Meyer stated that in 2021, then-Vice President of Finance and Administration Brad Sheriff provided a deferred maintenance update to the board, which included an estimate of total deferred maintenance needs just less than \$300 million. She shared that between 2021 and 2025, the university has completed projects totaling approximately \$40 million. Ms. Meyer commented that the tunnels and a new South Chiller remain a priority, as do building automation and controls. However, she noted funding remains a challenge, encouraging the board to think about budget strategies to better support facilities.

During discussion, board members asked a number of questions on topics including but not limited to campus utilities, collaboration with the City of Cape Girardeau, upkeep of equipment,

and the tunnels. Governor Clancy-May suggested it may be helpful to provide an occasional facilities tour to the board. She also encouraged the University President to work with the Executive Staff and facilities management to prepare a list of capital and deferred maintenance priorities and present those to the board on a frequent basis.

Consideration of Authorization for Construction

Board President Limbaugh called on University President Vargas to present a motion to authorize the demolition of Dearmont Complex and the construction of the Roy Blunt Health Professions Hall to be built at 360 Dearmont Circle/916 Normal Ave., Cape Girardeau, MO 63701. [Attachment B]

A motion was made by Governor Smith and seconded by Governor Martin to authorize the demolition of Dearmont Complex and the construction of the Roy Blunt Health Professions Hall to be built at 360 Dearmont Circle/916 Normal Ave., Cape Girardeau, MO 63701 [Attachment B]. The motion carried unanimously.

CONSIDERATION OF MOTION FOR CLOSED SESSION

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

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

The Open Session was recessed at approximately 10:36 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 12:26 p.m. Board President Limbaugh called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

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

- By a vote of 7 to 0 the Board approved the minutes of the Board's February 28, 2025 Closed Session meeting. Governors Limbaugh, Smith, Clancy-May, Klocke, Martin, Moore, and Robinson voted to approve.
- The Board had conversations with legal counsel per RSMo 610.021(1) pertaining to legal matters. No action was taken.
- Pursuant to RSMo 610.021(2) the Board had discussion on a potential development opportunity involving university real estate, the conversation taking place in Closed Session due to the sensitive nature of the topic. No action was taken.

- By a vote of 7 to 0 the Board voted to convene Closed Executive Session for relevant considerations pertaining to RSMo 610.021(3) and (13). Governors Limbaugh, Smith, Clancy-May, Klocke, Martin, Moore, and Robinson voted to approve.

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

- By a vote of 7 to 0 the Board approved the minutes of the Board's February 12, 13 and 28, 2025 closed executive sessions. Governors Limbaugh, Smith, Clancy-May, Klocke, Martin, Moore, and Robinson voted to approve.
- The Board had discussions regarding personnel pursuant to RSMo 610.021(3) and (13). No action was taken.
- By a vote of 6 to 0 the Board adjourned the Closed Executive Session and reconvened the Open Session. Governors Limbaugh, Smith, Clancy-May, Klocke, Martin, and Robinson voted to approve. Governor Moore was not present for the vote due to professional commitments.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 12:28 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

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

**MINUTES OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
EXECUTIVE COMMITTEE
HELD ON THE
EIGHTEENTH DAY OF MARCH 2025**

The Southeast Missouri State University Board of Governors Executive Committee convened on Tuesday, March 18, 2025, at approximately 2:00 p.m. Attendees included Mr. James P. Limbaugh, President of the Board; Mr. Lloyd F. Smith, Vice President of the Board; Dr. Carlos Vargas, University President; and Mr. Christopher R. Martin, Board Secretary.

Board of Governors Executive Committee Minutes

Board Secretary Martin presented draft minutes of the February 25, 2025 Executive Committee meeting. There were no issues or concerns with the minutes as presented. The minutes will be provided to the full board as an informational item at the next board meeting.

Partnership Opportunity

In follow-up to discussion at the February 25, 2025 Executive Committee meeting, University President Vargas provided an update on a potential partnership opportunity with Saluna, a company in St. Louis, that is interested in leasing space at the University's Sikeston Regional Campus. He explained that Saluna is a start-up focused on optimizing the research of industrial hemp and that they would like to lease lab space, as well as acreage from the University in Sikeston. University President Vargas stated that he reached out to Superintendent of Sikeston schools to discuss the opportunity with her given the district's current lease for space at the campus. Board President Limbaugh said he was supportive of the opportunity. Board Vice President Smith encouraged the university to do its due diligence on the company and to make sure the full board is kept aware. University President Vargas said he would plan to update the full board once he hears back from the Sikeston Superintendent, which will inform how they university may wish to pursue the partnership opportunity.

April Board of Governors Meeting

The Committee discussed how to proceed with the April 4, 2025 Board of Governors meeting. Board Secretary Martin advised members that there had not been any formal action items presented by Executive Staff, but that the meeting could provide an opportunity for report items or other discussion. After some discussion, the committee decided that a report on deferred maintenance, the Modern Campus Transformational Project, the South Chiller, and a potential partnership opportunity related to university property should be included on the April agenda.

Wildwood

Per a request from board leadership, University President Vargas provided an update on Wildwood. He shared that a condition assessment was completed in late 2024 and that the report includes a list of recommended repairs and estimated costs totaling about \$2 million. Board

President Limbaugh asked whether funds were available to complete the repairs. In response, University President Vargas stated that if the board wanted to proceed with the recommended repairs, he would work with budget staff to identify the funds. Board President Limbaugh suggested that the topic could perhaps be a future discussion item for the board.

FY26 Budget

Board Secretary Martin provided an update on items related to the FY26 budget. He stated that budget bills are being reviewed in the legislature and that the university will continue to monitor them. Board Secretary Martin reminded committee members that Governor Kehoe recommended a 1.5 percent increase to institutional core appropriations, and that the \$37 million Modern Campus re-appropriation remains included in the capital budget bills. Regarding the capital appropriation, board members stressed the importance of continuing to try to clarify the match requirement on these funds. University President Vargas stated that the university remains in contact with area legislators on the topic, and that he has also spoken to Dr. Boggs, the Commissioner of the Missouri Department of Higher Education and Workforce Development. He stated that the University's lobby team is engaged too. The Committee also discussed an opportunity of interest to Sen. Burger concerning a possible appropriation to support the aviation programs, and an appropriation for a local developer that may have some implication on the university. Board Secretary Martin said he would continue to monitor legislative related matters and keep everyone updated.

Personnel Updates

Board Secretary Martin, in his role as General Counsel, advised that the contract with AGB Search for the Vice President of Finance and Administration search includes automatic termination language that he is working to clarify with the company. Executive Committee members requested that he continue to seek clarity from AGB Search and to keep them updated.

Miscellaneous Discussion

During miscellaneous discussion, University President shared information regarding a faculty member that had been issued a Notice Against Trespass and placed on paid administrative leave. Board leadership asked to be kept updated. Lastly, Board President Limbaugh shared insights from a recent meeting he had attended regarding Mineral Area College's planned expansion into Cape Girardeau County with a facility in Fruitland.

The meeting concluded at approximately 4:00 p.m.

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors

CAPE GIRARDEAU, MO • BRIANHAMPTON10001@GMAIL.COM •
573.529.4217

BRIAN HAMPTON

HIGHER EDUCATION

PROFESSIONAL SUMMARY

Higher education professional with 20+ years of executive leadership experience, currently serving as an Adjunct Instructor and Graduate Assistant. Expert in process improvement, data analysis, and strategic planning, driving student achievement and institutional success through innovative teaching and inclusive classroom practices. Skilled in budget management and compliance, with a proven track record of enhancing financial literacy and fostering industry partnerships.

EDUCATION

DOCTOR OF BUSINESS ADMINISTRATION <i>University of Rhode Island</i>	Aug 2025 - May 2028 <i>Kingston, RI</i>
MASTER OF BUSINESS ADMINISTRATION <i>Southeast Missouri State University</i> 4.0 GPA • Phi Kappa Phi Honor Society • Beta Gamma Sigma Honor Society • 2025 Outstanding MBA Student Award Recipient	Aug 2024 - May 2025 <i>Cape Girardeau, MO</i>
BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION: HEALTHCARE <i>Southeast Missouri State University</i> 3.8 Institutional GPA • 4.0 Major GPA • President's List • 2024 University Contributor Award Recipient • 2024 Outstanding Healthcare Administration Student Award Recipient	Jan 2023 - May 2024 <i>Cape Girardeau, MO</i>

EMPLOYMENT HISTORY

GRADUATE ASSISTANT FOR ECONOMIC AND WORKFORCE DEVELOPMENT <i>Southeast Missouri State University</i> <ul style="list-style-type: none">Connect regional firms with university resources, enhancing training reach and effectiveness.Cultivate key industry partnerships, identifying growth opportunities in workforce development.Design and deliver tailored finance curricula, engaging diverse audiences with impactful education.Conduct market research, develop strategic materials to boost workforce program visibility.Present financial empowerment insights at SEMO event, inspiring professional audience.Fostered partnerships with local businesses, creating a network that facilitated knowledge sharing and increased access to training resources.	Aug 2024 - Present <i>Cape Girardeau, MO</i>
ADJUNCT INSTRUCTOR IN ACCOUNTING <i>Southeast Missouri State University</i> <ul style="list-style-type: none">Teach accounting to undergraduates, enhancing financial literacy and critical thinking.Create comprehensive course materials, improving student engagement and understanding.Promote an inclusive classroom, boosting participation and academic success.Encourage active learning, leading to measurable improvements in student performance.	Mar 2025 - Present <i>Cape Girardeau, MO</i>
TEACHING/LEARNING ASSISTANT <i>Southeast Missouri State University</i> <ul style="list-style-type: none">Assist instructors, manage attendance, answer queries, monitor exams, support independent learningTutor diverse subjects, enhance student study skills, provide educational resources, improve exam prepSignificantly improved student performance, increased engagement, enhanced academic success	Aug 2023 - Apr 2024 <i>Cape Girardeau, MO</i>
FOUNDER/OWNER <i>HK Consulting</i> <ul style="list-style-type: none">Led strategic growth for clients, enhancing portfolios and market positioning.Managed \$200M in budgets, improving legal marketing outcomes.Negotiated capital development deals, fostering beneficial partnerships.Improved internal processes, driving efficiency and performance monitoring.Developed tailored marketing programs leveraging analytics, facilitating	Oct 2018 - Jun 2024 <i>Saint Louis, MO / Cape Girardeau, MO</i>

CHIEF EXECUTIVE OFFICER
Dunken Law Group

Jan 2017 - Oct 2018
Houston, TX

- ♦ Guided firm to financial stability, securing settlements over \$12M.
- ♦ Reduced operational expenses by nearly a third, enhancing efficiency.
- ♦ Directed staff management, improving recruitment and performance.
- ♦ Built nationwide co-counsel partnerships, expanding referral network.
- ♦ Streamlined operational processes, leading to substantial improvements in client satisfaction and a notable decrease in settlement timelines.

CHIEF OPERATING OFFICER
Flint Firm, PLLC

May 2016 - Jan 2017
Edwardsville, IL / Dallas, TX

- ♦ Collaborated with CMO to launch marketing program, generating hundreds of new cases.
- ♦ Doubled revenue and reduced acquisition costs, establishing a national co-counsel network.
- ♦ Prepared financial statements and performance reports through detailed data analysis.
- ♦ Developed systems and database for efficient firm data tracking with operational team.
- ♦ Managed accounting functions, including income tax preparation, enhancing financial accuracy.
- ♦ Streamlined operational workflows, achieving substantial improvements in efficiency and enhancing overall team productivity.

CHIEF EXECUTIVE / FINANCIAL OFFICER
AkinMears, G.P.

Nov 2011 - May 2016
Houston, TX

- ♦ Increased case signups by 40%, securing over \$100M in capital for mass tort advertising.
- ♦ Directed daily operations, managing co-counsel networks and financial relationships.
- ♦ Analyzed financials to guide budgeting, cash management, and strategic decisions.
- ♦ Collaborated with partners to fund advertising and operational initiatives.
- ♦ Managed a \$200M marketing budget, working closely with the Chief Marketing Officer.
- ♦ Spearheaded strategic initiatives that drove substantial growth, enhancing case signup rates and positioning the firm as a national leader in mass tort advertising.
- ♦ Implemented rigorous financial analysis processes, enabling data-driven budgeting and cash management that contributed to sustained operational efficiency.
- ♦ Fostered strong partnerships with co-counsel and financial institutions, ensuring seamless operational flow and maximizing funding opportunities for growth.

CHIEF FINANCIAL / OPERATING OFFICER
Julie Rogers Gift of Life Program

Feb 2005 - Oct 2010
Beaumont, TX

- ♦ Led 25-member team, enhancing HR functions and operational efficiency.
- ♦ Managed comprehensive financial activities, ensuring robust cash flow and budget adherence.
- ♦ Cultivated community partnerships, maintaining a database of 14,000+ contacts.
- ♦ Contributed to strategic planning and communication initiatives for organizational growth.
- ♦ Directed special events, coordinating talent and volunteers for seamless execution.

