



NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this twenty-second day of June 2022, that the Board of Governors of Southeast Missouri State University will convene at 8:30 a.m., on Thursday, June 23, 2022, and again at 8:30 a.m. on Friday, June 24, 2022, in the Stingray Room at the Holiday Inn St. Louis SW – Route 66 located at 10709 Watson Road, St. Louis, MO 63127.

The tentative agenda is attached to this notice and includes a vote to close the meeting for consideration of matters authorized by statute, including Sections 610.021(1), (3), (9), (12), (13) and (17) 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 RETREAT
8:30 a.m., June 23, 2022
Holiday Inn St. Louis SW – Route 66
Stingray Room
St. Louis, Missouri

Open Agenda

General Business
(Governor Gargas)

- a. Action Item(s)
 - i. Welcome and Call to Order
 - ii. Roll Call and Determination of Quorum
- b. Information/Discussion Item(s)
 - i. Board Governance Workshop
(Drumm McNaughton, Senior Consultant, AGB Consulting)
 - ii. Board Development Workshop – 2022 State of Higher Education
(David Vuletich, Senior Director, Research Advisory Services, EAB)
- c. Break
- d. Action Item(s)
 - i. Convene Closed Session for Appropriate Considerations Pursuant to Section 610.021(17) of the Revised Statutes of Missouri
 - ii. Reconvene Open Session
 - iii. Announcements of Actions Taken in Closed Session

e. Information/Discussion Item(s)

- i. Enrollment Planning: Projections, Market Share, and Opportunities
(*Dr. Debbie Below, VP, Enrollment Management & Student Success*)

f. Action Item(s)

- i. Recess Open Session (to reconvene Friday, June 24, 2022 at 8:30 a.m.)



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873[®]

BOARD OF GOVERNORS MEETING

8:30 a.m., Friday, June 24, 2022

Holiday Inn St. Louis SW – Route 66

Stingray Room

St. Louis, Missouri

Open Agenda

1. General Business

(Governor Gargas)

a. Action Item(s)

- i. Welcome and Call to Order**
- ii. Roll Call and Determination of Quorum**
- iii. Consideration of Approval of Minutes of May 13, 2022, May 20, 2022 and June 2, 2022 Open Session Meeting (Attachment A)**

2. University President's Items

(University President Vargas)

a. Report Item(s)/Information

- i. University President's Report**

3. Academic & Student Engagement Committee

(Governor Malik)

a. Action Item(s)

- i. Consideration of Approval of Academic Program Changes (Attachment B)**
 - o College of Science, Technology, Engineering, and Mathematics: New Degree – MS - Agribusiness
 - o College of Education, Health, and Human Studies: Delete BS in Recreation and Park Administration
 - o College of Humanities and Social Sciences: Delete BS in Health Communication
 - o Harrison College of Business and Computing: Title Change – Minor in Business Administration → Minor in Business

b. Report Item(s)/Information

- i. Academic & Student Engagement Committee Minutes – May 5, 2022
(Attachment C)

4. Finance & Audit Committee
(Governor Klocke)

a. Action Item(s)

- i. Consideration of Fees Related to International Education **(Attachment D)**

b. Report Item(s)/Information

- i. Progress Report on Contracts and Facilities Management Projects
(Attachment E)
- ii. FY22 Operating Budget to Actual Report **(Attachment F)**
- iii. Faculty and Staff Personnel Actions **(Attachment G)**
- iv. Finance & Audit Committee Minutes – May 5, 2022 and May 18, 2022
(Attachment H)

5. General Business
(Governor Gargas)

a. Action Item(s)

- i. Convene Closed Session for Appropriate Considerations Pursuant to Sections 610.021 (1), (3), (9), (12) and (13) of the Revised Statutes of Missouri
- ii. Reconvene Open Session
- iii. Announcements of Actions Taken in Closed and Closed Executive Session

6. Finance & Audit Committee
(Governor Klocke)

- i. Consideration of Approval of Proposed FY23 University General Operating and Auxiliary Budgets **(Attachment I)**

7. General Business
(Governor Gargas)

- i. Adjourn Board of Governors Meeting

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**MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
THIRTEENTH DAY OF MAY 2022**

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, May 13, 2022, at approximately 9:00 a.m., in the Academic Hall Board Room, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mr. Edward P. Gargas, President of the Board of Governors called the meeting to order. Governors present were: Mr. Edward P. Gargas, President of the Board of Governors; Ms. Tina L. Klocke, Vice President of the Board of Governors; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. David C. Martin; Mr. Lloyd F. Smith; and Ms. Lauren Kohn, Student Representative to the Board of Governors. Quorum having been established, Board President Gargas welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, including, Dr. Mike Godard, Dr. Debbie Below, Mr. Brady Barke, Dr. Trudy Lee, Mr. John Mehner, and Ms. Tonya Wells. Other attendees included representatives from Faculty Senate, Student Government, and a reporter from *The Arrow*. Dr. Brad Sheriff, Board Treasurer; and Mr. Christopher R. Martin, Board Secretary were present too. Board President Gargas presided.

PRESENTATION OF RESOLUTION OF HONOR

Prior to beginning the formal agenda, Board President Gargas welcomed Mr. Phillip M. Britt back to the Board Room for a formal presentation of a Resolution of Honor recognizing his service on the Board of Governors.

In accepting the recognition, Mr. Britt spoke about his service on the Board, noting that he was proud of all that was accomplished during his tenure. He commented that it was an honor to serve and enjoyed the opportunity to give back to a university that had given him so much. Mr. Britt thanked his Board colleagues for their support and thanked everyone for their thoughtfulness and kindness during his service.

CONSIDERATION OF BOARD OF GOVERNORS MINUTES

A motion was made by Governor Malik and seconded by Governor Klocke to approve the Open Session Minutes of the Board's February 25, March 18, and April 13, 2022 meetings [Attachment A]. The motion carried unanimously.

UNIVERSITY PRESIDENT'S REPORT

Board President Gargas called upon University President Vargas to deliver his University President's Report. University President Vargas referred Governors to a print-out of division

highlights and accomplishments as provided by members of Executive Staff, which included the following:

- The Office of Economic and Workforce Development has completed more than 20 business visits to meet with industry representatives and discuss how the University can assist them in the area of workforce training and development and create future partnership opportunities.
- In partnership with the Office of Admissions, visits have been made to local school districts throughout the spring semester. Schools/districts visit include Cape Central High School, Jackson High School, Saxony Lutheran High Schools, and Oak Ridge High School.
- In March, University representatives traveled to Arizona State University (ASU) as a follow-up visit to Dreamscape Immersive in January. ASU and Dreamscape have partnered to develop and incorporate VR technology in education environments. The visit to ASU provided Southeast an opportunity to tour ASU's VR-related facilities and better understand how they are incorporating VR into their curriculum. Southeast is continuing to meet with Dreamscape representatives to assess the viability of utilizing their technology at Southeast.
- 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	30	Meetings with students, River Campus events, athletic competitions, end-of-year recognition events, commencement, Greek Life events
OVC & NCAA Meetings	2	Committees & Presidents'
Community Visits/Events	36	Meetings with members of the community, community events, industry tours, meetings with school superintendents, alumni events, donor visits
Legislative Outreach & State Higher Ed Meetings	11	Meetings with Legislators, Dept. of Higher Education & Workforce Development, Coordinating Board Meetings
Board Meetings	9	MAGNET, Cape Chamber, MLI, AASCU

- Marketing students recently competed in the 2022 Collegiate DECA International Career Development Conference, bringing home a second place and third place trophies and one finalist placement, in categories of Fashion Merchandising (Layla Bouzihay), Event Planning (Payton Gronberg and Ella Koeninger), Business-to-Business Marketing

(Heather Hoffman and David Oliver) and Individual Event Retail Management (Connor Eidson)

- Dr. Trudy Giasi, Assistant Professor in the departments of Elementary, Early and Special Education and Leadership, Middle, and Secondary Education, was named the 2022 Educator of Excellence by the Missouri Association of Colleges of Teacher Education.
- Mr. Drew Beussink, a double major in Political Science and Economics, was offered and plans to pursue his J.D. at Yale Law School in fall of 2022. He also scored a perfect score on the LSAT.
- Early College Programs launched a 42-hour general education program with Jackson High School, offering the full General Education block to Jackson students through early college (dual credit) programming.
- The Department of Mathematics successfully hosted Math Field Day on April 21, 2022 for local area high school students. We had 16 high schools and 327 students participate.
- The Earth Day pop-up shop was hosted on the Kent Library portico on April 22, 2022. Student vendors from Art + Design, the Greenhouse, and the pottery club had lots of items for sale. Those who shopped also enjoyed a Library led craft project, creating seed paper for their flower gardens or to give as a gift.
- The Arrow won the David L. Adams Apple Award for Best Newspaper: Four-year Schools with over 10,000 Students during the College Media Association's Spring National College Media Conference held in New York City March 8-12.
- Jane Stephens Honors Program coordinated the Annual Student Research Conference where over 70 unique projects were shared or presented by students from disciplines across the campus.
- Dr. Eric Bain-Selbo, dean of the School of Humanities and Social Sciences at Indiana University Kokomo, has been named dean of the College of Humanities and Social Sciences at Southeast. Dr. Bain-Selbo was selected after a national search. He will begin his duties at Southeast on July 25.
- The Student and Exchange Visitor Program (SEVP) has approved Southeast's professional pilot program for international enrollment. With this approval, the University can not certify international students for this academic program.
- Through a partnership with the Institute for International Education (IIE), two Ukrainian students have received grants to assist them in their studies at Southeast. Since Southeast's partnership with the IIE began in 2020, seven (7) students from multiple countries have received a total of \$19,534 to assist them in their studies at Southeast.
- Southeast Greeks raised nearly \$30,000 during its annual Greek Week, with approximately \$7,000 raised in just an hour and a half as part of "Money Madness," Greek Week's premiere donation event. During Greek Week, Southeast's Greek community collected more than 5,000 articles of clothing and nearly 9,000 canned goods and personal hygiene products to support the Redhawk Food Pantry. In addition, the Greek Week blood drive collected more than 870 units that were donated to the American Red Cross.
- Ken Gullett, assistant director of Department of Public Safety and police Captain at Southeast, retired from the University on April 30. Captain Gullett began working at Southeast as a student employee at DPS in August 1986. He served in every student employment role, and upon completion of the Law Enforcement Academy in 1992, he became a police officer with University Police. Captain Gullett served for 34 years.

