



BOARD OF GOVERNORS MEETING
9:00 a.m., Tuesday, June 17, 2025
Academic Hall Board Room
Southeast Missouri State University
Cape Girardeau, Missouri 63701

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 the Work Session Minutes of May 8, 2025 and May 9, 2025 and June 4, 2025 Open Session Meeting **(Attachment A)**
- b. Report Item/Information
 - i. Executive Committee Minutes – April 24, 2025 **(Attachment B)**

2. University President's Items

(University President Vargas)

- a. Report Item(s)/Information
 - i. University President's Report
 - ii. Student Presentation

3. Academic & Student Engagement Committee
(Governor Martin)

- a. Action Item(s)
 - i. Consideration of Academic Program Changes (**Attachment C**)
 - o Harrison College of Business and Computing: Option Deletions – BSBA – Economics
 - Delete BSBA Economics: Business Economics Option
 - Delete BSBA Economics: Financial Economics Option

4. General Business
(Governor Limbaugh)

- a. Action Item(s)
 - i. Convene Closed Session for Appropriate Considerations Pursuant to Sections 610.021 (1), (2), (3), (9) and (13) of the Revised Statutes of Missouri
 - ii. Reconvene Open Session
 - iii. Announcements of Actions Taken in Closed Session

5. Finance & Audit Committee
(Governor Moore)

- a. Action Item
 - i. Consideration of Proposed FY26 University General Operating and Auxiliary Budgets (**Attachment D**)
- b. Report Item(s)/Information
 - i. FY25 Operating Budget to Actual Report (**Attachment E**)
 - ii. Progress Report on Contracts and Facilities Management Projects (**Attachment F**)
 - iii. Faculty and Staff Personnel Actions (**Attachment G**)

6. General Business
(Governor Limbaugh)

- a. Action Item
 - i. Adjourn Board of Governors Meeting

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

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

The Board of Governors for Southeast Missouri State University convened in a Work Session on Thursday, May 8, 2025, at approximately 2:03 p.m., in the Board Room of Academic Hall on the campus of Southeast Missouri State University in Cape Girardeau, Missouri. Mr. James P. Limbaugh, President of the Board of Governors called the meeting to order. Governors present were: Mr. James P. Limbaugh, President of the Board of Governors; Mr. Lloyd F. Smith, Vice President of the Board of Governors; Dr. Maureen Clancy-May; 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.

Others in attendance for the work session included University President Carlos Vargas; members of executive staff, Mr. Wendell Snodgrass, Dr. Debbie Below, Dr. Doug Koch, Ms. Tonya Wells, Mr. Dan Presson, Mr. Brady Barke, and Ms. Diana Harley; university staff, Dr. Rich Flotron, Ms. Angela Meyer, Ms. Lenell Hahn, Dr. Bruce Skinner, representatives from Protiviti, and Ms. Anna Brown from Lightcast. Also present were Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Mr. Al Spradling, Legal Counsel. President Limbaugh presided.

GENERAL BUSINESS

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

Board President Limbaugh asked if there were any questions or discussion on the minutes of the board's April 4, 2025 open session meeting. Hearing none he stated they would be presented for approval at Friday's business meeting. Board President Limbaugh also encouraged members to review the minutes of the Board of Governors Executive Committee.

UNIVERSITY PRESIDENTS'S ITEMS

Division Overview

University President Vargas called on Dr. Doug Koch, Interim Provost, to provide an update on Academic Affairs.

Dr. Koch provided an overview of Academic Affairs, including budgeted faculty and staff positions, the number of unique course offerings, number of credit hours generated, and a

summary of the number of undergraduate and graduate majors. He also talked about challenges in the form of competition from other institutions, and opportunities in the form of initiatives and priorities that could be focused on to improve efficiencies, operations, management and decision making, and academic quality. Dr. Koch encouraged the institution to embrace change and take risks with goal of making it more competitive with its peers.

During discussion with Dr. Koch, board members asked him about stackable credentials, face-to-face versus online offering, how Deans can better support student recruitment and retention, how new courses are proposed, the process for developing new academic programs, academic program review, and other items related to academic affairs.

Economic Impact Study

University President introduced Ms. Anna Brown from Lightcast to share the findings of a new economic impact study with the Board.

Ms. Brown stated that Lightcast had done a previous study for Southeast and they were grateful for the opportunity to work with the University a second time. She said the study includes an economic impact analysis and an investment analysis. Ms. Brown noted that the study focuses on how SEMO impacts the State of Missouri as a whole, sharing that the University has a more than \$1 billion economic impact on the state. She said the impact is about 0.4 percent of the state's GDP.

Regarding the economic impact, Ms. Brown noted that SEMO's operations spending impact ripples through not just Cape Girardeau but the entire state, its visiting spending impact is significant, the student spending impact is noteworthy because it includes students relocating to Missouri to attend SEMO as well as students retained in the state that choose to attend SEMO, and the alumni impact demonstrates that SEMO graduates are making significant contributions to many employers throughout Missouri in areas such as, but not limited to, health care, social assistance, educational services, professional and technical services, and many others.

Regarding the investment analysis, Ms. Brown stated that from the student perspective there is a 6.5 benefit/cost ratio, meaning students get \$6.50 back for every \$1.00 they invest in SEMO, or a 22.1 percent rate of return. From the taxpayer perspective, there is a 2.5 benefit/cost ratio, meaning taxpayers get back \$2.50 for every \$1.00 invested in SEMO, or a 6.3 percent rate of return. Lastly, from the social perspective, there is a 11.7 benefit/cost ratio.

During discussion, Governor Klocke asked how SEMO compares to other institutions. Ms. Brown stated that SEMO compares favorably, and that the data show SEMO is a good steward of its resources and is a good investment for students and the state alike. Governor Clancy-May asked how the University plans to use the information, to which University President responded that it will be shared as broadly as possible, including with legislators and other university stakeholders. Board President Limbaugh commended the results but asked Ms. Brown what the University could do better. In response, she noted that there is an opportunity for the university to continue to tighten up what is being offered to ensure a proper program mix, and that the university should also think about how it can diversify its funding so it is not nearly entirely

dependent on students and the state. Closing discussion, board members thanked Ms. Brown for the presentation and congratulated the university on results.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE

Governor Martin called on Dr. Doug Koch, Interim Provost to preview two items on Friday's business agenda.

Dr. Koch explained the proposed action item related to candidates for graduation. There were no questions or concerns with proceeding to full consideration.

Next, Dr. Koch reviewed academic program changes for the board's consideration:

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

During discussion on the academic program changes, Governor Clancy-May asked for explanation of the process for approving academic program changes, to which Dr. Koch responded. Governor Martin inquired about the 90-credit hour Criminal Justice proposal asking if it would limit a students' employability or ability to get into a graduate program. Dr. Koch responded it would not. Similar to Governor Martin's questions, Student Representative Eftink asked if the reduced credit hour program would impact the perception of the university, to which Dr. Koch shared that other institutions are already offering reduced credit hour programs, and that Southeast has a chance to be a leader in Missouri by being the first. University President Vargas added that the reduced credit hour program is a pilot and he encouraged academic affairs leadership and others to analyze the financial impact and program quality going forward so it could help inform decisions on additional programs.

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

FINANCE & AUDIT COMMITTEE

Governor Moore called on Diana Harley, Interim Vice President of Finance and Administration to preview the items for the next day's agenda.

Interim Vice President Harley began by reviewing the proposed FY26 Tuition and General Fee proposal. She stated the recommendation was informed by conversations with the Budget Review Committee and Student Government, further noting that there is no proposed change to

the general fee, dual credit, regional campus fees, or early college credit fees. There were no stated issues or concerns raised by board members.

Next, Interim Vice President Harley reviewed the proposal related to FY26 Special Course Fees. Governor Limbaugh said he was supportive of the proposal. Governor Clancy-May asked whether there is financial support for students that cannot afford tuition and fees. In response, Interim VP Harley stated that fees are financial aid eligible and that a student can also work with the Southeast Missouri University Foundation and the Student Emergency Fund if necessary. Governor Martin observed that some of the fees are going from zero to some type of cost and whether that will be a surprise for students. Interim VP Harley commented that the university works to educate and inform students of the changes, and that in some areas where fees should be charged they have not, so the proposal is simply getting the University current with what it likely should have been doing for some time. Despite the questions, there were no concerns advancing the item for full consideration.

Lastly, Interim VP Harley reviewed two items related to the shuttle service and transit equipment. Specifically, she stated the University is proposing to outsource the campus shuttle service to Cape Girardeau County Transit Authority (CGCTA), which will result in cost savings to the University as well as improvement shuttle service for students and other users. Interim Vice President Harley commented that the change will also reduce the burden on Southeast staff and that university personnel that wish to continue with CGCTA will have the ability to do so. She assured board members there would be no adjustment to existing shuttle routes. Closing her comments, Interim Vice President Harley stated that approval of the outsourcing is contingent on approval to transfer existing transit equipment to CGCTA, most, if not all of which, was purchased with resources made possible by CGCTA.

