



## NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this twentieth day of September 2023, that the Board of Governors of Southeast Missouri State University will convene at 2:00 p.m., on Thursday, September 21, 2023, and again at 9:00 a.m. on Friday, September 22, 2023 in the Academic Hall Board Room on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

The tentative agendas are attached to this notice and include votes to convene closed session for consideration of matters authorized by statute, including Sections 610.021(1), (3), (13) and (18) of the Revised Statutes of Missouri.

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

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Christopher R. Martin  
Board of Governors' Secretary



**SOUTHEAST MISSOURI**  
**STATE UNIVERSITY • 1873<sup>®</sup>**

**BOARD OF GOVERNORS**  
**2:00 p.m., Thursday, September 21, 2023**  
**Academic Hall Board Room\***

**WORK SESSION AND**  
**COMMITTEE MEETINGS**  
**AGENDA**

*Committee Meeting Times are Estimated*

- 1. General Business (2:00-2:05 p.m.)**  
*(Governor Klocke)*
  - a. Welcome and Call to Order
  - b. Roll Call of Members and Determination of Quorum
  - c. Review Minutes of June 19 and 20, 2023 *(Attachment A)*
- 2. Academic & Student Engagement Committee (2:05-3:00 p.m.)**  
*(Governor Smith)*
  - a. Report Item(s)/Information
    - i. Fall 2023 Census Enrollment and Student Outcomes
- 3. Finance & Audit Committee (3:00-3:50 p.m.)**  
*(Governor Limbaugh)*
  - a. Review Items on Next Day's Agenda
    - i. Progress Report on Contracts and Facilities Management *(Attachment C)*
    - ii. FY24 Operating Budget to Actual Report *(Attachment D)*
    - iii. Faculty and Staff Personnel Actions *(Attachment E)*
- 4. Break (3:50-4:00 p.m.)**
- 5. University President's Items (4:00-5:00 p.m.)**
  - a. Divisional Update – Economic and Workforce Development
  - b. University Update – Homecoming & 150<sup>th</sup> Engagement
  - c. Community Partnership Update – Mr. Scott Blank
- 6. General Business (5:00-5:30 p.m.)**
  - a. Other Matters for Discussion
  - b. Review Schedule and Logistics for Next Day's Meeting



**BOARD OF GOVERNORS MEETING**  
**9:00 a.m., Friday, September 22, 2023**  
**Academic Hall Board Room\***

**Open Agenda**

**Swearing-in Ceremony for Kerry K. Robinson, New Member of the Board of Governors**

**1. General Business**

*(Governor Klocke)*

- a. Action Item(s)
  - i. Welcome and Call to Order
  - ii. Roll Call and Determination of Quorum
  - iii. Consideration of Minutes of June 19, 2023 Work Session and June 20, 2023 Open Session Meeting **(Attachment A)**

**2. University President's Items**

*(University President Vargas)*

- a. Report Item(s)/Information
  - i. University President's Report
  - ii. Student Presentation **(Attachment B)**
  - iii. Report from Student Government
  - iv. Report from Faculty Senate

**3. Academic & Student Engagement Committee**  
*(Governor Smith)*

- a. Report Item(s)/Information
  - i. Fall 2023 Census Enrollment and Student Outcomes

**4. Finance & Audit Committee**  
*(Governor Limbaugh)*

- a. Report Item(s)/Information
  - i. Progress Report on Contracts and Facilities Management **(Attachment C)**
  - ii. FY24 Operating Budget to Actual Report **(Attachment D)**
  - iii. Faculty and Staff Personnel Actions **(Attachment E)**

**5. General Business**  
*(Governor Klocke)*

- a. Action Item(s)
  - i. Convene Closed Session for Appropriate Considerations Pursuant to Sections 610.021(1), (3), (13) and (18) of the Revised Statutes of Missouri
  - ii. Reconvene Open Session
  - iii. Announcements of Actions Taken in Closed Session
- b. Report Item(s)/Information
  - i. Legislative Report
  - ii. Adjourn Board of Governors Meeting

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

**MINUTES OF THE WORK SESSION  
AND RETREAT  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
HELD ON THE  
NINETEENTH DAY OF JUNE 2023**

The Board of Governors for Southeast Missouri State University convened in open session on Monday, June 19, 2023, at approximately 9:30 a.m. in the LaSalle Room of the Drury Plaza Hotel St. Louis at the Arch in St. Louis, Missouri. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Lloyd F. Smith; and Mr. Clayton Eftink, Student Representative to the Board of Governors. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; and Mr. Christopher R. Martin, Board Secretary. Members of Executive Staff were in attendance, as well as Dr. Melanie Overton from EAB. Board President Klocke presided.

**BOARD WORK SESSION**

Board President Klocke called on Board Secretary Martin to review the logistics for the June 20<sup>th</sup> board meeting, after which Dr. Brad Sheriff, Vice President of Finance and Administration, presented the proposed FY24 University General Operating and Auxiliary Budgets for discussion.

In reviewing the FY24 Budget, Dr. Sheriff highlighted state appropriations, anticipated revenues from tuition and students fees, as well as revenues from other sources such as investment income and grants. He also reviewed anticipated expenses. In total, Dr. Sheriff estimated the FY24 budget to total \$153 million. He commented the personnel will continue to be a large expense and shared with the board a recommended 4 percent salary increase for employees. In closing, Dr. Sheriff noted that state appropriations will account for about 34 percent of the university's revenue, while student tuition and fees will be about 37 percent and other sources of income will total roughly 29 percent. Following his summary of the proposed FY24 budget, Dr. Sheriff invited questions from the board.

Governor Limbaugh inquired about the status of the university's self-insurance program and commented on how it should be seen by employees as a benefit. In response, Dr. Sheriff noted that the transition to self-insurance continues to go well, and that the University remains focused on building its reserves to support the program long-term. In follow-up, Board President Klocke asked whether the university is considering any plan design changes or increases in future years. Dr. Sheriff answered that the university may have to propose a mid-year increase beginning January 1, 2024 and that some changes have already been implemented and others are being explored. Keeping with healthcare, Governor Limbaugh requested an update on the university's

relationship with Southeast Health and whether the relationship has impacted insurance. In reply, Dr. Sheriff noted that the university's relationship with Southeast Health is great and that the university is engaged in discussions to understand what impact, if any, there may be due to Southeast Health's affiliation with Mercy. A final health care related question came from Governor Smith who asked if retirees keep their healthcare, to which Dr. Sheriff responded they do.

The remaining discussion focused on the proposed 4 percent salary increase for employees. Governor Limbaugh stated that the university's has a responsibility to do something but that implemented like the state that would exceed 8 percent would be difficult. For context, Dr. Sheriff noted that for the university to implement an increase consistent with the state, it would cost more than \$7 million. Hearing no further comments, Board President Klocke reminded board members that the proposed FY24 budget would be voted on during the next day's meeting.

### **BOARD DEVELOPMENT WORKSHOP – 2023 STATE OF HIGHER EDUCATION**

Board President Klocke welcomed Dr. Melanie Overton from Education Advisory Board (EAB) to share a presentation titled "Resetting Higher Ed's Focus on Long-Term Strategy."

During her presentation, Dr. Overton discussed undergraduate enrollment challenges, opportunities, considerations related to talent, and the importance of continued cost-cutting guided by long-term strategy. Regarding enrollment, she reviewed national data, and data specific to Southeast, related to demographics, college-going rates, and market share. Dr. Overton also touched on the idea of strategic differentiation and shared some case studies from other colleges and universities that have seen positive results related to enrollment, talent, and planning in recent years. Concerning talent, Dr. Overton talked about common misconceptions and emerging realities related to employee recruitment and retention. She closed her presentation by discussing financial considerations that institutions face and shared data from the national level regarding institutional revenues and expenses.

Following the presentation, board members thanked Dr. Overton for her attendance at the retreat and Governor Limbaugh commented that the information shared was validation of some of what the institution is already doing.

At approximately 12:21 p.m. the Board took a brief break for lunch and reconvened at around 1:25 p.m.

### **BOARD STRATEGY WORKSHOP – REVIEWING THE STRATEGIC ACTION PLAN**

Board President Klocke called on Dr. Debbie Below, Vice President of Enrollment Management and Student Success, to facilitate a discussion on strategic enrollment planning as it relates to the Strategic Action Plan (SAP).

Beginning her comments, Dr. Below reminded the board of previous SAP updates provided to them, as well as the presentation they received on key performance indicators (KPIs). She then talked through the SAP, briefly commenting on its three sections and summarizing selected goals

and actions. Before going into specific tactics to impact enrollment, Dr. Below shared a situational analysis to help board members understand the overall enrollment landscape. She mentioned that high school graduates are forgoing college to enter the workforce, she noted that Missouri college enrollment has declined every year since 2014, and she shared that college students are increasingly diverse which Dr. Below noted that these factors and others reinforce the importance of academic program review, tuition setting, staff engagement in the admissions process, and utilizing tools such as AI Chat software and search engine optimization.

Dr. Below commented that Southeast, like all institutions, pays close attention to the enrollment funnel and uses data to make decisions and drive investments. She also discussed the importance of marketing and reminded the board of the university's "Tomorrow's Careers, Today" campaign to showcase Southeast's academic programs and student success. Following her remarks, Dr. Below engaged in discussion with the board.

Starting the discussion, Governor Limbaugh noted that he would respect Dr. Below's judgment to do what she and the administration thinks is important to do to try to positively impact enrollment. Governor Smith commented that investment is important and that action needs to follow. Dr. Below agreed and stated that enrollment planning and partnering with experts will be important to achieving success. Governor Moore expounded upon Governor Smith's comments and asked what the top things are the institution should do to positively impact fall 2024 enrollment. In response, Dr. Below said that actions related to online, admissions practices, and financial aid will continue to be critical. Dr. Sheriff added that anything the University does will likely need to be funded on a multi-year basis and then adjust depending on the success of the initiative. To close comments, Governor Limbaugh thanked Dr. Below and others from Executive Staff for a valuable discussion.

### **BOARD WORK SESSION**

Continuing through the retreat agenda, Board President Klocke called on University President Vargas to give an update on the Modern Campus and Houck Projects. He in turn called on Mr. Brady Barke, Vice President of Intercollegiate Athletics and Mr. Chris Martin, Chief of Staff, to make comments.

Mr. Barke began by giving an update on the initial phase of the Houck Project stating that the seating structure had been installed, that new turf had been laid, and that work was progressing well. Next, he recapped the initial vision for the project and provided updates on how the project has evolved, making comments about specific components such as the seating structure, field house, press box, and a building in the end zone. Following Mr. Barke's comments, Mr. Martin talked about a new health sciences building and its connection to a federal HRSA grant that was made possible by retired U.S. Senator Roy Blunt. To close out the update, Mr. Martin added additional detail describing the projects, the site plan, the project budget, project funding, project schedule and the overall economic of all activities taking place.

### **CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION**

A motion was made by Governor Smith and seconded by Governor Martin to recess the Open Retreat and convene Closed Executive Session pursuant to Section 610.021(3) and (13) of the Revised Statutes of Missouri for the purpose of completing the annual performance evaluation of the University President.

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

The Open Session was recessed at approximately 4:24 p.m.

### **ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED EXECUTIVE SESSION**

Upon reconvening the Open Session at approximately 5:28 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

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

- Under consideration of recommendations pertaining to personnel records and performance ratings pursuant to RSMo 610.021(3) and (13), the Board of Governors completed the annual performance review of University President Carlos Vargas. By a vote of 5 to 0 the Board approved salary increase for the University President effective July 1, consistent with, and at the same level, the board may approve for all employees at its June 20, 2023 meeting. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve.
- By a vote of 5 to 0 the Board adjourned the Closed Executive Session and reconvened the Open Retreat Session. Governors Klocke, Limbaugh, Martin, Moore and Smith voted to approve.

