



Office of the President

### **NOTICE OF MEETING OF THE BOARD OF GOVERNORS**

Notice is hereby given this twenty-seventh day of September 2022, that the Board of Governors of Southeast Missouri State University will convene at 1:00 p.m., on Wednesday, September 28, 2022, in the Academic Hall Board Room on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

The tentative agenda of this meeting is attached to this notice and includes a vote to close the meeting for consideration of matters authorized by statute, including Sections 610.021(1), (3), (11), (12) and (13) of the Revised Statutes of Missouri.

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

Tonya Wells  
Asst. Vice President, Marketing & Communications  
[twells@semo.edu](mailto:twells@semo.edu)  
573-651-2459

Christopher R. Martin  
Board of Governors' Secretary



**BOARD OF GOVERNORS MEETING**  
**1:00 p.m., Wednesday, September 28, 2022**  
**Academic Hall Board Room\***

**Open Agenda**

**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 Approval of Minutes of June 23 & 24, 2022 and August 23, 2022 Open Session Meeting (**Attachment A**)
- iv. Consideration of Approval of Resolution of Honor for Edward P. Gargas (**Attachment B**)

**2. University President's Items**

*(University President Vargas)*

a. Report Item(s)/Information

- i. University President's Report – Update on Strategic Action Plan
- ii. Student Presentation (**Attachment C**)
- iii. Report from Student Government
- iv. Report from Faculty Senate

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

- a. Report Item(s)/Information
  - i. Fall 2022 Census Enrollment Report
  - ii. Academic & Student Engagement Committee Minutes – June 16, 2022  
**(Attachment D)**

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

- a. Report Item(s)/Information
  - i. Progress Report on Contracts and Facilities Management **(Attachment E)**
  - ii. FY23 Operating Budget to Actual Report **(Attachment F)**
  - iii. Faculty and Staff Personnel Actions **(Attachment G)**
  - iv. Finance & Audit Committee Minutes – June 16, 2022 **(Attachment H)**

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

- a. Action Item(s)
  - i. Convene Closed Session for Appropriate Considerations Pursuant to Section 610.021(1), (3), (11), (12) and (13) of the Revised Statutes of Missouri
  - ii. Reconvene Open Session
  - iii. Announcements of Actions Taken in Closed Session
  - iv. Discussion of Committee Meetings and Logistics
  - v. Adjourn Board of Governors Meeting

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

**MINUTES OF THE OPEN SESSION  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
HELD ON THE  
TWENTY-THIRD AND TWENTY-FOURTH DAYS OF JUNE 2022**

The Board of Governors for Southeast Missouri State University convened in open session on Thursday, June 23, 2022, at approximately 8:35 a.m. in the Stingray Room of the Holiday Inn St. Louis SW-Route 66, St. Louis, Missouri. Mr. Edward P. Gargas, President of the Board of Governors called the meeting to order. Governors present were: Mr. Edward P. Gargas, President of the Board of Governors; Ms. Tina L. Klocke, Vice President of the Board of Governors; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. David C. Martin; Mr. Lloyd F. Smith; and Ms. Lauren Kohn, Student Representative to the Board of Governors. Quorum having been established, Board President Gargas welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; and Mr. Christopher R. Martin, Board Secretary. Members of Executive Staff were in attendance. Guests in attendance included Dr. Drumm McNaughton from AGB, and Dr. David Vuletich from EAB. Board President Gargas presided.

**RETREAT PRESENTATION – BOARD GOVERNANCE**

Board President Gargas welcomed Dr. Drumm McNaughton from the Association of Governing Boards (AGB) to share a presentation on Board Governance.

During the presentation, Dr. McNaughton talked about the changing dynamics of higher education governance while noting some of the areas that boards will always need to pay attention to such as finances, long-term risk management and good governance. He also summarized emerging issues that boards should be cognizant of such as sexual harassment and assault, academic integrity, research, information technology and information security-related issues; and stressed that boards should never lose sight of big picture topics such as mission, institutional values and curriculum offerings. Dr. McNaughton discussed the role and responsibilities of board members and noted that things like committees, transparency, accountability, continuous improvement, and strict adherence to one's fiduciary duty all contribute to having an effective board. He also reviewed considerations related to good governance through the lens of accreditation standards set by the Higher Learning Commission (HLC).

**RETREAT PRESENTATION – 2022 STATE OF HIGHER EDUCATION**

Board President Gargas welcomed Dr. David Vuletich from Education Advisory Board (EAB) to share a presentation titled "Higher Education State of the Sector."

Dr. Vuletich began his presentation discussing how the COVID pandemic and other emerging issues are impacting leadership and management considerations on campuses across the United States and the world. He then noted that three imperatives will likely guide future strategy at higher education institutions – enrollment, cost control, and student support. Regarding enrollment, Dr. Vuletich reviewed statistics related to enrollment and demographic trends and discussed how things like business recruitment and retention initiatives led by the states can favorably impact higher education. Ultimately, market size, market positioning, and institutional capabilities will be the main components of enrollment growth he stated. Turning to cost control, Dr. Vuletich commented that financial sustainability is important and that institutions must continue to balance things like the need for operational efficiencies and costs to continue alongside challenges and perceptions related to rising costs and student debt. Finally, commenting on student support, Dr. Vuletich talked about the importance of mental health support and shared some emerging best practices such as peer counselors, students-in-training and third-party providers to enhance mental health related services.

At approximately 12:20 p.m. the Board took a brief break for lunch and reconvened at around 1:02 p.m.

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

A motion was made by Governor Limbaugh and seconded by Governor Klocke to recess the Open Session and convene Closed Session pursuant to Section 610.021(17) of the Revised Statutes of Missouri.

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

The Open Session was recessed at approximately 1:04 p.m.

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

Upon reconvening the Open Session at approximately 2:15 p.m. Board President Gargas called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

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

- By a vote of 6 to 0 the Board adjourned the Closed Session and reconvened the Open Session. Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve. No other votes were taken in Closed Session.

## **RETREAT PRESENTATION – ENROLLMENT PLANNING**

Board President Gargas called on Dr. Debbie Below, Vice President of Enrollment Management and Student Success, to share a presentation titled “Enrollment Planning: Projections, Market Share, and Opportunities.”

During the presentation, Dr. Below reviewed historical enrollment data and talked about trends related to applications, First Step registrations, and housing contracts that are sometimes good predictors of fall enrollment. She also reviewed enrollment by location, including in counties served by the Regional Campuses. Dr. Below shared information on online enrollment, highlighting the largest program enrollments for spring 2022 at both the undergraduate and graduate levels. The presentation then turned to a discussion about market share and how Southeast compares to in-state and out-of-state peers. To close the presentation, Dr. Below facilitated a brief discussion on potential opportunities to positively impact enrollment, which included, but were not limited to, adult learners, business partnerships, marketing initiatives, and international relationships, among others.

Following Dr. Below’s presentation, the Open Session was recessed at approximately 4:00 p.m. Board President Gargas announced that the Open Session would continue with regular business on Friday, June 24 at 8:30 a.m.

## **OPEN SESSION RECONVENED – FRIDAY, JUNE 24, 2022**

The Open Session reconvened on Friday, June 24, 2022 at 8:30 a.m. in the Stingray Room of the Holiday Inn St. Louis SW-Route 66, St. Louis, Missouri.

Board President Gargas asked Secretary Martin to call roll. Governors present were: Mr. Edward P. Gargas, President of the Board of Governors; Ms. Tina L. Klocke, Vice President of the Board of Governors; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. David C. Martin; Mr. Lloyd F. Smith; and Ms. Lauren Kohn, student representative. Quorum having been established, Board President Gargas welcomed those in attendance and outlined the Board’s various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Dr. Mike Godard, Provost; Dr. Debbie Below, Vice President of Enrollment Management and Student Success; Dr. Trudy G. Lee, Vice President of University Advancement; Mr. Brady Barke, Director of Athletics; Mr. John Mehner, AVP, Economic and Workforce Development; Ms. Tonya Wells, AVP, Marketing and Communications; Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel. Board President Gargas presided.