During discussion on the shuttle service items, board members asked about the term of the contract with CGCTA, the anticipated cost savings, whether CGCTA has a record of safe operation, and how the change may impact existing services. After hearing responses to all inquiries, the board stated no concerns forwarding the items for full consideration.

Following a preview of the action items, the Board heard a presentation on report items involving the Progress Report on Contracts and Facilities Management, the FY25 Budget to Actual Report, and Faculty and Staff Personnel Actions.

GENERAL BUSINESS

Before adjourning the work session, Board President Limbaugh called for any other matters for discussion. Hearing none, he entertained a motion to adjourn.

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

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

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

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

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

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, May 9, 2025, at approximately 9:01 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; and Mr. Kerry K. Robinson. Quorum having been established, Board President Limbaugh welcomed those in attendance and outlined the Board's various agendas for the meeting. Mr. Clayton Eftink, Student Representative, arrived shortly after the Call to Order.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, including, Dr. Doug Koch, Ms. Tonya Wells, Ms. Diana Harley, Mr. Brady Barke, Mr. Dan Presson, and Mr. Wendell Snodgrass. Other attendees included Dr. Bruce Skinner, Dr. Rich Flotron, Ms. Lenell Hahn, Ms. Angela Meyer, Ms. Amy Napper, Ms. Holly Bauwens, student Brian Hampton, Ginny Smith from Cape Girardeau County Transit Authority, and representatives from Student Government, Professional Staff Council, CTS Staff Council, and Faculty Senate. Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Mr. Al Spradling, Legal Counsel, were present too. Board President Limbaugh presided.

CONSIDERATION OF APPROVAL OF MINUTES

Board President Limbaugh introduced consideration of approval of the Open Session minutes from the April 4, 2025 Open Session Meeting.

A motion was made by Governor Clancy-May and seconded by Governor Martin to approve the open session minutes of April 4, 2025 [Attachment A]. The motion carried unanimously.

BOARD INFORMATIONAL ITEMS

As informational items, the board was provided a copy of the March 18, 2025 Board Executive Committee minutes [Attachment B].

UNIVERSITY PRESIDENT'S ITEMS

University President's Report

Board President Limbaugh called upon University President Vargas to deliver his University President's Report. University President Vargas made comments encouraging the university to continuing investing in, and exploring opportunities to enhance, the aviation related programs at

the University. He also referred Governors to a print-out of division highlights and accomplishments as provided by members of Executive Staff, which included the following:

- SEMO alumna Kamryn Flowers has been named a 2025 Teacher Leader of Tomorrow by the Missouri Milken Educators. The recognition honors outstanding teachers across Missouri who show exceptional promise as future educators. Flowers earned her degree from SEMO in early childhood education.
- Dr. Phillip Crawford, chair of the Department of Chemistry and Physics, has been honored with the Governor's Award for Excellence in Education. The award is presented by the Council on Public Higher Education in Missouri. Dr. Crawford has taught at SEMO for over 30 years and has served as department chair for more than 20 years.
- SEMO's Small Business Development Center (SBDC) is hosting free business workshops in celebration of National Small Business Week. From Kennett to Dexter to virtual sessions, the SBDC will offer seven no-cost events tailored to help business owners and aspiring entrepreneurs.
- The University is finalizing lease agreements with Saluna, an ag-tech start-up in St. Louis, for use of space and farmland at SEMO's Sikeston Area Higher Education Center (SAHEC). Saluna will lease space from SEMO at SAHEC for agricultural and education use, specifically, to study industrial hemp genetics.
- The table below provides a sample summary of activities, events, and meetings that the University President engaged in since the last Board meeting:

Engagement	No. of Engagements	Sampling of Engagements
Student Events	12	Greek Life events, HCAM event, Residence Hall Assoc., Presidential Ambassadors, TRIO, Honors Program, Late Night Breakfast, Advising & Teaching Awards, Student Life & Leadership Awards, Student Athlete Graduate Reception
OVC & NCAA Meetings	3	Committees & Presidents'
Community Visits/Events	19	Alumni/Donor engagement (Cape, Jackson, Tampa, Sikeston), Oaxaca Trip, Educators Advantage signings, Meeting with CTC, Meeting with City of Cape, Meeting with Century Casino, Employee Recognition, Admin. Professionals Day, President's Council, Cape Chamber Dinner
Legislative Outreach & State Higher Ed Meetings	2	AGB Conference & AASCU on the Hill
Board Meetings	3	Cape Chamber, AASCU, Foundation

- The college held its first Dual Credit Teachers' Day. Approximately half of the dual credit teachers attended campus sessions related to their work with high school students. The goals were to support their classroom efforts and to reinforce their role as representatives of SEMO in their respective schools.

- The Southeast chapter of Kappa Delta PI, a national education honor society, celebrated the 100th anniversary of its charter on April 25, 2025.
- Over 200 students from area high schools attended Future Teacher Day on April 4, 2025. These students received information on the various teacher preparation programs and got a glimpse of what it is like to be an education major.
- On April 3rd and 4th, Dr. Ben Dow and Dr. Mark Farley took SEMO students to Quinnipiac University's Global Asset Management Education (GAME) Forum. This is one of the world's largest finance conferences for students and is the largest student-run financial conference.
- The 2025 ACM Southeast (ACMSE 2025) conference was held by the Department of Computer Science in Dempster Hall. It was a fully in-person event held on April 24-26, 2025. The conference hosted many events, including paper presentations, a poster session, tutorials/workshops, keynote speeches, student competitions, and cultural events. Both students and faculty from the HCBC were in attendance and participating. The ACM Southeast (ACMSE) conference is the oldest, continuously running, annual conference of the Association for Computing Machinery (ACM).
- The Data Science team, composed of students Deepshika Karki, Noah Lynch, Abhishek Shrestha, and Krishna Thakar, received the Best Use of Statistical Analysis award at the 2025 American Statistical Association (ASA) DataFest at Mizzou on Friday, April 4. This marks the second consecutive year that the team has achieved recognition in this category. All the students participated in this event for the first time.
- The Department of Music Jazz students and the Dobbins Conservatory of Theatre and Dance students traveled with faculty to New Orleans at the end of April for a recruitment and retention tour. Eleven students performed a concert at St. George Episcopal Church on St. Charles Avenue. In addition, students recruited with faculty and staff at NOCA and various other schools in the metropolitan New Orleans area.
- The Department of Mass Media hosted the Fault Line Film Festival in mid-March and recognized winners from 3 high schools and 10 universities across the country. Four winners were SEMO students.
- Arrow staffers traveled to Warrensburg with Dr. Tamara Zellars Buck to attend the Missouri College Media Convention in April. The Arrow brought home 21 awards, including Division 2 Best Overall Newspaper.
- The Holland College Music Technology/Recording Studio is fully operational and being used frequently by students studying music, audio production, sound design, and other disciplines across the college and university.
- Dobbins Conservatory recently mounted a spectacular production of Stephen Sondheim's masterpiece, *Into the Woods*, directed by Kitt Lavoie, with music direction by Josh Harvey, costumes designed by Amber Marisa Cook, scenery designed by Kathy Voecks, lights designed by Chris Haug, and sound designed by Huhao Yang. The conservatory presented a production of Stephen Schwartz's *Godspell*, directed by Bart Williams, with music direction by Arlo Ehly, choreography by Syd Gregory, a senior BFA student, and a production team made up entirely of student designers.
- Several TRIO/McNair Scholars are preparing to pursue graduate studies upon graduation. Among them, multiple students will be attending graduate programs at Southeast, with one student being awarded a full scholarship including stipends for a Ph.D. program at the University of Missouri-Columbia. Furthermore, one of the current McNair Scholars was

honored at the Student Life and Leadership Awards, having been selected for the Provost Award.