SKILLS

Academic Administration, Workforce Development, Student Engagement, Data Analysis, Budget Management, Strategic Planning, Process Improvement, Mentoring, Event Coordination, Grant Writing, Fund Accounting, Compliance Management, Curriculum Development, Financial Literacy, Public Speaking, Industry Partnerships.

ADDITIONAL INFORMATION

COMMUNITY ACTIVITIES

RAINN: Produced 'Broadway Sings Tori' fundraiser in NYC along with other events nationwide

Sigma Nu Fraternity: Founder of Mu Kappa Chapter (SEMO), President and VP, Alumni Advisory Board Member, LEAD Program Facilitator

PFLAG Cape Girardeau: Member & Volunteer

Lasagna Love: Volunteer Chef



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 9, 2025

Open Session

I. Motion to be Considered:

Approve the conferring of degrees upon the candidates for Spring 2025 and Summer 2025. 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: 1565
 - Undergraduate: 963
 - Masters: 573
 - Specialist: 29
- Academic Distinction: 4
- Jane Stephens Honors Program: 13
- Cum Laude: 171
- Magna Cum Laude: 129
- Summa Cum Laude: 119
- 4.0 Graduates: 233
 - Undergraduate: 39
 - Masters & Specialist: 194

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: _____

Degrees	2025 Spring & Summer	2024 Spring & Summer	2023 Spring & Summer
Undergraduate	963	964	1026
Masters	573	393	367
Specialist	29	21	21
Total	1565	1378	1414

Honors			
Jane Stephens Honors Program	13	19	20
Cum Laude	171	208	206
Magna Cum Laude	129	134	124
Summa Cum Laude	119	134	108

4.0 Graduates			
Undergraduate	39	52	35
Masters & Specialist	194	120	116
Total	233	172	151

FACULTY SENATE SOUTHEAST MISSOURI STATE UNIVERSITY

FACULTY SENATE RESOLUTION 25-5

**Approved by the Faculty Senate
04/09/2025**

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 2025.

Action	Date
Introduced to Senate	04/09/2025
Faculty Senate Vote	04/09/2025

College of Education, Health & Human Studies

ASSOCIATE OF ARTS IN CHILD CARE AND GUIDANCE

Nicole Elizabeth Govero
Bianca Nicole Miller
Victoria Gale Pixley *
Brittney Vires
Stacy Wells

BACHELOR OF ARTS

Chayton Borders
Meridyth Kathryn
Harrington
Carrinton De'Aujah Jones
Addy Dinae Key
Chloe Lloyd
Meagan Sellers

BACHELOR OF SCIENCE

Justin Tyler Aden
Ava Mae Arnzen
Mallory A. Bader
MacKenzie Mae Baker
Morgan Leigh Baker
Xzavier Joseph Bartlett
Elizabeth Brooke Bauman
Madison Grace Bell
Makenzie-Ruth Benjamin
Kristan Grace Blankenship
Kadence Madison
Bockhorn
Macy R. Brady
Sarah K. Brandenburgh
Abby Lynn Brey
Tabitha Marie Brinkley
Lauren Elizabeth Brown
Nevaeh Jolee Brown
Abigail Christine Calhoon
Kaitlyn Nicole Clark
Caleb Michael Cooper
George Isaiah Cooper
Juana LuRita Coronado

Rachelle Faith Cox
Savannah Cayton Crowley
Megan Nicole Davis
Jaden Grace Dawe
Olivia Ann Dean
Alexa Elizabeth DeLuca
Margaret Therese Dolan
Jessica Ann Draper
Gaven Blake Earley
Allie Kate Eaves
Sophia Elizabeth Elfrink *
Carrie Elizabeth Ellis
Zeb Elsworth
Bradley Walter Favinger
Jr.
Makenzie Shannon Fincher
Reeanna May Foster
Doreana Nicole Garner
Jayden Gebken
Tatum Marie Gerwitz
D'Marco Edward Gibbs
Elisabeth Anne Goble
Cal Joseph Gorman
Nicole Elizabeth Govero
Megan Rebecca Green
Julia E. Greene
Maya Latrice Hailey
Donald Leon Harvey III
Brett Alan Hassel
Joshua Bean Haugh
Dylan A. Hawes
Kayli Rene Hedrick
Micah Paul Heisler
Annika Susan Henson
Alexa Holder
Valerie Hollowell
Sydney Michelle
Holshouser
Madeline Kate Hughes
Abigail Virginia Hulshof
Cadrian Lymae Hutsell
Lacie Dawn Jackson
Diery-son Eliacin Jacobs

Leah C. Jansen
Kelsie N. Job *
Tyron Terrell Jones Jr.
Alexander J. Kapp
Logan T. Katen
Paige Elizabeth
Kehlenbrink
Karlee Jane Keirse
Whitney Marie Keith
Alexia Da'Lynn Kemp
Madison Elizabeth Kilburn
Anastasia Karina Kirchner
Kyle Robert Kohls
Alyssa Grace Kooyer
Michael J. Lampe
Mia Rose Lanemann
Josiah Michael Lantz
Anna Mae Laymon
Dylan Blake LeGrand
Julia Christine Leible
Mason Sawyer Lewis
Faith Valdon'a Linné
Laura Kathleen List *
Janelle Lopez
Chloe Marie Lukefahr
Emma M. Marion
Samantha Michelle Martin
Kameron Dale Mayberry
Jeston Alexander
McCormick
Connor R. McElwee
Erika N. Mellor
Sydney G. Melton
Ximena A. Mendoza
McKenzie Carolyn Miller
Genevieve Elizabeth Mills
Payton Lee Morgan
Joseph Robert Moss
Olivia M. Osman
Courtney Denise Owens
Landon Floyd Pearson
David Allen Posey
Sydney Mary Provo

Richard James Pugh II
Peyton Aubrey Rasco
Kamdyn Aiden Rasnick
Elizabeth Grace Rater
Diona Renise Reed
Heather Christine Rose
Lilia Skye Rushing
Spencer M. Schatz
Alexis Marie Schmidt
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Sony Krishna Sree
Gangavarapu
Bharath Kumar Garimalla
Gattu Manikanta
Arun Chandu Genikala
Saurav Ghosh *
Bala Nagendra Babu
Gogineni
Viswa Naga Pavan Kumar
Gorripati
Sri Pavan Kalyan Reddy
Gottam
Rakesh Gudduru
Gudimetla Manish
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Ruthik Juvva
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Juvvina
Sai Swetha Kadali
Bhargav Reddy Kallam
Anusha Kalluri
Ashok Kampachati
Aruna Kampasati
Siva Kalyan Reddy
Kancharla
Murari Kandula
Ruthu Evangeline
Kanikella
Chaitanya Kanthamreddi
Eswar Karlapudi
Pavani Kasimsetty
Sireesha Katakam
Meghana Katne
Naga Sai Ram Katragadda
Sriharshika Katta
Venu Madhav Katta
Krishnasai Kavuri
Kusuma Kedari
Bharath Reddy Kethireddy
Rupa Kodali
Gowrisankarsai Maruthi
Varaprasad Kolagani
Bala Sailaja Kolli
Lokeswara Ravindra Rao
Kolli
Naga Venkata Naresh
Kollu
Vamsi Krishna Komatineni
Sirisha Kommalapati
Pavan Kalyan Kommi *
Satyanarayana Reddy
Konuganti *
Bhanu Prashanth
Kopparthi
Praveen Kumar Koppula
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Korrapati
Prasanna Kotha
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Olivia Grace Foltz
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Milo Estelle Garlich
Nicholas Timothy Allen Gauvreau
Tatum Marie Gerwitz
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Hayley Noel Huber
Ashraf Hussain
Bailey Jennings
Abby Lynn Johnson
Tamyia Denise Johnson
Heidi Anne Jones
Paige Elizabeth Kehlenbrink
Whitney Marie Keith
Olivia D. Kieffer

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Bryson Klunk
Emily Marie Kuehl
Ean D. Lambert
Addison Grace Landes
Garrett Micheal Langley
Julia Christine Leible
Destiny D. Leon
Mason Sawyer Lewis
Bronson Lively
Jayden James Lucas
Aziz Makhanbejan
Brian Tyler Martin
Lillian Kayte Matheney
Abigail Jordan Maxson
Margaret Trask McDonald
Kyndl Lynn McDonough
Maddi Marie McGuire
Erika N. Mellor
Sydney G. Melton
Tara Delia Mills
Christopher Charles Mosher
Joseph Robert Moss
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Michael Lawrence Mugan
Isabelle Catherine Murphy
Cole W. Myers
Kennedee Taylor Nash
Dante Ja'kylan Newson
Ngan Hoang Thanh Nguyen
Stormie Norden
Bryce L. Norman
Caroline G. Patton
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Victoria Love Pitts
Andrew Jacob Plawski
David Allen Posey
Benjamin Prasuhn
Gwendolen Frederica Ray
Harley Renee Ressel
Tanner Lee Roach
Brittney Michele Roberson
Dustin Blayne Roberts
Abigail Brionne Robinson
Elizabeth Grace Roy
Abbey Dian Rudisaile

Riley Cole Russell
Braedon William Salter
Lauryn Kate Sandin
Avin Sapkota
JoEllyn Grace Schafer
Emily Jean Schneider
Brett Alan Schoenberger
Samantha Grace Schott
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Zachary J. Thieret
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Levi Allen Tuschhoff
Andrea Marie VanGennip
Trinitie Shyanne Wagle
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Macy Marie Webb
Zachary Morris West
Tyler Grey Westerholt
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Kenna Lee Wheatley
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Zay Williams
Daisy Kay Wilmurth
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Linsey Zerbonia

Magna Cum Laude

Samikshya Adhikari
Braylee Coleen Anderson
Ava Mae Arnzen
Ian James Bacon

Molly E. Bahr
MacKenzie Mae Baker
Reese M. Barber
Ashley Nichole Beasley
Ashton Sophia Bell
Halle Katherine Benskin
Sydney Lauren Blackmon
Kadence Madison Bockhorn
Alexis Marie Boyles
Sarah K. Brandenburg
Kailey Marie Brubaker
Elizabeth Louise AuBuchon
Zander Timothy Card
Joshua Ethan Chambers
Christina Clark
Caleb Michael Cooper
Katelyn Elizabeth Cooper
Emma Elise Craig
Chase Zacory Crosnoe
Jacob Andrew Dearing
Gianna Marie Deidrick
Alexa Elizabeth DeLuca
Ethan Joel Elder
Zeb Elsworth
Gabriel Edward Epstein
Sabrina Rose Epstein
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Karina Flores
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Mallory Anne Gimblett
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Rachel Elizabeth Henry
Cameron R. Hepp
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Anne Elise Hogan
Ty'Rianna Hollywood
Lisa Anne Holt
Megan Renee Hupperts
Cadrian Lymae Hutsell
Alayna Jakul
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Leah C. Jansen
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Caleb Anthony Robison
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Kayla B. Thompson
Avery Jo Torrey
Tracie Suzanne Vancil
Kayla Elizabeth Vaughn
Natalie Ann Visconti
Chloe Jane Wells
Klaire Wynne Wells
Josiah David White
Madelyn Brooke White
Sophie J. White

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Titus Andrew Ackman
Courtney Bales
Lindsey Olivia Jan Barnes
Megan E. Barton
Sophia Nicole Basler
Elizabeth Brooke Bauman
Ireland Sarah Bax
Jacob Andrew Beiter
Jeffrey Tyler Bellew
Kristan Grace Blankenship
Kylee Renee Borkowski

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Pearldee Christine Sterbinsky
Reagan Lynlee Swain
Krishna Jatin Thakar

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Tara Marie Thurman-Moore
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Lindsay Marie Trimberger
Preslie Autumn True
Madison Jayne Vaughan
Alison Joy Venus
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Jane Stephens Honors Program

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Alyssa L. Harris
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Cadrian L. Hutsell
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SOUTHEAST MISSOURI
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BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 9, 2025

Open Session

I. Motion to be Considered:

Approve a new MS degree in Data Science.

II. Background:

Justification: The Department of Mathematics proposes a Master of Science (MS) degree in Data Science. Data scientists are highly sought after in all sectors including government, academia, and research. At Southeast Missouri State University, students, alumni, and the business community showed strong interest in this program. 98% (63 out of 64) of students and alumni surveyed indicated that an MS in Data Science would be beneficial to both the State of Missouri and its neighboring states. Out of 17 surveyed businesses in the community, 94.1% (16) indicated that an MS in Data Sciences would be beneficial to their organizations and 88.2% showed interest in hiring a graduate with an MS in Data Science. The new MS in Data Science will cater to these interests, attract new students interested in this degree, and prepare them for a high-growth industry.