- Women's Tennis won the Ohio Valley Conference Tournament Championship. With the 2022 OVC Tennis Tournament title, Southeast Missouri earned the league's automatic bid to the 2022 NCAA Tournament and faced Stanford in the first round of the tournament. This marked SEMO's first-ever appearance in the NCAA Tournament for Women's Tennis.
- Former Southeast Missouri women's volleyball coach and administrator Cindy Gannon has been elected to the Ohio Valley Conference Hall of Fame. Gannon served Southeast Missouri for over 30 years, including 16 seasons as head volleyball coach and an additional 14 years as the department's Senior Associate Director of Athletics/Senior Woman Administrator. She is SEMO's first female coach and administrator to be inducted into the OVC Hall of Fame. She will be officially inducted at the annual OVC Honors Brunch which will be held on Friday, June 3 in Nashville, Tennessee.
- The 15th Annual Cindy Gannon Walk for Women event took place on April 2nd. The event celebrates women's athletics and raises money for athletics scholarships. This year's event raised over \$40,000. Since its inception in 2007, the Cindy Gannon Walk for Women has brought in over \$500,000.
- SEMO commemorated the 20th Anniversary of its Athletics Hall of Fame with the induction of the 2020 and 2021 classes April 23. SEMO's 2020 class included Lance Brune (Football, 1970-73), Edgar Jones (Football, 2003-06), Sherry Mitchell (Women's Basketball, 1987-91), Lana Richmond (Softball Coach, 1982-2014), Lorenz "Red" Williams (Athletic Trainer, 1967-83) and the 1986-87 Women's Basketball Team. Henry Harris (Football, 2008-10), Joey Lucchesi (Baseball, 2015-16), Megan McDonald (Softball, 2005-08) and Trenton Moses (Baseball, 2008-12) completed the 2021 class.
- The Alumni Relations Office has returned to hosting in-person regional alumni events this spring after a two-year hiatus due to COVID. Alumni Director George Gasser along with Development staff have hosted events in Atlanta, Georgia; Denver, Colorado; Naples, Florida; Saint Petersburg, Florida; Chicago, Illinois; and throughout the state of Missouri (Jefferson City, Columbia, Kansas City, Kennett, Jackson, and Cape Girardeau). Alumni in every location were thrilled to visit with each other and University representatives and were very pleased to learn more about the latest news from Southeast Missouri State. The next SEMO Alumni Event will be Southeast at Busch Stadium on Sunday, May 29.

REPORT FROM UNIVERSITY MARKETING & COMMUNICATIONS

Board President Gargas asked University President Vargas to introduce the department update. University President Vargas introduced Ms. Tonya Wells, Assistant Vice President, University Marketing and Communications.

Beginning the update, Ms. Wells provided a summary of University Marketing and Communications and how it operates after merging University Marketing and University Communications into one division. She noted that the division helps plan strategy, manage the University's brand, coordinates digital marketing, assists with email marketing, manages the University's website and social media channels, provides video and photography services, and much more. Ms. Wells also noted that following the merger with University Communications, the division has responsibility for assisting with strategic communications, public relations, and

crisis communications. Closing her comments, she provided some examples of major University initiatives that the division supports such as enrollment marketing, academic program marketing, and planning for the Sesquicentennial.

Following her presentation, Ms. Wells engaged in discussion with the Board. Governor Klocke inquired about the number of staff in the division, to which Ms. Wells responded twelve. Governor Smith inquired about how the division engages students to learn why they chose Southeast. In response, Ms. Wells stated that they often ask students why they picked Southeast, and most usually cite affordability and location as their response. In follow-up, Governor Smith asked how the division handles media placement and design. Responding to the question, Ms. Wells shared that design work is done internal, and that placement is varied depending on the advertising medium. Continuing his inquiry, Governor Smith asked Ms. Wells to describe how the University works with high school counselors. In reply, she noted that the University uses a communication workflow to keep counselors informed, just like the workflow used for parents and students. Governor Smith's final question focused on media monitoring. The final comments were made by Governors Limbaugh and Klocke who both engaged Ms. Wells in a conversation on planning related to the University's up-coming Sesquicentennial.

STUDENT PRESENTATIONS

University President Vargas stated that there would be two student presentations. The first would include students Emily Barkhurst, Sheanique Syms, and Russell Goss who shared their experience attending the Governor's Leadership Forum. Ms. Barkhurst stated that she has always been enthusiastic about leadership and that when she began college she wanted to attend an institution that would provide her opportunities to flourish. She shared that the forum was very inspiring and that she got to meet new people and grow as an individual. Ms. Syms talked about her experience being a first-generation student and encouraged attendees not to let their personal background and family ability define who they are. She noted that Southeast has provided her opportunities to grow and learn. Mr. Goss echoed many of the things the other students stated and shared that the forum reminded him that everyone has a story to tell and that a good leader keeps this in mind.

The second presentation included Mr. Nathan Gladden, the editor of the *Arrow*. Mr. Gladden shared that when he first visited Southeast he was interested in pursuing studies related to health sciences, but after hearing about the mass media department he changed his direction. Prior to attending Southeast, Mr. Gladden attended the Cape College Center (CCC), and spoke about the positive impact it had on him. He said that the CCC was easy to navigate, that faculty were accessible and knowledgeable and that the CC prepared him to attend Southeast. Mr. Gladden then focused the remainder of his presentation on the *Arrow*.

Following both presentations, the Board thanked all the students for their presentations and encouraged them to continue doing great things while attending Southeast.

REPORT FROM STUDENT GOVERNMENT_

University President Vargas introduced Ms. Layla Bouzihay, Student Government Association (SGA) President, to provide her final update to the Board. He also introduced Mr. Joel Philpott, who will serve as the SGA President for the 2022-2023 academic year.

Ms. Bouzihay thanked the Board for all that they do for the University and commented that she appreciated the opportunity to provide them updates throughout the year. She stated that she was proud of what SGA accomplished during her term, including allocating over \$30,000 to support students with conference travel and professional development, helping students understand major issues on campus such as meal plan changes, organizing a successful STEM week to showcase different departments and programs for STEM, transitioning the Student Activities Council to be more of a student engagement committee, focusing on diversity, and so much more. Ms. Bouzihay commented that it was an honor to serve the institution.

Mr. Philpott shared some personal background and stated he is excited to serve as SGA President. He commented about the positive influence the University has had on his development and that he is looking forward to helping students interact and engage more on campus.

Following their comments, the Board thanked both leaders for their service to the institution. They wished Ms. Bouzihay well in her future endeavors and told Mr. Philpott they looked forward to his presentations at future meetings.

REPORT FROM FACULTY SENATE_

University President Vargas introduced Dr. Laura Hatcher, the 2021-2022 Chair of Faculty Senate to provide comments to the Board. He also welcomed Dr. Kim Louie, the 2022-2023 Chair of Faculty Senate.

Dr. Hatcher made the following comments:

Faculty Senate ended its 56th Session on April 27th. Among the Senate's accomplishments this year:

We approved bills concerning class attendance policy and procedures, the Honors Program Admission Procedure, and modifications to the Academic Calendar. We also began a collaborative process with Dr. Sheriff and his colleagues to create a conflict of interest process; worked through issues concerning the chairs annual review process with the Chairs Forum; helped to advance a process for creating an electronic dossier procedure for promotion, tenure and post-prof merit; made changes to the Graduate Faculty procedure section of the bill; approved an emeritus bill, and passed two resolutions commending our graduates (once in the fall, and once in the spring). I am pleased to report that we had no formal grievances this year, and the Grants and Research Funding Committee reported allocating faculty grants totaled approximately \$54,000 over the course of the

year. And, as we always do, we participated in the Budget Review Process and created a recommendation for faculty salaries and compensation.

I'd like to thank VPs Sheriff, Below, and Lee for informational procedures over the course of the year. Dan Presson, Director of Career Services also came to the Senate to discuss the important role his office plays in our work. I'd also like to thank Sue Wilde for assisting the Budget and Compensation Committee with their work; Sandy Hinkle for helping with a host of issues over the year, but especially in coordinating with our Academic Affairs committee; Alissa Davis, in HR, also provided input on a variety of projects, but most especially her willingness to work on the conflict-of-interest policy.

In addition, the Executives hired a new administrative assistant for the Senate, who also serves as the Secretary of the Senate; we reorganized the office and moved us to a mostly paper-less process. We met every other week with Dr. Godard and met several times with Dr. Vargas.

Communication between the Senate and administration was very good this year. The chairs of the various committees reported excellent collaboration with the various offices they worked with as they crafted their legislative recommendations and performed the very hard labor of finding wording for our policies and procedures.

In short, we had a year of a lot of work and research, and I'm proud to say that this Senate made certain they worked collaboratively across campus, and their research on best practices yielded ideas that will help us all do our job better in the future.

A final word of thanks to our Provost, Dr. Michael Godard, who continues to work tirelessly with the Senate when we need assistance; and to Dr. Vargas, who reached out multiple times when he knew the faculty should have input on an issue, and worked with us to understand whatever the issue was and find a way to both represent the faculty voice and provide higher quality information to our colleagues about important university matters.

Following her final report, Dr. Hatcher introduced Dr. Kim Louie as the new Chair of Faculty Senate.

Dr. Louie stated that she appreciated the opportunity to serve and that she has enjoyed working with Dr. Hatcher. She praised Dr. Hatcher for her leadership, noting that she genuinely cares about the University, her colleagues, and her friends. Dr. Louie said it was a privilege to sit at the Board table and be invited to provide the Board of Governors frequent updates. She stated that she is committed to Southeast and is personally invested in its success, stating that she takes her position very seriously and will do best she can to build on the foundation laid by Dr. Hatcher.