- There are over 400 graduate students completing their degree programs in spring 2025.
- The Title III grant Annual Performance Review Report was submitted on April 11th, 2025. The key highlights of reporting year three indicate that Southeast is making progress toward increasing retention and graduation rates. Specifically, between years two and three, the Fall-to-Fall Retention rate increased from 73 to 76%. The six-year completion rate for all students increased from 53.8% in year two and is up to 56% in year three. The six-year completion rate for low-income and first-generation students increased from 48 to 48.6%. The gains can be mostly attributed to the additional support services in Advising and Learning Assistance Programs that are supported by the grant.
- A new Director for the Center for Teaching and Learning, Kris Baranovic, has been hired to support faculty course development and enhance teaching effectiveness. An instructional designer will start on May 15th, and the hiring process is ongoing for a second instructional designer to assist with curriculum development.
- On April 15, the Enrollment Management and Student Success division hosted a division-wide professional development program: *AI and our Work: Exploring the Future Together*. The time was used to develop a common understanding of the role of AI in supporting student business processes in the not too distant future. Lenell Hahn, Assistant Vice President for Enrollment Management and Admissions, demonstrated AI-enabled recruitment practices already in use and discussed the potential for expanded use of these tools into other business processes. The event was attended by 53 employees and graduate assistants.
- Lenell Hahn, Assistant Vice President for Enrollment Management and Admissions attended the ASU+GSV Conference to take part in an interactive workshop on the Future of Agentic AI in Higher Ed. GSV is a global community and investment platform singularly focused on elevating the scope and scale of innovation in the \$8 trillion education and workforce sector. The event, attended by more than 10,000 people, gave her an opportunity to showcase the adoption of AI practices at SEMO and to learn more about developing roadmaps for the integration of AI into higher education processes.
- Utilizing the new Enterprise Data Warehouse, Institutional Research, the Budget Office, and Enrollment Management have collaborated on a new budgeted enrollment model that will be used to manage future enrollment projections by level, student type, and modality.
- SEMO's 900 Fraternity and Sorority members finished up their annual Greek Week in April. During this week, the participating chapters engaged in multiple events with a major focus service. During "Greek Week" the students raised \$20,900 for Special Olympics, another \$6000 for four local non-profits, more than 3,000 items of clothing were donated to the SEMO Safe House and Street Level organization, another 2,700 items donated to the Redhawk Food Pantry, and 335 units of blood in partnership with the American Red Cross. The blood drive is the largest blood drive in the Southeast Missouri region and the second largest college blood drive in the State of Missouri.
- SEMO's eSports club hosted SIU Carbondale for an inaugural "War of the Wheel." We swept all the eSport events and plans are underway for this competition next academic year. Our eSports team won the OVC Conference Championship for Rocket League, defeating Southern Indiana. We lost in the national competition to the University of

Florida. The eSports team has also raised more than \$2,000 through its online streaming of the game play that will be used to improve its streaming equipment.

- The club sport swim team sent two members to the College Club Swimming National Championship in Mesa Arizona. Jacob Dearing and Audrey Noland competed in the TYR College Club Swimming National Championship. Jacob competed in the 200 freestyle. Audrey competed in the 200 breaststroke, 100 breaststroke, 100 backstroke, and 50 freestyle.
- For nine consecutive years, SEMO has earned the Military Friendly® Schools designation. Notably, for the past five years, SEMO has ranked in the highest tiers—Gold and Top 10—among large public four-year institutions. Of the roughly 2,000 participating schools, only the top 10% in each category receive the prestigious Top 10 designation. Additionally, SEMO has received the Top Veteran Friendly School award for the first time. This distinction, awarded every three years, recognizes institutions with long-term commitment and measurable impact in supporting veterans.
- Student Government recently held their election with new officers and students Senators elected for next academic year.
- The University's Information and Technology (IT) team has begun an initiative to modernize the university's network services. The new solution will provide management efficiency and greater reliability.
- IT is implementing a new campus firewall/security appliance. This modernization of critical campus network services and security will increase management of network access controls and provide enhanced insight into network use, troubleshooting, and incident management.
- University Facilities Management along with IT is facilitating the temporary move of Testing Services from the 1st floor of Kent Library to Dempster Hall. The move will occur in late May and early June. This move is required for the demolition of Dearmont Hall and the development of the new Roy Blunt Health Professions Hall.
- IT is in the process of updating equipment and systems throughout campus. Old network switches have been replaced in Merick Hall, the Speech and Hearing Clinic, and Grauel Hall. Additionally, all Windows 10 computers are being transitioned to Windows 11. In August 2024, the University had 600 computers running windows 11 and 1,150 running windows 10. Currently there are 1,252 computers running windows 11 and 684 still running windows 10.
- SEMO Department of Public Safety (DPS) has signed an agreement with Flock Safety, a company that partners with law enforcement agencies to reduce crime. Some of the capabilities of the Flock system include but are not limited to automated license plate recognition cameras, gunshot detection, video, and audio, to collect evidence and provide real-time information to law enforcement. SEMO DPS is working with Flock to install technologies and equipment related to the license plate recognition system, which will add in DPS' efforts to improve overall university safety.
- On May 3, Hall of Fame Baseball Coach Mark Hogan's number "29" was officially retired. Coach Hogan led the program from 1995-2012 compiling an overall record of 526-456-1 (.536), making him the all-time winningest head coach in SEMO's program history.
- SEMO Athletics held the 18th annual Cindy Gannon Walk for Women event on Saturday, April 26. The event, which celebrates our female student-athletes, raised more than

\$54,000 for athletics scholarships. To date, the annual event has raised more than \$650,000 for athletics scholarships.

- *Transforming Lives* Campaign - \$52.8 million which is 88% of goal
- \$2.2 million has been awarded to 1,018 students for 2025-26 endowed scholarships to date and selection committees are continuing to award.
- The annual Presidents Council Dinner took place on March 28, 2025. During this event, 19 new President's Council members were honored, 19 members were recognized for attaining new levels, and Drs. Janet and Patrick Ruopp were celebrated as the 2025 Friends of the University. Before the close of the event, it was shared that the Dr. Carlos & Pam Vargas Student Success Scholarship was established by Board of Governors and Southeast Missouri University Foundation members in honor of the couple's support of SEMO students.
- Giving Day 2025, held on March 20, achieved a new fundraising milestone by collecting over \$374,000 from 970 individual gifts. This surpassed the previous year's record of \$359,401 raised in 2024. Notably, over 100 individuals contributed for the first time, highlighting the growing engagement of the SEMO community.
- KRCU recently purchased a new 10-kilowatt main transmitter to replace the aging transmitter in Cape Girardeau. The current transmitter is over 23 years old and parts are no longer available. It will transition to a backup transmitter and remain in service.
- The 2025 Power of Women Luncheon & Expo took place on March 19. The event was a tremendous success, bringing together alumni, students, and community members for a meaningful and inspiring event. Dr. Natissia Small delivered a compelling keynote address, sharing insights from her personal and professional journey and highlighting the importance of perseverance and leadership. The event also saw strong sponsor engagement, with two new sponsors joining and ten returning, resulting in a total of \$56,500 in cash and trade sponsorships.
- On April 9, the 2025 Dobbins Conservatory of Theatre and Dance Extravaganza offered guests a memorable evening celebrating the performing arts at Southeast Missouri State University. Held in the Cultural Arts Center Atrium at the River Campus, the event featured delicious hors d'oeuvres and a special musical preview, with students performing selections from *Godspell*. The highlight of the evening was exclusive access to the final dress rehearsal of *Into the Woods*, giving attendees a behind-the-scenes look at the Conservatory's Spring musical before its official public opening. Proceeds from the event will help fund students travel to New York City, where they will perform in the BFA Showcase in front of talent scouts, a vital opportunity to launch their professional careers in theatre and dance.
- This spring alumni events have been held in Cape Girardeau, Sikeston, Jackson, Chicago, IL, and Tampa, FL.
- KRCU will host its 3rd Annual Music on the River fundraising event on Saturday, May 17 at River Campus Park. Tickets for the event are \$50 and include a buffet dinner, an open bar, and entertainment by Lindsey & Landon, Let's Be Clear Jazz Band, and the Ivas John Band. This is the station's biggest fundraiser of the year.

STUDENT PRESENTATION

University President Vargas introduced Mr. Brian Hampton. Dr. Vargas shared that Brian lives in Cape Girardeau, and is a graduate student pursuing his Master of Business Administration. He stated that Brian received his Bachelor of Science in Administration in May 2024 and that he will start pursuing his Doctor of Business Administration from the University of Rhode Island starting in August.

Following the introduction, Mr. Hampton was asked to talk about his experience at Southeast.

Mr. Hampton thanked University President Vargas for the invitation and said speaking to the board is a great honor. He said that SEMO is a transformative place and that it transformed his life in ways he never imagined. While at SEMO as an undergraduate in the mid-1990s Mr. Hampton helped found the Sigma Nu fraternity, and he said he was proud of all they have accomplished. He talked about his extensive private sector experience and that a desire to engage in more fulfilling work brought him back to SEMO to pursue his graduate degree. As a graduate student he has worked as a teaching assistant, a tutor, and as a graduate assistant in the Office of Economic and Workforce Development. Mr. Hampton expressed appreciation to several faculty and staff, including but not limited to, Dr. Vargas, Dan Presson, Dr. Lori Mueller, Dr. Randy Carter, Dana McAdams, Dr. Kevin Dickson, Dr. Jim Caldwell, and others who made an impact on him while at SEMO.

Throughout Mr. Hampton's remarks, the Board asked various questions about his expertise and success, student mentoring, online programs, and other topics. The board thanked Mr. Hampton for his remarks and wished him well in his future endeavors.