## **CONSIDERATION OF BOARD OF GOVERNORS MINUTES**

A motion was made by Governor Limbaugh and seconded by Governor Martin to approve the Open Session Minutes of the Board’s May 13, May 20 and June 2, 2022 meetings [Attachment A]. The motion carried unanimously.

## **UNIVERSITY PRESIDENT'S REPORT**

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

- The Office of Economic and Workforce Development has initiated conversations with the State of Missouri Division of Workforce Development to explore a partnership that may lead to the creation of a Missouri Job Center on campus.
- The table below provides a sample summary of activities, events, and meetings that the University President engaged in since the last Board meeting:

Engagement	No. of Engagements	Sampling of Engagements
Student Events	2	NCAA Baseball Regional
OVC & NCAA Meetings	4	Committees & Presidents'
Community Visits/Events	12	Meetings with Airport, Old Town Cape, community events, alumni events, donor visits
Legislative Outreach & State Higher Ed Meetings	4	Meetings with Mayor, Dept. of Higher Education & Workforce Development/CBHE Meetings
Board Meetings	4	Hawthorn Foundation, Cape Chamber, Boy Scouts, AASCU

- Dr. Mario Guimaraes will be joining the HCBC faculty as Department Chair of Computer Science on July 1, 2022. He is currently Chair of Computer Science at St. Martin's University. He earned his Ph.D. Computer Science degree in Pontificia Universidade Católica do Rio de Janeiro (PUCRJ) in 1995. His Ph.D. dissertation is "An environment to teach algorithms."
- Advanced programs in education received full reaccreditation from the Council for the Accreditation of Educator Preparation (CAEP). This reaccreditation covers the graduate programs in the education realm: MA in Educational Leadership, MA in Elementary Education, EdS in Educational Administration.
- Dr. Eric Bain-Selbo has been named Dean of the College of Humanities and Social Sciences, following a nationwide search. He is currently Dean of the School of Humanities and Social Sciences at Indiana University Kokomo and will be joining Southeast on July 25, 2022.
- The Jeanine Larson Dobbins Conservatory of Theatre and Dance received more than 800 submissions from across the country for the 2nd annual Lanford Wilson New American Play Festival. It will be held at the River Campus this June 2022, with the top five plays receiving staged readings, as well as professional workshops with national industry professionals.
- Title III Grant Milestone: A company was selected, and work has begun on the development of a data warehouse. Over the course of 5 years, the grant will provide

funding toward the development of the data warehouse. The goal is to align information from the many platforms and processes across the institution and make accessible needed information to improve student outcomes.

- Academic Support Centers had TRIO participants from both Student Support Services and the McNair Scholars Program, in addition to students from Educational Access Programs, travel to Washington, DC, from May 31 to June 4. During the visit, 30 students and 8 staff were able to visit key historical sites including museums, government buildings, monuments, and culturally significant areas of DC. In addition, all attendees participated in a graduate school visit at George Mason University. The programs provided a once in a lifetime visit to Washington, DC with many in attendees visiting the area for the first time.
- The Council of Deans completed the recorded seminar series Development for Deans and Academic Leaders from the Council for Advancement and Support of Education (CASE). The seminars prepare academic leaders for changes in advancement and fulfilling fundraising roles.
- On May 23, the University hosted representatives from the Rwandan Embassy in the United States to explore a potential partnership to support international recruitment and enrollment at the University. The Rwandan delegation included Mr. Charles Ntageruka, Second Counselor of the Rwandan Embassy in the U.S.; Mr. Jonas Mukiza, President of the Rwandan Missouri and Illinois Community; Mr. Bill Ntwali, Secretary General of the Rwandan Missouri and Illinois Community; and Mr. Moise Nkurikiyinka, Head of the Young Rwandan Missouri and Illinois Community. Conversations with the Rwandan delegation are ongoing and future engagements may include a visit to campus by the Rwandan Ambassador to the U.S., and possibly a trip by university representatives to Rwanda. The University is grateful to Mr. Vivek Malik, member of the Board of Governors, for helping facilitate this exciting new international opportunity.
- Logan Blomquist captured the 2022 NCAA Hammer Throw National Championship and is Southeast Missouri track & field's first-ever NCAA Division I Outdoor Track & Field Championships title in program history. Blomquist, the 2022 Ohio Valley Conference Male Field Athlete of the Year and Hammer Throw Champion, won the National Championship with a career-best mark of 240-8 (73.37m). Blomquist was named a 2022 First-Team All-American for his National Championship performance.
- For the first time in program history, the Redhawks Baseball team played in the NCAA Tournament for the second-straight year. The reigning back-to-back Ohio Valley Conference Tournament Champions, traveled to the NCAA Regional in Louisville, Kentucky. It was the fifth time in program history that SEMO played in the NCAA Tournament, having also the Field of 64 in 1998, 2002, 2016 and 2021.
- The Redhawks Baseball team was awarded the 2021-22 Ohio Valley Conference Team Sportsmanship Award for baseball. The award, voted on by the student-athletes and coaches of the respective sports, is bestowed upon the Conference squads deemed to have best exhibited the standards of sportsmanship and ethical behavior as outlined by the OVC and NCAA.
- Southeast Missouri Athletics and Affinity Licensing, SEMO's official licensing partner, announced the launch of the SEMO Fan Shop, [SEMOfanShop.com](http://SEMOfanShop.com), which provides an online shopping experience for SEMO fans that brings together all of the Redhawks



officially licensed national and local vendors in one site that makes shopping for the latest SEMO gear easier.

- On May 29, the SEMO Alumni Association hosted Southeast Day at Busch Stadium. Nearly 600 Southeast Day theme tickets were sold. The event featured a ceremonial first pitch by University President Carlos Vargas, and pre-game entertainment by the University's Steel Drum Band.

### **CONSIDERATION OF APPROVAL OF ACADEMIC PROGRAM CHANGES**

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

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

- Authorize the offering of a new online MS degree in Agribusiness.
- Authorize the deletion of the BS degree in Recreation and Park Administration.
- Authorize the deletion of the BS degree in Health Communications.
- Authorize the name change of the Minor in Business Administration to a Minor in Business.

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

### **ACADEMIC & STUDENT ENGAGEMENT COMMITTEE REPORT ITEM**

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

### **CONSIDERATION OF APPROVAL OF FEES RELATED TO INTERNATIONAL EDUCATION**

Governor Klocke called upon Dr. Debbie Below, Vice President of Enrollment Management and Student Success, to present a motion to approve an increase in the international student application fee to \$60 effective for applicants paying the fee after November 1, 2022, a new \$60 optional practical training (OPT) case management fee, and a new \$125 OPT STEM extension case management fee, effective for OPT applications submitted after August 31, 2022. [Attachment D].

Dr. Below referred the board to materials included in the packet and noted that there are unique attributes to international education such as processing times, application volume, and other considerations that form the basis for the motion. She summarized the requested fees and then engaged with the board in discussion.

During discussion, Governor Martin asked whether the proposed fees are in line with other institutions, to which Dr. Below said they were. Continuing his inquiry, Governor Martin asked whether the fees may impact the quality of applicants the University may receive. Dr. Below responded that the proposed fees should not impact the quality of the applicants because the University and its peers are already seeing such high volumes of applications from which to consider.

Governor Malik spoke against the proposed fees, expressing concern that they may discourage some students from applying. He also questioned whether the proposed OPT fee should be higher. In follow-up, Board President Gargas asked whether students consider an institution's OPT fee at the beginning of their education and also asked if a higher OPT fee would discourage students from applying to Southeast. Responding, Governor Malik shared his opinion that the OPT fee would not deter a student from applying to the University.