Following the remarks, the Faculty Senate representatives engaged in discussion with the Board. Governor Limbaugh thanked them for their leadership and stated that their demeanor and engagement is significantly different than previous Senate leaders, which is appreciated by the Board. Board President Gargas thanked Dr. Hatcher for her service and welcomed Dr. Louie. University President Vargas added his appreciation and stated that he looks forward to a continued positive relationship with the Faculty Senate Executives during the coming year.

CONSIDERATION OF APPROVAL OF ACADEMIC PROGRAM CHANGES

Governor Malik called upon Dr. Mike Godard, Provost to present a motion to approve academic program changes. [Attachment C].

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

- Authorize and approve the deletion of the two Options for the BA in Writing: Creative Writing Option and Professional Writing Option.
- Authorize and approve the new MS in Biology.
- Authorize and approve the name change of the Horticulture Option in the Agribusiness BS degree to Horticulture and Cannabis.
- Authorize and approve the name change of the BS in Mathematics: Option in Applied Mathematics and Statistics to BS in Mathematics: Option in Mathematics and Statistics.
- Authorize and approve a new undergraduate Certificate titled Law Enforcement Academy with a \$1,500 programmatic fee.

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

CONSIDERATION OF APPROVAL OF CONFERRAL OF DEGREES

Governor Malik called upon Dr. Mike Godard, Provost, to present a motion to approve the conferring of degrees upon the candidates for Spring 2022 and Summer 2022 Graduation pending final verification of their completion of degree requirements. [Attachment D]

A motion was made by Governor Malik and seconded by Governor Klocke to approve the conferring of degrees upon the candidates for Spring 2022 and Summer 2022 Graduation pending final verification of their completion of degree requirements [Attachment D]. The motion carried unanimously.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE REPORT ITEMS

Following the action items, Governor Malik referred Board members to Committee minutes included in the packet for their information [Attachment E].

CONSIDERATION OF APPROVAL OF SPECIAL COURSE FEES

Governor Klocke called upon Dr. Brad Sheriff, Vice President of Administration and Finance, to present a motion to approve Course fees effective with the Fall 2022 semester. [Attachment F].

A motion was made by Governor Limbaugh and seconded by Governor Klocke to approve Course fees effective with the Fall 2022 semester [Attachment F]. The motion carried unanimously.

FINANCE & AUDIT COMMITTEE REPORT ITEMS

Following the action items, Governor Klocke referred Board members to report items in the packet for Contracts and Facilities Management [Attachment G], FY22 Operating Budget to Actual [Attachment H], Faculty and Staff Personnel Items [Attachment I], and Finance and Audit Committee Minutes [Attachment J].

Regarding the Progress Report on Contracts and Facilities Management Projects, Dr. Sheriff, Vice President of Finance and Administration highlighted some projects including the tunnel project, bookstore renovations, Johnson Hall roof replacement, the Houck Project, and the demolition of the house located at 603 N. Henderson. Governors Limbaugh and Gargas both commented that it was time to demolish the house located at 603 N. Henderson and spoke in support of the proposal, as did other members.

In summarizing the other reports, Dr. Sheriff provided an update on the University budget through April 30, 2022 and noted that the personnel actions included in the meeting packet covered January through March 2022.

CONSIDERATION OF MOTION FOR CLOSED SESSION

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

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

The Open Session was recessed at approximately 11:58 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 1:48 p.m. Board President Gargas called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

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

- By a vote of 6 to 0 the Board approved the minutes of the Board's December 17, 2021, March 18 and April 13, 2022 Closed Session Meetings. Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.
- The Board had conversations with legal counsel per RSMo 610.021.1 pertaining to legal matters.
- By a vote of 6 to 0 the Board adjourned the Closed Session and convened the Closed Executive Session pursuant to RSMo 610.021(13) to continue the annual evaluation of the University President. Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.

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

- By a vote of 6 to 0 the Board approved the minutes of the Board's April 13, 2022 Closed Executive Session. Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.
- The Board continued the annual evaluation of the University President pursuant to RSMo 610.021(13).
- By a vote of 6 to 0 the Board adjourned the Closed Executive Session and reconvened the Open Session. Governor Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 1:50 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

Edward P. Gargas
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
TWENTIETH DAY OF MAY 2022**

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, May 20, 2022 at approximately 8:19 a.m., via Zoom. The meeting originated from the Academic Hall Board Room, on the campus of Southeast Missouri State University, which also served as the public access room. Mr. Edward P. Gargas, President of the Board of Governors called the meeting to order. Governors present were: Mr. Edward P. Gargas, President of the Board of Governors; Ms. Tina L. Klocke, Vice President of the Board of Governors; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. David C. Martin; Mr. Lloyd F. Smith; and Ms. Lauren E. Kohn, Student Representative. Quorum having been established, Board President Gargas 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 the University's Executive Staff; Nathan Gladden from *The Arrow*; Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel. Board President Gargas presided.

CONSIDERATION OF APPROVAL OF TUITION AND GENERAL FEE SCHEDULE

Governor Tina Klocke, Chair of the Board's Finance and Audit Committee, called upon Dr. Brad Sheriff, Vice President of Finance and Administration, to present a motion to approve the proposed Tuition and Fee Schedule including tuition for the Cape campus, regional campuses and online degree programs, effective for Fall 2022. [Attachment A]

Vice President Sheriff directed the Board to the materials in their packet. He reminded Governors of the University's Budget Review Committee (BRC) and talked about their role in considering tuition and fee revenue needed, along with other potential revenue sources, to meet identified budget needs. Vice President Sheriff then reviewed the Higher Education Student Funding Act (HESFA), noting that during the 2021 legislative session, the "cap" on tuition and general fee increases was removed. He then proceeded to outline the recommendations concerning tuition and fees for the 2022-2023 academic year. Following Vice President Sheriff's remarks, discussion ensued.

Governor Malik asked how much additional revenue will be generated by the tuition proposal. Vice President Sheriff answered that when the proposal is considered and the University assesses how it may impact enrollment across various student categories, the proposal has the potential to increase net tuition revenue by approximately \$1 million. In follow-up, Governor Malik asked for clarification on the proposed non-resident rate and requested information on the number of non-resident students that get some type of discount. In reply, Dr. Debbie Below, Vice President of Enrollment Management and Student Success, provided information on the Redhawks Achievement Award and the International Achievement Award, which provides a scholarship to

nonresident students that brings them to the in-state rate. Governor Malik concluded his inquiry by offering some general comments regarding price and experience.

Continuing the discussion, Governor Martin asked whether there is information available that shows how other institutions plan to act on tuition for the 2022-2023 year. Vice President Sheriff stated that some schools have made decisions, but not all. Further, he noted that most of the information suggests that most schools plan to increase tuition no more than 4 percent based on a commitment to the Missouri legislature and the Governor.

Acknowledging Governor Malik's questions, Governor Smith shared that the Board's Finance and Audit Committee had spent a considerable amount of time reviewing the proposal and thanked administration for their work to answer questions and provide information. Governor Smith stated that it would be inappropriate to rely on one-time federal dollars currently coming to the institution to support the University's budget because at some point those resources will go away. Governor Smith stated his belief that the tuition and fee proposal will keep the University in a good position financially and comparatively amongst its peers. Governors Gargas and Limbaugh agreed with Governor Smith's comments about the proposed increase being appropriate in the context of what institutions across the state committed to and also from a competitive standpoint in the marketplace.

A motion was made by Governor Limbaugh and seconded by Governor Klocke to approve the proposed Tuition and Fee Schedule including tuition for the Cape campus, regional campuses and online degree programs, effective for Fall 2022 [Attachment A]. The motion carried 5 to 1, with Governor Malik dissenting.

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Smith and seconded by Governor Klocke to recess the Open Session and convene Closed Session pursuant to Section 610.021(12) of the Revised Statutes of Missouri.

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

The Open Session was recessed at approximately 8:45 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED AND CLOSED EXECUTIVE SESSIONS

Upon reconvening the Open Session at approximately 9:08 a.m. Board President Gargas called on Secretary Martin to make the following announcements regarding actions taken during the Board's Closed Session:

- Pursuant to RSMo 610.021(12) and by a vote of 6 to 0 the Board authorized administration, upon mutual acceptance of final terms and conditions, to contract with ABM for custodial services for a period of July 1, 2022 through June 30, 2027, with a

five-year renewal option. Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.

- By a vote of 6 to 0 the Board adjourned the Closed Session and reconvened the Open Session. Governors Gargas, Klocke, Limbaugh, Malik, Martin and Smith voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 9:10 a.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

Edward P. Gargas
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
SECOND DAY OF JUNE, 2022**

The Board of Governors for Southeast Missouri State University convened Open Session on Thursday, June 2, 2022, at approximately 9:05 a.m., in the Academic Hall Board Room, on the campus of Southeast Missouri State University. Mr. Edward P. Gargas, President of the Board of Governors called the meeting to order. Governors present were: Mr. Edward P. Gargas, President of the Board of Governors; Ms. Tina L. Klocke, Vice President of the Board of Governors; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. David C. Martin; and Mr. Lloyd F. Smith. Quorum having been established, Board President Gargas 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; and Mr. Christopher R. Martin, Board Secretary. Board President Gargas presided.

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Smith and seconded by Governor Limbaugh to recess the Open Session and convene Closed Session pursuant to Section 640.021(1) of the Revised Statutes of Missouri. A roll call vote was taken. Voting in favor were Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith. The motion carried.

The Open Session was recessed at approximately 9:06 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED AND CLOSED EXECUTIVE SESSIONS

Upon reconvening the Open Session at approximately 10:36 a.m. Board President Gargas asked Board Secretary Martin to make announcements from Closed Session. Board Secretary Martin stated that no action was taking in Closed Session other than a 6-0 roll call vote in favor of adjourning closed session and reconvening the open session. The motion to adjourn Closed Session and reconvene Open Session was made by Governor Limbaugh and seconded by Governor Malik with all Governors – Gargas, Klocke, Limbaugh, Malik, Martin and Smith – voted in the affirmative.