### **CONSIDERATION OF MOTION TO ADJOURN**

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

The meeting adjourned at approximately 5:30 p.m.

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Christopher R. Martin  
Secretary, Board of Governors

#### **APPROVED:**

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



**MINUTES OF THE OPEN SESSION  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
HELD ON THE  
TWENTIETH DAY OF JUNE 2023**

The Board of Governors for Southeast Missouri State University convened Open Session on Tuesday, June 20, 2023, at approximately 9:07 a.m., in the Donn Lux Family Performing Arts Theatre, on the campus of Lift for Life Academy in St. Louis, MO. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Lloyd F. Smith; and Mr. Clayton Eftink, Student Representative. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, including, Dr. Mike Godard, Dr. Debbie Below, Mr. Wendell Snodgrass, Mr. Dan Presson, Mr. Brady Barke, Dr. Nora Bouzihay, and Ms. Tonya Wells. Other attendees included representatives from Lift for Life Academy. Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel, were present too. Board President Klocke presided.

**WELCOME REMARKS**

After reviewing the meeting agendas, Board President Klocke called on Mr. Marshall Cohen from Lift for Life Academy (LFLA) to provide welcome remarks. Mr. Cohen welcomed the Board to LFLA and stated it was humbling they chose to meet at the school. He continued that LFLA and Southeast enjoy a great relationship and that the University's support means a lot to LFLA faculty, students and administrators.

**CONSENT AGENDA**

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

- Consideration of Approval of Minutes of May 11, 2023 Work Session and May 12, 2023 Open Session Meetings [Attachment A]
- Consideration of Approval of Minutes of the June 6, 2023 Open Session Meeting [Attachment A]
- Consideration of Appointment to River Campus Board of Managers [Attachment A]

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

## **UNIVERSITY PRESIDENT'S REPORT**

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

- The University hosted the Hawthorn Foundation's quarterly meeting on May 23 at the University Center. The meeting was attended by nearly 100 business leaders from throughout Missouri. Special guests included Governor Parson and Treasurer Malek.
- On June 8, the University hosted Dr. Ben Boggs, Missouri's new Commissioner for Higher Education and Workforce Development. The visit included an overview of the University, a discussion on higher education policy, and a campus tour.
- A ribbon cutting was held on June 8<sup>th</sup> at Catapult Creative House to celebrate the opening of a new Missouri Job Center and a partnership between the University and Missouri's Office of Workforce Development. The event was attended by Governor Parson, MDHEWD Commissioner Boggs, several state legislators, and members of the community. The Cape Girardeau Job Center will help higher education students and community members gain employment and grow their careers. The Center will be utilized for reskilling and upskilling Missouri's workers, providing feedback, collaboration, and assistance to job seekers and creating an inviting space for prospective employers to interact with job seekers.
- The Missouri Digital Government Summit was held on June 14 in Jefferson City. The summit brings together technology focused public-sector professionals with leading partners to connect on innovative approaches, get inspired, and discover new technologies. University President Vargas served as a panelist at the Summit. Other speakers and attendees included officials from various state agencies and departments, and leaders from public sector companies like IBM, Amazon, Huber & Associates, Fortinet, and others.
- The table below provides a sample summary of activities, events, and meetings that the University President engaged in since the May Board meeting:

<b>Engagement</b>	<b>No. of Engagements</b>	<b>Sampling of Engagements</b>
Student Events	5	Commencement, Athletic Events/Competitions, Lanford Wilson Play Festival
OVC & NCAA Meetings	2	Committees & Presidents'
Community Visits/Events	14	Cape City Council, Sikeston Alumni Event, New York City Alumni Event, Meeting with Sikeston Area Leaders, SEMO Day at Busch, St. Louis Donor Meetings, Meeting with Ranken, Tunes at Twilight, Cape Chamber Business After Hours, Meeting with Southeast Health & Mercy, Missouri Digital Government Summit

Legislative Outreach & State Higher Ed Meetings	5	Meeting with MDHEWD Commissioner Boggs, Job Center Opening at Catapult, Meeting with Local Legislators, Performance Funding Advisory Committee, COPHE
Board Meetings	6	Hawthorn Foundation, Boy Scouts, Cape Chamber, MIC, Greater St. Louis Inc.

- The Jeanine Larson Dobbins Conservatory of Theatre & Dance presented the third annual Lanford Wilson New American Play Festival on the River Campus from May 28-June 3. After a national call for plays that resulted in over 700 submissions, the festival presented staged readings of five full-length plays and ten short plays featuring Dobbins Conservatory students as actors collaborating with professional playwrights and directors from around the United States. The festival also featured a conference component with presentations about writing, acting in, and directing new plays and musicals from the festival playwrights and other top professionals. At the end of the festival, the full-length play *Our Play* by Julliard-graduate Jessica Moss was awarded the top prize at the festival, which includes a world-premiere production in the upcoming 2023-2024 Dobbins Conservatory mainstage theatre season.
- The Crisp Museum opened its summer programming with the Third Annual Crisp Quilt Exhibition. This exhibition is curated by Ellen Flentge, museum educator. Forty-eight quilt artisans from the region submitted an assortment of over 275 quilts for display. There are also eight antique sewing machines from the past century on display. The exhibition includes a series of quilt themed workshops for students and the public.
- The Department of Art + Design is presenting the first Annual Foundations Juried Exhibition in the Seminary Art Gallery throughout the summer. The exhibition was organized by Professors Joshua Newth and Emily Booth and juried by Dr. Joni Hand.
- Southeast Missouri State University hosted the Greater St. Louis Area Council of Boy Scouts of America for 'STEM on CAMPus'. This camp let scouts get an early experience of college life by participating in STEM-focused merit badge sessions while staying in the dorms, eating at Towers, and doing fun recreational activities. Sixty-Eight scouts age 11-17 were able to earn up to 6 merit badges over the 3-day event from nearly 30 different areas, including Robotics, Electronics, Chemistry, Cooking, Programming, Mammal Studies, and Nuclear Science. In addition, scouts participated in a variety of recreational activities, including the high ropes course, a discovery SCUBA diving program and access to the eSports Arena. STEM onCAMPUS was created at SEMO in the summer of 2014 and has since been replicated at three other Universities.
- The Office of Educator Preparation has been granted permission from the Department of Elementary and Secondary Education to provide substitute teacher training. Working with Continuing Education, the Office of Educator Preparation began offering the three-day trainings on June 5th. The first training was held in East Prairie, with attendees from that community and Sikeston, and as far away as Portageville. In July a three-day seminar will be held in New Madrid.
- Dr. Bruce Skinner, associate vice president for student life, was selected as the Sigma Nu Fraternity's National Campus Advisor of the Year for 2022-2023. The Campus Advisor of the Year Award is given to the university administrator who, through years of service,

has demonstrated exceptional service and performance in the areas of fraternity advisement and related responsibilities, including advisement, innovative programming, professional contributions, collegiate leadership development, and research or publication in fraternity affairs.

- Delta Delta Delta sorority and Sigma Nu fraternity were recognized as the fraternity and sorority of the year. Both chapters achieved grade point averages well above the all-student and all-Greek average, as well as having demonstrated success in new member education, risk management, and chapter operations.
- Southeast Missouri State University is ranked No. 4 in the 2023-2024 Military Friendly Top 10 Schools. Southeast has been a Gold category school for the last two years and has moved into the elite category of Top Ten. The designation recognizes the University's commitment to increase and continuously improve policies and procedures that benefit veterans and students.
- A CrossFit space has been added to the Student Recreation Center and facility renovations were completed to enhance ADA access to workout rooms.
- *Propelled by eight Ohio Valley Conference championships, Southeast Missouri claimed the OVC Commissioner's Cup for the second time in three years.* The OVC Commissioner's Cup is a symbol of overall athletic excellence in Conference-sponsored championships and is awarded annually to one member institution.
- 12 sports programs finished the Spring 2023 semester with a team GPA of 3.0 or higher. Overall, the athletics department finished the spring semester with a 3.34 GPA.
- Football student-athlete Geno Hess was named the 2022-23 Ohio Valley Conference Male Athlete of the Year. He is the fourth SEMO student-athlete to win the award and the first since Jim Klocke won it in 2009-10.
- Nearly 800 SEMO alumni, friends, and supporters attended SEMO Day at Busch Stadium on May 20<sup>th</sup>.
- Alumni events were held in Sikeston, MO and New York City, NY during the month of May. Approximately 40 individuals attended the Sikeston event, and 35 attended the event in New York City.

Following the report, Board President Klocke congratulated SEMO Athletics for winning the OVC Commissioners Cup.

## **ACADEMIC & STUDENT ENGAGEMENT COMMITTEE ITEMS**

### **Academic Program Changes**

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

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

- Authorize and approve the deletion of the Bachelor of Science degree in Interior Design.

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

#### Renewal of Charter for Lift for Life Academy

Dr. Godard reviewed a motion to approve a renewal of the charter for the Lift for Life Academy from July 1, 2023 through June 30, 2028. [Attachment C].

After presentation of the motion, University President commented on his interactions with LFLA representatives and commended them for all that is going on at the school. He continued, stating that the University values the relationship with LFLA and that it has worked hard to strengthen it over the years.

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve a renewal of the charter for the Lift for Life Academy from July 1, 2023 through June 30, 2028 [Attachment C]. The motion carried unanimously.

#### CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Limbaugh and seconded by Governor Martin to recess the Open Session and convene Closed Session pursuant to Sections 610.021(1), (3), and (9) of the Revised Statutes of Missouri.

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

The Open Session was recessed at approximately 9:22 a.m.

#### ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 9:38 a.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

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

- By a vote of 5 to 0 the Board approved the minutes of the Board's May 12, 2023 Closed Session Meeting. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve.
- Pursuant to RSMo 610.021(3) and by a vote of 5 to 0 the Board approved promotion to the rank of Associate Professor and Tenure for 15 faculty members; promotion to the rank of Professor for 11 faculty members; post-professorial merit for 11 faculty members; and non-tenure track merit for 12 faculty members all effective with the 2023-2024 academic year. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve.

- Pursuant to RSMo 610.021(9) and by a vote of 5 to 0 the Board approved a wage rate schedule, effective July 1, 2023, amending the current three-year agreement with the International Union of Operating Engineers. Governors Klocke, Limbaugh, Martin, Moore, 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 5 to 0 the Board adjourned the Closed Session and reconvene the Open Session. Governors Klocke, Limbaugh, Martin, Moore, and Smith voted to approve.

### **FINANCE & AUDIT COMMITTEE ITEMS**

#### **Consideration of FY24 University General Operating and Auxiliary Budgets**

Board Vice President Limbaugh called upon Dr. Brad Sheriff, Vice President of Finance and Administration, to present a motion requesting approval for the FY24 University Operating Budget. [Attachment D].

Vice President Sheriff directed board members to the materials in Attachment D in the board packet. In reviewing the material, he highlighted state appropriations, student fees, personnel, equipment and operation's needs, and other items like additional sources of revenue such as foundation support and athletics all factor into the budget. Dr. Sheriff also summarized the budget for all funds and provided a comparison to projected actuals for FY23 [Attachment 1], and he provided additional commentary by breaking down the funds by type [Attachment 2]. Regarding personnel, Dr. Sheriff commented that the proposed FY24 budget includes a recommendation to provide a 4 percent merit increase for all employee groups effective July 1, 2023.

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve the proposed FY24 University Operating Budget [Attachment D]. The motion carried unanimously.

#### **Consideration of FY24 Course Fees**

Board Vice President Limbaugh called upon Dr. Brad Sheriff, Vice President of Finance and Administration, to present a motion requesting approval for the course fees effective with the Fall 2023 semester. [Attachment E].

A motion was made by Governor Limbaugh and seconded by Governor Martin to approve the proposed course fees effective with the Fall 2023 semester [Attachment E]. The motion carried unanimously.