Governor Smith thanked his colleagues for their comments and asked whether there would be a way to keep the existing \$40 application fee but do a higher OPT fee than what is proposed. Dr. Below responded that it would be a possibility, however, cautioned the board that the University does not currently have a OPT-related fees so an initial fee may be appropriate to gauge response and impact before setting one that may be considered by students to be too high.

Governor Klocke requested clarification to support the University's request for the proposed fees. In reply, Dr. Below talked about the increased volume of international applications and the need for additional staff to assist in processing and reviewing them. Seeking further clarification, Governor Limbaugh asked what impact there may be if a fee is not charged. Dr. Below commented that the University may then have to prioritize which applications it acts on. Governor Malik commented that setting GPA thresholds or other considerations could assist in this.

After some additional conversation discussing whether the motion should be tabled, or other factors the Board may want to consider, a motion was made by Governor Limbaugh and seconded by Governor Klocke to approve an increase in the international student application fee to \$60 effective for applicants paying the fee after November 1, 2022, a new \$60 optional practical training (OPT) case management fee, and a new \$125 OPT STEM extension case management fee, effective for OPT applications submitted after August 31, 2022 [Attachment D].

Governor Limbaugh proposed an amendment to keep the international student application at \$40 and approve a \$60 OPT case management fee, and a new \$125 OPT STEM case extension case management fee. The Board would then ask Enrollment Management and Student Success to assess the impact of ultimately reducing the international student application fee to \$0 and report back to the board. After proposing the amendment, Governor Limbaugh withdrew it. He then renewed his original motion to approve an increase in the international student application fee to \$60 effective for applicants paying the fee after November 1, 2022, a new \$60 optional practical training (OPT) case management fee, and a new \$125 OPT STEM extension case management fee, effective for OPT applications submitted after August 31, 2022. Governor Klocke again provided the second. The original motion carried unanimously on a voice vote.

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

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

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

A motion was made by Governor Limbaugh and seconded by Governor Malik to recess the Open Session and convene Closed Session pursuant to Sections 610.021(1), (3), (9), (12) and (13) of the Revised Statutes of Missouri.

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

The Open Session was recessed at approximately 9:59 a.m.

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

Upon reconvening the Open Session at approximately 12:08 p.m. Board President Gargas called on Secretary Martin to make the following announcements regarding the Board's Closed and Closed Executive Sessions:

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

- By a vote of 6 to 0 the Board approved the minutes of the Board's May 13, 2022, May 20, 2022 and June 2, 2022 closed session meetings. Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.
- Pursuant to RSMo 610.021(3) and by a vote of 6 to 0 the Board approved promotion to the rank of Associate Professor and Tenure for 11 faculty members; promotion to the rank of Professor for 8 faculty members; post-professorial merit for 13 faculty members; and non-tenure track merit for 13 faculty members all effective with the 2022-23 academic year. Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.
- Pursuant to RSMo 610.021(9) and by a vote of 6 to 0 the Board approved a wage rate schedule, effective July 1, 2022, amending the current three-year agreement with the International Union of Operating Engineers. Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.
- The Board had conversations with legal counsel per RSMo 610.021(1) pertaining to legal matters.

- By a vote of 6 to 0 the Board adjourned the Closed Session and convened Closed Executive Session pursuant to RSMo 610.021(13) to continue the annual performance evaluation of the University President. Governors Gargas, Klocke, Limbaugh, Malik, Martin and Smith voted to approve.

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

- By a vote of 6 to 0 the Board approved the minutes of the Board's April 13, 2022 and May 13, 2022 closed executive sessions. Governors Gargas, Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.
- Under consideration of recommendations pertaining to personnel records and performance ratings pursuant to RSMo 610.021(13), the Board of Governors completed the annual performance review of University President Carlos Vargas.
- By a vote of 6 to 0 the Board adjourned the Closed Executive Session and reconvened the Open Session. Governors Gargas, Klocke, Limbaugh, Malik, Martin and Smith voted to approve.

**CONSIDERATION OF APPROVAL OF PROPOSED FY23 UNIVERSITY OPERATING BUDGET**

Board President Gargas called upon Dr. Brad Sheriff, Vice President of Finance and Administration, to present a motion requesting approval for the FY23 University Operating Budget. [Attachment I]

Vice President Sheriff directed board members to the materials in Attachment I in the board packet. In reviewing the material, he commented that things like 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. Regarding personnel, Dr. Sheriff commented that the proposed FY23 budget includes a recommendation to implement the final phase of the salary equity study and a 3.5 percent merit increase for all employee groups effective July 1, 2022.

A motion was made by Governor Martin Smith and seconded by Governor Klocke to approve the proposed FY23 University Operating Budget [Attachment I]. The motion carried unanimously.

**CONSIDERATION OF MOTION TO ADJOURN**

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

The meeting adjourned at approximately 12:26 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  
TWENTY-THIRD DAY OF AUGUST 2022**

The Board of Governors for Southeast Missouri State University convened Open Session on Tuesday, August 23, 2022, at approximately 1:02 p.m., in the Academic Hall Board Room, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. David C. Martin; Dr. Andrew J. Moore; and Mr. Lloyd F. Smith. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Mr. Brady Barke, Director of Athletics; Dr. Brad Sheriff, Vice President of Finance and Administration and Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel. Reporters from *The Arrow*, KFVS-12, and the *Southeast Missourian* were also present. Board President Klocke presided.

**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(3), (11), (12) and (13) of the Revised Statutes of Missouri.

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

The Open Session was recessed at approximately 1:03 p.m.

**ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION**

Upon reconvening the Open Session at approximately 2:51 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed and Closed Executive Sessions:

**During Closed Session the Board of Governors Conducted the Following Business:**

- The Board discussed a potential negotiated contract for Houck Stadium South Sideline Renovation pursuant to RSMo 610.021(12). No action was taken in Closed Session.

- By a vote of 6 to 0 the Board adjourned the Closed Session and convened Closed Executive Session pursuant to RSMo 610.021(3), (11), (12) and (13). Governors Klocke, Limbaugh, Malik, Martin, Moore and Smith voted to approve.

**During Closed Executive Session the Board of Governors Conducted the Following Business:**

- Pursuant to RSMo 610.021(3) and (13) the Board discussed the pending retirement of the Vice President of Advancement and heard an update on applicants for the Vice President position. No action was taken.
- Pursuant to RSMo 610.021(11) and (12) the Board discussed an unexecuted proposal for professional services and potential specifications for bids related thereto. No action was taken.
- By a vote of 6 to 0 the Board adjourned the Closed Executive Session and reconvened the Open Session. Governors Klocke, Limbaugh, Malik, Martin, Moore and Smith voted to approve.

**CONSIDERATION OF APPROVAL OF CONSTRUCTION CONTRACT**

Board President Klocke called on Dr. Brad Sheriff, Vice President of Finance and Administration, to present a motion to approve a contract award in the amount of \$15,978,100 to Fager-McGee Commercial Construction to serve as the general contractor for the reconstruction of the south sideline of Houck Stadium.

Vice President Sheriff directed Governors to the materials in their board packet and shared background on the overall project. He noted that a campus master plan was completed in 2018 and approved by the Board on December 14, 2018. He stated that the plan included a recommendation to renovate the north and south grandstands of Houck Stadium and that the master plan consultants advised the recommendation would likely require multiple phases before work would be complete.

Vice President Sheriff then reminded the Board of actions taken and discussions related to Houck Stadium. Specifically, he highlighted the following: (1) action taken in 2019 that led to the selection of Hollis + Miller Architects to provide professional architectural, engineering, and scheduling and planning services for stadium renovation and construction; (2) board action in September 2021 approving a contract with Hollis + Miller Architects for Design Development, Construction Documents, and Construction Administration for the demolition and replacement of the south stands at Houck Stadium; and (3) a April 13, 2022 board action authorizing administration to proceed with design and bid specifications related to construction and replacement of the south sideline and grandstand of Houck Stadium.