Need: The U.S. Bureau of Labor Statistics predicts employment in data science will grow by 36 percent in the coming decade, which means employers will create about 20,800 new jobs for data scientists between 2023 and 2033. This growth is driven by increasing job demand for both machine learning engineers and artificial intelligence specialists. St. Louis is rapidly emerging as a hub for data science, driven by its strong foundation in healthcare, agriculture, manufacturing, and growing investments in technology and entrepreneurship. The region is home to major

Recommended By:

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

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

employers like Express Scripts, Centene, MasterCard, Bayer, and Edward Jones, all of which rely heavily on data science for applications in healthcare, finance, biotechnology, and logistics.

A Master of Science in Data Science from Southeast Missouri State University will prepare graduates with the technical and analytical skills needed to thrive in this expanding job market, meeting workforce demand across multiple high-growth industries.

Program Summary: The MS in Data Science is a 30-credit hour program built on existing mathematics and computer science courses. In collaboration with the Department of Computer Science, the core curriculum includes data mining and advanced database systems. Students may tailor electives in mathematics and computer science to focus on cloud computing, machine learning, and advanced mathematics. These options prepare graduates for careers in areas such as scalable data systems, real-time analytics, predictive modeling, AI, and statistical modeling in industries like financial technology healthcare, and logistics.

MS Data Science	Enrollment Fall 2025	Enrollment Fall 2026	Enrollment Fall 2027	Enrollment Fall 2028	Enrollment Fall 2029
	14	28	42	58	64
	Degrees Awarded 2026	Degrees Awarded 2027	Degrees Awarded 2028	Degrees Awarded 2029	Degrees Awarded 2030
	0	6	10	14	20

**Master of Science in Data Science
Proposed Curriculum**

~~Deletions of Courses~~

New Courses

Revised Courses

Existing Courses Added

Proposed Program	Cr Hrs
Prerequisite Courses	
CY501 Introduction to Cybersecurity	3
MA512 Probability and Statistics for Data Science	3
MA511 Advanced Mathematics for Data Science	3
CORE	24
CS505 Data Mining	3
CS640 Advanced Database Systems	3
MA530 Statistical Learning	3
MA544 Numerical Methods	3
MA625 Applied Regression Analysis	3
MA675 Multivariate Methods	3
MA610 Introduction to Data Science	3
MA685 Projects and Practice of Data Science	3
GR699 Graduate Project	0
Elective Courses	6
Select one CS course and one MA course from the following lists.	
CS Courses	
CS506 Distributed Cloud Computing	3
CS603 Introduction to Data Analytics	3
CS631 Advance Software Engineering	3
CS634 Machine Learning	3
MA Courses	
MA545 Linear Algebra and Matrices	3
MA549 Graph Theory	3
MA550 Differential Equations II	3
MA575 Time Series and Forecasting	3
MA664 Computational Cryptography	3
Total Hours	30

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NEW PROGRAM PROPOSAL FOR ROUTINE REVIEW

Sponsoring Institution: Southeast Missouri State University

Program Title: Data Science

Degree/Certificate: MS-Master of Science If other, please list: _____

Options: _____

Delivery Site(s): Southeast Missouri State University

CIP Classification: 30.7001

**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 08/01/2025 *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:

Dr. Doug Koch, Interim Provost

Name/Title of Institutional Officer

Signature

Date

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.

See the Attached Word Document

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

See the Attached Word Document

2. Faculty Characteristics

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

See the Attached Word Document

- 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.

See the Attached Word Document

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

See the Attached Word Document

3. Enrollment Projections

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

See the Attached Word Document

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

See the Attached Word Document

STUDENT ENROLLMENT PROJECTIONS

YEAR	1	2	3	4	5
FULL TIME	12	24	36	50	64
PART TIME	2	4	6	8	10
TOTAL	14	28	42	58	74

4. Student and Program Outcomes

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

Department expects graduating 8 students (per annum) at three years and 10 students (per annum) at five years

- Special skills specific to the program.

See the Attached Word Document

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

N/A

- 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.

N/A

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

N/A

- Transfer rates, continuous study.

N/A

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

See the Attached Word Document

6. Program Structure

A. Total credits required for graduation: ³⁰_____

B. Residency requirements, if any: N/A

C. General education: Total credits: ⁰ _____

Courses (specific courses OR distribution area and credits)

[illegible]

D. Major requirements: Total credits: ³⁰

Course Number	Credits	Course Title
CS 505	3	Data Mining
CS 640	3	Advanced Database Systems
MA 610	3	Introduction to Data Science
MA 530	3	Statistical Learning
MA 544	3	Numerical Methods
MA 625	3	Applied Regression Analysis
MA 675	3	Multivariate Methods
MA 685	3	Project and Practice of Data Science
MA 691	0	Graduate Project
MA 5xx/MA 6xx	3	Math Elective Course
CS 5xx/CS 6xx	3	Computer Science Elective Course

E. Free elective credits: 0
(sum of C, D, and E should equal A)

F. Requirements for thesis, internship or other capstone experience: Students will complete a graduate project

G. Any unique features such as interdepartmental cooperation: Cooperation with Computer Science Department

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?

PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

MS-Data Science

Although all of 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.

Quantification of performance goals should be included wherever possible.

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.

Prerequisites:

Applicants should have:

- *a bachelor's degree in mathematics, statistics, computer science, software engineering, engineering, physics, or an equivalent discipline or substantial work experience in information technology or applied mathematics or statistics.*
- *a minimum GPA of 2.75 on a 4.0 scale.*
- *taken at least one statistics course at the introductory level or above.*

Note: *Students without a required degree or background will be given provisional admission until they successfully complete the prerequisite courses (grade of C or above) prior to regular admission to the MS in Data Science. These are the prerequisite courses for this program.*

- *CY501 Introduction to Cybersecurity (3)*
- *MA512 Probability and Statistics for Data Science (3)*
- *MA511 Advanced Mathematics for Data Science (3)*

Students are encouraged to check with the Department's graduate program coordinator to determine what courses need to be completed. Applicants should provide 2 letters of recommendation (professional and/or academic). The graduate admissions office may require the following: official college transcripts, graduate application fee, and TOFEL scores for international students.

Accelerated program:

Southeast Missouri State University undergraduate students who have taken required Mathematics or Computer Science courses at Southeast Missouri State University may take some pre-selected courses that will be dual credited with their current degree. Undergraduate students taking dual credited course(s) and wanting to use the credit hours toward the master's program should make sure to be dual registered for both the undergraduate and graduate credit, clearly specifying that the dual credited course(s) is (are) for their graduate degree.

Accelerated program requirements:

- *Junior standing with at least 75 credit hours completed*
- *Limit of 12 hours (500 level or above)*
- *Minimum grade point average of 3.0 overall and minimum grade point average of 3.0 in the discipline.*
- *Submit an application to the department for the accelerated master's program.*
- *Submit an application to the School of Graduate Studies.*

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

Traditional and non-traditional students with undergraduate degrees in STEM or substantial work experience in related fields from within and outside the service region of the university.

2. Faculty Characteristics

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

Ph.D. in Mathematics, Statistics, Computer Science, or closely related field and/or experienced professional in data science.

- *PhD – 22 faculty members in total*
 - *9 from Math Department*
 - *13 from Computer Science Department*
- 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.

12 credit hours/semester, overall, 100% of credit hours will be assigned to full time faculty.

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

Faculty members should have extensive experience teaching mathematics, statistics, or computer science courses. Faculty members should be active and current in their fields of expertise: for example, by having presentations at professional conferences, having peer-reviewed publications, or having an on-going research/professional project. Faculty members should be members of professional organizations. Faculty members should also be involved in developing new courses, upgrading curriculum, attending seminars, consulting, applying professional skills in community services, etc. Faculty members will have contact with students in class, outside classroom consultations, seminars, etc. All faculty members will attend workshops related to teaching/learning innovations.

3. Enrollment Projections

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

Based on Southeast Missouri State University's undergraduate completion data from 2018-2020 (MDHE-UG data, Provided by Institutional Research, SEMO) and 2007-2022 Degree Completions by Academic Year (Duplicated) (refer to my.semo.edu then search for Completions Dashboard), we project the following: enrollment of 14 students per year for the first three years, then increase by 2 students per year for the fourth and fifth years.

STUDENT ENROLLMENT (CUMULATIVE) PROJECTIONS

YEAR	1	2	3	4	5
<i>Full Time</i>	<i>12</i>	<i>24</i>	<i>36</i>	<i>50</i>	<i>64</i>
<i>Part Time</i>	<i>2</i>	<i>4</i>	<i>6</i>	<i>8</i>	<i>10</i>
Total	14	28	42	58	74

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

Based on the above projections, approximately 86% and 14% are full-time and part-time, respectively.

4. Student and Program Outcomes

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

The Department expects to graduate 8 students (per annum) at three years and 10 students (per annum) at five years.

- Special skills specific to the program.
 - *Students will attain knowledge of statistical learning, machine learning, deep learning, optimization, and data mining techniques.*
 - *Students will be proficient in using computer programming languages (R, Python, etc.) to process and present data.*
 - *Students will develop excellent communication, project management, and data presentation skills.*
- Proportion of students who will achieve licensing, certification, or registration.

N/A

- 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.

N/A

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

N/A

- Transfer rates, continuous study.

N/A

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 rationale.

At this point we are not seeking accreditation for our Master of Science in Data Science degree because based on our knowledge and observing other schools in the region and nationally, there is no specific accrediting organization.

6. Program Structure

- A. Total credits required for graduation: *30*
- B. Residency requirements, if any: *N/A*
- C. General education: Total credits: *0*

Courses (specific courses OR distribution area and credits)

Course Number	Credits	Course Title

- D. Major requirements: Total credits: *30*

Course Number	Credits	Course Title
<i>CS 505</i>	<i>3</i>	<i>Data Mining</i>
<i>CS 640</i>	<i>3</i>	<i>Advanced Database Systems</i>
<i>MA 610</i>	<i>3</i>	<i>Introduction to Data Science</i>
<i>MA 530</i>	<i>3</i>	<i>Statistical Learning</i>
<i>MA 544</i>	<i>3</i>	<i>Numerical Methods</i>

MA 625	3	<i>Applied Regression Analysis</i>
MA 675	3	<i>Multivariate Methods</i>
MA 685	3	<i>Project and Practice of Data Science</i>
MA 691	0	<i>Graduate Project</i>
MA 5xx/MA 6xx	3	<i>Math Elective Course</i>
CS 5xx/CS 6xx	3	<i>Computer Science Elective Course</i>

E. Free elective credits: 0

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

F. Requirements for thesis, internship, or other capstone experience:

Students will complete a graduate project.

G. Any unique features such as interdepartmental cooperation:

- *Cooperation with the Computer Science Department.*

7. Need/Demand

☒ Student demand

☒ Market demand

☒ Societal demand

The undergraduate students, alumni, and the business community are eager for the Department of Mathematics to develop a graduate program in data science because, such a program will be beneficial to the state of Missouri and its neighboring states.

In fall 2022, the Department of Mathematics conducted two surveys: Student/Alumni and Business Community surveys to determine students/alumni and the business community interest in such a program. Results of the surveys are as follows:

Student/Alumni Survey

- *Of the 64 who responded to the Students/Alumni survey, 62.5% were current students and*

37.5% were alumni.

- Of the current students, 62.5% were STEM majors while 37.5% were non-STEM majors. For the alumni, 79.2% were from STEM, while 20.8% were not from STEM.
- 100% of all current students and alumni who are STEM majors indicated that a MS program in Data Science would be beneficial to both the State of Missouri and its neighboring states.
- 56% of the current students who are STEM majors indicated that, they will be very interested/interested in a MS program in Data Science if offered by the Department of Mathematics. For the STEM alumni, 52.6% indicated that they are very interested/interested in the proposed MS program in Data Science.
- 60% of the current students who are STEM majors indicated that, they will be very interested/interested in an accelerated MS program in Data Science if offered by the Department of Mathematics.
- Overall, 98% (63 out of 64) of all survey respondents indicated that an MS in Data Science would be beneficial to both the State of Missouri and its neighboring states.

Business Community Survey

- Of the 17 surveyed businesses, 94.1% (16) indicated that an MS in Data Science would be beneficial to their organizations.
- 88.2% of the business surveyed indicated that they will be very interested/interested to hire a graduate with an MS in Data Science.
- 100% of the businesses in the survey indicated that an MS in Data Science would be beneficial to both the State of Missouri and its neighboring states.