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 10:37 a.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

Edward P. Gargas
President, Board of Governors
Southeast Missouri State University



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 24, 2022

Open Session

I. Motion to be Considered:

Authorize the offering of a new online MS degree in Agribusiness.

II. Background:

Justification: Like many disciplines, the agricultural industry is becoming more complex and utilizes advanced technologies for everything from accessing market data to controlling equipment via GPS coordinates and complex automation. Managing or serving as a manager within the agriculture industry requires more in-depth knowledge regarding agribusiness practices such as communications, analysis, marketing, policy, and understanding liabilities and risk. The current undergraduate degree introduces those concepts, but the proposed MS in Agribusiness will focus specifically on the above-mentioned needs and will further prepare its graduates to meet the current demands of the profession at the managerial level and provide them with career advancement opportunities.

Need: Almost 98 percent of these jobs in the region are found in two industries, Crop Production and Animal Production. These industries combined provide over 103,000 jobs in the five-state region (Missouri, Illinois, Kentucky, Tennessee, Arkansas). That number is projected to decrease slightly over the next 10 years, but with the high demand, increasing number of retirements, and just one other program in the region offering a masters in agribusiness which graduates about 23 students per year, the demand and need is high.

Nationally, only 4 percent of workers 25 years of age and older in this occupation have a master's degree or higher. Twenty percent have a bachelor's degree while 9.5 percent have an associate degree. The technical skills and experience needed to successfully manage an agricultural related

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: _____

business continues to grow and is becoming more complex. The marketing and information network across Southeast Missouri is critical to providing producer and consumer awareness and training for improving product quality, agricultural education, food safety and agricultural information transmission.

Program Summary: The program will be offered online to best meet the needs of working professionals and provide them with a flexible pathway for career advancement. The program will require 30 credit hours for completion and offer two paths, either to complete a thesis, or a non-thesis option which will require an externship as an additional experiential learning requirement. The anticipated enrollments and number of degrees awarded are:

MS in Agribusiness Projected Data	Enrollment Fall 2023	Enrollment Fall 2024	Enrollment Fall 2025	Enrollment Fall 2026	Enrollment Fall 2027
Full Time	5	10	10	20	25
Part Time	0	2	5	10	13
TOTAL	5	12	15	30	38
	Degrees Awarded 2023-2024	Degrees Awarded 2024-2025	Degrees Awarded 2025-2026	Degrees Awarded 2026-2027	Degrees Awarded 2027-2028
	0	3	5	10	11



MDHEWD NEW PROGRAM PROPOSAL: SUMMARY DATA

I. Student Preparation and Characteristics:

The Masters of Agribusiness is focused on mid-career professionals who desire to continue their education beyond that of a bachelor's degree with a focus on an increased understanding of Agribusiness issues.

Students will be required to meet Southeast Missouri State University's general admissions requirements for graduate studies. In addition, if the student does not have adequate agriculture background (minimum - minor in agriculture or a related field), he/she will be required to complete pre-requisites before enrolling in graduate courses. Applicants with a bachelor's degree in Agribusiness or a related field must have a minimum of 3.00/4.00 GPA in the last 9 semester hours of Agribusiness and at least 15 semester hours in agriculture related coursework. They should have completed at least six hours of university-level science and at least three hours of college credit mathematics in their undergraduate degree, at a C or higher.

II. Student and Employment Demand:

There is significant demand for a Master of Science in Agribusiness. Initial surveys indicated that approximately 20% of students in SEMO's undergraduate program (Fall 2021 enrollment-297) would like to pursue a master's degree. Fifteen percent of the alumni and regional professionals who have completed 5-15 years of work in the agriculture field indicate that they would like to pursue a master's degree.

According to the Bureau of Labor Statistics (BLS) in 2020 there were over 888,000 total jobs in this occupation nationally. The BLS projects that total jobs in this occupation will remain fairly stable over the next 10 years, decreasing by 0.7 percent from 2020-2030.

Focusing more on the Southeast Missouri State region, which was defined as the state of Missouri plus surrounding states Illinois, Kentucky, Arkansas, and Tennessee, Emsi reports that there were 77,674 jobs in 2021 with a projected growth of 2 percent from 2021 to 2026. The number of jobs in this occupation is above the national average for a region of this size. The demographics of the workforce in the area show that retirement risk is elevated with 50.8 percent of the employees aged 55 or older.

While many individuals in this occupation may be self-employed, there are a number of businesses with locations in the 5-state region including Perdue Farms, West Liberty Foods, Smithfield, and Prairie Farms Dairy. Within this region they estimate as many as 144 annual openings requiring a master's degree. The current number of graduates does not meet this need. While there are 15 institutions in the 5-state region offering some credentials in Agribusiness, there is only one institution offering a master's degree. Arkansas State University awarded 23 Master's degrees in Agribusiness in 2017, the most recent year in which completion data is available. In addition, the program is offered only in a traditional face-to-face format.



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 24, 2022

Open Session

I. Motion to be Considered:

Authorize the deletion of the BS degree in Recreation and Park Administration.

II. Background:

Justification: The BS in Recreation and Park Administration has experienced a sustained decline in enrollments for the past several years. Fall 2021 enrollments have dropped to 15 students. Because of this decline, the department has agreed to recommend elimination of the Recreation and Park Administration program. Currently enrolled students in the program will be afforded the opportunity to complete the program within the next three years or change to another similar major of their choosing.

Need: A need for qualified and prepared administrators of recreation facilities and parks still exists. Students interested in this career path will be able to continue to pursue their interests and be well prepared for assuming those roles by completing the recently modified BS in Sport Management. In April of 2022, the Sport Management faculty approved curriculum changes to enhance student success and retention, addresses issues identified in the 2020-2024 Commission on Sport Management Accreditation (COSMA) accreditation site visit, and blend faculty and students from the Recreation and Park Administration program into Sport Management. The revised Sport Management program includes a Recreation Management advising track with a specific, narrow focus of coursework to continue to prepare graduates for these types of careers. The changes to the Sport Management program allow students to pursue recreation management while increasing efficiency of the course offerings and allowing for the deletion of over 30 duplicate or nonessential courses.

Recommended By:

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

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

President *[Signature]* _____

Board Action on:

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

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

Program Summary: The BS in Recreation and Park Administration enrollment has declined by 69% in the past five years. The enrollments and degrees awarded for the past five years are:

BS in Recreation and Park Administration	Enrollment	Enrollment	Enrollment	Enrollment	Enrollment
	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
	48	33	30	20	15
	Degrees	Degrees	Degrees	Degrees	Degrees
	Awarded	Awarded	Awarded	Awarded	Awarded
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	12	19	12	13	11



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 24, 2022

Open Session

I. Motion to be Considered:

Authorize the deletion of the BS degree in Health Communication.

II. Background:


Justification: The Health Communication degree was created to provide a basic foundation in communication specific to the healthcare industries. Enrollments have remained fairly stable, but the average number of completers has not grown as expected and the faculty resources needed for the specialization cannot be maintained with the relatively low numbers. For these reasons, the department made the determination to recommend elimination of the program. Currently enrolled students in the program will be afforded the opportunity to complete the program within the next three years or change to another similar major of their choosing.

Need: The Health Communication degree is comprised of courses from several disciplines. Students earning this degree take courses in Health Sciences, Health Administration, Psychology, and Nutrition. While 18 credit hours are required in the Communication discipline, only one course is specific to health communication, SC301 Foundations of Health Communication.

Program Summary: The BS in Health Communication enrollment have remained consistent for the past several years with a significant drop last year. The enrollments and degrees awarded for the past five years are:

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: _____

BS in Health Communication	Enrollment	Enrollment	Enrollment	Enrollment	Enrollment
	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
	28	29	28	31	18
	Degrees	Degrees	Degrees	Degrees	Degrees
	Awarded	Awarded	Awarded	Awarded	Awarded
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	3	6	15	8	15



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 24, 2022

Open Session

I. Motion to be Considered:

Authorize the name change of the Minor in Business Administration to a Minor in Business.

II. Background:

Justification: The current minor in Business Administration is for non-business majors and requires a total of 30 credit hours for completion. Feedback from many of the disciplines with students seeking to pursue a minor in business, find that a 30-hour minor extends their total hours well beyond 120. By reducing the hours to 18, students will still receive a broad, general understanding of the major functional areas of business. The title of Business is more appropriate for the broad-based, foundational nature of the minor as opposed to the current Business Administration title. It is anticipated that this change will increase demand for the minor and provide more students with needed skills and knowledge to be successful in businesses related to their disciplines.

Need: The current minor has been in place for approximately 25 years. It requires 30 hours of identified course work, plus 6 hours of prerequisites for a total of 36 hours. Most minors require 15 to 21 hours. The departmental and college curriculum committees reviewed these requirements, and similar minors offered by peer institutions, and concluded that a foundation in the functional areas of business that include accounting, business law, economics, finance, management, and marketing are most appropriate for this minor.

Program Summary: The newly proposed minor in Business will require 18 credit hours for completion. Current numbers for the minor in Business Administration include:

Recommended By:

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

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

President *[Signature]* _____

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

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

Current Minor in Business Admin.	Enrollment Fall 2017	Enrollment Fall 2018	Enrollment Fall 2019	Enrollment Fall 2020	Enrollment Fall 2021
	184	154	79	65	108
	Minors Completed 2016-2017	Minors Completed 2017-2018	Minors Completed 2018-2019	Minors Completed 2019-2020	Minors Completed 2021
	33	36	46	35	23

**MINUTES OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
ACADEMIC & STUDENT ENGAGEMENT COMMITTEE
HELD ON THE
FIFTH DAY OF MAY, 2022**

The Academic and Student Engagement Committee for the Board of Governors of Southeast Missouri State University convened on Thursday, May 5, 2022, at approximately 2:06 p.m., in Academic Hall, Room 143, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Committee Chairman Mr. Vivek Malik called the meeting to order. Committee members appointed by the President of the Board of Governors present were: Mr. David C. Martin, and Ms. Lauren Kohn, Student Representative to the Board of Governors. Governor Malik welcomed those in attendance and outlined the agenda for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Dr. Mike Godard, Provost; Dr. Debbie Below, Vice President of Enrollment Management and Student Success; and Mr. Christopher R. Martin, Board Secretary. Governor Malik presided.