REPORT FROM STUDENT GOVERNMENT

University President Vargas introduced Ms. Lydia Pobst, 2024-2025 President of the Student Government Association (SGA) to provide an update to the Board; and Ms. Sophie Martin, 2025-2026 President of SGA to introduce herself.

In her report, Ms. Pobst thanked the board for all they do and expressed her excitement for Sophie's term. She said it was a busy year for SGA and cited examples of their work such as, but not limited to, adding a public relations chair to the executive board, working with different departments on various initiatives, converting parking meters to a digital pay system, the student services committee worked with dining services, steps were taken to begin testing how to incorporate online student IDs, the regional campus representative to SGA was brought back, the By-Laws were cleaned up, and they worked with the Dean of Students to better advertise mental health services. She closed by again thanking the board and sharing that it was an honor to serve as SGA president.

In her comments, Ms. Martin stated she is excited to serve as SGA President and thanked Lydia for her support. She commented that her top priority will be to research how to raise student wages across campus and to bring a River Campus representative back to the Senate. Ms. Martin

noted that she also hopes to look at campus dining, and that she plans to continue the public relations chair as a position on the executive committee.

REPORT FROM FACULTY SENATE

University President Vargas introduced Dr. Jenny Cropp, the 2024-2025 Chair, to provide a report to the Board; and Dr. Joe Murphy, 2025-2026 Chair-Elect to make comments about the upcoming academic year.

Dr. Cropp expressed appreciation to all the people that helped Faculty Senate throughout the year. She also congratulated Sophie Martin on her election as SGA President and stated that Faculty Senate looks forward to continuing to enhance relationships with SGA, Professional Staff Council, and CTS Staff Council. Dr. Cropp also thanked President Vargas and the Board for all of their support.

Dr. Murphy brought greetings on behalf of Dr. Jenna Moore, the 2025-2026 Chair of Faculty Senate. He said that some of the priorities for the coming year would be to continue to collaborate with Human Resources to work on revising the current sick leave policy, Faculty Senate will look into the timeline for tenure and promotion, they will continue to work with Deans on investigating RNTT designations, they will review various provisions of the Faculty Handbook, they will continue to develop a process to maintain archived Senate materials, and they will investigate the implications of development a +/- grading scheme for student grades.

REPORT FROM PROFESSIONAL STAFF

University President Vargas introduced Dustin Hopkins, the 2024-2025 Chair, to provide a report to the Board; and Dr. Brooke DeArmen, 2025-2026 Chair to make comments about the upcoming academic year.

Mr. Hopkins stated that Professional Staff Council (PSC) did a lot during the year. He talked about meeting quarterly with President Vargas, surveying PSC members, implementing a new email that is sent to new hires introducing them to PSC and trying to make them feel welcome, continuing to collaborate with the other employee groups, and setting up a staff tool kit in the portal in collaboration with Clerical, Technical, and Service Staff Council (CTS).

Dr. DeArmen thanked the board for the opportunity to attend the meeting and said she is excited to serve as Chair of PSC. She noted that PSC represents over 300 employees at SEMO and that is critical to keep the lines of communication open between all parties. Dr. DeArmen commented that a majority of PSC staff are working under executives that are serving in interim roles and that a lot of transition is ahead at the University, but that PSC is excited to continue working on behalf of SEMO. She stated that communication continues to be a concern among employees, and while it has improved among the employee groups and with administration, there is still room for improvement. Dr. DeArmen also stated that PSC will look at how its representatives are nominated and elected and determine whether reforms to the process are needed. She closed by inviting board members and others in attendance to the annual PSC breakfast on June 4.

REPORT FROM CTS STAFF COUNCIL

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

Ms. Northington recapped the year sharing that CTS hosted a number of guest speakers to provide updates on various topics such as facilities management, marketing and communication, public safety, and many others. She also noted that while CTS has had a fund at the Foundation for several years, it has not really been used and the criteria is not clear, so she is talking to Foundation leadership about how to better use the fund to support CTS. Ms. Northington expressed appreciation to PSC leadership for their collaboration in developing the new staff toolkit. In the coming year, Ms. Northington shared that CTS hopes to look at CTS Staff Awards as a way to better recognize staff, and that the main concerns among CTS members continue to be high turnover in various roles at the university as well as compensation.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE ITEMS

Conferral of Degrees

Governor Martin called upon Dr. Doug Koch, Interim Provost to present a motion to approve the conferring of degrees upon the candidates for Spring 2025 and Summer 2025. Graduation pending final verification of their completion of degree requirements. [Attachment D].

A motion was made by Governor Clancy-May and seconded by Governor Klocke to approve the conferring of degrees upon the candidates for Spring 2025 and Summer 2025. Graduation pending final verification of their completion of degree requirements [Attachment D]. The motion carried unanimously.

Academic Program Changes

Governor Martin called upon Dr. Doug Koch, Interim Provost to present the following academic programs changes for consideration [Attachment E]:

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

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

FINANCE & AUDIT COMMITTEE ITEMS

FY2026 Tuition and General Fees

Governor Moore called on Diana Harley, Interim Vice President for Finance and Administration to present a motion to approve the proposed Tuition and Fee Schedule for the Cape Girardeau Campus and Regional Campuses, Sikeston and Kennett, effective beginning Fall 2025. [Attachment F].

A motion was made by Governor Clancy-May and seconded by Governor Moore to approve the proposed Tuition and Fee Schedule for the Cape Girardeau Campus and Regional Campuses, Sikeston and Kennett, effective beginning Fall 2025 [Attachment F]. The motion carried unanimously.

FY2026 Special Course Fees

Governor Moore called on Diana Harley, Interim Vice President for Finance and Administration to present a motion to approve the attached Course Fees effective with the Fall 2025 semester. [Attachment G].

A motion was made by Governor Moore and seconded by Governor Martin to approve the attached Course Fees effective with the Fall 2025 semester [Attachment G]. The motion carried unanimously.

Shuttle Service and Transit Equipment

Governor Moore called on Diana Harley, Interim Vice President for Finance and Administration to present two motions related to shuttles and transit:

- Approve a contract with Cape Girardeau County Transit Authority (CGCTA) to provide shuttle services to the SEMO Campus. [Attachment H].
- Approve the transfer of Transit Equipment from Southeast Missouri State University to Cape Girardeau County Transit Authority in Cape Girardeau, Missouri. [Attachment I]. Approve a new MS degree in Data Science.

Due to their corresponding impact, the Board considered the motions in tandem.

A motion was made by Governor Klocke and seconded by Governor Martin to approve a contract with Cape Girardeau County Transit Authority (CGCTA) to provide shuttle services to the SEMO Campus [Attachment H], and to approve the transfer of Transit Equipment from Southeast Missouri State University to Cape Girardeau County Transit Authority in Cape Girardeau, Missouri [Attachment I]. The motion carried unanimously.

Report Items

Following the action items, the Board heard a progress report on contracts and facilities management from Ms. Angela Meyer, Director of Facilities Management [Attachment J]; a Budget to Actual report from Ms. Diana Harley, Interim Vice President for Finance and Administration [Attachment K]; and a report on personnel actions for November and December from University President Vargas and Ms. Holly Bauwens, Director of Human Resources [Attachment L].

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Smith and seconded by Governor Martin to recess the Open Session and convene Closed Session pursuant to Sections 610.021(1), (2), (3), (9), (12), 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 10:43 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 1:02 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 April 4, 2025 Closed Session meeting. Governors Limbaugh, Smith, Clancy-May, Klocke, Martin, Moore, and Robinson voted to approve.
- The Board had a discussion regarding real estate involving university property pursuant to RSMo 610.021(2). No action was taken.
- Pursuant to RSMo 610.021(12) and by a vote of 6 to 0 the Board authorized administration to negotiate and finalize an unexecuted contract. Governors Limbaugh, Smith, Clancy-May, Klocke, Martin, and Robinson voted to approve. Governor Moore recused himself due to potential conflict of interest.
- The Board had conversations with legal counsel per RSMo 610.021(1) pertaining to legal matters. 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), (9) 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 April 4, 2025 closed executive session. Governors Limbaugh, Smith, Clancy-May, Klocke, Martin, Moore, and Robinson voted to approve.
- The Board had discussions in preparation for discussions and negotiations with employee groups pursuant to RSMo 610.021(9). No action was taken.
- 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 at the time of the vote due to excusing himself early for professional obligations.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 1:03 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

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

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

The Board of Governors for Southeast Missouri State University convened Open Session on Wednesday, June 4, 2025, at approximately 10:19 a.m., in Academic Hall Room 143 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; and Dr. Andrew J. Moore. Governor Kerry K. Robinson was absent. 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; Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Mr. Al Spradling, Legal Counsel. Board President Limbaugh presided.