Market demand and Societal Need

- Data scientists are still highly sought after, and the application and use of data scientists and data engineers are being used throughout industries, government, academia, and research. The U.S. Bureau of Labor Statistics predicts employment in data science will grow by 36 percent in the coming decade, which means employers will create about 20,800 new jobs for data scientists. They predict data science will see more growth than almost any other field between 2023 and 2033 (<https://www.bls.gov/ooh/math/data-scientists.htm>).
- According to the 2020 U.S. Emerging Jobs Report, data roles, specifically data scientist and data engineer roles, are increasing steadily — reflecting about a 35% average annual growth for both roles (<https://business.linkedin.com/talent-solutions/resources/talent-acquisition/jobs-on-the-rise-us>).
- In LinkedIn's 2021 and 2022 Jobs On the Rise, both machine learning engineer and artificial intelligence specialist were named in the top five fastest-growing jobs (<https://www.linkedin.com/pulse/linkedin-jobs-rise-2022-25-us-roles-growing-demand-linkedin-news>).



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 9, 2025

Open Session

I. Motion to be Considered:

Approve a title change of the Bachelor of Science in Biology: Organismal, Ecological, and Evolutionary Biology to the Bachelor of Science in Biology: Zoology, Botany, and Evolution

II. Background:

Justification: The Department of Biology proposes to change the title of the Option to make the focus of the curriculum clearer to prospective students and new advisors. With the current title, students mistakenly believe that Zoology is not offered, and changing the name will make it more recognizable to students. According to Marketing and Communications, 40 students searched for “Zoology” on the website in the last month. It is anticipated that this change will make the selection of this major more accessible to students and increase enrollments in the major.

Current B.S. in Biology: Organismal, Ecological, and Evolutionary Biology	Enrollment Fall 2020	Enrollment Fall 2021	Enrollment Fall 2022	Enrollment Fall 2023	Enrollment Fall 2024
	21	29	27	14	18
	Degrees Awarded 2020	Degrees Awarded 2021	Degrees Awarded 2022	Degrees Awarded 2023	Degrees Awarded 2024
	16	10	10	8	8

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: _____



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 9, 2025

Open Session

I. Motion to be Considered:

Approve a program change for the Bachelor of Science in Criminal Justice - reducing the currently required 120 credit hours to 90 credit hours.

II. Background:

Justification: The Department of Criminal Justice, Social Work, and Sociology proposes a change in the BS in Criminal Justice. This revision reduces the Bachelor of Science in Criminal Justice total required credit hours from 120 to 90 by embedding the 42-hour General Education core and redesigning a 48-hour major, increased from 45 hours. It removes the lower-division electives, increases upper-division coursework, and adds an experiential learning requirement. The revised curriculum integrates the Law Enforcement Academy Certificate as elective credit and offers flexibility by removing the requirement for minors, though they remain optional. This streamlined degree improves student access, reduces cost and time to completion, enhances program efficiency, and better prepares graduates for careers in the criminal justice field. The change in this reduced credit hour degree will cater to these interests, attract new students interested in this degree, and prepare them for an industry that has consistent and projected growth (<https://www.bls.gov/ooh/protective-service/home.htm>).

Need: The proposed 90-credit hour Bachelor of Science in Criminal Justice is designed to offer a more efficient, affordable pathway to degree completion by eliminating the traditional free elective requirement. The new 48-hour major offers more advanced courses, updated content, and experiential learning opportunities for greater academic depth in the discipline.

Recommended By:

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

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

This reduced-hour structure lowers costs and improves access, particularly for working adults and financially constrained students. With projected job growth in law enforcement, corrections, and community-based roles, and only 27% of police officers holding degrees, this program meets a clear workforce need. The revised curriculum better prepares graduates through rigorous, practice-based learning, while online delivery further expands access. Prior learning assessment options also support nontraditional students, recognizing the value of professional experience in criminal justice.

Program Summary: The proposed BS in Criminal Justice is a 90-credit hour program reducing only the minor and free-elective requirements in the previous program. The updated program enhances opportunities for non-traditional students and meets practical workforce demands in the field. It also allows us to market our degree more effectively to those who have stopped out and provides pathways for those who want to utilize prior learning experiences to meet their requirements.

BS Criminal Justice	Enrollment Fall 2020	Enrollment Fall 2021	Enrollment Fall 2022	Enrollment Fall 2023	Enrollment Fall 2024
	255	243	193	161	170
	Degrees Awarded 2020	Degrees Awarded 2021	Degrees Awarded 2022	Degrees Awarded 2023	Degrees Awarded 2024
	63	49	64	54	43

BS in Criminal Justice
Proposed Curriculum Changes

File showing both the current and proposed curriculum structure with revisions marked. Uses:

Deletions of Courses

New Courses

Revised Courses

Existing Courses Added

strikethrough for deletions, green highlight for new courses, yellow highlights for courses that are being revised, gray for an existing course added.

Current Program		Proposed Program	
CORE	Cr Hrs	CORE (Revised)	Cr Hrs
CJ100 Introduction to Criminal Justice	3	CJ100 Introduction to Criminal Justice	3
CJ110 Introduction to Law Enforcement	3	CJ240 Principles of Law Enforcement (Revised)	3
CJ115 Introduction to Criminal Courts	3	CJ115 Introduction to Criminal Courts	
CJ125 Introduction to Corrections	3	CJ250 Introduction to Corrections (Revised)	3
CJ220 Criminal Law	3	CJ321 Criminal Law (Revised)	3
CJ370 Juvenile Justice	3	CJ370 Juvenile Justice	3
CJ425 Planning and Research in CJ	3	CJ425 Planning and Research in CJ	3
CJ499 Issues in Justice Administration	3	CJ499 Senior Seminar (Revised)	3
SO305 Convergences of Crime	3	SO305 Convergences of Crime	3
SO360 Theories of Crime	3	SO360 Criminology (Revised)	3
Choose One Track:		ELECTIVES (Choose 21 hours) (Revised)	
Academic/University – minor required		Academic/University – minor required	
CJ222 Gangs in America	3	CJ222 Gangs in America	
CJ235 Police Operations	3	CJ235 Police Operations	
CJ303 Correctional Institutions	3	CJ303 Correctional Institutions	3
CJ330 Criminal Investigations	3	CJ330 Criminal Investigations	3
CJ350 Criminalistics	3	CJ350 Criminalistics	3
CJ355 Constitutional Rights of Inmates	3	CJ355 Constitutional Rights of Inmates	
CJ365 Community-Based Corrections	3	CJ365 Community-Based Corrections	3
CJ375 Victimology	3	CJ375 Victimology	3
CJ400 Crisis Management	3	CJ400 Crisis Management	3
CJ410 Advanced Police Administration	3	CJ410 Police Administration (Revised)	3
CJ422 Criminal Procedure	3	CJ422 Criminal Procedure	3
CJ430 Policing in an Info Age	3	CJ430 Policing in an Info Age	
CJ435 Seminar in Criminal Justice	3	CJ435 Special Topics (Revised)	3
CJ440 Theories/Methods of Offender Rehab	3	CJ440 Offender Rehab (Revised)	3
CJ471 Independent Study	1-3	CJ471 Directed Research (Revised)	1-3
		CJ480 Travel Study (New)	1-6
CJ491 Internship	3	CJ491 Internship	3
		CJ495 Law Enforcement Professional Practice (New)	18
CJ505 Social Inequalities	3	CJ505 Social Inequalities	3
CJ510 Comparative Criminal Justice Systems	3	CJ510 Comparative CJ Systems	3
CJ519 Restorative Justice	3	CJ519 Restorative Justice	3
CJ520 Law and Social Control	3	CJ520 Law and Social Control	3
CJ522 Critical Analysis of Gangs in America	3	CJ522 Critical Analysis of Gangs in America	3
CJ525 Crime & Crim Justice Policy	3	CJ525 Crime & Crim Justice Policy	3

CJ540 Ethical Issues in Criminal Justice	3	CJ540 Professional Standards (Revised)	3
CJ541 The Death Penalty in America	3	CJ541 The Death Penalty in America	3
CJ834 Field Exp in Corrections	3	CJ834 Field Exp in Corrections	3
SO202 Racial & Ethnic Relations	3	SO202 Racial & Ethnic Relations	
SO242 Statistics for Soc Scientists	3	SO242 Statistics for Soc Scientists	
SO300 Organized/White-Collar Crime	3	SO300 Organized/White-Collar Crime	
SO444 Deviant Social Behavior	3	SO444 Deviant Social Behavior	
SW207 Cultural & Social Diversity	3	SW207 Cultural & Social Diversity	
SW242 Statistics for Social Scientists	3	SW242 Statistics for Social Scientists	
UI300 Drugs & Behavior	3	UI300 Drugs & Behavior	3
UI309 Crime & Human Behavior	3	UI309 Crime & Human Behavior	
Law Enforcement Academy – no minor required		Law Enforcement Academy – no minor required	
LE199 Law Enforcement I	3	LE199 Law Enforcement I	
LE299 Law Enforcement II	5	LE299 Law Enforcement II	
LE399 Law Enforcement III	5	LE399 Law Enforcement III	
LE499 Law Enforcement IV	5	LE499 Law Enforcement IV	
		Experiential Learning (3 hours in one of the following; may double-dip with CJ Electives) (New)	
		CJ471 Directed Research (Existing)	1-3
		CJ480 Travel Study (New)	1-6
		CJ491 Internship (Existing)	3
		CJ495 Law Enforcement Professional Practice (New)	18
		Any university course earned through PLC (New)	3
Total Hours	120	Total Hours (Revised)	90

General Education Requirements (42 hours)

- Social and Behavioral Sciences – 6 hours
- Constitution Requirement – 3 hours
- Written Communication – 6 hours
- Oral Communication – 3 hours
- Natural Sciences – 7 hours (from two disciplines, one to include a lab)
- Mathematics – 3 hours
- Humanities & Fine Arts – 9 hours (from at least two disciplines)
- Additional requirements – 5 hours (to include UI100 for native students)
- Civics examination



BOARD OF GOVERNORS
MOTION CONSIDERATION FORM

May 9, 2025

Open Session

- I. Motion to be Considered:** Approve the proposed Tuition and Fee Schedule for the Cape Girardeau Campus and Regional Campuses, Sikeston and Kennett, effective beginning Fall 2025.
- II. Background:** In accordance with current proposals within the State House Budget Committee and Senate, the University is projecting a state appropriation increase of 1.5% for FY26. Although an appropriation increase provides additional revenue to the University, the amount is insufficient to offset increasing operating expenditures due to inflation, increasing compensation costs due to Missouri State Employees' Retirement System (MOSERS) rate increases, and declining tuition and student fee revenue due to enrollment rate declines, among others.

The University is projecting year-over-year decreases in continuing enrollment from FY26 through FY28 partially due to the declining number of high school graduates, a phenomenon generally known as the enrollment cliff. Furthermore, increased competition for students entering educational institutions and the changing perceptions of the value of a college degree continue to contribute to the decline of student enrollment. In addition to the anticipated decline in revenue, the University is projecting increased expenses in operations and compensation due to the current economic environment and ongoing contractual obligations.

The proposed Tuition and Fee Schedule shown below includes an average 3.1% tuition increase, no general fee increase for undergraduate and graduate students, and no tuition increase for high school students (dual credit, dual enrollment, and early college credit). Beginning in FY26, the University proposes rounding its tuition rate to the nearest whole

Recommended By:

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

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

dollar to provide simple numbers that will improve invoicing clarity for students and their families.

The proposed resulting tuition (including general fees) for the 2025 - 2026 academic year are as follows:

Tuition Rate per Credit Hour	FY25 Rate	Proposed FY26 Rate with 3.1% Increase	Rounded Rate	Actual % Increase
Domestic Undergraduate	\$285.29	\$294.13	\$295.00	3.3%
Online Undergraduate	\$285.29	\$294.13	\$295.00	3.3%
Non-Domestic Undergraduate	\$526.79	\$543.12	\$544.00	3.2%
Domestic Graduate	\$382.94	\$394.81	\$395.00	3.1%
Online Graduate	\$382.94	\$394.81	\$395.00	3.1%
Non-Domestic Graduate	\$690.59	\$712.00	\$712.00	3.0%
Regional Campus	\$203.96	\$210.28	\$210.00	2.9%
Average Increase Overall:				3.1%

There are no proposed changes to the following fees:

- General Fees – \$44.80 per credit hour
- Dual Credit, Dual Enrollment, & Early College Credit Tuition – \$95.00 per credit hour
- Dual Credit, Dual Enrollment, & Early College Credit General Fees – \$0.00 per credit hour
- Regional Campus Maintenance & Repair Fees – \$11.00 per credit hour



SOUTHEAST MISSOURI
STATE UNIVERSITY • 1873

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

May 9, 2025

Open Session

- I. Motion to be Considered:** Approve the attached Course Fees effective with the Fall 2025 semester.
- II. Background:** The University has a limited number of fees assessed at the course level, in addition to tuition. These fees cover the cost of consumable supplies or other expenses that are unique to a course (e.g., student insurance, chemicals, the purchase of electronic course materials directly from a publisher or electronic software access). As part of the annual budget process, academic departments make requests to modify, create, or eliminate fees. Formalizing the “up-front” billing of these expenses avoids surprise costs to students after they enroll. This process also makes these fees eligible for education tax credits that the student or parent may claim.