The first order of business included a review of minutes from the Committee's February 17, 2022. There were no objections to the minutes presented.

The remainder of the Committee included a work session on items pertinent to the Committee for the May 13, 2022 Board of Governor's meeting. The Committee first reviewed proposed Academic Program Changes, which included a conversation with Dr. Godard. The following academic program changes were proposed: option deletions in the B.A. in Writing; a new M.S. in Biology; a title change in the B.S. in Agribusiness, Horticulture option; and a title change in the B.S. in Mathematics, Applied Mathematics and Statistics Option. The discussion among Board members included questions seeking clarification about the proposed title changes and how they align with student and industry expectations. There were no stated concerns about forwarding the proposed academic program changes to the full Board of Governors for consideration.

To conclude its meeting, the Committee heard an update from University President Vargas on issues involving Mineral Area College. They also heard a presentation by Dr. Debbie Below, Vice President of Enrollment Management and Student Success on local, regional, and international recruitment initiatives. To close the meeting, University President Vargas encouraged committee members to begin thinking about the Board's June 23rd Retreat and to forward any topic suggestions to him and Board Secretary Martin.

The meeting concluded at approximately 3:05 p.m.

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873

BOARD OF GOVERNORS MOTION CONSIDERATION FORM

June 24, 2022

Open Session

I. Motion to be Considered:

Approve an increase in the international student application fee to \$60 effective for applicants paying the fee after November 1, 2022, a new \$60 optional practical training (OPT) case management fee, and a new \$125 OPT STEM extension case management fee, effective for OPT applications submitted after August 31, 2022.

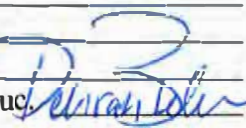
II. Background:

This proposal recommends the use of application and case management fees to offset expenses for personnel to support the international student admissions process and to manage 12-month Optional Practical Training (OPT) cases and additional 24-month OPT STEM extension cases.

Application Fee: International students seeking admission to a Southeast undergraduate or graduate program of study pay a one-time application fee of \$40. Increasing this fee to \$60 will provide the revenue to support personnel responsible for application processing and communications with prospective international students. The University anticipates receiving annual revenue of \$283,500 from a \$60 international student application fee. The number of applications received in FY22 is expected to surpass 5300, as compared to 2118 in FY21. This has added administrative work to the department and lengthened the time required to evaluate applications and transcripts, and to notify students of admissions and scholarship decisions. International student application fees for universities in Missouri include:

• Missouri State University	\$0 undergraduate, \$55 graduate
• Missouri Western	\$50 undergraduate, \$50 graduate
• Northwest Missouri State University	\$75 undergraduate, \$75 graduate
• University of Central Missouri	\$75 undergraduate, \$75 graduate
• University of Missouri-Columbia	\$65 undergraduate, \$65 graduate
• University of Missouri-Kansas City	\$0 undergraduate, \$45 graduate
• University of Missouri-St. Louis	\$40 undergraduate, \$40 graduate

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: _____

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

OPT/OPT STEM Case Management Fees: Post-completion optional practical training (OPT) is a federal program that permits international graduates to remain in the United States on their student visa and to get real-world work experience related to their major field of study. All international graduates are eligible for one year of OPT. An additional two-year OPT STEM extension is available to students in programs with a classification of instructional program (CIP) code in a science, technology, engineering, and math (STEM) field approved by the U.S. Department of Homeland Security (DHS).

OPT cases are managed by personnel in the Office of International Education and Services, in accordance with federal regulations issued by the U.S. Department of Homeland Security. Students seeking OPT submit an application to U.S. Citizenship and Immigration Services. The application may be submitted as early as 90 days before the academic program end date (graduation date) and up to 60 days after the academic program end date.

A \$60 case management fee would be charged to students applying for optional practical training (OPT) and a \$125 case management fee would be charged to students applying for a 24-month OPT extension. If approved, the new fees will be assessed to students submitting an OPT application or OPT STEM application on or after September 1, 2022. These case management fees are projected to generate \$18,375 annually.

While international student enrollment declined from 1131 in Fall 2015 to 476 in Fall 2020, enrollment is rebounding. For Fall 2022, the University projects an international enrollment of 950 or more, with more of the students earning a graduate degree in a STEM field than in previous years. This is anticipated to increase the OPT and OPT STEM case management loads in future years. In FY21, the department managed 130 OPT cases and 69 OPT STEM cases. As of June 1, 2022 the department has an FY22 case load of 109 OPT cases and 80 OPT STEM cases. With the increasing number of international graduates, the department projects 200 OPT cases and 200 OPT STEM cases in FY23.

A survey of OPT case management fees for universities in Missouri yielded the following results:

- | | |
|---------------------------------------|-----------------------------------|
| • Missouri Western | \$100 OPT STEM Extension |
| • Northwest Missouri State University | \$60 OPT/\$90 OPT STEM Extension |
| • University of Central Missouri | \$100 OPT STEM Extension |
| • University of Missouri-Columbia | \$75 OPT/\$150 OPT STEM Extension |



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 24, 2022

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
Houck Stadium South Sideline – Revised Design	August 2023	Hollis + Miller	\$1,142,750.00
Men's & Women's Basketball Locker Room Upgrade	Summer 2022	Nip Kelley Equipment	\$115,945.00

Part II – Facilities Management Capital Projects Update Report

A. STATE FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Tunnel 14,15,16,25 Repair/ Replacement	October 2023	Mobilization complete. Construction in progress.

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

PROJECT	ANTICIPATED COMPLETION	STATUS
Bookstore Renovation (Follett)	Summer 2022	Preconstruction meeting held May 24, 2022 with Follet and their contractor. Construction began mid-June 2022. Replace exterior storefront, flooring, dressing room, and add LED light fixtures.
General Construction Contract 2022	Multiple project 2022	LaFerla – ADA Improvements \$14,450.00 – Target Completion – 7/22/22 Sig Ep Restroom - \$15,600 – Target Completion – 7/01/22

Facilities Management Progress Report
June 24, 2022

Page 2 of 2

PROJECT	ANTICIPATED COMPLETION	STATUS
General Electrical Contract 2021/2022	Multiple projects 2021/2022	Horticulture Greenhouse Generator Installation – \$44,042.70 – Target Completion Fall 2022 (Equipment manufacturer delay.) Install Historic Light Poles at UC \$11,419.65 – Target Completion – 6/10/2022
General Plumbing Contract 2022	Multiple projects 2022	No new contracts.
Group Housing French Door Replacement	Spring 2023	Project to bid June 2022.
Johnson Hall Roof Replacement	Fall 2022	Materials shipping delayed until mid-July.
Houck Stadium S. Sideline Renovation	Fall 2023	Field turf replacement added to project. Design documents in progress. Construction documents and new estimate due June 2022. Project to bid July 2022. Fager McGee working to prep for Fall 2022 season.
Houck Fieldhouse Flooring Replacement	Spring/Summer 2023	Design documents in progress.
Men's & Women's Basketball Locker Room Upgrade	Summer 2022	Work to be completed by July 31, 2022.
Vandiver Hall Shower Replacement	Summer 2023	Design documents in progress.
Law Enforcement Academy South Parking Lot Upgrades		On hold.
Renovate Rowdy's	Summer 2022	Chartwell's contractor mobilized May 17, 2022. Anticipated completion July 20, 2022.
Transit/FMSC Building Roof Replacements	Fall 2022	Construction documents due June 2022.
Seabaugh Polytech Building Roof Replacement	Summer 2023	Design documents in progress.
Magill Hall Air Flow Analysis	Spring 2022	A/E contract awarded to Bernhard TME.
603 N. Henderson		Razing on hold to consider possible sale.
GS4 Haz-Mat Shed Installation	Summer 2023	Design documents in progress.
Show Me Center Meeting Room Renovations	Fall 2022	Design documents complete. Project to bid June 2022.

Note: Shading indicates completed projects.

FY22 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD

Attachment F

**ALL FUNDS
Through May 31, 2022**

	FY22 Appr Budget	FY22 May Budget	FY22 YTD	FY21 YTD
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ 46,149,699	\$ 42,303,891	\$ 42,303,899	\$ 37,062,977
STUDENT FEES:				
Tuition	70,452,412	70,452,412	73,071,744	67,674,944
Scholarships and Fee Waivers	(23,647,618)	(23,647,618)	(25,552,300)	(25,606,945)
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	\$ 46,804,794	\$ 46,804,794	\$ 47,519,444	\$ 42,067,999
Student Fees	9,849,640	9,844,390	10,406,707	12,508,910
TUITION AND STUDENT FEES:	\$ 56,654,434	\$ 56,649,184	\$ 57,926,151	\$ 54,576,909
OTHER SOURCES:				
Investment Income	140,000	135,833	136,469	169,384
State Grants and Contracts	528,405	484,371	440,340	484,374
Sales and Services of Academic Departments	2,856,054	2,618,550	2,656,226	2,320,094
Sales and Services of Non-Academic Departments	27,950,961	27,432,519	28,961,926	25,818,959
Foundation Support	1,238,522	312,000	271,147	882,797
Athletics Revenues	1,654,656	946,000	1,197,581	440,824
Miscellaneous Income	7,055,364	6,414,196	6,396,114	6,383,636
TOTAL OTHER SOURCES:	\$ 41,423,962	\$ 38,343,469	\$ 40,059,803	\$ 36,500,067
TOTAL ESTIMATED INCOME:	\$ 144,228,095	\$ 137,296,544	\$ 140,289,853	\$ 128,139,953
ESTIMATED EXPENDITURES:				
PERSONNEL:				
Faculty/Staff	63,959,302	60,186,479	53,326,688	54,477,768
Benefits	25,360,839	23,639,299	20,098,765	20,062,609
Student Labor	3,127,041	2,970,689	2,289,744	2,415,664
TOTAL PERSONNEL:	\$ 92,447,182	\$ 86,796,468	\$ 75,715,197	\$ 76,956,040
TOTAL EQUIPMENT AND OPERATIONS:	\$ 37,985,704	34,820,229	31,401,661	29,924,324
TOTAL ESTIMATED EXPENDITURES:	\$ 130,432,886	\$ 121,616,696	\$ 107,116,857	\$ 106,880,364
DEBT SERVICE TRANSFERS:	10,000,953	6,800,000	6,808,374	8,830,909
OPERATING TRANSFERS, NET:	871,865	884,365	(1,009,081)	(1,332,293)
TOTAL ESTIMATED NET TRANSFERS OUT/(IN):	\$ 10,872,818	\$ 7,684,365	\$ 5,799,293	\$ 7,498,616
SURPLUS/(DEFICIT):	\$ 2,922,391	\$ 7,995,483	\$ 27,373,702	\$ 13,760,973