After summarizing prior actions, Vice President Sheriff outlined the process used to solicit bids. He stated that the bid window opened July 17, 2022 and closed August 18, 2022. He stated that

five contractors were prequalified and eligible to participate in the process, however, only two contractors attended the mandatory bid meeting. The two contractors, Fager-McGee Commercial Construction and River City Construction ultimately submitted bids. Vice President Sheriff advised the Board that the bids had been reviewed by university employees, and that the University recommends awarding a contract in the amount of \$15,978,100 to Fager-McGee Commercial Construction for construction and replacement of the south sideline grandstand of Houck Stadium, that includes new seating, turf replacement, concession stands, restrooms, ADA access, and associated HVAC, mechanical and other systems work.

After Vice President Sheriff's review of the motion and the recommendation, he engaged in discussion with the Board. Board members asked for information on the project timeline and sought clarification on the scope of work. In response, Mr. Brady Barke, Director of Athletics and Vice President Sheriff both responded, commenting that work would commence September 1, 2022 and continue through August 2023 with completion in advance of the fall 2023 season and then also reiterating that the scope of work includes new seating, turf replacement, concession stands, restrooms, ADA access, and associated HVAC, mechanical and other systems work.

A motion was made by Governor Limbaugh and seconded by Governor Martin to approve a contract award in the amount of \$15,978,100 to Fager-McGee Commercial Construction to serve as the general contractor for the reconstruction of the south sideline of Houck Stadium. The motion carried unanimously.

### **ELECTION OF BOARD OF GOVERNORS VICE PRESIDENT**

The Board of Governors held an election for a new Board Vice President. The election was necessary due to the Vice President's position being vacant. The position became vacant with former Vice President, and current Board President, Mrs. Tina L. Klocke, assumed the Board President's position on July 5, 2022 upon the departure of former Board President Edward P. Gargas from the board. The election was held pursuant to the officer succession language in the Board's By-Laws. The new Vice President will serve the remainder of 2022 and then for two years beginning January 1, 2023 through December 31, 2024. Board President Klocke serves the same period per the By-Laws.

Board President Klocke opened the floor nominations for Board Vice President. Governor Smith nominated Governor James P. Limbaugh. During his remarks, Governor Smith noted that Governor Limbaugh would make a good Vice President due to his previous experience on the Board and his involvement in the community. Governor Malik seconded the nomination. Governor Limbaugh accepted the nomination. Hearing no further nominations, Board President Klocke closed nominations.

The Board By-Laws call for election by ballot, however, since there was only one candidate, Governor Martin moved that Governor Limbaugh be voted Board Vice President by acclamation. Governor Moore seconded the motion to elect by acclamation. The motion carried unanimously. Following the unanimous vote to elect by Governor Limbaugh by acclamation, Governor Limbaugh became the new Board Vice President.



### **ANNOUNCEMENTS & UP-COMING MEETINGS**

Prior to adjournment, Board President Klocke advised Board members that it may be necessary to identify a new date for the board's September meeting. She informed members that Board Secretary Martin would be contacting them to identify an alternative date.

Mr. Brady Barke, Director of Athletics, shared a brief announcement concerning logistics for the 2022-2023 sport season.

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

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

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

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Christopher R. Martin  
Secretary, Board of Governors

### **APPROVED:**

---

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



# A Resolution

by the Board of Governors  
of  
Southeast Missouri State University

Whereas, Edward P. Gargas, graduated from Southeast Missouri State University in 1990, earning a Bachelor of Science in Business Administration with a major in finance, while also serving as president of the Student Government Association in 1989-1990, and subsequently earned a Master of Business Administration from William Woods University, as well as a Master of Strategic Studies from the U.S. Army War College; and

Whereas, Edward P. Gargas has had a successful career in the banking and insurance industries, currently serving as director of Operations and Sales for Bagby Wealth Management in Dexter, Missouri, after serving in various roles with KMC Construction/ServiceMaster and NewWave Communications; and

Whereas, Edward P. Gargas served in the Missouri National Guard until being retired at the rank of colonel, earning the distinction of combat veteran of Operation Iraqi Freedom, and having received four Army commendation medals and other awards for his performance and service as brigade commander, deputy brigade commander, brigade operations officer, battalion commander, battalion executive officer, battalion operations officer, division engineer, and company commander; and

Whereas, Edward P. Gargas was appointed to the Southeast Missouri State University Board of Regents, now the Board of Governors, by Missouri Governor Jeremiah "Jay" Nixon to a term that began September 2015 and continued to July 5, 2022; and during his term, he served admirably as vice president and president of the board; and

Whereas, during Edward P. Gargas' service, the University achieved several institutional and academic milestones, including the adoption of a new University Strategic Action Plan; institutional accreditation by the Higher Learning Commission was reaffirmed; Will To Do and Copper Dome Scholarship programs were created; the University transitioned to self-insurance; a comprehensive reorganization of colleges and departments was completed; designation as a National Center of Academic Excellence in Cyber Defense Education by the National Security Agency (NSA) and the U.S. Department of Homeland Security (DHS); inclusion in the inaugural class of institutions designated a "Yamaha Institution of Excellence"; expansion of the Lift for Life Academy in St. Louis to Pre-K-12<sup>th</sup> grades; celebration of the Kennett Campus 20<sup>th</sup> anniversary; expansion of KRCU; the launch of several innovative academic programs, such as Professional Pilot and Industrial and Systems Engineering; and the Department of Athletics won the 2020-2021 Ohio Valley Conference Commissioner's Cup for the first time in school history; and

Whereas, during the tenure of Edward P. Gargas the University completed or began major physical enhancements such as the development and opening of the Greek Village and International Village; renovation of Grauel Building, Rosemary Berkel Crisp Hall of Nursing, Show Me Center and Towers Cafeteria; relocation of the University's marching band to the River Campus; improvements at Capaha Field; opening and dedication of a Veterans Plaza, the NPHC Plaza, the EDvolution Center, Catapult Creative House, a new Center for Speech and Hearing, and the Rust Center for Media; opening of a Cyber Range, and eSports Arena; creation of a vegetable demonstration garden and expansion of the Autism Center for Diagnosis and Treatment, both at Southeast's Sikeston Campus; upgrades to the campus network infrastructure and underground utility tunnels; expansion of the River Campus with the opening of a new arts complex; and construction began on a new dual role, multi-use Houck Stadium Complex; and

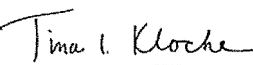
Whereas, during Edward P. Gargas' term on the Board, the Board adopted formal By-Laws, and met for the first time under its new designation as the Southeast Board of Governors in September 2021, the result of House Bill 297 approved by Gov. Michael L. Parson on July 14, 2021, officially designating Southeast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

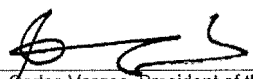
Whereas, Edward P. Gargas has represented the University well in various civic activities and public appearances, has been faithful in his stewardship of the public trust, and has demonstrated extraordinary dedication to the service of the University and its constituents; and

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

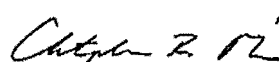
Done, in the City of Cape Girardeau, Missouri, this 28th day of September, in the year two thousand twenty-two.



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

  
Dr. Carlos Vargas, President of the University

ATTEST:

  
Mr. Christopher R. Martin, Secretary

# Mercy Lubeju

573-225-3506 • lubejumercy@gmail.com

Attachment C

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## PROFESSIONAL SUMMARY

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Hard-working biomedical sciences students with a focus on quality and teamwork are expected to graduate in May 2024. Passionate about health sciences, public service, and community involvement. Love learning new languages and engaging with fellow students to enhance my cultural awareness and sensitivity.