Course fee requests are reviewed and endorsed by a Budget Review Committee (BRC) that includes representation from Deans’ Council, Chairpersons’ Forum, Faculty Senate and Student Government. This year the committee has recommended an increase in fees for ten (10) Art & Design courses, and seven (7) Theatre & Dance courses. The committee has also recommended new course fees for four (4) Music courses and eleven (11) Theatre & Dance courses. (see **Attachment 1**). The increases recommended are attributable to the rising costs of providing consumable supplies such as clay, glaze materials, drafting materials, foam board, lumber, steel, lighting instruments, accompanist fees, etc. It is important to note that these fees have not been re-evaluated since the inflation impact of the pandemic. The additional revenue that will be earned for FY26, based on the average student enrollment for these courses, is approximately \$22,805.

Recommended By:

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

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

In addition to offering physical textbooks through the Textbook Rental program, the University partners with Follett, the university's bookstore vendor, to provide seamless access to electronic course materials for a fee. Follett's *IncludEd* program provides students with a single sign-on to access the University's learning management system (Canvas) and their electronic course materials. The *IncludEd* fee eliminates the need for the student to visit the bookstore to buy a code for an e-text and ensures the faculty instructor that all students will have access to course materials on the first day of class. Additionally, the *IncludEd* fee makes the cost eligible for financial aid and inclusion in payment plans. This fee does not generate revenue for the University.

Included in **Attachment 2** are six (6) new courses that will utilize electronic course materials through the *IncludEd* program for Fall 2025, 27 courses in which the publisher's access cost has increased, five (5) courses that have decreased, and two (2) courses that will remain the same cost for the new academic year. The costs assessed as electronic course material fees are equal to or less than the cost of purchasing a code through the bookstore.

COURSE FEE INCREASE REQUESTS
Requests brought forward by College Deans - Fees Effective Fall 2025
Attachment 1

College	Department	Courses	Previously Approved Fee	Fall 2025, Spring 2026, Summer 2026 Fee	
Arts & Media	Art & Design	Ceramics: A Metaphor (AR111)	\$60.00	\$90.00	
		Ceramics I (AR342)	\$60.00	\$90.00	
		Ceramics II (AR441)	\$60.00	\$90.00	
		Ceramins III (AR442)	\$60.00	\$90.00	
		Ceramics IV (AR443)	\$60.00	\$90.00	
		BFA Capstone: Ceramics (AR490-05)	\$60.00	\$90.00	
		Ceramics V (AR541)	\$60.00	\$90.00	
		Tech Drafting for Designers (DS111)	\$25.00	\$35.00	
		Design Communications (DS220)	\$25.00	\$35.00	
		Basic Kitchen & Bath Design (DS211)	\$10.00	\$20.00	
	Theatre & Dance	Drawing for the Theatre I (TH265)	\$20.00	\$40.00	
		Drawing for the Theatre II (TH267)	\$20.00	\$40.00	
		Rehearsal & Production I (TH105)	\$40.00	\$50.00	
		Stagecraft (TH231)	\$40.00	\$50.00	
		Draping & Patterning Theatre (TH251)	\$40.00	\$50.00	
		Rehearsal & Production II (TH305)	\$40.00	\$50.00	
		Scene Painting (TH361)	\$40.00	\$75.00	
		Audio Production (TH286)	\$0.00	\$50.00	
		Production Engineering (TH287)	\$0.00	\$50.00	
		Properties Construction (TH291)	\$0.00	\$50.00	
		Stage Lighting I (TH350)	\$0.00	\$50.00	
		Costume Crafts (TH353)	\$0.00	\$50.00	
		Scene Design I (TH371)	\$0.00	\$50.00	
		Sound Design I (TH386)	\$0.00	\$50.00	
		Stage Lighting II (TH450)	\$0.00	\$50.00	
		Scenic Design II (TH471)	\$0.00	\$50.00	
		Projection Design (TH482)	\$0.00	\$50.00	
		Sound Design II (TH486)	\$0.00	\$50.00	
		Music	Recital (MP001)	\$0.00	\$100.00
			Senior Recital (ME001)	\$0.00	\$125.00
	Junior Recital (MU300)		\$0.00	\$125.00	
	Senior Recital (MU400)		\$0.00	\$125.00	
Fees bolded are proposed changes to current fees.					

ELECTRONIC COURSE FEE MATERIALS
Review of All Courses - Fees Effective Fall 2025
Attachment 2

College	Department	Courses	Previously Approved Fee	Fall 2025, Spring 2026, Summer 2026 Fee
Arts & Media	Music	Music: An Artistic Expression (MU182)	\$82.00	\$87.50
Business & Computing	Accounting, Economics & Finance	Financial Accounting & Reporting I (AC321)	\$76.25	\$78.25
		Financial Accounting & Reporting II (AC332)	\$76.25	\$78.25
		Auditing & Assurance (AC437)	\$83.50	\$89.25
		Special Financial Accounting & Reports Topics (AC443)	\$76.25	\$76.25
		International Perspectives Accounting (AC540)	N/A	\$89.75
		Financial Management (FI361)	N/A	\$126.25
		Economic Problems Policy (EC101)	\$91.00	\$97.25
		Principles of Microeconomics (EC215)	\$120.00	\$130.00
		Principles of Macroeconomics (EC225)	\$120.00	\$130.00
	Management	Introduction to Microcomputer Applications (MI 101)	\$108.75	\$118.00
	Graduate Business Studies	Business Statistics Essentials (BA601)	\$125.00	\$100.00
		Business Accounting Essentials (BA602)	\$125.00	\$100.00
		Business Microeconomics Essentials (BA603)	\$125.00	\$100.00
		Business Finance Essentials (BA604)	\$125.00	\$100.00
		Business Information Systems Essentials (BA605)	\$125.00	\$100.00
		* Graduate Business Management Essentials (BA607)	N/A	\$100.00
Science, Tech, Engineering & Math	Biology	Anatomy and Physiology I (BS013) Anatomy and Physiology II (BS014)	\$75.00	\$77.50
		Microorganisms and Their Human Hosts (BS 240)	N/A	\$92.50
	Chemistry & Physics	General Chemistry (CH185)	\$105.50	\$112.50
		Foundations in Inorganic Chemistry (CH186)	\$105.50	\$112.50
		Org & Biol Chemistry (CH234)	\$105.50	\$105.50
		Physical Concepts (PH 106)	N/A	\$72.75
		Introductory Physics I (PH120) & Introductory Physics II (PH121)	\$76.25	\$78.25
		General Physics I (PH230)	\$76.25	\$78.25
		General Physics II (PH231)	\$76.25	\$78.25
		Modern Physics (PH360)	\$76.25	\$78.25
	Mathematics	Basic Math Skills (MA050)	\$39.98	\$40.50
		Precalculus A Integrated Review (MA115)	\$39.98	\$40.50
		Precalculus B (MA117)	\$39.98	\$40.50
		Numbers & Operations Educators (MA128)	\$39.98	\$40.50
		Statistical Reasoning (MA155)	\$39.98	\$40.50
Education, Hlth & Human Sciences	Communication Studies & Modern Languages	Spanish Language & Culture I (SN100)	\$61.50	\$67.00
		Spanish Language & Culture II (SN120)	\$53.50	\$58.00
		Spanish Language & Culture III (SN200)	\$53.50	\$58.00
College of Humanities & Social Sciences	Department of Political Science, Philosophy & Religion	U.S. Political Systems (PS 103)	N/A	\$59.50
	Department of Child & Family Studies	Family Policy Law & Advocacy (CF340)	N/A	\$94.50

Fees bolded are proposed changes to current fees.

* pending approval from College Council after 10-business day review process



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873[®]

BOARD OF GOVERNORS **MOTION CONSIDERATION FORM**

May 9, 2025

Open Session

- I. Motion to be Considered:** Approve a contract with Cape Girardeau County Transit Authority (CGCTA) to provide shuttle services to the SEMO campus.
- II. Background:** The University has been the recipient of Federal pass-through funding from FTA via CGCTA since 2014. Prior to that year, the funding was through MODOT. The University has been responsible for purchasing buses, fleet maintenance, hiring and training drivers, scheduling both routes and drivers, providing insurance, and maintaining compliance with FTA regulations. This shuttle service has been crucial for our student population.

It is our desire to not only maintain that level of service, but to provide even greater services and benefit for our students. To that end, we are proposing a partnership with CGCTA to provide the services on our behalf.

This would provide the following benefits:

- **Free and Expanded City-Wide Transportation Access** - All SEMO students, faculty, and staff would receive free transportation throughout Cape Girardeau, significantly increasing mobility and access to community resources.
- **Expanded Routes and Coverage** - CGCTA provides expanded routes beyond the current campus-focused service, giving students greater access to shopping centers, medical facilities, banking services and recreational areas.
- **Enhanced Real-World Skills** – Would encourage students to enhance life skills by learning how to navigate and utilize a public transportation system, promoting independence and confidence in maneuvering within a city setting.
- **Professional Operational Expertise** - CGCTA would bring years of experience in public transit operations, ensuring improved scheduling, route optimization, and enhanced efficiency.

Recommended By:

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

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

- **Staff Continuity and Transition Support** - CGCTA has expressed a desire and willingness to hire current SEMO drivers to ensure a smooth transition and continued employment and benefits with increased wages.
- **Reduced Administrative Burden for SEMO** - Transitioning the service would allow SEMO to focus on core institutional priorities, while still providing quality transportation through a trusted partner.
- **Greater Scheduling Flexibility for Special Events** - CGCTA's operational flexibility would allow customized support during university events, such as move-in day, athletic games, commencements, and other large-scale campus functions.
- **Cost Reduction** - Transitioning to CGCTA would reduce long-term operating and maintenance costs, lowering the university's financial responsibility for fleet upkeep, staffing, and infrastructure.
- **Inclusive and ADA-Compliant Services** - CGCTA is fully equipped to provide accessible transit options for individuals with disabilities, ensuring compliance with ADA standards and inclusive service to all members of the SEMO community.
- **Strengthened Community Partnerships** - Partnering with CGCTA would foster a stronger relationship between SEMO and the local community, supporting regional development and collaboration on broader transportation needs.
- **Reduced Cost Burden for Student Government** – Student Government would be able to redirect funds into other student initiatives instead of subsidizing the WINGS program.

This motion is dependent upon the approval of the motion shown in Attachment I.



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873[®]

BOARD OF GOVERNORS MOTION CONSIDERATION FORM

May 9, 2025

Open Session

- I. Motion to be Considered:** Approve the transfer of Transit Equipment from Southeast Missouri State University to Cape Girardeau County Transit Authority in Cape Girardeau, Missouri
- II. Background:** WHEREAS, the [Federal Transit Administration](#) (FTA) has authorized the transfer of certain equipment from Southeast Missouri State University to Cape Girardeau County Transit Authority in Cape Girardeau, Missouri; and

WHEREAS, the equipment to be transferred includes

2018 Ford FRRV Bus 1FD4E4FS8HDC72131

2018 Ford FRRV Bus 1FD4E4FS6HDC72130

2020 Ford Bus 1FD4E4FS3KDC59813

2023 Ford Diamond Bus 1FD4E4FN5NDC32644

2023 Ford Diamond Bus 1FD4E4FN3NDC32643

2020 Ford Truck 1FTEW1E53LKF05067;

And

WHEREAS, the transfer is deemed to be in the best interest of the FTA and Southeast Missouri State University and Cape Girardeau County Transit Authority; and

NOW, THEREFORE, BE IT RESOLVED that Southeast Missouri State University Board of Governors hereby approves the transfer of the aforementioned equipment from Southeast Missouri State University to Cape Girardeau County Transit Authority, effective July 1, 2025.

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: _____

BE IT FURTHER RESOLVED that Southeast Missouri State University shall ensure the proper documentation and transfer of the equipment in accordance with FTA guidelines and applicable regulations.

BE IT FURTHER RESOLVED that Cape Girardeau County Transit Authority shall accept responsibility for the maintenance, operation, continued use, or of the transferred equipment.



BOARD OF GOVERNORS

May 8-9, 2025

Open Session

PROGRESS REPORT – Contracts and Facilities Management Projects

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

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

PROJECT	ANTICIPATED COMPLETION	VENDOR	AWARD AMOUNT
Serena Roof Replacement	August 2025	Midwest Builders Service	\$367,178

Part II – Facilities Management Capital Projects Update Report

A. STATE AND/OR FEDERAL FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Tunnel Repairs Phase III–Tunnel 37	Summer 2025	In Progress.
Roy Blunt Health Professions Hall	Winter 2027/28	Board approved at April 2025 Board Meeting. Consultants are finalizing the construction documents.
Modern Campus Phase 3 – Multi Purpose Facility	TBD	Design in Progress.
Law Enforcement Academy Renovation	Summer 2025	Bids Received. Award in progress.