**BOARD OF GOVERNORS
REPORT ITEM
June 24, 2022
Open Session**

**Faculty & Staff Personnel
Actions
April & May 2022**

SOUTHEAST MISSOURI STATE UNIVERSITY

April 2022

RANKED FACULTY APPOINTMENTS

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

TERM FACULTY APPOINTMENTS

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

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

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

SABBATICALS

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

STAFF LEAVE WITHOUT PAY

<u>Name</u>	Position-Department	Effective
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Bhattacharya, Shamik	Associate Professor Engineering & Technology	04/13/22
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SOUTHEAST MISSOURI STATE UNIVERSITY

April 2022

ADDENDUM A

The following have been appointed as Part-time Faculty for the spring 2022 semester.

Name	Department	Salary
Barna, Nicholas	Crim Just Soc Work Sociology	\$663.08
Benyon, Howard	Leadership Mdl & Sec Educ	\$3,123.00
Church, Michael	Kinesiology Nutrition Recreation	\$2,586.00
Duncan, Jimmy	Management	\$3,123.00
Ebert, Andrew	Psychology & Counseling	\$727.69
Graham, Michael	Early College Programs	\$2,500.00
Harris, William	Nursing	\$2,586.00
Kirn, Taylor	Management	\$2,586.00
Kloss, RaeAnne	Leadership Mdl & Sec Educ	\$3,123.00
Larino, Cathy	Management	\$2,586.00
Lee, Katharine	History & Anthropology	\$3,123.00
Leoni, Debra	Kinesiology Nutrition Recreation	\$2,586.00
Luo, Jiecai	Engineering & Technology	\$800.77
Mulholland, Carlen	Kinesiology Nutrition Recreation	\$3,123.00
Quaite, Alissa	Psychology & Counseling	\$663.08
Ryan, Beth	Marketing	\$3,123.00
Schumacher, Emma	Kinesiology Nutrition Recreation	\$2,586.00
Siebert, Andrew	Psychology & Counseling	\$663.08
Stern, Zachary	Music	\$6,246.00
Taylor, Richard	Leadership Mdl & Sec Educ	\$3,123.00
Vaughn, Courtanie	Child & Family Studies	\$2,586.00

SOUTHEAST MISSOURI STATE UNIVERSITY

April 2022

ADDENDUM B

Overload payments for spring 2022 teaching assignments.

Name	Department	Salary
Barnes, Jeremy	Kinesiology Nutrition Recreation	\$3,123.00
Braden, Indi	Agriculture	\$3,123.00
Dudley, Corrie	Nursing	\$1,041.00
Shadwick, Joshua	Crim Just Soc Work Sociology	\$3,123.00
Svenson, Sven	Agriculture	\$1,561.50

SOUTHEAST MISSOURI STATE UNIVERSITY

April 2022

ADDEMDUM C

The following have been appointed as Graduate Assistants for the spring 2022 semester.

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

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2022

STAFF APPOINTMENTS

Name	Position-Department	Salary	FTE	Effective
Bryant, Christopher	Support Service Staff Academic Support Services	\$31,865.60 annually	100	04/25/22
Dirnberger, Douglas	Carpenter Apprentice Buildings Dep Maintenance	\$41,279.20 annually	100	04/25/22
Lily, Michael	Int'l Admissions Spec Term International Education	\$26,873.60 annually	100	04/01/22
Lotfi, Neda	Int'l Admissions Spec Term International Education	\$26,873.60 annually	100	04/01/22

SOUTHEAST MISSOURI STATE UNIVERSITY
April 2022

STAFF SEPARATIONS

Name	Position-Department	<u>Effective</u>
Ball, Trent	Associate Provost Educational Access Programs	04/30/22
Bland, Ernesha	Hall Director Residence Hall Directors	04/29/22
Ciarniello, Janet	Senior Administrative Asst Show Me Ctr Administration	04/30/22
Ely, Melvin	Warehouse Worker Journeyman Central Receiving Mail Room	04/16/22
Farrow, Patrick	Project & Relief Specialist Custodial Svc Academic Bldgs	04/30/22
Gullett, Kenneth	Cpt of Police/Asst Director Public Safety	04/30/22
Hall, Macy	Community Mobilizer Regional Support Center	04/07/22
Ketchum, Tim	Food and Beverage Manager Show Me Ctr Concessions	04/29/22
McMahon, Samuel	Asst Coach Mens Basketball	04/06/22
Ortega, Tinea	Coord. of Academic Programs Cape College Center	04/14/22
Powers, Leah	Operations Manager Catapult Creative House	04/30/22
Russell, Joshua	Creative Strategy Project Mgr University Marketing	04/01/22
Schuetz Dorey, Kimberly	Associate AD Administration Athletics Administration	04/30/22
Totton, Walter	Electrician Journeyman Buildings Dept Maintenance	04/18/22

STAFF LEAVE WITHOUT PAY

Name	Position-Department	Effective
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No Data to Report

SOUTHEAST MISSOURI STATE UNIVERSITY

April 2022

STAFF CHANGE OF STATUS

Name	Position-Department	Action	Effective
Adams, Jasmine	From: Digital Marketing Strategist University Marketing \$42,265.67 annually	Reorganization	04/04/22
	To: Assistant Director, Digital Marketing Marketing and Communication \$45,224.27 annually		
Palmisano, Anita	From: Web Design Specialist University Marketing \$40,177.80 annually	Reorganization	04/04/22
	To: UI/UX Designer Marketing and Communication \$42,990.25 annually		
Peters, Nicole	From: Graphic Designer University Marketing \$36,814.20 annually	Reorganization	04/04/22
	To: Senior Brand Designer Marketing and Communication \$39,391.19 annually		
Saverino, Dana	From: Creative Strategy Project Manager University Marketing \$54,291.62 annually	Reorganization	04/04/22
	To: Director, Creative Marketing Strategy Marketing and Communication \$63,770.00 annually		
Well, Tonya	From: Director, University Marketing University Marketing \$85,616.20 annually	Reorganization	04/04/22
	To: Asst Vice President Marketing and Communication \$110,220.00 annually		
Uelsmann, Keith	Electrician Journeyman Buildings Dept Maintenance From: \$47,985.60 annually	Longevity Increase	04/10/22

SOUTHEAST MISSOURI STATE UNIVERSITY

April 2022

STAFF CHANGE OF STATUS

Name	Position-Department	Action	Effective
Adams, Jasmine	From: Digital Marketing Strategist University Marketing \$42,265.67 annually	Reorganization	04/04/22
	To: Assistant Director, Digital Marketing Marketing and Communication \$45,224.27 annually		
Palmisano, Anita	From: Web Design Specialist University Marketing \$40,177.80 annually	Reorganization	04/04/22
	To: UI/UX Designer Marketing and Communication \$42,990.25 annually		
Peters, Nicole	From: Graphic Designer University Marketing \$36,814.20 annually	Reorganization	04/04/22
	To: Senior Brand Designer Marketing and Communication \$39,391.19 annually		
Saverino, Dana	From: Creative Strategy Project Manager University Marketing \$54,291.62 annually	Reorganization	04/04/22
	To: Director, Creative Marketing Strategy Marketing and Communication \$63,770.00 annually		
Well, Tonya	From: Director, University Marketing University Marketing \$85,616.20 annually	Reorganization	04/04/22
	To: Asst Vice President Marketing and Communication \$110,220.00 annually		
Uelsmann, Keith	Electrician Journeyman Buildings Dept Maintenance From: \$47,985.60 annually To: \$48,443.20 annually	Longevity Increase	04/10/22

SOUTHEAST MISSOURI STATE UNIVERSITY
May 2022

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 Per Course Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
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Chandler, John	Instructor History & Anthropology	05/31/22
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Essmyer, Lisa	Instructor Management	05/31/22
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Green, Laura	Instructor Leadership Mdl & Sec Education	05/31/22
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Hansen, Jeffrey	Instructor Marketing	05/31/22
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Heitman, Linda	Professor Nursing	05/31/22
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McAlister, Victoria	Associate Professor History & Anthropology	05/31/22
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McVay, George	Instructor Agriculture	05/31/22
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Prasai, Raj	Instructor	05/31/22
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	Biology	
Rhodes, Melissa	Instructor Nursing	05/31/22
Ritchie, Lona	Instructor Elem Early and Special Education	05/31/22
Schaffner, Linda	Instructor Elem Early and Special Education	05/31/22
Schnurbusch, Ann	Instructor Mathematics	05/31/22
Stanton, Michael	Instructor History & Anthropology	05/31/22
Thiele, Nicholas	Instructor Agriculture	05/31/22
Weber, William	Professor Accounting Economics Finance	05/31/22
Wiggins, Arika	Instructor Crim Just Soc Work Sociology	05/31/22
Wood, Diane	Professor Biology	05/31/22

SABBATICALS

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

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
May 2022

ADDENDUM A

The following have been appointed as Part-time Faculty for the spring 2022 semester.