CONSIDERATION OF MOTION FOR CLOSED SESSION

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

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

The Open Session was recessed at approximately 10:20 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 10:51 a.m. Board President Limbaugh called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

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

- Pursuant to RSMo 610.021(3) and by a vote of 6 to 0 the Board considered issues relative to a personnel employment contract resulting in the termination of a faculty member. Governors Limbaugh, Smith, Clancy-May, Klocke, Martin, and Moore voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 10:53 a.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
TWENTY-FOURTH DAY OF APRIL 2025**

The Southeast Missouri State University Board of Governors Executive Committee convened on Thursday, April 24, 2025, at approximately 8:37 a.m. Attendees included Mr. James P. Limbaugh, President of the Board; Mr. Lloyd F. Smith, Vice President of the Board; Dr. Carlos Vargas, University President; and Mr. Christopher R. Martin, Board Secretary.

Board of Governors Executive Committee Minutes

Board Secretary Martin presented draft minutes of the March 18, 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.

May Board of Governors Meeting

The Committee reviewed draft agendas for the May 8 work session and May 9 Board of Governors meetings. Discussion focused on items related to the outsourcing of shuttle services, proposed tuition and fee rates, academic program changes, and a potential item related to real estate. Board members did not express concern with staff continuing to prepare the board packet or advancing any of the proposed items to the full board for consideration. Board leadership asked that Secretary Martin consult with external legal counsel on the potential real estate item and to be prepared to share any feedback at the board meeting.

June Board of Governors Retreat and Meeting

Board Secretary Martin reminded the Committee that June 16 and 17 have been set aside for the board retreat and meeting. It was suggested that the retreat be held at the same offsite location as in 2024. Board President Limbaugh said he would coordinate the reservation. University President suggested that he not participate in the retreat, but rather, the board should consider inviting the new president, Dr. Hodson. Board President Limbaugh stated he would confer with Dr. Hodson on his availability.

Budget Items

The Executive Committee discussed two items related to the budget: (1) the Modern Campus Transformational Project; and (2) Budget Reserves.

Regarding the Modern Campus Transformational Project, University President Vargas recapped an April 11 call that the University had with the State Budget Director as well as legislative staff regarding the University's \$37 million capital appropriation. He shared that the State Budget Director requested a summary of the project and its various components, as well as a proposed funding plan for spending the appropriation and providing matching funds. Board Secretary

Martin shared a draft summary and plan that the committee reviewed. University President Vargas stated he would work with Board Secretary Martin to finalize the requested document and that a copy would be shared with board leadership after it is forwarded to the state.

Regarding budget reserves, University President Vargas asked Board Secretary Martin to frame the conversation. Board Secretary Martin stated that the topic came up as the result of transition planning and related conversations. He further shared that at the request of board leadership, he had an initial conversation with Diana Harley, Interim Vice President for Finance and Administration, who stated she would confer with Protiviti and begin an analysis of nearly 4,500 accounts at the University. Board leadership stressed the importance of the topic and the need to get answers. They encouraged University President Vargas to communicate to Interim VP Harley that she should take any actions necessary to fully understand the university's financial position. Board leadership asked to be kept updated on the topic and that University President Vargas and Board Secretary Martin should determine how to best update the full board.

Degree Authority Legislation

University President Vargas provided an update on legislation regarding degree authority being debated in the Missouri legislature. Board President Limbaugh thanked him for the update and stated that the University should continue to focus on other efforts at the University.

Update on Real Estate Opportunity

Board President Limbaugh referred back to the conversation on the May board packet and reiterated that Secretary Martin should consult with external legal counsel on the potential real estate item and that he and University President Vargas should plan to share any feedback and updates at the board meeting.

Update on Partnership Opportunity

University President Vargas provided an update on discussions with Saluna, an ag-tech start-up in St. Louis, and their interest in leasing space at the University's Sikeston campus. He reminded board leadership that this opportunity had been shared with them at a previous meeting. University President Vargas noted that the University is ready to propose a draft lease for building space and 3-acres of farmland to Saluna. He also shared that he has spoken with the Superintendent of Sikeston Schools about the opportunity, and that they do not intend to renew their lease at the Sikeston campus so they would have no concerns. There were no concerns from board leadership about proposing to finalize a lease with Saluna.

Personnel Issue

University President Vargas provided an update on a personnel matter involving a faculty member. He stated he would be prepared to provide the full board an update at the May meeting if requested.

Miscellaneous Discussion

During miscellaneous discussion, University President Vargas shared an update on the Budget Review Committee and distributed copies of the compensation proposals put forward by Faculty

Senate; Clerical, Technical, and Service Staff Council; and Professional Staff Council. Board President Limbaugh thanked him for the update, and stated it is the University President's responsibility to make a recommendation to the board, and that he as Board President would confer with Board Vice President Smith on whether the proposals are appropriate to share with the full board.

Prior to adjournment, Board President Limbaugh asked University President Vargas for an update on assessments of Rust House and Wildwood. University President Vargas provided an update.

The meeting concluded at approximately 11:00 a.m.

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors

EDUCATION

Southeast Missouri State University, Cape Girardeau, MO

Expected Graduation: Summer 2025

Bachelor of Science in Business Administration, Human Resources Management Major

Courses include: HR Law, Recruitment, Compensation, HR Strategy and Analytics,
Team Performance

PROFESSIONAL EXPERIENCE

PRN Healthcare, Saint Louis, MO, Recruiter, May 2025 – Present

- Training to place nurses in various care facilities and hospitals across the Midwest region.
- Engaging with nurses to align their preferences and qualifications with suitable job openings.
- Conducting outreach efforts, including prospecting calls and emails, to build a strong candidate pipeline.
- Creating candidate profiles and ensuring all applications are complete and verified for submission.

Chick-Fil-A, Des Peres Franchise and Cape Girardeau Locations, St. Louis, MO

Assistant Shift Leader, September 2018 – December 2024

- Provided training in all aspects of organization, including customer service and food preparation
- Responsible for end-of-shift cash register reconciliation
- Provided excellence customer service in drive-through, dining room, catering orders and deliveries
- Utilized POS systems to ensure order accuracy in a fast-paced environment

Hello Juice Inc., Manchester and Tower Grove Locations, St. Louis, MO

Juice and Smoothie Barista, May 2021 – August 2023

- Assisted in opening new Kirkwood location
- Provided excellent customer service, including personalized recommendations, ingredient knowledge, and accommodating special requests

Craft Family, Local St. Louis Family, St. Louis, MO

Nanny, May 2019 – May 2021

CAMPUS INVOLVEMENT

SEMO Panhellenic Council, January 2023 – December 2024

President, December 2023 – December 2024

- Liaison with National Panhellenic Conference to ensure compliance with regulations and reporting
- Attended National Panhellenic Conference as SEMO representative
- Chair of Panhellenic Governing Board, responsible for overall operations of Panhellenic Council including general management, budget development, and chapter participation in events
- Organized Circle of Sisterhood Philanthropy Week

ANNA C. ADELMAN

annaadelman12@gmail.com * 314-302-3011

Vice President of Recruitment and Retention, May 2023 – December 2023

- Ensured compliance with Panhellenic recruitment guidelines, promoting fairness and equity among sorority chapters
- Developed and implemented recruitment activities to promote Panhellenic overall and encourage membership in individual sorority chapters
- Utilized data analysis and feedback to enhance recruitment and improve member retention rates

Gamma Phi Beta, Zeta Delta Chapter, Fall 2021 – present

Homecoming and Greek Week Chairwoman, Fall 2024 – Present

External Philanthropy Chairwoman, Fall 2023 – Fall 2024

Panhellenic Affairs Assistant, Fall 2022 – Fall 2023

Intermural Chairwoman, Fall 2021 – Fall 2023 *Bid Day Chairwoman*, Spring 2021 – Fall 2022



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STATE UNIVERSITY • 1873[®]

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 17, 2025

Open Session

I. Motion to be Considered:

Approve the deletion of two Options, Financial Economics Option and Business Economics Option, within the BSBA degree in Economics.

II. Background:

Justification: Faculty from the Department of Accounting, Economics, & Finance recommend the deletion based on recent enrollment totals, staffing limitations, and due to the creation of a new BS degree in Financial Econometrics. The Financial Economics Option had a total of seven students in the spring of 2025. The Business Economics Option had a total of four students during that same period. On average, each Option had fewer than 10 students between 2021 and 2025.

Students wishing to pursue a degree in Economics will still be able to do so, as the Economics program will still exist and focus more on business economics. Those wishing to pursue financial econometrics can do so via the recently approved BS in Financial Econometrics.

Program Summary: The revised BSBA in Economics will still require 120 total credit hours and include the Business Administration Core courses (30 hours), and 21 hours of business support courses, which are required of all BSBA majors. Thirty-nine hours of major-specific coursework will also be required. Existing elective courses in Economics (i.e., Managerial Economics,

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: _____

Healthcare Economics, International Economics, and Labor Economics) complement other business disciplines and will remain available to students.