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## EDUCATION

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Southeast Missouri State University Cape Girardeau, MO May 2024

**Bachelor of Science in Biology: Biomedical Sciences**

**Pre-Medicine Professional Track**

- Dean's List: Semester 2020 online
- First-Year Leadership (FLYP) Program Graduate (August 2021 – December 2021)
- Emerging Leaders Program Member (January 2022 – Present)

### LANGUAGES:

- English (Native, Fluent)
- Shona (Native, Fluent)
- Ndebele (Proficiency Level)

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## WORK EXPERIENCE

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Southeast Missouri State University Cape Girardeau, MO October 2021 – Present

**Position Title – River Campus**

- Greet customers to build rapport and increase satisfaction
- Direct guests to correct locations based on ticket seating information
- Answer questions about facility amenities and respond to inquiries about events & future offerings
- Provide client service by distributing programs, addressing concerns, and selling tickets
- Assist in monitoring and enforcing non-recording policies to protect the facility's rights and standards

**Orientation Leader: Southeast Missouri**

**January 2022-present**

- The first handler of new students at SEMO
- Welcome new students and parents for an orientation
- Handle important documents with ne student information
- Guide students and parents on orientation through every step including signing into their portal
- Sort out students in their designated colleges

**Name of Company**

Harare, Zimbabwe

**January 2020 – January 2021**

**Receptionist**

- Scheduled and confirmed appointments via phone and email communications
- Answered and directed incoming calls using the multi-line telephone system
- Maintained daily calendar, set appointments with clients, and planned daily office events
- Entered data into Microsoft Word, Microsoft Excel, and office database software to maintain accurate office inventory records
- Screened and verified visitors for identification credentials to maintain security within the office
- Communicated with vendors to place and receive orders
- Greeted customers, answered general questions, and directed guests to appropriate locations

- Responded to online services and orders during the COVID-19 pandemic

**Kelly's Restaurant**

Harare, Zimbabwe

**January 2019 – March 2020****Concessions Worker**

- Correctly received orders and processed payments, and responded appropriately to guest concerns
- Processed credit & debit transactions and made correct changes for cash-paying patrons
- Maintained appearance and hygiene by sanitation standards & company policy
- Packaged menu items into bags or trays and placed drink orders into carriers for easy transport
- Maintained a friendly, engaging disposition while serving fresh food and beverages to customers
- Operated large-volume grills, deep-fat fryers, and griddles with caution according to manufacturer instructions to accurately prepare food and various concessions recipes
- Greeted customers, answered questions, and provided food and drink recommendations

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**CAMPUS AND COMMUNITY ENGAGEMENT**

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**Emerging Leaders Program****Spring 2022****Member**

Built quantity with a lot of peers

Acquired my SEMO second leadership program

Engaged in YMCA camp

Volunteered for clean-ups

Acquired more leadership skills such as effective communication, professionalism, Empathy, Trust, Diversity problem solving, time management, and commitment

**First-Year Leadership Program (FLYP)****September 2021****Member**

- Engaged with other students through strong verbal and written communication skills
- Collaborated with community leaders, organizations, and public agencies to promote community service programs
- Volunteered with organizations by assisting with food packaging at the local food bank for less privileged members of the surrounding community
- Assisted with preparations for large campus events such as Homecoming and Family Weekend

**Outdoor Club****August 2021**

- Visited natural bridge
- Hiked the Pomona trail

**Member****Rock Climbing Club****August 2021 -2022****Member**

- I have acquired different skills on how to climb walls and rocks

**Red Cross Club****August 2021 -2022****Member**

- I volunteered to facilitate a blood drive for 20 hours
- Wrote letters and gifts to veterans
- Have done health campaigns in support of Covid vaccination

**Health And Awareness Club****January 2022****Incoming Vice President****Fall 2022-23**

I volunteer every Tuesday and Friday from 12 pm to 4 pm

**International Student Association (ISA) Treasurer**

**Year 2022-23**

- Monitor and fiscal/financial resources of *ISA*
- Understand the regulations governing Student Government Funding
- Develop proposed budgets for events
- Present event budgets and requests for funding to the Student Government in cooperation with the President

**Student Government Funding Board**

**Spring 2022**

**Member**

- Interview different organizations requesting funding
- Approves amount of funding
- Monitor the SGA budget
- Make critical decisions with regards money
- Votes on funding board decisions

**Professional References**

Tiffany Comfort

[tcomfort@semo.edu](mailto:tcomfort@semo.edu)

573 651 2280

Holzhauer Debra

[DHolzehauer@semo.edu](mailto:DHolzehauer@semo.edu)

573 651 5137

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

The Academic and Student Engagement Committee for the Board of Governors of Southeast Missouri State University convened on Thursday, June 16, 2022, at approximately 12:16 p.m., in Academic Hall, Room 143, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Committee Chairman Mr. Vivek Malik called the meeting to order. Committee members appointed by the President of the Board of Governors present were: Mr. David C. Martin, and Ms. Lauren Kohn, Student Representative to the Board of Governors. Governor Malik welcomed those in attendance and outlined the agenda for the meeting.

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

The first order of business included a review of minutes from the Committee's May 5, 2022, meeting. There were no objections to the minutes as written.

The remainder of the Committee included a work session on items pertinent to the Committee for the June 23 and 24 Board of Governors' Retreat and Meeting.

The Committee started with brief conversation about the proposed agenda for the June 23 board retreat. They discussed a proposed board governance workshop that would be facilitated by someone from the Association of Governing Boards (AGB) and a presentation on the state of higher education by someone from Education Advisory Board (EAB).

The Committee then turned to the proposed packet for the June 24 board meeting. The Committee first reviewed proposed Academic Program Changes, which included a conversation with Dr. Godard. The following academic program changes were proposed: a new M.S. in Agribusiness; deletion of the B.S. in Recreation and Park Administration; deletion of the B.S. in Health Communication; and a name change for the Minor in Business Administration to a Minor in Business. During discussion, Governors sought clarification on the various proposals, specifically the M.S. in Agribusiness asking what jobs will be available to students and what is the difference between the proposed degree and an MBA. Governor Malik also requested that Dr. Godard prepare a report summarizing all academic program actions since academic program prioritization was initiated that the committee could review at a future meeting. There were no stated concerns about forwarding the proposed academic program changes to the full Board of Governors for consideration.

The Committee also reviewed the proposal to impose fees for international education. Board Secretary Martin shared that the item was also reviewed by the Finance and Audit Committee and that they were supportive of the full board considering the item at its June 24 meeting. During discussion, Governor Malik shared some concerns and asked some questions. Specifically, he asked whether for a summary of all application fees collected by the University and he commented that charging a fee to international students could be a detriment to some

students making application to the University. There was also some discussion as to whether the proposed OPT fees were adequate.

To conclude its meeting, Dr. Godard reviewed the proposed board item regarding faculty tenure and promotion recommendations. Board Secretary Martin shared that the item was also reviewed by the Finance and Audit Committee and that they were supportive of the full board considering the item at its June 24 meeting.

The meeting concluded at approximately 1:07 p.m.

Respectfully submitted,

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Christopher R. Martin  
Secretary, Board of Governors



**SOUTHEAST MISSOURI**  
STATE UNIVERSITY · 1873

## **BOARD OF GOVERNORS**

### **MOTION CONSIDERATION FORM**

**September 28, 2022**

**Open Session**

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

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

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

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>VENDOR</b>	<b>AWARD AMOUNT</b>
Houck Stadium South Sideline	July 2023	Fager-McGee Commercial Construction	\$15,978,100
Replace Patio Doors at Group Housing	January 2023	River City Construction	\$281,800
Show Me Center Meeting Room Renovations	November 2022	Nip Kelley Equipment Co	\$136,780
DYS Roof Replacements – Shawnee & Cherokee Trace Buildings	September 2022	Riverside Roofing Co	\$115,429

#### **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.

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

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>STATUS</b>
Houck Stadium South Sideline Renovation	July 2023	Contract awarded. In progress.
Group Housing French Door Replacement	January 2023	Contract awarded. In progress.