**Report Item(s)/Information**

Governor Limbaugh referred Board members to report items in the packet for Contracts and Facilities Management [Attachment F], FY23 Operating Budget to Actual [Attachment G], and Faculty and Staff Personnel Items [Attachment H].

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, the Houck Project, several roof replacements, and a STEM Observatory. He also shared that the University has contracted with Becker Morgan Group to complete an updated campus E&G Building Assessment.

In summarizing the other reports, Dr. Sheriff noted that the University is likely to end FY23 with a surplus and that the faculty and staff personnel actions cover April and May.

**CONSIDERATION OF MOTION TO ADJOURN**

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

The meeting adjourned at approximately 10:02 a.m.

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Christopher R. Martin  
Secretary, Board of Governors

**APPROVED:**

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

# JASON STEINER

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## Education

### Southeast Missouri State University

Cape Girardeau, MO

**Major:** Bachelor of Science in Political Science

May 2025

**Minor:** Computer Science

**Relevant Coursework:** Introduction to Computer Programming (Python), Computer Programming 1 (Java), Computer Programming 2, Introduction to Computer Applications (All Microsoft Applications)

## Relevant Experience

Prospects Live

Remote

### Evaluator and Contributor

May 2023 – Present

- Creates scouting reports on Minor League players who are entering teams top 30 prospects list while using the 20-80 scale
- Referred to the companies official Scouting Handbook, while projecting players makeup, tools, control, command, and more for wording purposes
- Evaluates players swing patterns, arm slots, consistency in the delivery, and numerous other parts of their game while using video captured from MILB.tv
- Analyzed players during certain series to create Live Look reports on prospects

Memphis Redbirds – St. Louis Cardinals Triple - A Affiliate

Memphis, TN

### General Operations Intern

May 2023 – August 2023

- Operated Trackman, DakStats, and the official scoring system Major League Baseball uses
- Led an MLB Play Now Camp and managed over 130 kids ranging from 5-12 years of age
- Assist with giveaways, sponsorship activations, pre-game, in-game, and post-game fan activities
- Assisted in setting up the home and visitors club houses, cleaning equipment, unloading team bags when they arrive for homestands and loading team bags for travel
- Prepared and submitted all phone sales, and documentation for our July 3<sup>rd</sup> promotion game
- Assisted in field maintenance on scheduled off-days, as well as during the game

Southeast Missouri State University – Department of Athletics

Cape Girardeau, MO

### Baseball Student Manager

August 2022 – October 2022

- Responsible for managing the teams Excel sheet with every player's repertoire during the offseason
- Responsible for identifying pitches, recording velocity, and documenting the outcome of each play
- Input outcomes on Excel to generate first pitch strike, batted balls in play, and whiff percentages
- Communicates with players post outing about their performance using statistics generated from excel

Cape Catfish – Prospect League

Cape Girardeau, MO

### Statistical Player Analyst and Scoring Systems Supervisor

March 2022 – February 2023

- Trained the General Manager and front office staff on the new scoring system being implemented into the league
- Responsible for the official scoring of games, as well as overseeing all other duties related to the press box
- Communicated with coaches on pitch counts their pitcher were at during games and what their limitations were
- Created scouting reports on players entering the transfer portal and relayed my top player choices to the General Manager

## Involvement and Community Engagement

**Sports Management Society** | Vice President | January 2023 - Present

January 2022 - Present

**Sigma Nu – Mu Kappa Chapter** (Social Fraternity) | President | May 2023 – Present

August 2021 - Present

- Top 9 Fraternity in the country and number 1 in academic standings on campus

**Student Government Association** | Senator

January 2022 – Present

Diversity, Equity, and Inclusion Ambassador | January 2023 – May 2023

## Skills and Certifications

Trackman, Excel, Python, Rapsodo Hitting certified, Rapsodo Pitching certified, Presto Scorekeeping, DakStats, Microsoft suites



Report constructed by Jason Steiner

Masyn Winn, SS DOB: 03/21/02 HT: 5/11 WT:180 H/T: R/R  
Report constructed: June 3rd, 2023  
Team: Triple A Memphis Redbirds (STL Cardinals Affiliate)

OFP	Risk	ETA
55	Moderate	2024

Hit	Power	Field	Arm	Run
55	40	65	80	60

**Physical:** Compact build, with great fast twitch athleticism. Isn't projected for a plus physical size due to his height.

**Strengths:** Masyn Winn plays with a ton of flare on the field. He is a good teammate and plays the game with passion. Winn has plus bat to ball skills. He has a short, compact swing, with good hands that are direct to the ball. Room to grow in the lower half of his body, that shows potential of him becoming stronger in his drive to the pitch. Good fielder who is able to cover his position with plus range. His speed makes him more effective when defending his position, as well as makes him lethal on the base paths. Masyn has one of the best infield arms the game has ever seen. He has the ability to take his time and execute the throw, due to his plus arm that has been clocked at 100+ MPH from shortstop to first base.

**Weaknesses:** Winn struggles with pitch recognition and has a hard time picking up the breaking ball. Masyn has an inconsistent approach to the plate, as he often bails on sliders and curveballs. His power comes from pulling the ball, and he isn't a consistent home run hitter. When trying to take the ball the other way, he loses technique and starts opening with his front side. If Winn can make certain adjustments in his game and fixes these issues, he'd have more success in spraying the ball around the field.

**Summary:** When talking about Masyn Winn, you have to start with the elite arm he has. Masyn has the ability to field with range, take his time to make the play due to his plus arm, and run the bases with above average speed, which is why I believe he can play well at the next level. While he is never going to produce eye popping numbers at the plate, he shows signs of being an average big league hitter with good bat to ball skills, and room to grow and mature in his pitch recognition.

## **P Cooper Hjerpe**

Grades:

<b>Fastball</b>	<b>Slider</b>	<b>Curveball</b>	<b>Changeup</b>	<b>Command</b>	<b>OFP</b>	<b>Risk</b>
<b>55 90-93</b>	<b>55 76-79</b>	<b>50 72-75</b>	<b>50 77-80</b>	<b>55</b>	<b>50</b>	<b>Moderate</b>

### **SCOUTING REPORT**

The story of how Hjerpe went from playing school ball in California to playing in the big leagues was very interesting. During his three years at Oregon State, his fame started to grow. Before that, scouts had never heard of him. As a junior, he became one of the most reliable pitchers in NCAA Division I. He had a great ERA of 2.53, a terrible WHIP of 0.87, and an amazing 161 strikeouts in 103 1/3 innings. He also won the prized job of starting for the Beavers on Friday.

Hjerpe is a left-handed pitcher who is 6'3" tall and has a unique throwing style. He went from college to the big leagues, where he is now. With his sneaky crisscross angle throw, he makes his moves more interesting and gets a lot of distance. His fastball speed is in the low 90s, but this trick makes it look much faster and more powerful than it is. Along with his fastball, he has a number of breaking pitches, such as a mid-70s curveball that changes speed and direction and an upper-70s slider that sweeps. He also has a rising changeup that has an average speed of about 80 mph and sometimes performs better than normal. This makes him a well-rounded starter.

Hjerpe's bravery on the hill is one of the best things about him. Even though his movements are weird, he attacks hitters with courage and regularly throws strikes, which is good for his job as a starter. Even though he's already sure to be picked in the first round, his confidence, leadership, and ability to throw still have a lot of room for growth. But during his first full season as a professional, Hjerpe had to have surgery to remove a loose object from his left arm. This temporarily stopped what could have been a big season for him. So far this season, Hjerpe has worked 39 innings in Peoria and has struck out 49 batters. His earned run average is 3.66.

**P Adam Kloffenstein**

Grades:

Fastball	Slider	Changeup	Curveball	Command	OFP	Risk
50 92-96	55 84-87	45 80-84	45 76-78	45	45	High

**SCOUTING REPORT**

Adam Kloffenstein is physically strong. His arms are long, and his legs are strong. His body is strong and doesn't look like it has much room to grow. Kloffenstein's delivery and mechanics involve an extended 3/4 arm angle. This, along with his smooth and steady motion, gives his throwing a strong base. His windup starts a little off-center and faces the third base side.

As he hits his balance point, his hands move up from his belt to the top of his chest. With a high leg kick, his knee goes up to his chest, and his hands move in the same way. His move has a hint of hesitancy to it. He finishes his throw by closing himself off toward first base with a high leg kick. Kloffenstein's best pitch is his fastball, which goes between 92 and 96 miles per hour. It sinks hard to the arm side when it's in the zone, which leads to a lot of ground balls. His curveball is a good fourth pitch. It breaks 12-6 and moves at 76–77 mph. It might not get a lot of strikeouts, but it does a good job of making hitters miss their time. Kloffenstein's slider is a great product because it moves horizontally in a smooth, deep-diving way. It works very well against right-handed batters, who often swing and miss when they hit it. Kloffenstein has a changeup that can get up to 80–84 mph and fades well, which can lead to whiffs.

Control and command are important parts of Kloffenstein's plan. He has good control over all of the different pitch levels. He could, however, sometimes have trouble when up against left-handed batters. Even though they are not very high, his walk rates are good. In the end, hitters have a hard time getting past Adam Kloffenstein's four different pitches. With a reliable fastball, he is great at getting hitters to hit ground balls when he can't strike them out. Because he is strong and has a wide range of skills, he could be in the mix for a long time. But it's important to realize that his image comes with a lot of inherent danger.

## **P Michael McGreevy**

Grades:

Fastball	Slider	Curveball	Changeup	Command	OFP	Risk
<b>50</b> <b>90-94</b>	<b>55</b> <b>83-86</b>	<b>45</b> <b>76-79</b>	<b>45</b> <b>82-85</b>	<b>55</b>	<b>45</b>	<b>Moderate</b>

### **SCOUTING REPORT**

During the year 2021, the Cardinals acknowledged his exceptional abilities, choosing the pitcher as the 18th overall selection and presenting him with a substantial contract, which clearly demonstrated their unwavering belief in his potential. In a swift manner, McGreevy promptly displayed his exceptional abilities as he embarked on his first complete season at High-A Peoria. In this instance, he astoundingly achieved a 2.58 ERA, managing to strike out 41 opponents while granting a mere four walks in a total of 45 and one-third innings.

Nevertheless, as he progressed to Double-A Springfield, his path veered in a distinct direction. Faced with an unfamiliar array of obstacles, his ERA experienced an increase, reaching 4.64, while successfully achieving 76 strikeouts within a span of 99 innings.

McGreevy's primary asset remains his flawless mastery of the hitting region. However, his time in the Texas League offered him valuable perspectives on confronting experienced hitters when matched against pitchers who predominantly depend on finesse. Equipped with a descending fastball in the lower 90s, he struggled to produce the required speed for strikeouts, resulting in a strong dependence on causing ground balls to secure outs. Surprisingly, he displayed remarkable prowess in this area, proudly achieving a GB rate of 49.8 percent, securing the third-highest position among Cardinals players who met the requirements for the entire season.

In terms of his selection of pitches, his slider in the mid-80s has shown greater success as a breaking pitch when compared to his downward curveball. On the flip side, his changeup from the mid-1980s has shown promise, but it hasn't proven to be very successful when facing left-handed hitters.

The time McGreevy spent at UC Santa Barbara had a lasting impact, defined by an impressive history of achievements. Remarkably, he dazzled as a bullpen ace in the All-Big West conference throughout the year 2019. However, what set him apart was his extraordinary 10.5 K/BB ratio, which ranked second in Division I, highlighting his exceptional abilities.