Current Options	Enrollment Fall 2021	Enrollment Fall 2022	Enrollment Fall 2023	Enrollment Fall 2024	Enrollment Spring 2025
Financial Economics	11	9	8	6	7
Business Economics	5	9	11	9	4



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BOARD OF GOVERNORS MOTION CONSIDERATION FORM

June 17, 2025

Open Session

I. Motion to be Considered:

Approve the proposed FY26 University Operating Budget.

II. Background:

The proposed FY26 Operating Budget consists of the University's Education & General (E&G), Designated (DES), and Auxiliary (AUX) fund budgets. The E&G budget is the general operating budget, in which revenue is primarily incurred through tuition, fees, and state appropriations, and expenses are incurred to support academic instruction and general operations. Designated funds execute specialized activities (e.g., University School for Young Children, Athletics) through a combination of operating revenues and University support. Auxiliary funds are intended to operate as individual operating centers that are supported by revenue directly related to the cost of goods sold and services provided. Auxiliary funds include Residence Life, Textbook Rental, and Student Recreation.

Attachment 1 summarizes the proposed FY26 Operating Budget for all funds and provides a comparison to budgeted revenues and expenses for FY25. The total base budget for University expenditures and transfers for FY26 is \$158.4M as are base budgeted operating revenues, resulting in a balanced budget for the year. The proposed budget incorporates an average 3.1% increase for tuition rates as approved by the Board in May 2025, and an average 3.3% increase for room and board rates as approved by the Board in February 2025.

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: _____
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Notable changes to the budget from FY25 to FY26 are as follows:

- State Appropriations – At this time, the State House Budget Committee and Senate have approved House Bill No. 3, which provides a 3.0% increase in operating appropriations for Missouri State’s public universities. As a result of House Bill No. 3, the University projects receiving an additional \$1.6M in operating appropriations, resulting in FY26 total appropriations of \$55.2M.
- Tuition & Student Fees – Net tuition consists of total University tuition, less University-provided scholarships. Student fees consist of general student fees, charged per credit hour, and other student fees, charged based on individual student activity. For FY26, total University enrollment is projected to decline by 60 full-time enrolled students. As approved by the Board in May 2025, combined tuition and fee cost per credit hour will increase for undergraduate domestic students by an average of 3.1%.
 - Gross Tuition – The University projects \$66M of gross tuition revenue, a \$0.1M increase from FY25. Due to anticipated enrollment declines, tuition is projected to decrease by \$1.9M. The tuition cost per credit hour increase, as approved by the Board in May 2025, results in an increase in revenue of \$2.0M, effectively offsetting the loss of revenue due to enrollment.
 - Scholarships – The University projects \$20.7M of scholarship expenses, a \$1.1M increase from FY25. In tandem with tuition, room, and board increases, the University has increased funding for scholarships that specifically support these expenses, resulting in an expense increase of \$0.5M. Additionally, in an effort to improve student recruitment and retention, the University has increased funding for new scholarships by \$0.6M.
 - Student Fees – The University projects \$10.7M in student fees, a \$0.5M decrease from FY25, as enrollment is projected to decline and general student fees per credit hour have been approved to remain consistent with FY25.
- Other Income
 - Investment income – Through continuous review of the FY25 budget to actual reports, investment income has been favorable due to a combination of changes in investment strategy and a higher fixed interest rate environment. In turn, a re-projection of investment income was conducted based on the current interest rate environment, resulting in a projected income of \$4.4M, an increase of \$2.4M from FY25.
 - Sales and Services of Academic Departments – Through the combination of a detailed review of the FY25 budget and analysis of FY25 actual results, the budget has been revised to \$2.3M, a decline of \$274K and reflective of anticipated activity.
 - Sales and Services of Nonacademic Departments – The University projects nonacademic services income of \$30.3M, primarily consisting of revenue from housing and other auxiliary services. Based on the anticipated student enrollment mix, along with the approved weighted average rate increase of 3.3%, room and board revenue is projected to increase by \$1.1M. In addition, beginning in FY25, the Autism Center MOAC revenue is recorded within “Sales and Services Nonacademic Departments” rather than “State Grants and Contracts”, accounting for an FY26 increase of \$1.0M.

- Foundation Support – The University will receive Foundation support of \$2.3M in FY26, primarily consisting of the funding of Foundation staff salaries and support for Athletic scholarships. Effective FY25, the Foundation is responsible for fully funding Foundation staff salaries, inclusive of merit and benefit increases, resulting in a year over year increase of \$0.1M. Additionally, the Foundation has increased support for Athletic scholarships by \$0.1M. In FY25, the Foundation provided a one-time final payout to Residence Life for the Washington Street Apartment balloon payout. Thus, the net impact from FY25 to FY26 for Foundation Support is a decrease of \$67K.
- Athletics – Athletics is projecting revenue of \$1.5M, consisting of revenue directly related to operations such as Ohio Valley Conference (OVC) funding, National Collegiate Athletics Association (NCAA) sponsorships, guarantee game revenue, and athletic camp revenue. Due to a decline in OVC and NCAA aid support, revenue will decline by \$0.3M. This decline will be partially offset by an increase in guarantee game revenue of \$0.2M, resulting in a net revenue impact of \$0.1M.
- One-time funds of \$1.6M have been removed from the FY26 Budget due to a change in policies related to contingencies.
- Personnel – University leadership recognizes the need to invest in employee compensation, as the recruitment and retention of quality faculty and staff are instrumental to the execution of the University's mission. The total faculty and staff compensation budget for FY26 is \$96.3M. The FY26 budget proposes a 3.0% merit increase for all employees. Employee retirement benefit rates, established by Missouri State Employees' Retirement System (MOSERS), will increase by 1.5% in FY26. The resulting projected impact of the compensation increases above is \$1.0M of additional employee compensation expense. Additionally, the University is increasing the minimum wage for student labor from \$9.50/hour to \$10.50/hour resulting in \$0.2M increase in expense.
- Equipment and operations – The University projects \$46.6M of equipment and operating expenditures, a net increase of \$0.6M, as increases in the following areas were offset by the removal of \$1.6M in contingency funds:
 - The University has increased its institutional support for athletics by \$0.8M to support increased full scholarships and offset reduced NCAA funding.
 - As communicated by the University's provider, utilities expense will increase by \$0.7M in FY26.
 - In combination of current inflation rates and known contractual changes, the University is projecting software contract increases of \$0.2M in FY26.
- Total Estimated Transfers Out / (In)
 - Mandatory Debt Payment – In accordance with the audited bond payment schedule, payments will slightly decrease year over year starting in FY26. Total bond payment for FY26 is \$12.4M.
 - Net University Transfers – The net transfer balance is a result of funding provided to support activities external to the University budget (e.g., capital projects, grant support). The FY26 budget will decrease by \$0.2M.

Attachment 2 provides an informational summary of the FY26 Operating Budget by fund type.

	TOTAL FY25 BUDGET	TOTAL FY26 BUDGET	YEAR OVER YEAR CHANGE (\$)	YEAR OVER YEAR CHANGE (%)
ESTIMATED INCOME:				
STATE APPROPRIATIONS	53,608,108	55,216,351	1,608,243	3%
TUITION:				
Gross Tuition	65,971,315	66,050,867	79,552	0%
Less: Scholarships And Fee Waivers	(19,556,762)	(20,687,256)	1,130,494	6%
NET TUITION	46,414,553	45,363,611	(1,050,941)	-2%
TOTAL STUDENT FEES	11,140,038	10,675,914	(464,124)	-4%
TOTAL TUITION AND STUDENT FEES	57,554,591	56,039,526	(1,515,065)	-3%
OTHER INCOME:				
Investment Income	1,980,000	4,359,346	2,379,346	120%
State Grants And Contracts	1,032,028	-	(1,032,028)	-100%
Sales And Services Academic Dept	2,555,100	2,280,946	(274,154)	-11%
Sales And Services NonAcademic Dept	27,761,315	30,339,342	2,578,027	9%
Foundation Support	2,356,478	2,288,815	(67,663)	-3%
Athletics Revenue	1,662,161	1,546,661	(115,500)	-7%
Miscellaneous Income / Other Operating Revenue	6,098,962	6,279,746	180,784	3%
One-Time Funds	1,650,000	-	(1,650,000)	-100%
TOTAL OTHER INCOME	45,096,044	47,094,856	1,998,812	4%
TOTAL ESTIMATED INCOME	156,258,742	158,350,733	2,091,990	1%
ESTIMATED EXPENDITURES:				
PERSONNEL:				
Faculty Staff Compensation and Benefits	94,858,179	96,343,543	1,485,364	2%
Student Labor	2,829,354	3,024,786	195,432	7%
TOTAL PERSONNEL	97,687,533	99,368,329	1,680,796	2%
TOTAL EQUIPMENT AND OPERATIONS	45,946,147	46,555,058	608,911	1%
TOTAL ESTIMATED EXPENDITURES	143,633,680	145,923,388	2,289,708	2%
TOTAL MANDATORY DEBT PAYMENT	12,399,102	12,392,077	(7,025)	0%
NET UNIVERSITY TRANSFERS	225,960	35,268	(190,692)	-84%
TOTAL ESTIMATED TRANSFERS OUT / (IN)	12,625,062	12,427,345	(197,717)	-2%
NET SURPLUS / (DEFICIT)	-	-	-	0%