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

PROJECT	ANTICIPATED COMPLETION	STATUS
Serena Roof Replacements	Summer 2025	Construction will begin in May 2025.
River Campus Seminary Roof Replacement	Summer 2026	Bids received, moving this project to summer 2026 due to funding.
Kent Library N. Façade/Portico/Plaza Renovation	TBD	Schematic Design has been presented and the Foundation is raising funds.

*Facilities Management Progress Report
May 8-9, 2025*

Page 2 of 2

PROJECT	ANTICIPATED COMPLETION	STATUS
South Chiller Plant	TBD	Design in progress.
USYC Playground Upgrade	Spring 2025	Completed
Wildwood Path Improvements	Summer 2025	Completed
River Campus Chiller Overhaul	Spring 2025	Completed.
Chick-Fil-A Renovation	Summer 2026	Chartwells project. Design in progress.
Starbucks Renovation	Summer 2025	Chartwells project. Design in progress.
Vandiver Hall Roof Replacement	Summer 2026	Design contract awarded to RMT Roofing. Design in progress.
SRC West Gym Painting & Graphics	TBD	On hold per SRC Director. Funding being identified.
SRC Main Office Flooring Replacement	Summer 2025	Working with SRC staff on finish selections. Estimate to follow.
Towers North ADA Ramp Design	Summer 2025	To Bid in April 2025
Pole Barn Master Plan Phase 1	Fall 2025	To Bid in May 2025
Johnson Hall Room 200 Renovation	TBD	Schematic Design complete.
Rhodes Hall Room 121 Renovation	TBD	Schematic Design complete.
Grael Office Suite Renovation	Summer 2025	Design contract awarded to Lawrence Group. Design complete, project scheduled to bid late April.
Demolitions – Henderson and International Village Cottages	Summer/Fall 2025	Design contract awarded to Strickland Engineering. Specifications and Bid documents in process.
General Construction Contract 2025	Multiple projects 2025	FMSC Concrete Repairs at Entrance - \$31,963 – Target Completion – Spring 2025
General Electrical Contract 2023	Multiple projects 2023	Replace H Frame Insulator - \$1,246 – Target Completion - Spring 2025
General Electrical Contract 2025	Multiple projects 2025	No projects currently.
General Plumbing Contract 2025	Multiple projects 2025	No projects currently.

Note: Shading indicates completed projects.

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

Attachment K

All Funds

	FY2025 YTD Actuals Through MARCH	FY'25 Approved Budget	Actuals to Budget (%)	FY2024 YTD Actuals Through MARCH	YOY Comparison
Income:					
State Appropriations	40,206,087	53,608,108	75%	39,035,032 ▲	3.0%
Tuition Subtotal	65,852,061	65,971,315	100%	66,337,462 ▼	-0.7%
Less: Scholarships and Fee Waivers	(19,694,113)	(19,513,262)	101%	(19,336,379) ▲	1.9%
Tuition, net Scholarships and Fee Waivers	46,157,947	46,458,053	99%	47,001,083 ▼	-1.8%
Total Student Fees	11,089,887	11,140,038	100%	11,675,468 ▼	-5.0%
Tuition & Student Fees	57,247,834	57,598,091	99%	58,676,551 ▼	-2.4%
Other Income:					
Investment Income	4,616,863	1,980,000	233%	3,712,763 ▲	24.4%
State Grants and Contracts	181,939	-		727,505 ▼	-75.0%
Sales and Services of Academic Departments	2,700,168	2,555,100	106%	2,926,273 ▼	-7.7%
Sales and Services of Non-Academic Departments	25,917,999	28,583,343	91%	25,939,807 ▼	-0.1%
Foundation Support	1,713,970	2,356,478	73%	150,245 ▲	1040.8%
Athletics Revenues	764,500	1,881,510	41%	1,000,179 ▼	-23.6%
Miscellaneous Income	5,264,276	6,097,462	86%	5,027,995 ▲	4.7%
One-Time Funds	-	1,650,000	0%	-	
Total Other Income	41,159,715	45,103,893	91%	39,484,765 ▲	4.2%
Total Income	138,613,637	156,310,091	89%	137,196,349 ▲	1.0%
Expenditures:					
Compensation					
Faculty/Staff Labor	62,417,706	94,858,172	66%	58,806,014 ▲	6.1%
Student Labor	2,068,250	2,829,354	73%	2,126,646 ▼	-2.7%
Total Compensation	64,485,956	97,687,527	66%	60,932,660 ▲	5.8%
Total Operating Expenditures	35,929,181	45,989,654	78%	34,615,098 ▲	3.8%
Total Expenditures	100,415,138	143,677,181	70%	95,547,758 ▲	5.1%
Mandatory Debt Service	4,409,551	12,399,102	36%	2,300,545 ▲	91.7%
Net Operating Transfers	(60,185)	233,809	-26%	252,766 ▼	-123.8%
Total Transfers Out / (In)	4,349,367	12,632,911	34%	2,553,311 ▲	70.3%
Net Surplus / (Deficit)	33,849,133	0		39,095,280 ▼	-13.4%

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

Education & General

	FY2025 YTD Actuals Through MARCH	FY2025 Approved Budget	Actuals to Budget (%)	FY2024 YTD Actuals Through MARCH
<i>Income:</i>				
State Appropriations	40,206,087	53,608,108	75%	39,035,032
Tuition Subtotal	65,852,061	65,968,815	100%	66,336,112
Less: Scholarships and Fee Waivers	(13,833,748)	(13,202,680)	105%	(13,370,720)
Tuition, net Scholarships and Fee Waivers	52,018,312	52,766,135	99%	52,965,392
Total Student Fees	7,516,615	7,599,238	99%	7,974,539
Tuition & Student Fees	59,534,927	60,365,373	99%	60,939,931
Other Income:				
Investment Income	3,971,407	1,657,000	240%	3,078,811
State Grants and Contracts	-	-		-
Sales and Services of Academic Departments	311,506	347,060	90%	306,176
Sales and Services of Non-Academic Departments	441,543	193,800	228%	509,607
Foundation Support	1,039,146	1,274,387	82%	96,691
Athletics Revenues	-	-		-
Miscellaneous Income	1,886,217	1,524,150	124%	1,356,686
One-Time Funds	-	1,650,000	0%	-
Total Other Income	7,649,818	6,646,397	115%	5,347,971
Total Income	107,390,833	120,619,877	89%	105,322,934
<i>Expenditures:</i>				
Compensation				
Faculty/Staff Labor	50,944,951	78,657,623	65%	49,158,153
Student Labor	1,096,782	1,570,118	70%	1,039,869
Total Compensation	52,041,733	80,227,741	65%	50,198,022
Total Operating Expenditures	19,956,278	24,890,610	80%	18,200,823
Total Expenditures	71,998,011	105,118,351	68%	68,398,844
Mandatory Debt Service	2,738,767	3,981,793	69%	1,407,894
Net Operating Transfers	11,129,895	11,519,734	97%	9,257,032
Total Transfers Out / (In)	13,868,662	15,501,527	89%	10,664,926
Net Surplus / (Deficit)	21,524,160	-		26,259,164

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

Designated Funds

	FY2025 YTD Actuals Through MARCH	FY2025 Approved Budget	Actuals to Budget (%)	FY2024 YTD Actuals Through MARCH
<i>Income:</i>				
State Appropriations	-	-		-
Tuition Subtotal	-	2,500	0%	1,350
Less: Scholarships and Fee Waivers	(3,799,429)	(4,318,912)	88%	(3,898,977)
Tuition, net Scholarships and Fee Waivers	(3,799,429)	(4,316,412)	88%	(3,897,627)
Total Student Fees	1,696,269	1,665,300	102%	1,728,543
Tuition & Student Fees	(2,103,159)	(2,651,112)	79%	(2,169,084)
<i>Other Income:</i>				
Investment Income	-	-		-
State Grants and Contracts	181,939	-		727,505
Sales and Services of Academic Departments	2,388,642	2,208,040	108%	2,620,097
Sales and Services of Non-Academic Departments	1,992,752	2,336,978	85%	1,092,967
Foundation Support	129,617	525,000	25%	52,173
Athletics Revenues	764,500	1,881,510	41%	1,000,179
Miscellaneous Income	1,872,284	2,623,847	71%	2,106,093
One-Time Funds	-	-		-
Total Other Income	7,329,734	9,575,375	77%	7,599,014
Total Income	5,226,574	6,924,263	75%	5,429,930
<i>Expenditures:</i>				
Compensation				
Faculty/Staff Labor	8,220,550	11,687,823	70%	6,692,250
Student Labor	330,157	466,723	71%	405,396
Total Compensation	8,550,707	12,154,546	70%	7,097,646
Total Operating Expenditures	5,404,627	5,933,346	91%	5,698,381
Total Expenditures	13,955,334	18,087,892	77%	12,796,026
Mandatory Debt Service	-	-		-
Net Operating Transfers	(11,070,992)	(11,163,629)	99%	(10,619,970)
Total Transfers Out / (In)	(11,070,992)	(11,163,629)	99%	(10,619,970)
Net Surplus / (Deficit)	2,342,233	0		3,253,874

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

Auxiliary Funds

	FY2025 YTD Actuals Through MARCH	FY2025 Approved Budget	Actuals to Budget (%)	FY2024 YTD Actuals Through MARCH
<i>Income:</i>				
State Appropriations	-	-		-
Tuition Subtotal	-	-		-
Less: Scholarships and Fee Waivers	(2,060,936)	(1,991,670)	103%	(2,066,683)
Tuition, net Scholarships and Fee Waivers	(2,060,936)	(1,991,670)	103%	(2,066,683)
Total Student Fees	1,877,003	1,875,500	100%	1,972,387
Tuition & Student Fees	(183,934)	(116,170)	158%	(94,296)
Other Income:				
Investment Income	645,456	323,000	200%	633,952
State Grants and Contracts	-	-		-
Sales and Services of Academic Departments	20	-		-
Sales and Services of Non-Academic Departments	23,483,704	26,052,565	90%	24,337,233
Foundation Support	545,207	557,091	98%	1,381
Athletics Revenues	-	-		-
Miscellaneous Income	1,505,775	1,949,465	77%	1,565,215
One-Time Funds	-	-		-
Total Other Income	26,180,163	28,882,121	91%	26,537,781
Total Income	25,996,229	28,765,951	90%	26,443,485
<i>Expenditures:</i>				
Compensation				
Faculty/Staff Labor	3,252,205	4,512,726	72%	2,955,611
Student Labor	641,312	792,513	81%	681,381
Total Compensation	3,893,517	5,305,240	73%	3,636,992
Total Operating Expenditures	10,568,276	15,165,698	70%	10,715,895
Total Expenditures	14,461,793	20,470,938	71%	14,352,887
Mandatory Debt Service	1,670,784	8,417,309	20%	892,651
Net Operating Transfers	(119,087)	(122,295)	97%	1,615,704
Total Transfers Out / (In)	1,551,697	8,295,014	19%	2,508,355
Net Surplus / (Deficit)	9,982,740	-		9,582,242

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2025

RANKED FACULTY APPOINTMENTS

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

TERM FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Arafat, Imtiaz	One-Year Visiting Associate Professor - Computer Science	\$95,000.00	01/01/2025
Schulz, Andrew	One-Year Open Rank Visting Instructor - Computer Science	\$60,000.00	01/01/2025

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

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

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

SABBATICALS

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

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2025

ADDENDUM A

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

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

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

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

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2025

ADDENDUM B

Overload payments for winter intersession teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amer, Suhair	Computer Science	\$9,079.95
Barnes, Jeremy	Allied Health, Kinesiology, and Sport Sciences	\$8,482.63
Caldwell, James	Management	\$11,590.26
Crowley, Edward	Management	\$8,838.02
Davis, Tammy	Child and Family Studies	\$4,923.90
Garner, Sara	Child and Family Studies	\$5,566.17
Hayes, Jonathan	English	\$4,385.98
Kearney, Monica	Allied Health, Kinesiology, and Sport Sciences	\$5,444.03
Kessler, Jonathan	Chemistry and Physics	\$6,044.14
Lee, Myungwoo	Allied Health, Kinesiology, and Sport Sciences	\$4,664.12
Long, Sheila	Child and Family Studies	\$4,430.97
Melvin, Paul	Accounting, Economics, and Finance	\$5,739.65
Ramdial, Joel	Allied Health, Kinesiology, and Sport Sciences	\$4,857.34
Randolph, Yvonne	Management	\$5,842.43
Roberts, Dawn	Biology	\$4,344.09
Siemers, Samantha	Agriculture	\$6,411.15
Stiegemeyer, Angela	Allied Health, Kinesiology, and Sport Sciences	\$4,986.08
Thorne, Scott	Marketing	\$5,953.82