**P Pete Hansen**

Grades:

Fastball	Curveball	Slider	Changeup	Command	OFP	Risk
<b>40</b> <b>88-92</b>	<b>45</b> <b>72-76</b>	<b>60</b> <b>78-82</b>	<b>50</b> <b>80-83</b>	<b>55</b>	<b>40</b>	<b>Moderate</b>

**SCOUTING REPORT**

The left-handed reliever was very good for three years at the University of Texas, even though he didn't use speed as much as he could have. As a junior, he pitched 107 2/3 innings and had an ERA of 3.76. This was pretty good, especially since he only walked 19 people and struck out an amazing 120. His great play was spotted, and in the end, the Cardinals picked him in the third round of the highly anticipated 2022 Draft. It was interesting that this was the third time in a row that the Cardinals used the first pick in the Draft to pick a college southpaw. He then signed a deal for the exact slot value of \$629,800.

During college, Hansen's fastball was usually between 88 and 92 miles per hour, with occasional bursts hitting the mid-90s during his last season at Austin. But what really made him stand out was his amazing slider, which had great movement both up and down and was clocked between 78 and 82 mph. Because of this, it was a very good tool for getting rid of hitters in any situation. He has tried out a curveball that goes between 72 and 76 miles per hour from time to time, but he hasn't used it much, especially in Single-A Palm Beach. His arsenal is rounded out by a changeup with a low 80s speed that fades well and keeps right-handed batters off balance.

One of the things that makes this former Texas star stand out is his perfect control. Along with a throw that seems almost effortless, he always has a great sense of where to put the ball. Because he has a great feel for the ball, there is hope for him as a No. 5 player. This shows that speed is not the only factor in success. But the real test will be to see if he can keep getting better as he gets closer to his 24th season, which will be a big turning point in his career.



**BOARD OF GOVERNORS**  
**MOTION CONSIDERATION FORM**

**September 22, 2023**

**Open Session**

**PROGRESS REPORT – Contracts and Facilities Management Projects**

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

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

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>VENDOR</b>	<b>AWARD AMOUNT</b>
Elevator Addition & Computer Lab at Innovation Center	May 2024	Brockmiller Construction, Inc.	\$1,231,000
Health Sciences Facility - HRSA Grant	June 2023	Lawrence Group	\$113,000
Cyber Command Center Services & Consulting	December 2023	IBM Corporation	\$1,825,000

**Part II – Facilities Management Capital Projects Update Report**

**A. STATE FUNDED CAPITAL IMPROVEMENT PROJECTS**

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>STATUS</b>
Tunnel 14,15,16,25 Repair/Replacement	October 2023	In progress.
Houck Stadium South Sideline	September 2023	Substantially complete.
Tunnel Repairs Phase 3 – Tunnel 37	Summer 2025	Design in progress.

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

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>STATUS</b>
Johnson Hall Roof Replacement	Summer 2023	Project complete.

*Facilities Management Progress Report*  
*September 22, 2023*

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PROJECT	ANTICIPATED COMPLETION	STATUS
Elevator Addition & Computer Lab at Innovation Center	Spring 2024	Project awarded. Construction to start in October 2023.
Houck Fieldhouse Flooring Replacement	Summer 2023	Project complete.
Vandiver Hall Shower Replacement	Summer 2023/Summer 2024	Phase 1 complete. Phase 2 to be completed Summer 2024.
Vandiver Elevator Machine Room Upgrades	Summer 2024	Construction documents in progress. Will bid fall/winter 2023.
Seabaugh Polytech Building Roof Replacement	Summer 2024 and Summer 2025	Construction documents in progress. Will bid as two phases.
GS4 Haz-Mat Shed Installation	Fall 2023	Project complete.
Transit/FMSC Building Roof Replacements	Summer 2023	Project complete.
Magill Hall Air Flow Analysis	TBD	Site investigation and document review in progress.
Campus E&G Building Assessments	February 2024	In progress. Similar in scope to Residence Life Facilities Assessment. Excludes auxiliaries and regional campuses.
Stem Observatory Construction	Fall/Winter 2023	Design in progress.
General Construction Contract 2023	Multiple projects 2023	HVAC Repairs at Barton Farmhouse – \$726.89 – Completed HVAC Repairs at River Campus - \$794.21 – Completed Replace Section of Sewer Line at UC Center – \$20,625 – Target Completion – 9/01/2023
General Electrical Contract 2023	Multiple projects 2023	Emergency Electrical Issue North Campus - \$1,484.30 – Completed Assist with Power Shut Down at SMC & SRC - \$4,606.43 – Completed Electric Assist on Campus Power Shut Down - \$8,787 – Completed Fiber Bore & Fiber Pull Assistance – Tunnel 2 - \$53,980 – Target Completion-10/25/23 Repair of Main 101 Breaker - \$5,811.45 – Target Completion 12/31/2023

*Facilities Management Progress Report  
September 22, 2023*

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PROJECT	ANTICIPATED COMPLETION	STATUS
General Plumbing Contract 2023	Multiple projects 2023	Replace Water Meters & Piping - \$13,772.35 – Completed Emergency FM Waterline Repairs - \$5,042.05– Completed Magill/Johnson Emergency Sewer Temp Bypass - \$25,167.40 – Completed Replace Sanitary Sewer Line Magill & NCP – \$ 87,328.11 - Completed Install Piping and Connect Sink at Brandt 112 - \$4,440 – Target Completion – 8/18/2023

*Note: Shading indicates completed projects.*



**FY24 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD**

**Attachment D**

**ALL FUNDS  
Through August 31, 2023**

	<b>FY24 Appr Budget</b>	<b>FY24 August Budget</b>	<b>FY24 YTD</b>	<b>FY23 YTD</b>
<b>ESTIMATED INCOME:</b>				
STATE APPROPRIATIONS:	\$ 52,046,707	\$ 8,674,451	\$ 8,674,452	\$ 8,106,964
STUDENT FEES:				
Tuition	64,427,375	33,424,283	35,732,470	38,534,500
Scholarships and Fee Waivers	(18,725,014)	(8,864,755)	(9,065,411)	(1,168,560)
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	\$ 45,702,361	\$ 24,559,528	\$ 26,667,059	\$ 37,365,940
Student Fees	10,980,525	5,262,034	6,053,975	5,882,559
TUITION AND STUDENT FEES:	\$ 56,685,386	\$ 29,821,562	\$ 32,721,033	\$ 43,248,499
OTHER SOURCES:				
Investment Income	1,380,000	191,667	276,102	34,471
State Grants and Contracts	1,032,028	172,005	177,254	172,004
Sales and Services of Academic Departments	3,031,560	556,093	528,341	683,994
Sales and Services of Non-Academic Departments	28,913,148	12,389,691	12,018,585	12,465,411
Foundation Support	1,311,498	2,500	2,792	-
Athletics Revenues	2,071,010	252,002	10,500	4,323
Miscellaneous Income	6,394,296	1,349,466	1,431,381	1,984,972
TOTAL OTHER SOURCES:	\$ 44,133,540	\$ 14,913,424	\$ 14,444,955	\$ 15,345,175
<b>TOTAL ESTIMATED INCOME:</b>	<b>\$ 152,865,633</b>	<b>\$ 53,409,437</b>	<b>\$ 55,840,440</b>	<b>\$ 66,700,638</b>
<b>ESTIMATED EXPENDITURES:</b>				
PERSONNEL:				
Faculty/Staff	66,289,509	9,380,584	7,511,737	7,244,495
Benefits	27,167,948	3,952,206	3,188,076	3,084,709
Student Labor	2,817,700	394,478	339,645	357,948
TOTAL PERSONNEL:	\$ 96,275,157	\$ 13,727,268	\$ 11,039,457	\$ 10,687,152
TOTAL EQUIPMENT AND OPERATIONS:	43,501,379	7,250,230	9,266,061	7,351,366
<b>TOTAL ESTIMATED EXPENDITURES:</b>	<b>\$ 139,776,536</b>	<b>\$ 20,977,498</b>	<b>\$ 20,305,519</b>	<b>\$ 18,038,518</b>
DEBT SERVICE TRANSFERS:	12,306,530	-	-	-
OPERATING TRANSFERS, NET:	779,161	313,000	123,345	4,193
<b>TOTAL ESTIMATED NET TRANSFERS OUT/(IN):</b>	<b>\$ 13,085,691</b>	<b>\$ 313,000</b>	<b>\$ 123,345</b>	<b>\$ 4,193</b>
<b>SURPLUS/(DEFICIT):</b>	<b>\$ 3,406</b>	<b>\$ 32,118,939</b>	<b>\$ 35,411,577</b>	<b>\$ 48,657,927</b>

# FY24 UNIVERSITY OPERATING BUDGET TO YTD

**Auxiliary**  
**Through August 31, 2023**

	FY24 Appr Bud	FY24 August Budget	FY24 YTD	FY23 YTD
<b>ESTIMATED INCOME:</b>				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	-	-	-	-
Scholarships and Fee Waivers	(2,098,770)	(597,443)	(632,489)	(500)
Student Fees	1,936,000	968,000	1,060,930	1,080,876
<b>TOTAL TUITION AND STUDENT FEES:</b>	<b>\$ (162,770)</b>	<b>\$ 370,558</b>	<b>\$ 428,441</b>	<b>\$ 1,080,376</b>
OTHER SOURCES:				
Investment Income	230,000	-	-	-
State Grants and Contracts	-	-	-	-
Sales and Services of Academic Departments	-	-	-	450
Sales and Services of Non-Academic Departments	27,330,475	12,074,079	11,660,548	12,278,745
Foundation Support	223,239	-	-	-
Athletics Revenues	-	-	-	-
Miscellaneous Income	2,143,890	431,565	615,962	642,867
<b>TOTAL OTHER SOURCES:</b>	<b>\$ 29,927,604</b>	<b>\$ 12,505,644</b>	<b>\$ 12,276,510</b>	<b>\$ 12,922,062</b>
<b>TOTAL ESTIMATED INCOME:</b>	<b>\$ 29,764,834</b>	<b>\$ 12,876,202</b>	<b>\$ 12,704,951</b>	<b>\$ 14,002,438</b>
<b>ESTIMATED EXPENDITURES :</b>				
PERSONNEL:				
Faculty/Staff	3,069,074	506,623	393,682	379,779
Benefits	1,380,232	230,039	182,040	163,588
Student Labor	779,808	109,173	114,442	110,428
<b>TOTAL PERSONNEL:</b>	<b>\$ 5,229,114</b>	<b>\$ 845,834</b>	<b>\$ 690,164</b>	<b>\$ 653,795</b>
<b>TOTAL EQUIPMENT AND OPERATIONS:</b>	<b>\$ 14,998,342</b>	<b>\$ 2,499,724</b>	<b>\$ 1,053,395</b>	<b>\$ 809,991</b>
<b>TOTAL ESTIMATED EXPENDITURES:</b>	<b>\$ 20,227,456</b>	<b>\$ 3,345,558</b>	<b>\$ 1,743,559</b>	<b>\$ 1,463,786</b>
DEBT SERVICE TRANSFERS:	8,422,030	-	-	-
OPERATING TRANSFERS, NET:	1,115,348	-	(1,262)	(1,450)
<b>TOTAL ESTIMATED TRANSFERS OUT/(IN):</b>	<b>\$ 9,537,378</b>	<b>\$ -</b>	<b>\$ (1,262)</b>	<b>\$ (1,450)</b>
<b>SURPLUS/(DEFICIT):</b>	<b>\$ -</b>	<b>\$ 9,530,644</b>	<b>\$ 10,962,653</b>	<b>\$ 12,540,103</b>