	EDUCATION & GENERAL	DESIGNATED FUNDS	AUXILIARY FUNDS	TOTAL FY26 BUDGET
ESTIMATED INCOME				
STATE APPROPRIATIONS	55,216,351	-	-	55,216,351
TUITION				
Gross Tuition	66,050,867	-	-	66,050,867
Less: Scholarships And Fee Waivers	(14,103,613)	(4,537,872)	(2,045,771)	(20,687,256)
NET TUITION	51,947,254	(4,537,872)	(2,045,771)	45,363,611
TOTAL STUDENT FEES	7,310,260	1,505,218	1,860,436	10,675,914
TOTAL TUITION AND STUDENT FEES	59,257,514	(3,032,654)	(185,335)	56,039,526
OTHER INCOME				
Investment Income	3,681,762	-	677,584	4,359,346
State Grants And Contracts	-	-	-	-
Sales And Services Academic Dept	97,060	2,183,886	-	2,280,946
Sales And Services Nonacademic Dept	192,800	3,283,909	26,862,633	30,339,342
Foundation Support	1,422,205	633,519	233,091	2,288,815
Athletics Revenue	-	1,546,661	-	1,546,661
Miscellaneous Income / Other Operating Revenue	3,621,494	-	-	-
One-Time Funds	-	-	-	-
TOTAL OTHER INCOME	9,015,321	10,310,026	29,539,526	48,864,873
TOTAL ESTIMATED INCOME	123,489,187	7,277,372	29,354,191	160,120,750
ESTIMATED EXPENDITURES				
PERSONNEL				
Faculty Staff Compensation and Benefits	81,277,411	12,275,485	4,560,663	98,113,560
Student Labor	1,727,523	464,750	832,513	3,024,786
TOTAL PERSONNEL	83,004,934	12,740,235	5,393,176	101,138,346
TOTAL EQUIPMENT AND OPERATIONS	24,369,005	6,877,808	15,308,245	46,555,058
TOTAL ESTIMATED EXPENDITURES	107,373,939	19,618,043	20,701,421	147,693,404
TOTAL MANDATORY DEBT PAYMENT	3,975,453	-	8,416,624	12,392,077
NET UNIVERSITY TRANSFERS	12,139,794	(12,340,671)	236,145	35,268
TOTAL ESTIMATED TRANSFERS OUT / (IN)	16,115,247	(12,340,671)	8,652,769	12,427,345
NET SURPLUS / (DEFICIT)	-	-	-	-

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

All Funds

	FY2025 YTD Actuals Through MAY	FY'25 Approved Budget	Actuals to Budget (%)	FY2024 YTD Actuals Through MAY	YOY Comparison
<i>Income:</i>					
State Appropriations	49,140,773	53,608,108	92%	47,693,211 ▲	3.0%
Tuition Subtotal	70,876,964	65,971,315	107%	71,648,500 ▼	-1.1%
Less: Scholarships and Fee Waivers	(20,216,288)	(19,513,262)	104%	(19,757,213) ▲	2.3%
Tuition, net Scholarships and Fee Waivers	50,660,677	46,458,053	109%	51,891,287 ▼	-2.4%
Total Student Fees	11,998,441	11,140,038	108%	12,650,417 ▼	-5.2%
Tuition & Student Fees	62,659,118	57,598,091	109%	64,541,704 ▼	-2.9%
Other Income:				-	
Investment Income	5,304,608	1,980,000	268%	4,793,221 ▲	10.7%
State Grants and Contracts	181,939	-		469,498 ▼	-61.2%
Sales and Services of Academic Departments	3,243,483	2,555,100	127%	3,638,854 ▼	-10.9%
Sales and Services of Non-Academic Departments	27,006,779	28,583,343	94%	26,634,799 ▲	1.4%
Foundation Support	1,742,129	2,356,478	74%	229,518 ▲	659.0%
Athletics Revenues	775,000	1,881,510	41%	1,452,418 ▼	-46.6%
Miscellaneous Income	6,253,451	6,097,462	103%	5,876,732 ▲	6.4%
One-Time Funds	-	1,650,000	0%	-	
Total Other Income	44,507,389	45,103,893	99%	43,095,039 ▲	3.3%
Total Income	156,307,280	156,310,091	100%	155,329,954 ▲	0.6%
<i>Expenditures:</i>					
Compensation					
Faculty/Staff Labor	78,574,886	94,858,172	83%	73,628,309 ▲	6.7%
Student Labor	2,705,732	2,829,354	96%	2,756,266 ▼	-1.8%
Total Compensation	81,280,618	97,687,527	83%	76,384,575 ▲	6.4%
Total Operating Expenditures	43,208,685	45,989,654	94%	43,517,412 ▼	-0.7%
Total Expenditures	125,239,304	143,677,181	87%	119,901,986 ▲	4.5%
Mandatory Debt Service	11,076,827	12,399,102	89%	11,415,137 ▼	-3.0%
Net Operating Transfers	2,779,905	233,809	1189%	161,207 ▲	1624.4%
Total Transfers Out / (In)	13,856,732	12,632,911	110%	11,576,345 ▲	19.7%
Net Surplus / (Deficit)	17,961,244	0		23,851,622 ▼	-24.7%

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

Education & General

	FY2025 YTD Actuals Through MAY	FY2025 Approved Budget	Actuals to Budget (%)	FY2024 YTD Actuals Through MAY
<i>Income:</i>				
State Appropriations	49,140,773	53,608,108	92%	47,693,211
Tuition Subtotal	70,874,864	65,968,815	107%	71,647,150
Less: Scholarships and Fee Waivers	(14,107,722)	(13,202,680)	107%	(13,645,355)
Tuition, net Scholarships and Fee Waivers	56,767,143	52,766,135	108%	58,001,795
Total Student Fees	8,130,707	7,599,238	107%	8,653,510
Tuition & Student Fees	64,897,849	60,365,373	108%	66,655,304
Other Income:				
Investment Income	4,545,079	1,657,000	274%	3,765,060
State Grants and Contracts	-	-		-
Sales and Services of Academic Departments	365,535	347,060	105%	366,834
Sales and Services of Non-Academic Departments	543,584	193,800	280%	604,441
Foundation Support	1,065,432	1,274,387	84%	121,342
Athletics Revenues	-	-		-
Miscellaneous Income	2,312,997	1,524,150	152%	1,608,311
One-Time Funds	-	1,650,000	0%	-
Total Other Income	8,832,626	6,646,397	133%	6,465,988
Total Income	122,871,249	120,619,877	102%	120,814,504
<i>Expenditures:</i>				
Compensation				
Faculty/Staff Labor	63,641,538	78,657,623	81%	61,622,502
Student Labor	1,466,955	1,570,118	93%	1,392,013
Total Compensation	65,108,494	80,227,741	81%	63,014,515
Total Operating Expenditures	23,092,868	24,890,610	93%	24,090,329
Total Expenditures	88,201,362	105,118,351	84%	87,104,844
Mandatory Debt Service	3,494,473	3,981,793	88%	3,884,500
Net Operating Transfers	10,542,443	11,519,734	92%	8,784,946
Total Transfers Out / (In)	14,036,916	15,501,527	91%	12,669,446
Net Surplus / (Deficit)	20,632,971	-		21,040,214