*Facilities Management Progress Report  
September 28, 2022*

*Page 2 of 2*

PROJECT	ANTICIPATED COMPLETION	STATUS
Show Me Center Meeting Room Renovations	Fall 2022	Contract awarded. In progress.
DYS Roof Replacements – Shawnee Trace & Cherokee Trace	Fall 2022	Contract awarded. In progress.
Renovate Rowdy's	Summer 2022	Project is substantially complete.
Bookstore Renovation	Winter Break 2022-2023	Project delayed due to materials availability.
Johnson Hall Roof Replacement	Summer 2023	Project delayed due to materials availability.
Men's & Women's Basketball Locker Room Upgrade	Fall 2022	Project delayed due to materials availability.
Houck Fieldhouse Flooring Replacement	Spring/Summer 2023	Construction documents in progress.
Vandiver Hall Shower Replacement	Summer 2023	Construction documents in progress.
Seabaugh Polytech Building Roof Replacement	TBD	Construction documents in progress.
GS4 Haz-Mat Shed Installation	Summer 2023	Construction documents in progress.
Transit/FMSC Building Roof Replacements	Fall /Winter 2022	Awarded contract for Transit roof only.
Magill Hall Air Flow Analysis	Fall 2022	Site investigation and document review in progress.
Law Enforcement Academy South Parking Lot Upgrades		On hold.
General Construction Contract 2022	Multiple projects 2022	Laferla – ADA Improvements \$9,307.47 – Complete Sig Ep Restroom - \$15,600 – Complete
General Electrical Contract 2022	Multiple projects 2022	Install Historic Light Poles at UC - Complete Horticulture Greenhouse Generator Installation \$44,042.70 – Equipment manufacturer delay
General Plumbing Contract 2022	Multiple projects 2022	Emergency shoring and pipe replacement in Tunnel 37.

*Note: Shading indicates completed projects.*

## FY23 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD

## Attachment F

ALL FUNDS  
Through July 31, 2022

	FY23 Appr Budget	FY23 Jul Budget	FY23 YTD	FY22 YTD
<b>ESTIMATED INCOME:</b>				
STATE APPROPRIATIONS:	\$ 48,641,781	\$ 4,053,482	\$ 4,053,482	\$ 3,845,809
STUDENT FEES:				
Tuition	71,180,490	36,833,731	35,212,365	34,618,711
Scholarships and Fee Waivers	(26,211,003)	(250,674)	(925,391)	(844,515)
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	\$ 44,969,487	\$ 36,583,057	\$ 34,286,974	\$ 33,774,197
Student Fees	10,904,740	5,129,266	5,406,264	5,023,396
TUITION AND STUDENT FEES:	\$ 55,874,227	\$ 41,712,323	\$ 39,693,239	\$ 38,797,593
OTHER SOURCES:				
Investment Income	82,500	4,167	8,967	10,050
State Grants and Contracts	528,405	44,034	-	-
Sales and Services of Academic Departments	2,924,344	307,237	397,155	339,233
Sales and Services of Non-Academic Departments	28,451,914	11,534,801	11,608,918	11,622,986
Foundation Support	1,253,733	-	-	450
Athletics Revenues	1,867,666	166,667	(5,000)	2,051
Miscellaneous Income	6,687,089	614,690	768,275	723,898
TOTAL OTHER SOURCES:	\$ 41,795,651	\$ 12,671,596	\$ 12,778,315	\$ 12,698,670
<b>TOTAL ESTIMATED INCOME:</b>	<b>\$ 146,311,659</b>	<b>\$ 58,437,401</b>	<b>\$ 56,525,036</b>	<b>\$ 55,342,072</b>
<b>ESTIMATED EXPENDITURES:</b>				
PERSONNEL:				
Faculty/Staff	63,689,480	3,412,106	2,757,308	2,751,790
Benefits	25,528,668	1,480,390	1,549,695	1,468,588
Student Labor	2,789,422	139,471	123,477	140,932
TOTAL PERSONNEL:	\$ 92,007,570	\$ 5,031,966	\$ 4,430,480	\$ 4,361,310
TOTAL EQUIPMENT AND OPERATIONS:	41,094,653	3,424,554	2,160,475	1,211,066
<b>TOTAL ESTIMATED EXPENDITURES:</b>	<b>\$ 133,102,223</b>	<b>\$ 8,456,521</b>	<b>\$ 6,590,955</b>	<b>\$ 5,572,376</b>
DEBT SERVICE TRANSFERS:	11,979,690	-	-	-
OPERATING TRANSFERS, NET:	427,828	-	4,193	5,643
<b>TOTAL ESTIMATED NET TRANSFERS OUT/(IN):</b>	<b>\$ 12,407,518</b>	<b>\$ -</b>	<b>\$ 4,193</b>	<b>\$ 5,643</b>
<b>SURPLUS/(DEFICIT):</b>	<b>\$ 801,918</b>	<b>\$ 49,980,880</b>	<b>\$ 49,929,888</b>	<b>\$ 49,764,053</b>

**FY23 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)**  
**Budget and Expenses through July 31, 2022**

**Education and General**

	<b>FY23 Appr Bud</b>	<b>July Budget</b>	<b>July YTD</b>	<b>FY22</b>
<b>ESTIMATED INCOME:</b>				
STATE APPROPRIATIONS:	\$ 48,641,781	\$ 4,053,482	\$ 4,053,482	\$ 3,845,809
STUDENT FEES:				
Tuition	71,177,990	36,833,731	35,212,365	34,396,521
Scholarships and Fee Waivers	(20,081,075)	(250,674)	(741,770)	(708,877)
Net Tuition	\$ 51,096,915	\$ 36,583,057	\$ 34,470,595	\$ 33,687,644
Student Fees	7,378,940	691,391	977,962	3,470,305
TOTAL TUITION AND STUDENT FEES:	\$ 58,475,855	\$ 40,031,698	\$ 38,178,265	\$ 37,157,949
OTHER SOURCES:				
Investment Income	50,000	4,167	8,967	10,050
State Grants and Contracts	-	-	-	-
Sales and Services of Academic Departments	322,060	26,838	25,447	9,616
Sales and Services of Non-Academic Departments	236,150	19,679	25,328	23,640
Foundation Support	534,745	-	-	-
Athletics Revenues	-	-	-	-
Miscellaneous Income	1,712,578	299,206	345,491	258,383
TOTAL OTHER SOURCES:	\$ 2,855,533	\$ 349,890	\$ 405,234	\$ 301,689
<b>TOTAL ESTIMATED INCOME:</b>	<b>\$ 109,973,169</b>	<b>\$ 44,435,070</b>	<b>\$ 42,636,981</b>	<b>\$ 41,305,447</b>
<b>ESTIMATED EXPENDITURES :</b>	<b>FY23 Appr Bud</b>	<b>July Budget</b>	<b>July YTD</b>	<b>FY22</b>
PERSONNEL:				
Faculty/Staff	54,725,093	2,670,423	2,138,033	2,118,878
Benefits	19,443,156	973,264	714,848	703,163
Student Labor	1,567,295	78,365	52,137	65,167
TOTAL PERSONNEL:	\$ 75,735,544	\$ 3,722,051	\$ 2,905,018	\$ 2,887,208
TOTAL EQUIPMENT AND OPERATIONS:	\$ 20,734,297	\$ 1,727,858	\$ 1,873,611	\$ 849,255
<b>TOTAL ESTIMATED EXPENDITURES:</b>	<b>\$ 96,469,841</b>	<b>\$ 5,449,909</b>	<b>\$ 4,778,629</b>	<b>\$ 3,736,463</b>
DEBT SERVICE TRANSFERS:	4,014,500	-	-	-
OPERATING TRANSFERS, NET:	8,404,512	-	205,643	5,643
<b>TOTAL ESTIMATED TRANSFERS OUT/(IN):</b>	<b>\$ 12,419,012</b>	<b>\$ -</b>	<b>\$ 205,643</b>	<b>\$ 5,643</b>
<b>SURPLUS/(DEFICIT):</b>	<b>\$ 1,084,316</b>	<b>\$ 38,985,161</b>	<b>\$ 37,652,709</b>	<b>\$ 37,563,341</b>