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2025

ADDEMDUM C

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abbina, Avinash	Learning Assistance Programs	\$4,828.50
Atsumi, Kaiyu	Learning Assistance Programs	\$4,828.50
Boreddy, Sai Kumar Reddy	Computer Science	\$2,414.26
Gorman, Cal	Allied Health, Kinesiology, and Sport Sciences	\$4,828.50
Hughes, TeeJay	Online and Graduate Services	\$4,828.50
Hunkins, Elizabeth	Admissions	\$4,828.50
Hussain, Uzair	Computer Science	\$4,828.50
Locke, Hayleigh	Biology	\$4,828.50
Manandhar, Raksha	Computer Science	\$2,414.25
Martin, Nicole	Athletics	\$4,828.50
Mirala, Arun	Chemistry and Physics	\$4,828.50
Moore, Maria	Accounting, Economics, and Finance	\$2,414.25
Nara, Pavan Subhash Chandrabose	Computer Science	\$4,828.50
Shah, Naman	Biology	\$4,828.50
Tamid, Ali	Computer Science	\$4,828.50
Turner, Michael Seth	Computer Science	\$2,414.25
Williams, Mylissa	Biology	\$4,828.50
Yin, Minghuan	Computer Science	\$2,414.25

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2025

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Davis, Heather	Events Manager Show Me Center	\$57,000.00	100	01/21/2025
Davis, Tajanae	Senior Administrative Assistant Student Support Services	\$31,200.00	100	01/13/2025
Gerlach, Travis	Senior Systems Administrator Informational Technology	\$80,000.00	100	01/01/2025
Harrison, Malik	Police Officer Public Safety	\$41,600.00	100	01/13/2025
Keusenkothen, Jacinta	Senior Administrative Assistant Regional Professional Development Center	\$31,200.00	100	01/13/2025
Kinder, Heath	Boiler Plant Technician II Apprentice Boiler Plant	\$45,833.40	100	01/13/2025
Novak, Audra	Events Services Specialist Campus Life	\$32,240.00	100	01/06/2025

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2025

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Benado, Connor	Assistant Coach Football	01/15/2025
Brucker, William	Locksmith Journeyman Lead Buildings Department Maintenance	01/31/2025
Davila, Alberto	Dean Harrison College of Business and Computing	01/16/2025
Enos, Matthew	Patrol Sergeant Public Safety	01/19/2025
Masters, Mark	Purchasing and Warehouse Technician Journeyman Facilities Management	01/31/2025
Primm, Angela	Library Assistant II Kent Library	01/31/2025
Rodgers, Cynthia	Literacy Instruction and Intervention Specialist Regional Professional Development Center	01/10/2025
Senciboy, Garrett	Police Officer Public Safety	01/17/2025
Smith, Tiffiney	Special Education Compliance Resource Consultant Regional Professional Development Center	01/15/2025

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
January 2025

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Blechle, Michael	HVAC-R Mechanic Journeyman Lead Buildings Department Maintenance From: \$57,449.60	Longevity Increase	01/12/2025
	HVAC-R Mechanic Journeyman Lead Buildings Department Maintenance To: \$57,553.60		
Tinney, William	Assistant Director, General Services Facilities Management From: \$84,864.00	Promotion	01/01/2025
	Associate Director, Operations Facilities Management To: \$100,000.00		
Dickson, Kevin	Chairperson/Professor Management From: \$123,724.91	Job Assignment Change	01/21/2025
	Interim Dean Harrison College of Business and Computing To: \$153,724.91		

SOUTHEAST MISSOURI STATE UNIVERSITY
February 2025

RANKED FACULTY APPOINTMENTS

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

TERM FACULTY APPOINTMENTS

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

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

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Parry, Pamela	Professor - Mass Media	02/04/2025
Varnon, Anthony	Professor - Accounting, Economics, and Finance	02/28/2025

SABBATICALS

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

SOUTHEAST MISSOURI STATE UNIVERSITY
February 2025

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adair, Christina	Chemistry and Physics	\$5,622.00
Adkisson, Meredith	Elementary, Early, and Special Education	\$3,087.00
Anderton, Sara	Dual Credit	\$16,800.00
Anello, Kimberly	History and Anthropology	\$2,811.00
Atkins, William	Mass Media	\$2,811.00
Bain-Selbo, Laura	Criminal Justice, Social Work, and Sociology	\$2,811.00
Barna, Nicholas	Criminal Justice, Social Work, and Sociology	\$2,811.00
Beers, James	Music	\$4,145.75
Bergfeld, Lisa	Field and Clinical Experiences	\$1,358.98
Bollinger, Jaime	Criminal Justice, Social Work, and Sociology	\$2,811.00
Bond, Megan	Computer Science	\$5,622.00
Bowman, Cindy	Field and Clinical Experiences	\$2,468.88
Bradley, Marcie	Criminal Justice, Social Work, and Sociology	\$5,622.00
Bradshaw, David	Elementary, Early, and Special Education	\$3,087.00
Brandhorst, Scott	Dual Credit	\$3,396.00
Brands, Christina	Chemistry and Physics	\$4,216.50
Brewer, Angela	Dual Credit	\$6,792.00
Brock, Tammy	Field and Clinical Experiences	\$2,811.35
Buchtmann, Megan	Art and Design	\$2,811.00
Bullard, Donna	Criminal Justice, Social Work, and Sociology	\$5,622.00
Bullock, Damon	Dual Credit	\$10,188.00
Cate, Connor	Biology	\$12,600.00
Chapman, Timothy	Field and Clinical Experiences	\$562.27
Chisum, Misty	Dual Credit	\$10,188.00
Clark, Anthony	Accounting, Economics, and Finance	\$10,188.00
Cole, Joshua	Dual Credit	\$8,433.00
Cook, Megan	Management	\$9,261.00
Crader, Lynn	Field and Clinical Experiences	\$4,756.43
Curry, Stephen	Agriculture	\$3,962.00
Daniel-Campbell, Crissy	Chemistry and Physics	\$1,405.50
Dillard, Zachary	Biology	\$8,433.00
Dordoni, Benjamin	English	\$8,433.00
Dordoni, Iris	English	\$9,261.00
Eatherton, Tracey	Leadership, Middle, and Secondary Education	\$3,396.00
Eddy, Betty	Management	\$2,811.00
Edwards, Tracy	Field and Clinical Experiences	\$1,358.98
Emmons, Laura	Child and Family Studies	\$5,622.00
Feeney, Rebekah	Nursing	\$4,466.50
Finley, Curtis	Field and Clinical Experiences	\$3,373.62
Flanagan, Catherine	Nursing	\$6,226.00
Gentry, Bruce	Communication Studies and Modern Languages	\$3,396.00
Gerau, Michael	Agriculture	\$3,396.00
Gowin, Bret	Field and Clinical Experiences	\$2,468.88
Green, Laura	Leadership, Middle, and Secondary Education	\$5,622.00
Hager, Timothy	Field and Clinical Experiences	\$679.49
Haggerty, Amanda	Communication Disorders	\$2,811.00
Haggerty, Angela	Communication Disorders	\$2,811.00
Hembree, John	Allied Health, Kinesiology, and Sport Sciences	\$2,811.00
Herbel, Vicky	Criminal Justice, Social Work, and Sociology	\$3,396.00

Heuring, Andrea	Child and Family Studies	\$2,811.00
Hill, H Hamner	Political Science, Philosophy, and Religion	\$4,071.00
Hill-Carter, Camesha	Elementary, Early, and Special Education	\$2,264.00
Hock, Roberta	Nursing	\$4,716.50
Jarrett, Madison	Music	\$2,504.00
Jirkovsky, Todd	Communication Studies and Modern Languages	\$2,811.00
Johnson, Tara	Field and Clinical Experiences	\$1,851.66
Johnson, Nancy	Nursing	\$3,837.00
Jones, Brandon	Field and Clinical Experiences	\$2,717.96
Keeney, Megan	Nursing	\$500.00
King, Leigh	Nursing	\$500.00
Knaup, Katherine	Psychology and Counseling	\$6,174.00
Kumar, Tanushree	Art and Design	\$8,433.00
LaBruyere, Kristen	Art and Design	\$2,811.00
Lawson, Diana	Field and Clinical Experiences	\$2,249.08
Lee, Katharine	Dual Credit	\$3,396.00
Leimbach, Carrie	Nursing	\$5,130.50
Lemnifi, Awad	Biology	\$3,396.00
Leoni, Debra	Allied Health, Kinesiology, and Sport Sciences	\$5,622.00
Lorenz, Robert	Art and Design	\$3,396.00
Lowe-Howell, Jeri	Communication Studies and Modern Languages	\$3,396.00
Matecki, Halle	Psychology and Counseling	\$3,087.00
McDonald, Matthew	Communication Studies and Modern Languages	\$2,811.00
McDowell, Carol	Music	\$15,296.40
McMullen, Anthony	Elementary, Early, and Special Education	\$3,087.00
McMurry, Jaron	Engineering and Technology	\$3,279.50
McNeary, Charlotte	Elementary, Early, and Special Education	\$8,433.00
Midden, Karen	Agriculture	\$6,509.00
Miller, Grant	Chemistry and Physics	\$2,342.50
Miller, Robin	Field and Clinical Experiences	\$3,373.62
Mincemeyer, Tori	Allied Health, Kinesiology, and Sport Sciences	\$6,559.00
Mitchell, Bart	Mathematics	\$8,433.00
Moleski, Brittany	Theatre and Dance	\$5,634.00
Mulholland, Carlen	Allied Health, Kinesiology, and Sport Sciences	\$6,792.00
Nacy, Philip	Theatre and Dance	\$3,396.00
Nail, Paul	Music	\$4,685.00
Necas, Kimberly	Chemistry and Physics	\$7,027.50
O'Connell, Diane	Elementary, Early, and Special Education	\$8,433.00
Okruch, Thomas	Field and Clinical Experiences	\$562.27
Oldham, Shelley	Field and Clinical Experiences	\$4,320.54
Owens, Justin	Chemistry and Physics	\$2,811.00
Perkins, Mark	Computer Science	\$3,396.00
Pitts, Grace	Biology	\$2,811.00
Poston, Fred	Communication Studies and Modern Languages	\$6,792.00
Rafferty, Robert	Music	\$6,174.00
Rahman, Shahadur	English	\$5,622.00
Ren, He	Computer Science	\$2,811.00
Ring, Danyne	Field and Clinical Experiences	\$4,320.54
Ritchie, Lona	Field and Clinical Experiences	\$3,935.89
Robinson, Ashley	Allied Health, Kinesiology, and Sport Sciences	\$8,433.00
Robinson, Kaitlyn	Theatre and Dance	\$5,634.00
Rodgers, Tiska	Chemistry and Physics	\$16,450.00
Ruesler, Janice	Psychology and Counseling	\$6,792.00
Seabaugh, Janet	English	\$5,622.00
Shahadat Ullah, Mohammad	Computer Science	\$3,087.00
Smith, Joshua	Political Science, Philosophy, and Religion	\$6,174.00
Snider, Lauren	Communication Disorders	\$3,396.00

Steele, Jesse	Music	\$8,132.00
Stern, Zachary	Music	\$6,792.00
Stickel, Melissa	Child and Family Studies	\$2,811.00
Stone, Vanessa	Field and Clinical Experiences	\$4,498.16
Swicionis, Brittney	Allied Health, Kinesiology, and Sport Sciences	\$2,811.00
Swoboda, Rebecca	Management	\$5,622.00
Taylor, Grace	Theatre and Dance	\$6,792.00
Taylor, Rebecca	Theatre and Dance	\$3,396.00
Traxel, Madawn	Field and Clinical Experiences	\$2,249.08
Twidwell, Julie	Nursing	\$5,094.00
Uelsmann, Elizabeth	Agriculture	\$3,279.50
Velkoska, Teona	Computer Science	\$3,279.50
Wagganer, Sara	Allied Health, Kinesiology, and Sport Sciences	\$2,811.00
Warner, Christa	Field and Clinical Experiences	\$679.49
Watkins, Ashley	Music	\$3,396.00
Weber, Christa	Communication Disorders	\$3,087.00
Webster, Christina	Dual Credit	\$5,622.00
Weiler, Colleen	Field and Clinical Experiences	\$3,703.32
Wendt, Lisa	Field and Clinical Experiences	\$1,124.54
Williams, Thomas	Field and Clinical Experiences	\$4,320.54
Wilson, Meghan	Art and Design	\$4,216.50
Wyman, David	Engineering and Technology	\$5,622.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Ehly, Arlo	Theatre and Dance	\$1,878.00
Ruessler, Abby	Dual Credit	\$2,811.00