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

Designated Funds

	FY2025 YTD Actuals Through MAY	FY2025 Approved Budget	Actuals to Budget (%)	FY2024 YTD Actuals Through MAY
Income:				
State Appropriations	-	-		-
Tuition Subtotal	2,100	2,500	84%	1,350
Less: Scholarships and Fee Waivers	(4,033,155)	(4,318,912)	93%	(4,044,675)
Tuition, net Scholarships and Fee Waivers	(4,031,055)	(4,316,412)	93%	(4,043,325)
Total Student Fees	1,838,404	1,665,300	110%	1,868,846
Tuition & Student Fees	(2,192,652)	(2,651,112)	83%	(2,174,479)
Other Income:				
Investment Income	-	-		258,007
State Grants and Contracts	181,939	-		469,498
Sales and Services of Academic Departments	2,877,929	2,208,040	130%	3,272,020
Sales and Services of Non-Academic Departments	2,254,211	2,336,978	96%	1,228,332
Foundation Support	131,490	525,000	25%	106,795
Athletics Revenues	775,000	1,881,510	41%	1,452,418
Miscellaneous Income	2,205,870	2,623,847	84%	2,497,547
One-Time Funds	-	-		-
Total Other Income	8,426,438	9,575,375	88%	9,284,616
Total Income	6,233,787	6,924,263	90%	7,110,137
Expenditures:				
Compensation				
Faculty/Staff Labor	10,933,879	11,687,823	94%	8,339,609
Student Labor	426,643	466,723	91%	503,731
Total Compensation	11,360,522	12,154,546	93%	8,843,341
Total Operating Expenditures	6,146,219	5,933,346	104%	6,539,967
Total Expenditures	17,506,741	18,087,892	97%	15,383,307
Mandatory Debt Service	-	-		-
Net Operating Transfers	(8,210,053)	(11,163,629)	74%	(10,320,443)
Total Transfers Out / (In)	(8,210,053)	(11,163,629)	74%	(10,320,443)
Net Surplus / (Deficit)	(3,062,901)	0		2,047,272

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

Auxiliary Funds

	FY2025 YTD Actuals Through MAY	FY2025 Approved Budget	Actuals to Budget (%)	FY2024 YTD Actuals Through MAY
Income:				
State Appropriations	-	-		-
Tuition Subtotal	-	-		-
Less: Scholarships and Fee Waivers	(2,075,411)	(1,991,670)	104%	(2,067,183)
Tuition, net Scholarships and Fee Waivers	(2,075,411)	(1,991,670)	104%	(2,067,183)
Total Student Fees	2,029,331	1,875,500	108%	2,128,061
Tuition & Student Fees	(46,080)	(116,170)	40%	60,879
Other Income:				
Investment Income	759,528	323,000	235%	770,155
State Grants and Contracts	-	-		-
Sales and Services of Academic Departments	20	-		-
Sales and Services of Non-Academic Departments	24,208,984	26,052,565	93%	24,802,026
Foundation Support	545,207	557,091	98%	1,381
Athletics Revenues	-	-		-
Miscellaneous Income	1,734,584	1,949,465	89%	1,770,873
One-Time Funds	-	-		-
Total Other Income	27,248,324	28,882,121	94%	27,344,435
Total Income	27,202,244	28,765,951	95%	27,405,313
Expenditures:				
Compensation				
Faculty/Staff Labor	3,999,469	4,512,726	89%	3,666,197
Student Labor	812,134	792,513	102%	860,523
Total Compensation	4,811,603	5,305,240	91%	4,526,720
Total Operating Expenditures	13,969,598	15,165,698	92%	12,887,116
Total Expenditures	18,781,201	20,470,938	92%	17,413,835
Mandatory Debt Service	7,582,353	8,417,309	90%	7,530,637
Net Operating Transfers	447,515	(122,295)	-366%	1,696,704
Total Transfers Out / (In)	8,029,868	8,295,014	97%	9,227,341
Net Surplus / (Deficit)	391,174	-		764,137



BOARD OF GOVERNORS

June 17, 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
Grauel Office Suite Renovation	August 2025	Kiefner Brothers, Inc	\$356,800.00
Towers North Ramp	August 2025	Kiefner Brothers, Inc	\$189,900.00
Pole Barn Master Plan Phase 1	Fall 2025	Nip Kelley Equipment, Inc	\$258,270.00
Law Enforcement Academy Renovation	August 2025	Brockmiller Construction, Inc	\$1,042,000.00

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	TBD	Construction Documents completed, pre-bid scheduled for June 11 and bid opening scheduled for Mid-July.
Modern Campus Phase 3 – Multi Purpose Facility	TBD	Design in Progress.
Law Enforcement Academy Renovation	Summer 2025	In Progress.

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

PROJECT	ANTICIPATED COMPLETION	STATUS
Serena Roof Replacements	Summer 2025	In Progress.

Facilities Management Progress Report

June 17, 2025

Page 2 of 2

PROJECT	ANTICIPATED COMPLETION	STATUS
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.
South Chiller Plant	TBD	Design in progress.
Chick-Fil-A Renovation	Summer 2026	Chartwells project. Design in progress.
Starbucks Renovation	Summer 2025	Chartwells project. Construction 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	In Progress.
Pole Barn Master Plan Phase 1	Fall 2025	In Progress.
Johnson Hall Room 200 Renovation	TBD	Schematic Design has been presented and the Foundation is raising funds.
Rhodes Hall Room 121 Renovation	TBD	Schematic Design has been presented and the Foundation is raising funds.
Grael Office Suite Renovation	Summer 2025	In Progress.
Demolitions – Henderson and International Village Cottages	Summer 2025	In process of reviewing bids
Towers North Ramp	Summer 2025	In Progress.
General Construction Contract 2025	Multiple projects 2025	FMSC Concrete Repairs at Entrance - \$25,032 – Complete
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	Sewer line replacement at Wildwood in progress.

Note: Shading indicates completed projects.

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2025

RANKED FACULTY APPOINTMENTS

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

TERM FACULTY APPOINTMENTS

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

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

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

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

SABBATICALS

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

SOUTHEAST MISSOURI STATE UNIVERSITY
April 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>
Anello, Kimberly	History and Anthropology	\$2,811.00
Buchtmann, Megan	Art and Design	\$5,622.00
Cate, Connor	Agriculture	\$3,150.00
Darnell, George	Allied Health, Kinesiology, and Sport Sciences	\$2,811.00
DeWitt, Brianna	History and Anthropology	\$3,087.00
Flanagan, Catherine	Nursing	\$566.00
Herbel, Vicky	Criminal Justice, Social Work, and Sociology	\$3,396.00
Jarrett, Madison	Music	\$2,811.00
Kirn, Taylor	Management	\$2,811.00
Leoni, Debra	Allied Health, Kinesiology, and Sport Sciences	\$2,811.00
Rafferty, Robert	Music	\$3,087.00
Schumacher, Emma	Allied Health, Kinesiology, and Sport Sciences	\$5,622.00
Stern, Zachary	Music	\$3,396.00
Waggoner, Sara	Allied Health, Kinesiology, and Sport Sciences	\$2,811.00
Wilson, Meghan	Art and Design	\$2,811.00

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

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

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2025

ADDENDUM B

Overload payments for spring 2025 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Baker, Christian	Nursing	\$1,874.00
Barnes, Jeremy	Allied Health, Kinesiology, and Sport Sciences	\$3,396.00
Beltzer, Emilie	Psychology and Counseling	\$3,396.00
Booth, Emily	Art and Design	\$3,396.00
Davis, Tammy	Child and Family Studies	\$5,622.00
Franke, Marissa	Agriculture	\$1,405.50
Garner, Sara	Child and Family Studies	\$3,396.00
Henry, Jason	Biology	\$849.00
Hepler, Brandy	Elementary, Early, and Special Education	\$3,396.00
Kearney, Monica	Allied Health, Kinesiology, and Sport Sciences	\$3,396.00

SOUTHEAST MISSOURI STATE UNIVERSITY
April 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>
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No data to report

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2025

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Baranovic, Kristopher	Director Center for Teaching and Learning	\$75,000.00	100	04/01/2025
Little, Michael	Patrol Sergeant Public Safety	\$48,464.00	100	04/01/2025
Ruebel, David	Police Officer Public Safety	\$41,184.00	100	04/01/2025
Shearer, Whitley	Police Officer Public Safety	\$40,560.00	100	04/01/2025

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2025

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Hall, Wayne	Boiler Plant Technician I Journeyman Boiler Plant	04/30/2025
Kurre, Jane	Manager Textbook Rental	04/14/2025
Pearson, Samuel	Assistant Coach Women's Basketball	04/30/2025
Sanderlin, Danielle	Assistant Coach Women's Basketball	04/30/2025
Strattman, Jaylen	Registered Behavior Technician Autism Center	04/09/2025
Stolz, Matthew	Assistant Coach Volleyball	04/30/2025
Roach, Cheyenne	Registered Behavior Technician Autism Center	04/09/2025
Wisker-Brooks, Alexandria	Assistant Director Residence Life	04/07/2025

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2025

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Hahn, Lenell	Director, Admissions Admissions From: \$105,818.89 Assistant Vice President of Enrollment Management and Admissions Vice President Enrollment Management & Student Success To: \$135,000.00	Promotion	04/01/2025
Harper, Melissa	Assistant Director of Operations Student Financial Services From: \$61,526.48 Associate Director Student Financial Services To: \$70,000.00	Promotion	04/15/2025
Schaefer, Timothy	Carpenter Journeyman Buildings Department Maintenance From: \$50,731.20 Carpenter Journeyman Lead Buildings Department Maintenance To: \$54,371.20	Promotion	04/07/2025