# FY24 UNIVERSITY OPERATING BUDGET TO YTD

## Designated

Through August 31, 2023

	FY24 Appr Bud	FY24 August Budget	FY24 YTD	FY23 YTD
<b>ESTIMATED INCOME:</b>				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	-	-	-	-
Scholarships and Fee Waivers	(3,845,790)	(1,730,606)	(1,670,274)	(280,756)
Net Tuition	\$ (3,845,790)	\$ (1,730,606)	\$ (1,670,274)	\$ (280,756)
Student Fees	1,792,990	37,413	37,964	759,380
TOTAL TUITION AND STUDENT FEES:	\$ (2,052,800)	\$ (929,598)	(781,652)	\$ 478,623
OTHER SOURCES:				
Investment Income	-	-	-	-
State Grants and Contracts	1,032,028	172,005	177,254	172,004
Sales and Services of Academic Departments	2,684,500	498,250	486,728	607,956
Sales and Services of Non-Academic Departments	1,388,873	283,312	261,955	126,176
Foundation Support	503,000	2,500	2,792	-
Athletics Revenues	2,071,010	252,002	10,500	4,323
Miscellaneous Income	2,668,256	441,793	783,235	647,428
TOTAL OTHER SOURCES:	\$ 10,347,667	1,649,862	\$ 1,722,463	\$ 1,557,887
<b>TOTAL ESTIMATED INCOME:</b>	<b>\$ 8,294,867</b>	<b>\$ 720,265</b>	<b>\$ 940,812</b>	<b>\$ 2,036,510</b>
<b>ESTIMATED EXPENDITURES :</b>	<b>FY24 Appr Bud</b>	<b>FY24 August Budget</b>	<b>FY24 YTD</b>	<b>FY23 YTD</b>
PERSONNEL:				
Faculty/Staff	6,740,004	1,123,334	938,720	904,280
Benefits	5,112,225	852,038	836,616	790,452
Student Labor	463,224	64,851	93,318	86,967
TOTAL PERSONNEL:	\$ 12,315,453	\$ 2,040,223	\$ 1,868,654	\$ 1,781,699
TOTAL EQUIPMENT AND OPERATIONS:	\$ 6,143,455	1,023,909	\$ 460,172	\$ 1,473,582
<b>TOTAL ESTIMATED EXPENDITURES:</b>	<b>\$ 18,458,908</b>	<b>\$ 3,064,132</b>	<b>\$ 2,328,826</b>	<b>\$ 3,255,281</b>
DEBT SERVICE TRANSFERS:	-	-	-	-
OPERATING TRANSFERS, NET:	(10,164,041)	(7,000)	(204,362)	(200,000)
<b>TOTAL ESTIMATED TRANSFERS OUT/(IN):</b>	<b>\$ (10,164,041)</b>	<b>\$ (7,000)</b>	<b>\$ (204,362)</b>	<b>\$ (200,000)</b>
<b>SURPLUS/(DEFICIT):</b>	<b>\$ -</b>	<b>\$ (2,336,868)</b>	<b>\$ (1,183,652)</b>	<b>\$ (1,018,771)</b>

# FY24 UNIVERSITY OPERATING BUDGET TO YTD

## Education and General

Through August 31, 2023

	FY24 Appr Bud	FY24 August Budget	FY24 YTD	FY23 YTD
<b>ESTIMATED INCOME:</b>				
STATE APPROPRIATIONS:	\$ 52,046,707	\$ 8,674,451	\$ 8,674,452	\$ 8,106,964
<b>STUDENT FEES:</b>				
Tuition	64,427,375	33,424,283	35,732,470	38,534,500
Scholarships and Fee Waivers	(12,777,954)	(6,536,707)	(6,762,648)	(887,304)
Net Tuition	\$ 51,649,421	\$ 26,887,576	\$ 28,969,822	\$ 37,647,196
Student Fees	7,251,535	799,478	1,161,984	4,042,303
<b>TOTAL TUITION AND STUDENT FEES:</b>	\$ 58,900,956	\$ 30,380,602	\$ 33,074,244	\$ 41,689,499
<b>OTHER SOURCES:</b>				
Investment Income	1,150,000	191,667	276,102	34,471
State Grants and Contracts	-	-	-	-
Sales and Services of Academic Departments	347,060	57,843	41,613	75,588
Sales and Services of Non-Academic Departments	193,800	32,300	96,082	60,489
Foundation Support	585,259	-	-	-
Athletics Revenues	-	-	-	-
Miscellaneous Income	1,582,150	476,108	32,184	694,678
<b>TOTAL OTHER SOURCES:</b>	\$ 3,858,269	\$ 757,918	\$ 445,981	\$ 865,226
<b>TOTAL ESTIMATED INCOME:</b>	\$ 114,805,932	\$ 39,812,971	\$ 42,194,678	\$ 50,661,689
<b>ESTIMATED EXPENDITURES :</b>				
<b>PERSONNEL:</b>				
Faculty/Staff	56,480,431	7,750,628	6,179,334	5,960,436
Benefits	20,675,491	2,870,129	2,169,421	2,130,669
Student Labor	1,574,668	220,454	131,884	160,554
<b>TOTAL PERSONNEL:</b>	\$ 78,730,590	\$ 10,841,211	\$ 8,480,639	\$ 8,251,658
<b>TOTAL EQUIPMENT AND OPERATIONS:</b>	\$ 22,359,582	\$ 3,726,597	\$ 7,752,494	\$ 5,067,793
<b>TOTAL ESTIMATED EXPENDITURES:</b>	\$ 101,090,172	\$ 14,567,808	\$ 16,233,133	\$ 13,319,451
<b>DEBT SERVICE TRANSFERS:</b>	3,884,500	-	-	-
<b>OPERATING TRANSFERS, NET:</b>	9,827,854	320,000	328,968	205,643
<b>TOTAL ESTIMATED TRANSFERS OUT/(IN):</b>	\$ 13,712,354	\$ 320,000	\$ 328,968	\$ 205,643
<b>SURPLUS/(DEFICIT):</b>	\$ 3,406	\$ 24,925,163	\$ 25,632,576	\$ 37,136,595

**BOARD OF GOVERNORS  
REPORT ITEM  
September 22, 2023  
Open Session**

**Faculty & Staff Personnel  
Actions  
June, July, & August 2023**

SOUTHEAST MISSOURI STATE UNIVERSITY  
June 2023

**RANKED FACULTY APPOINTMENTS**

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

**TERM FACULTY APPOINTMENTS**

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

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

**FACULTY SEPARATIONS**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Liu, Yang	Accounting, Economics, Finance	06/22/23

**SABBATICALS**

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

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
**June 2023**

**ADDENDUM A**

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adair, Christina	Chemistry and Physics	\$4,005.00
Anello, Kimberly	History and Anthropology	\$2,670.00
Brinkman, Alicia	Communications Disorders	\$2,670.00
Cocke, William	Mathematics	\$1,075.00
Contrino, Michelle	Theatre and Dance	\$3,225.00
Deken, Renee	Mathematics	\$3,560.00
Evans, Jasmine	Mass Media	\$2,670.00
Gentry, Bruce	Political Science, Philosophy, and Religion	\$3,225.00
Haggerty, Amanda	Communications Disorders	\$2,670.00
Jones, Ryan	Theatre and Dance	\$3,225.00
Knaup, Katherine	Psychology and Counseling	\$2,637.90
Lacy, Matthew	Leadership, Middle, and Secondary Education	\$3,225.00
Neier, Shannon	Communications Disorders	\$2,150.00
O'Connell, Jillian	Communications Disorders	\$2,670.00
Sehmann, Jenna	Music	\$6,450.00
Sheffel, Christina	Mathematics	\$3,908.00
Siebert, Andrew	Psychology and Counseling	\$2,670.00
Snider, Lauren	Communications Disorders	\$1,075.00
Stern, Zachary	Music	\$6,450.00

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
June 2023

**ADDENDUM B**

**Payments for Summer 2023 teaching/alternate assignments.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adjei, Frederick	Accounting, Economics, and Finance	\$9,958.16
Adkins, Kathryn	History and Anthropology	\$4,921.45
Alexander, Toni	History and Anthropology	\$18,555.02
Amer, Suhair	Computer Science	\$34,488.04
Baker, Christain	Nursing	\$4,455.00
Barnes, Jeremy	Allied Health, Kinesiology, and Sport Sciences	\$14,095.92
Benton, Jessica	Elementary, Early, and Special Education	\$7,899.61
Bertrand, Lisa	Leadership, Middle, and Secondary Education	\$34,699.31
Billington, Eric	Psychology and Counseling	\$11,144.32
Bohannon, Raymond	Elementary, Early, and Special Education	\$13,687.82
Book, Abram	Communication Studies and Modern Languages	\$9,110.76
Borst, Cassindra	Elementary, Early, and Special Education	\$4,136.26
Brandhorst, Scott	Honors Program	\$2,000.00
Brandhorst, Scott	Psychology and Counseling	\$4,387.03
Bratberg, William	Leadership, Middle, and Secondary Education	\$2,967.90
Brune, Michelle	Art and Design	\$5,000.00
Buck, Tamara	Mass Media	\$11,336.23
Caldwell, James	Management	\$26,011.44
Cao, Zhonghua	Accounting, Economics, and Finance	\$5,871.98
Cavanah, Sarah	Mass Media	\$4,817.92
Cervantes, Charlotte	Allied Health, Kinesiology, and Sport Sciences	\$1,589.96
Cho, Hyeon	Marketing	\$7,569.95
Chou, Ethan	Computer Science	\$14,378.67
Chronister, Andrew	Engineering and Technology	\$11,777.00
Clapsaddle, Shannon	Leadership, Middle, and Secondary Education	\$10,395.42
Clark, Henry	Mathematics	\$4,089.42
Clubb, Brooke	Leadership, Middle, and Secondary Education	\$5,110.26
Cook, Amber	Theatre and Dance	\$5,215.20
Copeland, Sherry	Leadership, Middle, and Secondary Education	\$20,471.87
Crawford, Philip	Chemistry and Physics	\$20,052.39
Criblez, Adam	History and Anthropology	\$11,195.57
Crowley, Edward	Management	\$8,392.29
Cunningham Ladwig, Christine	Marketing	\$15,828.08
Davis, Tammie	Child and Family Studies	\$13,247.45
Deken, Bradley	Engineering and Technology	\$13,927.56
Dial, Deanna	Nursing	\$3,801.56
Dickson, Kevin	Management	\$16,053.89
Dietrich, Sarah	English	\$5,552.94
Drury, Connie	Nursing	\$11,259.00
Dudley, Corrie	Nursing	\$3,340.00
Dudley, John	Engineering and Technology	\$5,508.33
Evans, Beverly	Allied Health, Kinesiology, and Sport Sciences	\$13,477.79
Faber, Anthony	Child and Family Studies	\$14,778.86
Fluegge, Erin	Management	\$18,964.94
Fritz, Kelley	Biology	\$12,525.71
Fulton, Susan	Communication Disorders	\$12,697.90