Name	Department	Salary
Barna, Nicholas	Crim Just Soc Work Sociology	\$331.54
Brands, Christina	Dual Credit	\$2,586.00
Ebert, Andrew	Psychology & Counseling	\$363.85
Johnson, Andrew	Psychology & Counseling	\$363.85
Luo, Jiecai	Engineering & Technology	\$400.38
Quaite, Alissa	Psychology & Counseling	\$351.51
Siebert, Andrew	Psychology & Counseling	\$351.54

SOUTHEAST MISSOURI STATE UNIVERSITY
May 2022

ADDENDUM B

Overload payments for spring 2022 teaching assignments.

Name	Department	Salary
Aide, Michael	Agriculture	\$100.00
Alexander, Toni	History & Anthropology	\$50.00
Amer, Suhair	Computer Science	\$200.00
Atuo, Fidelis	Biology	\$150.00
Bengtson, Jennifer	History & Anthropology	\$100.00
Bodenheimer, Mary	Art & Design	\$50.00
Braden, Indi	Agriculture	\$100.00
Buck, Tamara	Mass Media	\$100.00
Caldwell, James	Management	\$100.00
Casey, Garrett	Chemistry & Physics	\$150.00
Celaya, Anthony	English	\$100.00
Cervantes, Charlotte	Kinesiology Nutrition Recreation	\$50.00
Clubbs, Brooke	Leadership Mdl & Sec Educ	\$100.00
Cox, Sandra	English	\$100.00
Criblez, Adam	History & Anthropology	\$150.00
Crowley, Edward	Management	\$100.00
Cunningham Ladwig, Christine	Marketing	\$50.00
Dai, Wei	Computer Science	\$50.00
Dudley, John	Engineering & Technology	\$350.00
Faber, Anthony	Child & Family Studies	\$250.00
Fluegge, Erin	Management	\$50.00
Fritz, Kelley	Biology	\$250.00
Fulton, Susan	Communication Disorders	\$200.00
Ghosh, Santaneel	Engineering & Technology	\$250.00
Griffin, Jeremy	Art & Design	\$250.00
Hatcher, Laura	Political Sci Philosophy Relig	\$150.00
Heider, Jeremy	Psychology & Counseling	\$250.00
Hill, H Hamner	Political Sci Philosophy Relig	\$150.00
Hoffman, Steven	History & Anthropology	\$100.00
Holshouser, Billie	Child & Family Studies	\$100.00
Jefferson, Joseph	Music	\$150.00
Judd, Timothy	Biology	\$200.00
Kinnison, Carl	Crim Just Soc Work Sociology	\$50.00
Kirschman, Lucas	Biology	\$200.00
Kisat, Courtney	History & Anthropology	\$100.00
Kraemer, John	Biology	\$300.00
Krieger, Laura	Crim Just Soc Work Sociology	\$350.00
Kuborn, Sarah	Child & Family Studies	\$200.00
Li, Zhouzhou	Computer Science	\$100.00
Liu, Xiaoming	Computer Science	\$100.00

Louie, Kimberly	Comm Stu & Mod Languages	\$150.00
Lowe, Robert	Computer Science	\$50.00
McAllister, Charles	Computer Science	\$100.00
McMillan, Heather	Management	\$50.00
McMurry, Jaron	Engineering & Technology	\$50.00
McNew, Mary Shannon	Biology	\$150.00
Mitra, Reshmi	Computer Science	\$50.00
Murphy, Joseph	Chemistry & Physics	\$100.00
Musgrave, Kevin	Comm Stu & Mod Languages	\$50.00
Newman, James	Political Sci Philosophy Relig	\$50.00
Noto, Quantella	Management	\$200.00
Prasai, Raj	Biology	\$2,400.00
Radu, Monica	Crim Just Soc Work Sociology	\$50.00
Ray, Jayanti	Communication Disorders	\$550.00
Roberts, Craig	Mathematics	\$100.00
Ruggiero, Robert	Biology	\$150.00
Schmid, Morgan	Art & Design	\$50.00
Shaner, Sarah	Chemistry & Physics	\$150.00
Sides, Jason	Political Sci Philosophy Relig	\$50.00
Siegel, Dustin	Biology	\$250.00
Siemers, Samantha	Agriculture	\$200.00
Sim, Wee Wee	Computer Science	\$50.00
Snyder, Joseph	History & Anthropology	\$50.00
Thompson, Emmanuel	Mathematics	\$100.00
Tilmon, Misty	Communication Disorders	\$350.00
Tomchuk, David	Kinesiology Nutrition Recreation	\$50.00
Wagganer, Jason	Kinesiology Nutrition Recreation	\$150.00
Walling, Jeremy	Political Sci Philosophy Relig	\$300.00
Wang, Shaojun	Engineering & Technology	\$100.00
Washington, Samantha	Communication Disorders	\$200.00
Wilson, Asa	Management	\$50.00
Wojdylo, Jerzy	Mathematics	\$50.00

SOUTHEAST MISSOURI STATE UNIVERSITY
May 2022

ADDEMDUM C

The following have been appointed as Graduate Assistants for the spring 2022 semester.

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

SOUTHEAST MISSOURI STATE UNIVERSITY
May 2022

STAFF APPOINTMENTS

Name	Position-Department	<u>Salary</u>	FTE	Effective
Becherer, Sawyer	Coordinator Mktg & Engagement Athletics Marketing Promotions	\$38,460.00 annually	100	05/23/22
Gann, Dimitri	Administrative Assistant Art & Design	\$25,729.60 annually	100	05/31/22
Johnson, Kelsey	Asst Coach Womens Basketball	\$43,000.08 annually	100	05/09/22
Reynolds, Steven	Asst Coach Mens Basketball	\$60,000.00 annually	100	05/09/22
Strohm, Daniel	Asst Dir Sports Performance Strength and Conditioning	\$36,600.00 annually	100	05/23/22

SOUTHEAST MISSOURI STATE UNIVERSITY
May 2022

STAFF SEPARATIONS

Name	Position-Department	<u>Effective</u>
Bartow, Nicole	Coordinator, Nursing Lab Nursing	05/31/22
Beasley, Antwon	Project & Relief Specialist Custodial Svc Academic Bldgs	05/04/22
Benn, Marissa	Custodial Technician III Custodial Svc Academic Bldgs	05/19/22
Bullock, Jerry	Dean of Extended Studies Academic Affairs	05/31/22
Ebert, Gerald	Custodial Technician Custodial Svc Academic Bldgs	05/06/22
Eckstein, Gabriel	Custodial Technician I Custodial Svc Academic Bldgs	05/19/22
Harris, Alexis	Hall Director Residence Life	05/31/22
Howell, Brandon	Custodial Technician Custodial Svc Academic Bldgs	05/09/22
Hull, Christopher	Custodial Technician I Custodial Svc Academic Bldgs	05/25/22
Markham, Ervin	Custodial Technician III Custodial Svc Academic Bldgs	05/19/22
Nenninger, Andrea	Senior Administrative Assistant Research & Sponsored Programs	05/06/22
Rees, Michelle	Communications Coordinator University Marketing & Communications	05/14/22
Sachs, Emily	Admissions Counselor I Admissions	05/13/22
Schwartz, Katherine	Marketing Strategist University Marketing & Communications	05/11/22

Tiehes, Sara	Custodial Technician III Custodial Svc Academic Bldgs	05/06/22
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Wilson, Jessica	Business Operations Technician Athletics Business Office	05/05/22
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STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY

May 2022

STAFF CHANGE OF STATUS

Name	Position-Department	Action	Effective
Champagne, LaDon	Director Basketball Operations Mens Basketball From: \$36,865.00 annually To: \$37,602.36 annually	Contract Renewal	05/01/22
Jenkins, Carolyn	Asst Coach Womens Basketball From: \$40,000.08 annually To: \$43,000.08 annually	Contract Renewal	05/01/22
Newsome, Jasmine	Asst Coach Womens Basketball From: \$55,000.08 annually To: \$60,000.00 annually	Contract Renewal	05/01/22
Pickens, Keith	Asst Coach Mens Basketball From: \$71,158.08 annually To: \$75,356.88 annually	Contract Renewal	05/01/22
Yoder, Dustin	Asst Coach Mens Basketball From: \$60,600.00 annually To: \$61,812.00 annually	Contract Renewal	05/01/22
Davis, Rodney	Custodial Technician Custodial Svc Academic Bldgs From: \$23,774.40 annually To: \$25,500.80 annually	Certification Increase	05/08/22
Ruesler, Kali	Custodial Technician Custodial Svc Academic Bldgs From: \$23,774.40 annually From: \$25,500.80 annually	Certification Increase	05/08/22
Gohn, George	Custodial Technician III Custodial Svc Academic Bldgs From: \$27,684.80 annually To: \$28,100.80 annually	Longevity Increase	04/24/22
Moore, Stafford	Support Service Staff Academic Support Services From: \$32,323.20 annually To: \$32,427.20 annually	Longevity Increase	05/22/22

**MINUTES OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
FINANCE & AUDIT COMMITTEE
HELD ON THE
FIFTH DAY OF MAY, 2022**

The Finance and Audit Committee for the Board of Governors of Southeast Missouri State University convened on Thursday, May 5, 2022, at approximately 9:15 p.m., in Academic Hall, Room 143, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Committee Chairwoman Ms. Tina L. Klocke called the meeting to order. Committee members appointed by the President of the Board of Governors present were: Mr. Jim Limbaugh and Mr. Lloyd Smith. Governor Klocke welcomed those in attendance and outlined the agenda for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Dr. Brad Sheriff, Vice President for Finance and Administration; and Mr. Christopher R. Martin, Board Secretary. Governor Klocke presided.

The first order of business included a review of minutes from the Committee's February 16, 2022 meeting. There were no concerns with the minutes as presented.