**FY23 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)**  
**Budget and Expenses through July 31, 2022**

**Designated Funds**

	<b>FY23 Appr Bud</b>	<b>July Budget</b>	<b>July YTD</b>	<b>FY22</b>
<b>ESTIMATED INCOME:</b>				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	2,500	-	-	222,191
Scholarships and Fee Waivers	(3,788,808)	-	(183,121)	(135,638)
Net Tuition	\$ (3,786,308)	\$ -	\$ (183,121)	\$ 86,552
Student Fees	1,468,300	50,625	50,927	611,515
TOTAL TUITION AND STUDENT FEES:	\$ (2,318,008)	\$ 651,875	497,419	\$ 698,068
OTHER SOURCES:				
Investment Income	-	-	-	-
State Grants and Contracts	528,405	44,034	-	-
Sales and Services of Academic Departments	2,602,284	280,399	371,708	329,617
Sales and Services of Non-Academic Departments	990,951	87,746	97,348	115,398
Foundation Support	504,254	-	-	450
Athletics Revenues	1,867,666	166,667	(5,000)	2,051
Miscellaneous Income	2,634,000	218,042	296,370	338,995
TOTAL OTHER SOURCES:	\$ 9,127,560	796,888	\$ 760,426	\$ 786,511
<b>TOTAL ESTIMATED INCOME:</b>	<b>\$ 6,809,552</b>	<b>\$ 1,448,763</b>	<b>\$ 1,257,845</b>	<b>\$ 1,484,579</b>
<b>ESTIMATED EXPENDITURES :</b>	<b>FY23 Appr Bud</b>	<b>July Budget</b>	<b>July YTD</b>	<b>FY22</b>
PERSONNEL:				
Faculty/Staff	5,990,262	499,189	446,971	422,953
Benefits	4,765,125	397,094	764,177	681,648
Student Labor	435,725	21,786	31,577	29,006
TOTAL PERSONNEL:	\$ 11,191,112	\$ 918,069	\$ 1,242,725	\$ 1,133,606
TOTAL EQUIPMENT AND OPERATIONS:	\$ 4,979,584	414,965	\$ 187,089	\$ 117,926
			183,121	
<b>TOTAL ESTIMATED EXPENDITURES:</b>	<b>\$ 16,170,696</b>	<b>\$ 1,333,034</b>	<b>\$ 1,429,814</b>	<b>\$ 1,251,532</b>
DEBT SERVICE TRANSFERS:	-	-	-	-
OPERATING TRANSFERS, NET:	(9,078,746)	-	(200,000)	-
<b>TOTAL ESTIMATED TRANSFERS OUT/(IN):</b>	<b>\$ (9,078,746)</b>	<b>\$ -</b>	<b>\$ (200,000)</b>	<b>\$ -</b>
<b>SURPLUS/(DEFICIT):</b>	<b>\$ (282,398)</b>	<b>\$ 115,729</b>	<b>\$ 28,031</b>	<b>\$ 233,047</b>

**FY23 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)**  
**Budget and Expenses through July 31, 2022**

**Auxiliary Funds**

	<b>FY23 Appr Bud</b>	<b>July Budget</b>	<b>July YTD</b>	<b>FY22</b>
<b>ESTIMATED INCOME:</b>				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	-	-	-	-
Scholarships and Fee Waivers	(2,341,120)	-	(500)	-
Net Tuition	\$ (2,341,120)	\$ -	\$ (500)	\$ -
Student Fees	2,057,500	1,028,750	1,018,054	941,576
<b>TOTAL TUITION AND STUDENT FEES:</b>	<b>\$ (283,620)</b>	<b>\$ 1,028,750</b>	<b>\$ 1,017,554</b>	<b>\$ 941,576</b>
OTHER SOURCES:				
Investment Income	32,500	-	-	-
State Grants and Contracts	-	-	-	-
Sales and Services of Academic Departments	-	-	-	-
Sales and Services of Non-Academic Departments	27,224,813	11,427,376	11,486,243	11,483,949
Foundation Support	214,734	-	-	-
Athletics Revenues	-	-	-	-
Miscellaneous Income	2,340,511	97,442	126,413	126,521
<b>TOTAL OTHER SOURCES:</b>	<b>\$ 29,812,558</b>	<b>\$ 11,524,818</b>	<b>\$ 11,612,656</b>	<b>\$ 11,610,470</b>
<b>TOTAL ESTIMATED INCOME:</b>	<b>\$ 29,528,938</b>	<b>\$ 12,553,568</b>	<b>\$ 12,630,210</b>	<b>\$ 12,552,046</b>
<b>ESTIMATED EXPENDITURES :</b>				
PERSONNEL:				
Faculty/Staff	2,974,125	242,495	172,304	209,959
Benefits	1,320,387	110,032	70,670	83,777
Student Labor	786,402	39,320	39,764	46,759
<b>TOTAL PERSONNEL:</b>	<b>\$ 5,080,914</b>	<b>\$ 391,847</b>	<b>\$ 282,737</b>	<b>\$ 340,496</b>
<b>TOTAL EQUIPMENT AND OPERATIONS:</b>	<b>\$ 15,380,772</b>	<b>\$ 1,281,731</b>	<b>\$ 99,774</b>	<b>\$ 243,885</b>
<b>TOTAL ESTIMATED EXPENDITURES:</b>	<b>\$ 20,461,686</b>	<b>\$ 1,673,578</b>	<b>\$ 382,511</b>	<b>\$ 584,381</b>
DEBT SERVICE TRANSFERS:	7,965,190	-	-	-
OPERATING TRANSFERS, NET:	1,102,062	-	(1,450)	-
<b>TOTAL ESTIMATED TRANSFERS OUT/(IN):</b>	<b>\$ 9,067,252</b>	<b>\$ -</b>	<b>\$ (1,450)</b>	<b>\$ -</b>
<b>SURPLUS/(DEFICIT):</b>	<b>\$ -</b>	<b>\$ 10,879,990</b>	<b>\$ 12,249,149</b>	<b>\$ 11,967,665</b>

**BOARD OF GOVERNORS  
REPORT ITEM  
September 28, 2022  
Open Session**

**Faculty & Staff Personnel  
Actions  
June & July 2022**

SOUTHEAST MISSOURI STATE UNIVERSITY  
June 2022

**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 Per Course Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

**FACULTY SEPARATIONS**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Bawaneh, Khaled	Associate Professor Engineering & Technology	05/31/22
Celaya, Anthony	Assistant Professor English	06/30/22
Dai, Wei	Assistant Professor Computer Science	06/30/22
Ingram-Wilson, Kathryn	Instructor English	06/30/22
Johnston, Nicholas	Associate Professor Management	06/30/22
Krome, Lesly	Assistant Professor Psychology & Counseling	05/31/22
Newton, Brandon	Assistant Professor Theatre and Dance	05/31/22
Rudloff, Elizabeth	Assistant Professor Kent Library	05/31/22
Sim, Wee Wee	Instructor Computer Science	06/23/22
Stepaniuc, Ecaterina	Assistant Professor Mass Media	06/30/22