Gadberry, Jennifer	Psychology and Counseling	\$3,934.14
Garcia, Mario	Computer Science	\$33,358.15
Garner, Sara	Child and Family Studies	\$13,370.85
Gershuny, Pamela	Marketing	\$9,323.34
Ghosh, Santaneel	Engineering and Technology	\$2,903.43
Guilling, Shawn	Psychology and Counseling	\$4,656.92
Guimaraes, Mario	Computer Science	\$28,169.44
Hampton, Edwin	Music	\$12,874.45
Hand, Joni	Art and Design	\$5,876.69
Hatcher, Laura	Political Science, Philosophy, and Religion	\$10,648.43
Hayes, Jonathan	English	\$4,164.78
Heider, Jeremy	Psychology and Counseling	\$6,710.17
Heischmidt, Kenneth	Marketing	\$22,824.68
Henry, Jason	Biology	\$3,220.43
Herren, Amy	Communication Disorders	\$8,299.46
Hoffman, Steven	History and Anthropology	\$17,470.34
Hou, Yingkun	History and Anthropology	\$3,465.00
Hwang, Seong Nam	Biology	\$5,290.71
Jannat, Khadiza Tul	Communication Studies and Modern Languages	\$3,465.00
Judd, Timothy	Biology	\$15,525.47
Kadzere, Charles	Agriculture	\$13,000.00
Kazmierczak, Arthur	Computer Science	\$4,413.75
Kearney, Monica	Allied Health, Kinesiology, and Sport Sciences	\$4,641.46
Kendrick, Dena Susan	English	\$11,725.20
Kessler, Jonathan	Chemistry and Physics	\$14,910.13
Khalid, Tahsin	Elementary, Early, and Special Education	\$3,491.94
Kilburn, Michelle	Criminal Justice, Social Work, and Sociology	\$5,910.30
Kirschman, Lucas	Biology	\$12,136.85
Kisat, Courtney	History and Anthropology	\$4,911.84
Koch, Gina	Nursing	\$5,646.50
Koen, Nina	Criminal Justice, Social Work, and Sociology	\$4,021.31
Kraemer, John	Biology	\$15,171.00
Kuborn, Sarah	Child and Family Studies	\$9,898.10
Kutsevalova, Natalya	Mathematics	\$10,275.99
LaMantia, Kirsten	Psychology and Counseling	\$16,163.48
Lambert, Lea Anne	Allied Health, Kinesiology, and Sport Sciences	\$4,952.28
Lavoie, Christian	Theatre and Dance	\$5,332.60
Lee, Myungwoo	Allied Health, Kinesiology, and Sport Sciences	\$8,857.78
Lee, Yi-Ching	Mathematics	\$6,131.81
LeGrand, Nancy	Marketing	\$6,103.95
Li, Zhouzhou	Computer Science	\$18,991.93
Lillo Kang, Sarah	Leadership, Middle, and Secondary Education	\$4,730.50
Liu, Xiaoming	Computer Science	\$27,624.64
Liu, Ziping	Computer Science	\$36,341.09
Loggins, Cassandra	Nursing	\$2,000.00
Lohmann, Rebecca	Accounting, Economics, and Finance	\$5,346.17
Long, Sheila	Child and Family Studies	\$4,207.50
Louie, Kimberly	Communication Studies and Modern Languages	\$6,090.18
Love, Hayley	Child and Family Studies	\$9,550.60
Lowe, Robert	Computer Science	\$20,980.74
Mardanov, Ismatilla	Management	\$19,705.30
Marshall, Leisa	Accounting, Economics, and Finance	\$11,077.21
McAllister, Charles	Marketing	\$11,366.02
McCollum, Dixie	Elementary, Early, and Special Education	\$13,352.04
McGill, James	Chemistry and Physics	\$28,066.81

McMillan, Heather	Management	\$19,219.42
Melvin, Paul	Accounting, Economics, and Finance	\$10,064.23
Miller, Kathie	Criminal Justice, Social Work, and Sociology	\$4,363.84
Mills, Pamela	Chemistry and Physics	\$16,033.86
Mitra, Reshmi	Computer Science	\$16,287.80
Morgan Theall, Rachel	Chemistry and Physics	\$6,194.38
Mueller, Lori	Management	\$5,634.42
Murphy, Joseph	Chemistry and Physics	\$15,225.60
Nakasagga, Shakirah	Agriculture	\$2,970.00
Nesler, Carol	Art and Design	\$4,793.66
Nicholls, Gillian	Management	\$13,434.50
Nieveen-Phegley, Trishena	English	\$2,000.00
Noe, Margaret	Leadership, Middle, and Secondary Education	\$29,839.08
Northern, Paige	Psychology and Counseling	\$4,908.75
Noto, Quantella	Management	\$7,443.09
Obergoenner, Emily	Communication Disorders	\$9,061.66
Odegard, Melissa	NAS Echo	\$1,560.00
Odegard, Melissa	Psychology and Counseling	\$24,758.48
Oman, Peter	Mathematics	\$10,982.54
Pace, Lesli	Communication Studies and Modern Languages	\$10,770.64
Palmeri, Nancy	Art and Design	\$11,744.92
Pawley, Cliff	Allied Health, Kinesiology, and Sport Sciences	\$6,700.11
Pflueger, Pennie	English	\$4,509.13
Porter, Debra	Elementary, Early, and Special Education	\$9,471.17
Presho, Michael	Mathematics	\$9,040.92
Radu, Monica	Criminal Justice, Social Work, and Sociology	\$5,537.85
Ragain, Christina	Chemistry and Physics	\$8,624.02
Ramdial, Joel	Allied Health, Kinesiology, and Sport Sciences	\$13,218.33
Randolph, Yvonne	Management	\$5,547.78
Ratliff, Chasity	Psychology and Counseling	\$3,846.47
Ray, Jayanti	Communication Disorders	\$27,580.35
Redmond, Willie	Accounting, Economics, and Finance	\$35,672.81
Rhodes, Joel	History and Anthropology	\$7,288.45
Roberts, Craig	Mathematics	\$7,330.00
Roberts, Dawn	Biology	\$10,312.50
Root, William	Psychology and Counseling	\$8,811.91
Roy, Indranil	Computer Science	\$23,388.75
Ruggiero, Robert	Biology	\$13,357.30
Sargent, Kevin	Agriculture	\$4,950.00
Schaffner, Linda	Elementary, Early, and Special Education	\$3,564.00
Schmid, Morgan	Art and Design	\$4,881.48
Schneider, Kyle	Kinesiology, Nutrition, Recreation	\$5,516.18
Schwieger, Dana	Management	\$23,600.46
Scott, Sophia	Engineering and Technology	\$7,463.69
Sen, Sandipan	Marketing	\$10,544.64
Sentell, James	English	\$4,226.64
Sentell, Jessica	Political Science, Philosophy, and Religion	\$4,228.13
Sexton, Kevin	Political Science, Philosophy, and Religion	\$4,101.67
Shadwick, Joshua	Criminal Justice, Social Work, and Sociology	\$5,293.14
Shafaie, Shahrokh	Child and Family Studies	\$8,634.03
Shaner, Sarah	Chemistry and Physics	\$9,937.38
Shen, Yiqun	Political Science, Philosophy, and Religion	\$4,769.18
Shin, Songyon	Criminal Justice, Social Work, and Sociology	\$4,764.38
Sides, Jason	Political Science, Philosophy, and Religion	\$6,303.34
Siegel, Dustin	Biology	\$8,917.26

Siemers, Samantha	Agriculture	\$5,218.13
Silwal, Sajan	Chemistry and Physics	\$5,080.78
Simmons, Jessica	Elementary, Early, and Special Education	\$2,062.50
Simmons, Michael	Mass Media	\$4,002.85
Singh, Pradeep	Mathematics	\$7,007.27
Sissom, Matthew	English	\$4,166.72
Smith, Robin	Leadership, Middle, and Secondary Education	\$9,481.97
Smith, Sandra	Elementary, Early, and Special Education	\$7,081.00
Smith, Shonta	Elementary, Early, and Special Education	\$11,628.98
Snider, Miriam	Agriculture	\$7,920.00
Snyder, Joseph	History and Anthropology	\$4,719.21
Sobba, Kristen	Criminal Justice, Social Work, and Sociology	\$5,537.85
Stiegemeier, Angela	Kinesiology, Nutrition, Recreation	\$4,734.61
Stilson, Kenneth	Theatre and Dance	\$13,792.76
Sullivan, Miranda	Engineering and Technology	\$29,700.00
Tayie, Francis	Allied Health, Kinesiology, and Sport Sciences	\$6,221.01
Thompson, Emmanuel	Mathematics	\$7,997.39
Thornburgh, Caroline	Mathematics	\$16,353.72
Thorne, Scott	Marketing	\$11,307.08
Tilmon, Misty	Communication Disorders	\$5,192.73
Tomchuk, David	Allied Health, Kinesiology, and Sport Sciences	\$852.34
Unterreiner, John	Criminal Justice, Social Work, and Sociology	\$4,531.41
Vanteddu, Ganaraju	Marketing	\$16,358.78
Varnon, Anthony	Accounting, Economics, and Finance	\$11,066.82
Wagganer, Jason	Allied Health, Kinesiology, and Sport Sciences	\$11,968.39
Wagner, Holly	Psychology and Counseling	\$4,043.48
Walling, Jeremy	Political Science, Philosophy, and Religion	\$8,458.82
Walters, Melanie	English	\$4,195.98
Wang, Haohao	Mathematics	\$22,224.47
Wang, Shaojun	Engineering and Technology	\$8,527.47
Ward, Janice	Psychology and Counseling	\$20,567.65
Washington, Samantha	Communication Disorders	\$4,979.34
Wilburn, Victor	Child and Family Studies	\$20,350.02
Wilson, Asa	Management	\$14,948.77
Wilson, Marissa	Agriculture	\$7,920.00
Winstead, Jack	Accounting, Economics, and Finance	\$9,700.27
Wu, Chen	Accounting, Economics, and Finance	\$7,242.70
Yang, Liu	Accounting, Economics, and Finance	\$9,810.62
Yaskewich, David	Accounting, Economics, and Finance	\$24,170.24
Youngblood Ortiz, Alisha	Marketing	\$11,118.33
Yuan, Juefei	Computer Science	\$26,730.00

SOUTHEAST MISSOURI STATE UNIVERSITY  
June 2023

ADDEMDUM C

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

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

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
June 2023

**STAFF APPOINTMENTS**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Bonds, Luther	Public Safety Officer Public Safety	\$44,200.00	100	06/05/23
Collins, Chandler	Assistant Director Strategic Communications	\$39,260.04	100	06/12/23
Deneke, Jonathan	Application Programmer IT Application Services	\$49,000.00	100	06/01/23
Green, Gabrielle	Assistant Coach Women's Basketball	\$44,460.00	100	06/01/23
Maner, Shareka	Assistant Coach Women's Basketball	\$65,000.04	100	06/05/23
Mendez-Higuera, Montserrat	Coordinator Leadership and Involvement University Center	\$35,568.00	100	06/01/23
Misplay, Andrew	Senior Administrative Assistant Economic and Workforce Development	\$31,200.00	100	06/20/23
Norman, Katherine	Advancement Services Specialist University Advancement	\$34,112.00	100	06/05/23
Pullela, Madhu Sri Chowdary	Application Programmer IT Application Services	\$49,000.00	100	06/05/23
Sanderlin, Danielle	Assistant Coach Women's Basketball	\$43,000.08	100	06/19/23
Shepard, Nicholas	Parking Enforcement Supervisor Parking and Traffic	\$30,804.80	100	06/12/23
Strohm, Ryan	Director of Men's Basketball Operations and Player Development Men's Basketball	\$45,000.00	100	06/05/23
Zillner, Jackson	Director of Women's Basketball Operations and Player Development Women's Basketball	\$38,600.04	100	06/01/23

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
**June 2023**

**STAFF SEPARATIONS**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Braun, Emily	Senior Administrative Assistant Vice Provost	06/22/23
Edwards, Sarah	Content Strategist Marketing and Communications	06/23/23
Gann, Dimitri	Administrative Assistant Art and Design	06/30/23
Johnson, Kelsey	Assistant Coach Women's Basketball	06/16/23
Lilly, Michael	Senior Administrative Assistant Kent Library	06/02/23
McElroy, Kim	Coordinator, Administrative Operations Residence Life	06/30/23
Norfleet, Darian	Admissions Counselor I Admissions	06/30/23
Owens, Kelly	Senior Administrative Assistant College of Humanities	06/16/23
Russom, Kobi	Creative Media Coordinator Athletics - Sports Information	06/09/23
Wright, Nicolas	Parking Services and Communications Supervisor TAC Department of Public Safety- Parking and Traffic	06/16/23

**STAFF LEAVE WITHOUT PAY**

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

SOUTHEAST MISSOURI STATE UNIVERSITY  
June 2023

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Baker, Eli	Senior Human Resources Technician Human Resources Office From: \$35,006.40	Promotion	06/01/23
	Human Resources Specialist Human Resources Office To: \$41,500.00		
Townzend, Jeremy	Support Service Staff Academic Support Services From: \$33,508.80	Job Assignment Change	06/05/23
	Groundskeeper Grounds Department Maintenance To: \$32,801.60		

SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2023

**RANKED FACULTY APPOINTMENTS**

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

**TERM FACULTY APPOINTMENTS**

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

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

**FACULTY SEPARATIONS**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Hampton, Edwin	Music	07/31/23
Pawley, Cliff	Allied Health, Kinesiology, and Sport Sciences	07/31/23
Peterson, Hilary	Theatre and Dance	07/10/23

**SABBATICALS**

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



SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2023

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Gerad, Jana	Leadership, Middle, and Secondary Education	\$250.00

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
**July 2023**

**ADDENDUM B**

**Payments for Summer 2023 teaching/alternate assignments.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Atuo, Fidelis	Biology	\$6,467.36
Beltzer, Emilie	Psychology and Counseling	\$5,615.44
Bengtson, Jennifer	History and Anthropology	\$50.00
Buck, Tamara	Mass Media	\$50.00
Cervantes, Charlotte	Allied Health, Kinesiology, and Sport Sciences	\$4,769.89
Chou, Ethan	Computer Science	\$150.00
Copeland, Sherry	Leadership, Middle, and Secondary Education	\$150.00
Crawford, Philip	Chemistry and Physics	\$50.00
Criblez, Adam	History and Anthropology	\$50.00
Davis, Tammy	Child and Family Studies	\$50.00
Deken, Bradley	Engineering and Technology	\$10,923.00
Dickson, Kevin	Management	\$9,692.51
Dow, Benjamin	Accounting, Economics, and Finance	\$12,118.78
Hatcher, Laura	Political Science, Philosophy, and Religion	\$150.00
Henry, Jason	Biology	\$50.00
Holman, Thomas	Allied Health, Kinesiology, and Sport Sciences	\$7,176.58
Hwang, Seong Nam	Biology	\$750.00
Kenney, Nicholas	Music	\$2,000.00
Kessler, Jonathan	Chemistry & Physics	\$200.00
Khalid, Tahsin	Elementary, Early, and Special Education	\$50.00
Kilburn, Michelle	Criminal Justice, Social Work, and Sociology	\$6,549.29
Kirschman, Lucas	Biology	\$300.00
Kisat, Courtney	History and Anthropology	\$50.00
Kraemer, John	Biology	\$350.00
Krieger, Laura	Criminal Justice, Social Work, and Sociology	\$150.00
Kuborn, Sarah	Child and Family Studies	\$150.00
Lee, Myungwoo	Allied Health, Kinesiology, and Sport Sciences	\$100.00
LeGrand, Nancy	Marketing	\$1,878.14
Li, Zhouzhou	Computer Science	\$50.00
Lowe, Robert	Computer Science	\$750.00
Mardanov, Ismatillo	Management	\$9,852.65
Mitra, Reshmi	Computer Science	\$150.00
Moore, Amy	Allied Health, Kinesiology, and Sport Sciences	\$5,216.35
Nieveen-Phegley, Trishena	English	\$2,000.00
Pace, Lesli	Communication Studies and Modern Languages	\$100.00
Ramos, Adolfo	Allied Health, Kinesiology, and Sport Sciences	\$6,050.98
Ray, Jayanti	Communication Disorders	\$100.00
Roberts, Craig	Mathematics	\$50.00
Ruggiero, Robert	Biology	\$50.00
Schmid, Morgan	Art and Design	\$300.00
Sen, Sandipan	Marketing	\$10,544.64
Shafaie, Shahrokh	Child and Family Studies	\$8,634.03
Shen, Yiqun	Political Science, Philosophy, and Religion	\$50.00
Silwal, Sajan	Chemistry and Physics	\$50.00
Smith, Robin	Leadership, Middle, and Secondary Education	\$50.00
Sofu, Seidu	Allied Health, Kinesiology, and Sport Sciences	\$7,527.21

Svenson, Sven	Agriculture	\$7,384.73
Tomchuk, David	Allied Health, Kinesiology, and Sport Sciences	\$2,557.03
Wagganer, Jason	Allied Health, Kinesiology, and Sport Sciences	\$150.00
Walling, Jeremy	Political Science, Philosophy, and Religion	\$250.00
Wang, Haohao	Mathematics	\$100.00
Wilson, Asa	Management	\$150.00

SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2023

ADDEMDUM C

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

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

SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2023

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Cox, Brennen	Project Manager Facilities Management	\$50,000.00	100	07/05/23
Gentry, Autumn	Manager, Environmental, Health, Safety, and Property Management Facilities Management	\$70,720.00	100	07/01/23
Hillermann, Lucinda	Administrative Assistant Center for Writing Excellence and Learning Assistance Program	\$29,120.00	100	07/17/23
Jordan, Jessica	Behavior Intervention Specialist Regional Professional Development Center	\$53,500.08	100	07/17/23
Pray, Rebecca	Executive Assistant President's Office	\$42,016.00	100	07/24/23
Shiple, Lisa	Content Instructional Consultant Regional Professional Development Center	\$53,500.08	100	07/17/23
Wright, Jill	Literacy Consultant Regional Professional Development Center	\$53,500.08	100	07/17/23

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
**July 2023**

**STAFF SEPARATIONS**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Brock, Cory	Coordinator, Facilities and Aquatics Recreation Services	07/28/23
Conner, Eric	Library Assistant II Kent Library	07/18/23
Davis, David	Purchasing and Accounts Payable Specialist Purchasing and Accounts Payable	07/31/23
Hendrix-Burrows, Cora	Behavior Analyst Autism Center	07/13/23
Walls, Colt	Public Safety Officer Public Safety	07/19/23
Weathers, Hannah	International Student Counselor International Education and Services	07/21/23
White, Brenda	Academic Advisor II Academic Advising	07/31/23

**STAFF LEAVE WITHOUT PAY**

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

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
**July 2023**

**STAFF CHANGE OF STATUS**

<u><b>Name</b></u>	<u><b>Position-Department</b></u>	<u><b>Action</b></u>	<u><b>Effective</b></u>
Calder, Jayne	Employee and Payroll Specialist Facilities Management Office From: \$30,428.42	Promotion	07/01/23
	Senior Administrative Assistant/Employment Specialist Facilities Management Office To: \$33,860.75		
Jefferson, Abigail	Hall Director Residence Hall Directors From: \$35,568.00	Promotion	07/01/23
	Coordinator Administrative Operations Residence Life Central Offices To: \$40,000.00		
Lotfi, Neda	International Admissions Specialist International Education From: \$27,476.80	Promotion	07/31/23
	International Admissions Coordinator International Education To: \$39,000.00		
Skelton, Claire	Brand Designer Marketing and Communications From: \$36,947.45	Promotion	07/05/23
	Content Strategist Marketing and Communications To: \$41,115.12		
Tinney, William	General Services Supervisor Facilities Management Office From: \$70,319.65	Promotion	07/01/23
	Assistant Director General Services Facilities Management Office To: \$83,200.00		

# SOUTHEAST MISSOURI STATE UNIVERSITY

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## RANKED FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Abu Sheha, Mohamed	Instructor - Mathematics	\$63,750.00	08/01/23
Ali, Ihsan	Assistant Professor - Computer Science	\$68,850.00	08/01/23
Amer, Waleed	Instructor - Kent Library	\$52,000.00	08/14/23
Bangert, Mary	Assistant Professor - Kent Library	\$56,000.00	08/01/23
Bailey, Lisa	Assistant Professor - Nursing	\$64,000.00	08/01/23
Birinci, Hasan	Assistant Professor - Management	\$79,384.00	08/01/23
Byrd, Nyghel	Instructor - Theatre and Dance	\$48,500.00	08/01/23
Caldwell, Deborah	Assistant Professor - Music	\$54,000.00	08/01/23
Cao, Zhonghua	Instructor - Accounting Economics Finance	\$120,000.00	08/01/23
Curtis, Eric	Instructor - Engineering and Technology	\$85,000.00	08/01/23
Dittmer, Christopher	Instructor - Marketing	\$69,000.00	08/01/23
Guiling, Shawn	Assistant Professor - Psychology & Counseling	\$61,578.00	08/01/23
Hou, Yingkun	Instructor - History & Anthropology	\$51,020.23	08/01/23
Ijaz, Arusha	Assistant Professor - Agriculture	\$62,000.00	08/01/23
Islam, Shariful	Assistant Professor - Biology	\$64,000.00	08/01/23
Kozlovskia, Silvia	Instructor - English	\$46,215.78	08/01/23
Malahy, Jessica	Instructor - Nursing	\$58,500.00	08/15/23
Myat, Aung	Assistant Professor - Engineering and Technology	\$85,000.00	08/01/23
Muckerman-Presson, Jessica	Instructor - English	\$48,000.00	08/01/23
Nawrot, Frank	Assistant Professor - Music	\$56,000.00	08/01/23
Nicolai, Albert	Assistant Professor - Theatre and Dance	\$60,000.00	08/01/23
Quddus, Md Abdul	Assistant Professor - Engineering and Technology	\$85,058.38	08/01/23
Sargent, Sarah	Instructor - Communication Disorders	\$55,393.00	08/01/23
Smit, Naested	Instructor - Engineering and Technology	\$75,000.00	08/01/23
Talmage, Alan	Assistant Professor - Mathematics	\$63,900.00	08/01/23
Voecks, Kathleen	Assistant Professor - Theatre and Dance	\$60,000.00	08/01/23
Wiggins, Arika	Assistant Professor - Criminal Justice, Social Work, and Sociology	\$62,872.25	08/01/23
Zaccarias de Brito, Felipe	Assistant Professor - Music	\$56,000.00	08/01/23

## TERM FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Blouin, Lily	Instructor Term - Theatre and Dance	\$49,000.00	08/07/23
Kemp, John	Instructor Term - History and Anthropology	\$42,000.00	08/01/23
Mitchell, Bart	Instructor Term - Mathematics	\$42,000.00	08/14/23
Robinson, Ashley	Instructor Term - Allied Health, Kinesiology, and Sports Sciences	\$42,000.00	08/01/23

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)



## FACULTY SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Dial, Deanna	Assistant Professor Nursing	08/06/23
Lee, Yi-Ching	Assistant Professor Mathematics	08/04/23
Porter, Debra	Associate Professor Elementary, Early, and Special Education	08/31/23
Shafaie, Shahrokh	Professor Child and Family Studies	08/31/23
Snider, Miriam	Instructor Agriculture	08/07/23
West, James	Instructor/Director of Debate Communication Studies and Modern Languages	08/10/23

## SABBATICALS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Santoro, Lily	Associate Professor History & Anthropology	8/1/2023

SOUTHEAST MISSOURI STATE UNIVERSITY

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ADDENDUM A

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

Name

Department

Salary

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ADDENDUM B

Payments for Fall 2023 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Chou, Ethan	Computer Science	\$4,290.00
Clapsaddle, Shannon	Leadership, Middle, and Secondary Education	\$3,000.00
Kenney, Nicholas	Music	\$3,500.00