The remainder of the Committee included a work session on items pertinent to the Committee for the May 13, 2022 Board of Governor's meeting. The Committee first reviewed proposed FY23 tuition and fees. Dr. Sheriff offered an overview of the process and reminded committee members of recent changes to the Higher Education Student Funding Act impacting tuition increases. He then reviewed proposed tuition and fee rates in the following categories – undergraduate resident, and online; and graduate resident, nonresident, and online. Dr. Sheriff also reviewed the proposed rates for lower division courses at the Regional Campuses. He explained that the proposed rates represent a significant change in how the University sets tuition and he offered rationale for why administration believed it made sense to move in the proposed direction.

Following Dr. Sheriff's review of the proposed FY2023 tuition and fees, the Committee engaged in discussion. All committee members acknowledged the work of administration to put together the proposal, however, they expressed concern that such a significant change could have a negative impact in-and-outside of the University. They discussed the need to be competitive with peers, the importance of maintaining quality programs, and the significance of taking action that could have unattended consequences from a lack of understanding as to why the University is doing what is proposed. The Committee encouraged University leaders to continue thinking about various tuition models and to prepare alternatives for consideration. Based on the discussion, the Committee stated they did not believe the FY2023 tuition and fee schedule, as proposed, should be presented at the May 13 Board of Governors meeting.

The Committee's work session also included a review of: (1) proposed special course fees and electronic course materials; (2) the progress report on contracts and facilities management; (3)

the budget to actual report; and (4) faculty and staff personnel actions from January to March 2022. There were no concerns forwarding these items to the full Board at the May 13 meeting.

To conclude its meeting, the Committee heard an update from University President Vargas on issues involving Mineral Area College and construction related to the Houck Project. They also heard an update on advisory services related to financial management from Dr. Sheriff. Prior to adjournment, University President Vargas encouraged committee members to begin thinking about the Board's June 23rd Retreat and to forward any topic suggestions to him and Board Secretary Martin.

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

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors

**MINUTES OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
FINANCE & AUDIT COMMITTEE
HELD ON THE
EIGHTEENTH DAY OF MAY, 2022**

The Finance and Audit Committee for the Board of Governors of Southeast Missouri State University convened on Wednesday, May 18, 2022, at approximately 3:30 p.m., in Academic Hall, Room 143, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Committee Chairwoman Ms. Tina L. Klocke called the meeting to order. Committee members appointed by the President of the Board of Governors present were: Mr. Jim Limbaugh and Mr. Lloyd Smith. Governor Klocke welcomed those in attendance and outlined the agenda for the meeting for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Dr. Brad Sheriff, Vice President for Finance and Administration; Dr. Debbie Below, Vice President of Enrollment Management and Student Success; and Mr. Christopher R. Martin, Board Secretary. Governor Klocke presided.

The first item on the agenda included a work session on a revised FY2023 tuition and fee schedule in response to the Committee's request at their May 5 meeting. Dr. Sheriff reviewed the revised proposal and stated that it treats all populations of student equally, in that all increases will be by like dollar amounts. He stated that it would be good to continue conversations about how the University changes the way it handles tuition but acknowledged that the timing may not be right. However, he pledged to continue to engage the Committee on the topic.

Following Dr. Sheriff's review of the revised FY2023 tuition and fee schedule, the Committee engaged in discussion. Committee members sought clarifications on the rates related to resident to non-resident students and discussed how each could be communicated to the broader community. They reviewed the revised proposal through the lens of peer institutions and agreed it would keep the University competitive. The Committee asked Dr. Sheriff to explain the proposal's impact on the University's budget, to which he said it would not be significant because the model is very similar to what is currently done. Dr. Sheriff stated a new model would give the University an opportunity to positively impact net-tuition, reinforcing his commitment to continue engaging the Committee on the topic in the months ahead. After a brief discussion on international tuition, the Committee thanked University leaders for revisiting the proposal discussed at the May 5 Finance and Audit Committee meeting and for presenting an alternative model for consideration. The Committee stated they had no concerns presenting the revised model to the full Board of Governors for consideration and action.

The last item discussed included an update by Dr. Sheriff on a competitive bidding process related to custodial services. He outlined the process, discussed the number of bids received, shared information on campus presentations, and summarized a recommendation of the evaluation committee to enter into formal negotiations with ABM to finalize a contract for

custodial services. After some brief discussion, the Committee noted it would be appropriate to present this item to the full Board for consideration and action.

The meeting concluded at approximately 4:35 p.m.

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors



SOUTHEAST MISSOURI
STATE UNIVERSITY • 1873

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

June 24, 2022

Open Session

I. Motion to be Considered:

Approve the proposed FY23 University Operating budget.

II. Background:

The proposed FY23 University Operating Budget includes the University's Education and General (E&G), Designated, and Auxiliary fund budgets. The E&G budget supports academic instruction and general operations. Funding for general operations primarily comes from state appropriations and tuition. Designated funds include those revenues designated for specific purposes (e.g., student general fees) or assessed/collected for a specific service or activity (e.g., the University School for Young Children, the University Autism Center). Auxiliary funds operate as profit centers that need to generate enough revenue to account for their expenses. Examples of auxiliary units are Residence Life, Textbook Rental, and Student Recreation Services.

Attachment 1 summarizes the proposed FY23 Operating Budget for all funds and provides as a comparison projected actuals for FY22. The total budget for University expenditures and transfers for FY23 is \$145.5M. Budgeted operating revenues are up slightly at \$146.3M, creating a budgeted operating surplus for FY23 of \$802K. The proposed budget incorporates tuition and fee actions taken by the Board in May 2022 as well as the room and board rate increases approved by the Board at its February 2022 meeting.

Notable changes to the budget from FY22 to FY23 are as follows:

- State appropriations – At this time, the House and Senate have approved HB03 which provides a 5.4% increase in operating appropriations for public higher education institutions. For Southeast, this increase equates to \$2.5M over the amount received in FY22. Although Governor Parson has not yet approved the bill, this increase is reflected in the FY23 budget.

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: _____

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

Additionally, also subject to final gubernatorial approval, the University may receive \$1.06M in one-time funds to offset the incremental cost of its FY23 MOSERS contributions on behalf of employees.

- **Student fees** – In spite of a modest tuition increase, a projected enrollment decline of approximately 150 FTE students will drive decreased gross tuition of \$71.2M. Coupled with a budgeted increase in institutional scholarships and a nearly offsetting increase in student fees, net tuition and fees will fall by \$2M from the FY22 projected actual.
- **Other sources** – In the aggregate, other sources of revenue are slightly better than flat to FY22.
- **Personnel** – University leadership recognizes the need to invest in employee compensation, as the recruitment and retention of quality faculty and staff are paramount to the University's execution of its mission. Related to this need, the University completed a salary equity study in FY20 to identify relevant salary and wage benchmarks for each of the University's job classifications. In FY21, the university was able to bring all employees to the minimum of their new salary ranges and to implement the first 10% of parity, along with a 1% salary increase. Buoyed by an increase in state appropriations, the University implemented the next 60% of parity and provided a 2% increase. With state appropriations looking strong once again for FY23 and the capacity of Designated and Auxiliary funds to accommodate the increases, University leadership recommends implementing the final 30% of parity and a 3.5% increase. The 3.5% salary program will be the largest, by percentage, since FY01. The budgeted cost of the FY23 salary program is \$3.25 million.
- **Total Equipment and Operations** – While each division has worked to make cuts to their operating budgets, some equipment and operations line items (e.g., rent, utilities, software licensing) experience regular increases and still others (e.g., property insurance, cyber insurance, athletics insurance) are rising dramatically. The net result is a budgeted increase of \$6.3M over projected FY22 actuals across all funds – or a \$3.1M budget to budget increase from FY22. The University anticipates that this budget may continue to be higher than necessary in FY23 due to the continued use of COVID-19 relief funding.
- **Total Estimated Transfers Out/(In)** – A \$1.5 million increase will result from known growth in debt service of \$2M.

FY23 ALL FUNDS BUDGET
Comparison to FY22 Projected Actuals

	FY22 Projected Actuals	FY23 Budget
ESTIMATED INCOME:		
STATE APPROPRIATIONS:	\$ 46,149,699	\$ 48,641,781
STUDENT FEES:		
Tuition	73,072,761	71,180,490
Scholarships and Fee Waivers	(25,552,300)	(26,211,003)
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	\$ 47,520,461	\$ 44,969,487
Student Fees	10,359,707	10,904,740
TUITION AND STUDENT FEES:	\$ 57,880,168	\$ 55,874,227
OTHER SOURCES:		
Investment Income	176,469	82,500
State Grants and Contracts	528,405	528,405
Sales and Services of Academic Departments	2,626,226	2,924,344
Sales and Services of Non-Academic Departments	28,904,926	28,451,914
Foundation Support	1,281,469	1,253,733
Athletics Revenues	1,509,581	1,867,666
Miscellaneous Income	6,426,114	6,687,089
TOTAL OTHER SOURCES:	\$ 41,453,190	\$ 41,795,651
TOTAL ESTIMATED INCOME:	\$ 145,483,057	\$ 146,311,659
ESTIMATED EXPENDITURES:	Anticipated	FY23 Budget
PERSONNEL:		
Faculty/Staff	60,796,880	63,689,480
Benefits	22,865,883	25,528,668
Student Labor	2,564,494	2,789,422
TOTAL PERSONNEL:	\$ 85,168,257	\$ 92,007,570
TOTAL EQUIPMENT AND OPERATIONS:	34,758,772	41,094,653
TOTAL ESTIMATED EXPENDITURES:	\$ 119,927,029	\$ 133,102,223
DEBT SERVICE TRANSFERS:	9,806,858	11,979,690
OPERATING TRANSFERS, NET:	1,127,228	427,828
TOTAL ESTIMATED NET TRANSFERS OUT/(IN):	\$ 10,934,085	\$ 12,407,518
SURPLUS/(DEFICIT):	\$ 14,621,942	\$ 801,918