SOUTHEAST MISSOURI STATE UNIVERSITY
February 2025

ADDENDUM B

Overload payments for spring 2025 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aide, Michael	Agriculture	\$2,830.00
Alberternst, Cheryl	Nursing	\$937.00
Amer, Waleed	Computer Science	\$2,811.00
Atuo, Fidelis	Biology	\$6,792.00
Barnes, Jeremy	Allied Health, Kinesiology, and Sport Sciences	\$3,396.00
Birinci, Hasan	Management	\$2,830.00
Bohannon, Raymond	Elementary, Early, and Special Education	\$3,396.00
Bond, Marcus	Chemistry and Physics	\$2,830.00
Branson, Dana	Criminal Justice, Social Work, and Sociology	\$2,264.00
Bratberg, William	Leadership, Middle, and Secondary Education	\$4,528.00
Brune, Michelle	Art and Design	\$1,698.00
Caldwell, Deborah	Music	\$1,698.00
Campbell-Jones, Vera	Nursing	\$3,396.00
Cervantes, Charlotte	Allied Health, Kinesiology, and Sport Sciences	\$3,962.00
Chapa, Michael	Music	\$872.38
Chronister, Andrew	Engineering and Technology	\$3,279.50
Chung, Sunghoon	Allied Health, Kinesiology, and Sport Sciences	\$566.00
Clapsaddle, Shannon	Leadership, Middle, and Secondary Education	\$3,396.00
Clark, Henry	Mathematics	\$937.00
Clubbs, Brooke	Leadership, Middle, and Secondary Education	\$3,396.00
Collins, Tammie	Nursing	\$937.00
Crawford, Phillip	Chemistry and Physics	\$1,698.00
Daughters, James	Music	\$452.80
Deken, Bradley	Engineering and Technology	\$10,754.00
Denlinger, Emily	Art and Design	\$3,396.00
Dittmer, Christopher	Marketing	\$2,811.00
Dudley, John	Engineering and Technology	\$1,698.00
Dudley, Corrie	Nursing	\$3,962.00
Evans, Beverly	Allied Health, Kinesiology, and Sport Sciences	\$6,792.00
Faber, Anthony	Child and Family Studies	\$3,396.00
Fritz, Kelley	Biology	\$4,245.00
Fulton, Susan	Communication Disorders	\$1,132.00
Gabbard, Delana	Art and Design	\$3,396.00
Gadberry, Jennifer	Psychology and Counseling	\$2,811.00
Garcia, Mario	Computer Science	\$3,962.00
Ghosh, Santaneel	Engineering and Technology	\$566.00
Griffin, Jeremy	Art and Design	\$5,622.00
Haug, Christopher	Theatre and Dance	\$3,396.00
Henry, Jason	Biology	\$2,264.00
Hwang, Seong Nam	Biology	\$5,660.00
Juarez Espinosa, Octavio	Computer Science	\$3,396.00
Kessler, Jonathan	Chemistry and Physics	\$566.00
Kilburn, Hannah	Engineering and Technology	\$1,405.50
Kirschman, Lucas	Biology	\$566.00
Koch, Gina	Nursing	\$1,132.00
Koenig, Tyson	Kent Library	\$2,811.00
Kraemer, John	Biology	\$8,490.00
Kutsevalova, Natalya	Mathematics	\$937.00

Lambert, Lea Anne	Allied Health, Kinesiology, and Sport Sciences	\$5,660.00
Lamont, Barbara	Music	\$566.00
Lee, Myungwoo	Allied Health, Kinesiology, and Sport Sciences	\$3,396.00
Li, Zhouzhou	Computer Science	\$566.00
Liu, Ziping	Computer Science	\$3,396.00
Lohmann, Rebecca	Accounting, Economics, and Finance	\$2,811.00
Long, Sheila	Child and Family Studies	\$3,396.00
Love, Hayley	Child and Family Studies	\$3,396.00
Malahy, Jessica	Nursing	\$702.75
McCollum, Dixie	Elementary, Early, and Special Education	\$3,396.00
McMillan, Heather	Management	\$3,396.00
Miller, David	Engineering and Technology	\$2,342.50
Miller, Justin	Art and Design	\$3,396.00
Mills, Pamela	Chemistry and Physics	\$2,058.00
Mizicko, Shane	Music	\$4,369.52
Moore, Amy	Allied Health, Kinesiology, and Sport Sciences	\$3,396.00
Murphy, Joseph	Chemistry and Physics	\$3,396.00
Nakasagga, Shakira	Agriculture	\$2,264.00
Nicolai, Albert	Theatre and Dance	\$1,132.00
Pfeiffer, Carole	Computer Science	\$2,811.00
Phillips, Bradley	Art and Design	\$3,396.00
Potter, Stuart	Music	\$378.25
Pradhan, Nelish	Biology	\$2,264.00
Ragain, Christina	Chemistry and Physics	\$1,698.00
Ramdial, Joel	Allied Health, Kinesiology, and Sport Sciences	\$1,132.00
Ramos, Adolfo	Allied Health, Kinesiology, and Sport Sciences	\$5,660.00
Rhodes, Joel	History and Anthropology	\$3,396.00
Roberts, Dawn	Biology	\$3,748.00
Robins, James	Biology	\$1,698.00
Roy, Indranil	Computer Science	\$4,528.00
Ruggiero, Robert	Biology	\$566.00
Sanders, Hannah	Art and Design	\$3,396.00
Sargent, Sarah	Communication Disorders	\$937.00
Schaffner, Linda	Elementary, Early, and Special Education	\$3,087.00
Schmid, Morgan	Art and Design	\$2,811.00
Schneider, Kyle	Allied Health, Kinesiology, and Sport Sciences	\$6,346.40
Schumpert, Laura	Nursing	\$5,622.02
Schwieger, Dana	Management	\$12,846.70
Scott, Alicia	Allied Health, Kinesiology, and Sport Sciences	\$2,811.00
Siegel, Dustin	Biology	\$1,132.00
Smit, Naested	Engineering and Technology	\$937.00
Smith, Robin	Leadership, Middle, and Secondary Education	\$9,056.00
Stiegemeyer, Angela	Allied Health, Kinesiology, and Sport Sciences	\$2,811.00
Stovall, Steve	Management	\$3,396.00
Tayie, Francis	Allied Health, Kinesiology, and Sport Sciences	\$3,396.00
Taylor, Michael	Biology	\$566.00
Tilmon, Misty	Communication Disorders	\$1,132.00
Tomchuk, David	Allied Health, Kinesiology, and Sport Sciences	\$2,264.00
Wagganer, Jason	Allied Health, Kinesiology, and Sport Sciences	\$2,264.00
Wang, Shaojun	Engineering and Technology	\$3,962.00
Wang-McGrath, Shu-Chuan	History and Anthropology	\$1,132.00
Wilburn, Victor	Child and Family Studies	\$3,396.00
Wubbena, Christopher	Art and Design	\$3,396.00
Yang, Zhenqiao	Child and Family Studies	\$3,396.00
Zaccarias de Brito, Felipe	Music	\$10,957.76
Zhang, Yumin	Engineering and Technology	\$1,698.00

SOUTHEAST MISSOURI STATE UNIVERSITY
February 2025

ADDEMDUM C

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Schweers, Evan	Football	\$3,319.59

SOUTHEAST MISSOURI STATE UNIVERSITY
February 2025

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Bokka, Nishisha	Data Engineer Information Technology	\$70,000.00	100	02/10/2025
Cook, Amber	Student Financial Services Coordinator Student Financial Services	\$43,888.00	100	02/01/2025
Hanner, Kennedy	Admission Counselor I Admissions	\$43,888.00	100	02/17/2025
Fetterhoff, Evan	Web Manager Marketing	\$58,000.00	100	02/13/2025
Parks, Wade	Textbook Associate Textbook Rental	\$29,390.40	100	02/10/2025
Tosh, Kaitlyn	Purchasing Card Specialist Purchasing and Accounts Payable	\$36,500.00	100	02/10/2025

SOUTHEAST MISSOURI STATE UNIVERSITY
February 2025

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Barbatti, James	Associate General Manager Show Me Center	02/28/2025
Deneke, Jonathan	Application Programmer IT Application Services	02/04/2025
Froemsdorf, Johannah	Intensive English Program Instructional Specialist International Programs IEP	02/14/2025
Gonzales, Esmeralda	Assistant Coach Soccer	02/28/2025
How, Sam	Administrative Assistant Leadership, Middle, and Secondary Education	02/03/2025
Haarmann, Sarah	Senior Administrative Assistant Harrison College of Business and Computing	02/28/2025
McDowell, Jeromy	Football Offensive Coordinator Football	02/28/2025
Nuno, Tanya	Buyer Purchasing and Accounts Payable	02/25/2025
Wilde, David	Manager, Systems and Network Services IT Infrastructure Operations	02/28/2025

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
February 2025

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Kooyer, Daniel	General Service Manager Ground Department Maintenance From: \$56,100.00	Promotion	02/12/2025
	Assistant Director, General Services Facilities Management To: \$71,000.00		
Launius, Melissa	Assistant Director, System Integration Student Financial Services From: \$61,526.48	Promotion	02/06/2025
	Manager of Budget and Financial Management Budget Office To: \$72,000.00		
Roth, Gabrielle	Faculty Load Technician Budget Office From: \$33,945.60	Promotion	02/03/2025
	Budget and Financial Analyst Budget Office To: \$48,000.00		
Watson, Kelley	Accountant/Financial Analyst Accounting Services From: \$56,100.00	Promotion	02/01/2025
	Accounting Manager Accounting Services To: \$72,000.00		
Donley, Tara	Manager, Operations Support Facilities Maintenance From: \$46,112.98	Job Assignment Change	02/17/2025
	Budget and Financial Analyst Budget Office To: \$50,000.00		
Guzman-Koeller, Lawrence	Records Specialist Registrar From: \$28,849.60	Job Assignment Change	02/24/2025
	Administrative Assistant Honors Program To: \$28,849.60		

Seabaugh, Beth	Student Services Specialist Student Financial Services From: \$46,364.42	Job Assignment Change	02/17/2025
	Accounts Receivable Specialist Student Financial Services To: \$46,364.42		
McClellon, Lance	Maintenance Technician Journeyman Buildings Department Maintenance From: \$46,716.80	Longevity Increase	02/23/2025
	Maintenance Technician Journeyman Buildings Department Maintenance To: 46,820.80		

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2025

RANKED FACULTY APPOINTMENTS

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

TERM FACULTY APPOINTMENTS

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

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

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

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

FACULTY LEAVE

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kessler, Jonathan	Associate Professor - Chemistry and Physics	03/17/2025

SABBATICALS

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

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2025

ADDENDUM A

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

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

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

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

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2025

ADDENDUM B

Overload payments for spring 2025 teaching/alternate assignments.

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

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2025

ADDEMDUM C

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bhattarai, Shruti	Graduate Studies	\$1,810.69

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2025

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Bauman, Seth	Groundskeeper Grounds Department Maintenance	\$34,798.40	100	03/10/2025
Holt, John	Football Offensive Coordinator Football	\$89,106.96	100	03/17/2025

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2025

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Anderson, Floyd	Pipefitter/Welder Journeyman Buildings Department Maintenance	03/31/2025
Bowen, Thomas	Groundskeeper Grounds Department Maintenance	03/31/2025
Crister, Rick	Boiler Plant Technician I Journeyman Boiler Plant	03/31/2025
Gladney, Aaliyaha	Hall Director Residence Life	03/21/2025
Green, Stephen	Patrol Sergeant Public Safety	03/11/2025
Hinkle, David	Mail Processor Central Receiving	03/31/2025
Jackson, Maggie	Registered Behavior Technician Autism Center	03/17/2025
Kubinak, Jennifer	Application Programmer IT Application Services	03/31/2025
Luehrs, Edgar	Senior Systems Analyst/Programmer IT Application Services	03/31/2025
Misplay, Andrew	Senior Administrative Assistant Economic and Workforce Development	03/21/2025
Noack, Bryan	Library Assistant II, Part Time Kent Library	03/06/2025
O'Driscoll, Meghan	Registered Behavior Technician Autism Center	03/08/2025
Parks, Wade	Textbook Associate Textbook Rental	03/14/2025
Todd, Eddy	Security Officer Public Safety	03/09/2025

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
March 2025

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Blattel, Thomas	Student Services Specialist Student Financial Services From: \$37,000.00 Coordinator, Academic Operations Provost To: \$44,800.00	Job Assignment Change	03/01/2025
Grissom, Zachary	Groundskeeper Ground Department Maintenance From: \$34,798.40 Groundskeeper Grounds Department Maintenance To: \$35,256.00	Longevity Increase	03/09/2025