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## ADDEMDUM C

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Agers, Connor	Southeast Online	\$9,491.00
Aksoy, Yumna	English and TESOL	\$9,491.00
Allen, Kristina	Office of the Provost	\$9,491.00
Allen, Zach	English and TESOL	\$9,491.00
Amer, Nada Hafez Najib	English and TESOL	\$9,491.00
Appleman, Kate	Dean of Students	\$9,491.00
Auto, Ikor	Center for Behavioral Health and Accessibility	\$9,491.00
Badri, Prasanthi	Allied Health, Kinesiology, and Sport Sciences	\$9,491.00
Beheshti, Elaheh	Office of International Education and Services	\$9,491.00
Bholan, Krishna	Engineering and Technology	\$4,745.50
Bird, Miracle	Office of Student Conduct	\$9,491.00
Bixler, Bruce	Athletics	\$9,491.00
Bouhon, Felicie	Graduate Business Studies	\$9,206.27
Brenowitz, Drew	Athletics	\$9,491.00
Brune, Caraline	Campus Life/Event Services	\$9,491.00
Castro, Bernise	Campus Life/Event Services	\$9,491.00
Cavanaugh, Skyler	Athletics	\$9,491.00
Challagolla, Jaya	Chemistry and Physics	\$9,206.27
Chitari, Priya	Computer Science	\$4,745.50
Colbert, Mattie	Admissions - Tours	\$9,491.00
Collier, Garrison	Allied Health, Kinesiology, and Sport Sciences	\$9,491.00
Das, Cornelius	Academic Support Centers	\$9,491.00
Das, Samir	Engineering and Technology	\$9,491.00
Dillard, Zachary	Biology	\$9,491.00
Dillow, Kennedy	Graduate Business Studies	\$9,491.00
Dixon, Bright	English and TESOL	\$9,491.00
Domagni, Kaitlyn	English and TESOL	\$9,491.00
Ediga, Eashwar	Computer Science	\$9,491.00
Erickson, Triumn	Environmental Science	\$9,491.00
Ernst, Abbey	University School for Young Children	\$9,491.00
Feltz, Nicholas	Greek Life	\$9,491.00
Ferdaous, Jannatul	English and TESOL	\$9,491.00
Foust, Haley	New Student Programs	\$9,491.00
Francis, Philip	Admissions - Special Events	\$9,491.00
Garrett, Terrico	Criminal Justice, Social Work, and Sociology	\$9,491.00
Gill, Jason	Biology	\$9,491.00
Goswami, Rituparna	Biology	\$9,491.00
Gragas, Nate	Career Services	\$9,491.00
Gray, Lauren	University School for Young Children	\$9,491.00
Gross, Russell	Center for Academic Advising	\$9,491.00

Gurram, Ravi	Computer Science	\$4,745.50
Hall, Jesse	Athletics	\$9,491.00
Harley, Emma	Center for Writing Excellence	\$9,491.00
Helbling, Bailey	Psychology and Counseling	\$9,491.00
Holliday, Andrew	Biology	\$9,491.00
Holm, Michael	Engineering and Technology	\$9,491.00
Hoskins, Macee	Center for Teaching and Learning	\$9,491.00
Hossain, Monsharif	Chemistry and Physics	\$9,491.00
Houston, Hannah	Kent Library and Special Collections	\$9,491.00
Hughes, Cassidy	Communication Disorders	\$9,491.00
Hull, Brayden	Athletics/Strength and Conditioning	\$9,491.00
Ibitoye, Joshua	Center for Behavioral Health and Accessibility	\$9,491.00
Irovic, Frank	Biology	\$9,491.00
Johnson, Ashlyn	Admissions - Graduate Department	\$9,491.00
Johnson, Madelyn	Communication Disorders	\$9,491.00
Johnston, Rocky	Biology	\$9,491.00
Joiya, Gunjan	Computer Science	\$9,491.00
Kalinin, Nicholas	Military and Veteran Services	\$9,491.00
Kaptianova, Yulia	Athletics/Tennis	\$9,491.00
Kight, Jaden	Athletics - Athletics Academic Services	\$9,491.00
King, Griffin	History and Anthropology	\$9,491.00
Klocke, Karisa	Graduate Business Studies	\$9,491.00
Kiorala, Grishma	Student Financial Services	\$4,745.50
Kouba, Ben	Athletics	\$9,491.00
Kridelbaugh, Jon	Marketing and Communications	\$9,491.00
Labib, Saayem Islam	Engineering and Technology	\$9,491.00
Lamb, Sydney	Myers Hall	\$9,491.00
Lawson, Amanda	History and Anthropology	\$9,491.00
Luster, Roshanna	Academic Support Centers	\$9,491.00
Lynch, Hannah	Career Services	\$9,491.00
Mahan, Reid	Athletics	\$9,491.00
Massey, Alyssa	Communication Disorders	\$9,491.00
McGarr, Morgan	Southeast Online	\$9,491.00
McGee, Craig	Center for Behavioral Health and Accessibility	\$9,491.00
Miller, Leon	Office of the Provost	\$9,491.00
Miller, Shelbee	Nursing	\$4,745.50
Moffett, Elizabeth	Athletics/NCAA Compliance	\$9,491.00
Mohammad, Naveed Abdul	Engineering and Technology	\$9,491.00
Mounabeh, Rania	English and TESOL	\$9,491.00
Movva, Sandeep	Mathematics	\$9,491.00
Mowery, Daisy	History and Anthropology	\$9,491.00
Nall, Christine	The Edvolution Center	\$9,491.00
Nanayakkara, Malsha Nerthasinghege	Engineering and Technology	\$9,491.00
NeuPane, Anjila	Computer Science	\$9,491.00
Newell, Emma	Campus Life/Event Services	\$9,491.00
Nguyen, Ha Vi	Graduate Business Studies	\$9,491.00
Nix, Nathaniel	Biology	\$9,491.00
Nobel, Ashikur	Computer Science	\$9,491.00
Novack, Emma	Center for Academic Advising	\$9,491.00

Nunley, Alyssa	Engineering and Technology	\$9,491.00
Oleson, Logan	Biology	\$9,491.00
Omayio, Diana Kwamboka	Allied Health, Kinesiology, and Sport Sciences	\$9,491.00
Oni, Julie	Biology	\$9,491.00
Orange, Mckenzie	Graduate Business Studies	\$9,491.00
Pacha Pinto, Carlos	Computer Science	\$4,745.50
Patel, Fenil	Graduate Business Studies	\$9,491.00
Patel, Jaimin Jitendrakumar	Residence Life	\$9,491.00
Patel, Poonam	Allied Health, Kinesiology, and Sport Sciences	\$9,491.00
Pearson, Madeleine	Nursing	\$4,745.50
Pennada, Sai Bhaskar	Chemistry and Physics	\$9,491.00
Philips, Logan	New Student Programs	\$9,491.00
Pierce, Sara	Environmental Science	\$9,491.00
Raftery, Kyla	Communication Disorders	\$9,491.00
Rahman, Shahadur	English and TESOL	\$9,491.00
Rall, Shelby	Communication Disorders	\$9,491.00
Rednour, Eli	Leadership, Middle, and Secondary Education	\$9,491.00
Reish, Hannah	Biology	\$9,491.00
Reynolds, Brett	Athletics - Football	\$9,491.00
Richardson, Aja	TRIO/Student Support Services	\$9,491.00
Richardson, Tyler	Student Support Services	\$9,491.00
Riley, Alli	Nursing	\$4,745.50
Riely, Julia	University School for Young Children	\$9,491.00
Rivera, Ernesto	Career Services	\$9,491.00
Salem, Magda	Psychology and Counseling	\$9,491.00
Schuld, Riley	New Student Programs	\$9,491.00
Schwartz, Logan	Psychology and Counseling	\$9,491.00
Seitz, Zachary	Chemistry and Physics	\$9,491.00
Sherp, Gillian	Greek Life	\$9,491.00
Shouals, Camille	TRIO/Student Support Services	\$9,491.00
Solola, David	Educator Preparations	\$9,491.00
Stingle, Ellie	Recreation Services	\$9,491.00
Stinson, Jake	Computer Science	\$9,491.00
Styrsky, Ty	Economic and Workforce Development	\$9,491.00
Takahama, Kao	Computer Science	\$9,491.00
Tarajova, Romana	Computer Science	\$9,491.00
Tarno, Kristen	Center for Behavioral Health and Accessibility	\$9,491.00
Theobald, Alex	Athletics	\$9,491.00
Tolley, Grace	Residence Life	\$9,491.00
Velkoska, Teona	Computer Science	\$9,491.00
Vengaladasu, Ravichandra	Mathematics	\$9,491.00
Wenzel, Lance	Jane Stephens Honors Program	\$9,491.00
Wihlita, Kylie	Early College Programs	\$9,491.00
Willis, Kyle	English and TESOL	\$9,491.00
Winslow, Zachary	Residence Life	\$9,491.00
Wiseman, Rhett	Athletics	\$9,491.00
Wiseman, Riley	Athletics	\$4,745.50
Wolf, Nicholas	Recreation Services	\$9,491.00
Zyung, Kylee	Student Financial Services	\$9,491.00

## SOUTHEAST MISSOURI STATE UNIVERSITY

August 2023

## STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Benefield, Heather	Senior Human Resources Technician Human Resources	\$35,360.00	100	08/07/23
Gilbert, Noah	Creative Media Coordinator Athletics	\$38,000.04	100	08/07/23
Harley, Diana	Controller Accounting Services	\$135,000.00	100	08/01/23
Kelso, Hunter	Application Programmer IT Application Services	\$49,000.00	100	08/07/23
Kuruppu, Anoja	Academic Coordinator TRIO/McNair Scholars Program Student Support Services	\$40,000.08	100	08/01/23
Long, Alexis	International Admissions Specialist International Education	\$28,496.00	100	08/14/23
Meadors, Katelin	Coordinator Facilities and Aquatics Student Recreation Center	\$36,000.00	100	08/14/23
Pham, Nguyen Thao	Research Analyst Institutional Research	\$40,500.00	100	08/01/23
Teague, Holly	Buyer Purchasing and Accounts Payable	\$40,873.87	100	08/09/23

**SOUTHEAST MISSOURI STATE UNIVERSITY**

**August 2023**

**STAFF SEPARATIONS**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Brewer, Ashley	Registered Behavior Technician Autism Center	08/07/23
Butrum, Christi	Support Staff/Driver Horizons Center	08/25/23
Campbell, Alexandra	Major Gift Officer/Planned Giving Coordinator University Advancement	08/31/23
Clemens, Christina	Intake Specialist Student Support Services/McNair	08/03/23
Lacey, Peggy	Library Assistant II Kent Library	08/31/23
McLemore, Tyler	Programs Assistant Director Recreation Services	08/31/23
McQuenter, Doris	Autism Specialist Autism Center	08/31/23
Pallesen, Jakob	Director Economic and Workforce Development - SBDC	08/09/23
Patrick, Michelle	Director Autism Center	08/31/23
Sanchez Juarez, Yahaira	Accounts Receivable Technician Student Financial Services	08/24/23
Sanders, Norma	Operations Supervisor Educare	08/31/23
Spalding, Betty	Lead Teacher University School for Young Children	08/17/23
St. John, Megan	Lead Teacher University School for Young Children	08/31/23
Thomas, Grace	Admissions Counselor I Admissions	08/28/23



Wilde, Susan

Assistant Vice President  
Financial Services

08/31/23

**STAFF LEAVE WITHOUT PAY**

**Name**

**Position-Department**

**Effective**

No Data to Report

**SOUTHEAST MISSOURI STATE UNIVERSITY**

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**STAFF CHANGE OF STATUS**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Crites, Jeffery	Public Safety Officer Public Safety From: \$41,151.20	Promotion	08/01/23
	Emergency Manager Emergency Operations To: \$41,517.06		
Eskew, Torie	Administrative Assistant Communication Disorders From: \$30,636.55	Promotion	08/14/23
	Senior Administrative Assistant Vice Provost To: \$32,801.60		
Kight, Matthew	Patrol Sergeant Public Safety From: \$50,000.00	Promotion	08/01/23
	Lieutenant Public Safety To: \$56,500.00		
Lopez, Veronica	Senior Administrative Assistant Student Support Services From: \$29,278.08	Promotion	08/14/23
	Intake Specialist Term Student Support Services To: \$40,000.08		
Lotfi, Neda	International Admissions Specialist International Education From: \$27,476.80	Promotion	08/01/23
	International Admissions Coordinator International Education To: \$39,000.00		

Ahmad, Bashair

Online Programs Specialist Term  
Southeast Online Advising  
From: \$38,159.26

Job Assignment Change 08/17/23

Academic Advisor I  
Academic Advising  
To: \$38,000.00