## SABBATICALS

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

## STAFF LEAVE WITHOUT PAY

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



SOUTHEAST MISSOURI STATE UNIVERSITY  
June 2022

**ADDENDUM A**

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adair, Christina	Chemistry & Physics	\$3,017.00
Aguinaga, Nancy	Elem Early and Special Ed	\$3,123.00
Bauman, Laura	Child & Family Studies	\$2,586.00
Benyon, Howard	Leadership Mdl & Sec Educ	\$3,123.00
Bradshaw, Cynthia	Comm Stu & Mod Languages	\$2,586.00
Contrino, Michelle	Theatre and Dance	\$3,123.00
Gentry, Bruce	Political Sci Philosophy Relig	\$3,123.00
Goodman, Paige	Communication Disorders	\$2,586.00
Johnson, Andrew	Psychology & Counseling	\$2,838.00
Kloss, RaeAnne	Leadership Mdl & Sec Educ	\$3,123.00
Knaup, Katherine	Psychology & Counseling	\$2,838.00
Long, Sheila	Child & Family Studies	\$3,123.00
Northern, Paige	Psychology & Counseling	\$2,838.00
O'Connell, Jillian	Communication Disorders	\$5,172.00
Schaffner, Linda	Elem Early and Special Ed	\$2,838.00
Siebert, Andrew	Psychology & Counseling	\$2,586.00
Wiggins, Arika	Crim Just Soc Work Sociology	\$2,586.00
Wills, Nathan	Leadership Mdl & Sec Educ	\$3,123.00

**SOUTHEAST MISSOURI STATE UNIVERSITY**

**June 2022**

**ADDENDUM B**

**Payments for summer 2022 teaching/alternate assignments.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adjei, Frederick	Accounting Economics Finance	\$9,607.33
Adkins, Kathryn	History & Anthropology	\$4,798.48
Alexander, Toni	History & Anthropology	\$18,034.86
Amer, Suhair	Computer Science	\$23,468.10
Atuo, Fidelis	Biology	\$3,362.00
Bandyopadhyay, Asit	Management	\$4,949.46
Barnes, Jeremy	Kinesiology Nutrition Recreation	\$15,604.44
Bengtson, Jennifer	History & Anthropology	\$5,016.12
Benton, Jessica	Elem Early and Special Ed	\$4,372.50
Bertrand, Lisa	Leadership Mdl & Sec Educ	\$32,777.15
Billington, Eric	Psychology & Counseling	\$11,841.74
Book, Abram	Comm Stu & Mod Languages	\$4,412.51
Booth, Emily	Art & Design	\$4,132.12
Braden, Indi	Agriculture	\$12,353.43
Bradley, Christopher	Crim Just Soc Work Sociology	\$11,524.52
Brandhorst, Scott	Psychology & Counseling	\$4,249.45
Bratberg, William	Leadership Mdl & Sec Educ	\$10,190.42
Breeding, Karen	Communication Disorders	\$5,758.12
Buck, Tamara	Mass Media	\$11,074.81
Burk, Moretta	Nursing	\$3,566.67
Caldwell, James	Management	\$23,321.16
Cavanah, Sarah	Mass Media	\$4,666.83
Celaya, Anthony	English	\$4,276.25
Cervantes, Charlotte	Kinesiology Nutrition Recreation	\$6,124.87
Champine, James	Biology	\$7,959.94
Cho, Hyeon	Marketing	\$14,430.58
Clapsaddle, Shannon	Leadership Mdl & Sec Educ	\$15,069.42
Clark, Henry	Mathematics	\$2,540.58
Clubbs, Brooke	Leadership Mdl & Sec Educ	\$4,950.00
Cook, Amber	Theatre and Dance	\$5,051.65
Copeland, Sherry	Leadership Mdl & Sec Educ	\$9,044.66
Crawford, Philip	Chemistry & Physics	\$13,609.48
Criblez, Adam	History & Anthropology	\$10,752.84
Crowley, Edward	Management	\$8,129.11
Cunningham Ladwig, Christine	Marketing	\$15,998.32
Dai, Wei	Computer Science	\$13,548.52
Daly, Daniel	Mathematics	\$11,552.39
Davis, Tammy	Child & Family Studies	\$11,112.00
Dees, Sharon	Elem Early and Special Ed	\$5,202.76
Deken, Bradley	Engineering & Technology	\$13,584.87
Dial, Deanna	Nursing	\$7,260.49
Dickson, Kevin	Management	\$25,033.08
Dietrich, Sarah	English	\$4,683.50
Drury, Connie	Nursing	\$11,000.00
Dudley, Corrie	Nursing	\$5,365.85
Dudley, John	Engineering & Technology	\$5,335.59

Dufek, James	Mass Media	\$5,000.00
Evans, Beverly	Kinesiology Nutrition Recreation	\$12,676.06
Faber, Anthony	Child & Family Studies	\$13,756.42
Fernholz, Marissa	Comm Stu & Mod Languages	\$3,330.94
Fluegge, Erin	Management	\$18,370.20
Fritz, Kelley	Biology	\$3,235.44
Fulton, Susan	Communication Disorders	\$12,266.14
Gadberry, Jennifer	Psychology & Counseling	\$4,157.19
Garcia, Mario	Computer Science	\$31,115.33
Garner, Sara	Child & Family Studies	\$12,720.26
Gershuny, Pamela	Marketing	\$8,884.48
Guiling, Shawn	Psychology & Counseling	\$4,433.47
Hampton, Edwin	Music	\$12,564.79
Hayes, Jonathan	English	\$3,733.64
Heider, Jeremy	Psychology & Counseling	\$6,465.74
Heischmidt, Kenneth	Marketing	\$18,985.06
Herren, Amy	Communication Disorders	\$8,137.09
Hill, H Hamner	Political Sci Philosophy Relig	\$13,624.48
Hoffman, Steven	History & Anthropology	\$16,945.12
Hwang, Seong Nam	Biology	\$9,751.58
Ingram-Wilson, Kathryn	English	\$3,873.77
Jefferson, Joseph	Music	\$6,619.20
Johnston, Nicholas	Management	\$6,858.26
Judd, Timothy	Biology	\$13,858.68
Kearney, Monica	Kinesiology Nutrition Recreation	\$4,483.83
Kendrick, Dena Susan	English	\$11,264.18
Kessler, Jonathan	Chemistry & Physics	\$15,143.65
Khalid, Tahsin	Elem Early and Special Ed	\$6,764.87
Kilburn, Michelle	Crim Just Soc Work Sociology	\$18,425.85
Kirschman, Lucas	Biology	\$8,229.38
Kisat, Courtney	History & Anthropology	\$4,682.95
Koch, Gina	Nursing	\$2,000.00
Koen, Nina	Crim Just Soc Work Sociology	\$3,895.20
Kraemer, John	Biology	\$14,800.00
Kuborn, Sarah	Child & Family Studies	\$9,587.70
Kutsevalova, Natalya	Mathematics	\$3,793.49
LaMantia, Kirsten	Psychology & Counseling	\$15,765.08
Lambert, Lea Anne	Kinesiology Nutrition Recreation	\$8,955.77
Lavoie, Christian	Theatre and Dance	\$5,165.37
Lee, Myungwoo	Kinesiology Nutrition Recreation	\$1,430.00
Lee, Yi-Ching	Mathematics	\$5,753.66
LeGrand, Nancy	Marketing	\$6,929.77
Li, Zhouzhou	Computer Science	\$13,379.16
Lillo Kang, Sarah	Leadership Mdl & Sec Educ	\$4,582.15
Liu, Xiaoming	Computer Science	\$20,068.74
Liu, Ziping	Computer Science	\$17,150.20
Lohmann, Rebecca	Accounting Economics Finance	\$5,552.31
Louie, Kimberly	Comm Stu & Mod Languages	\$5,503.58
Love, Hayley	Child & Family Studies	\$9,251.10
Lowe, Robert	Computer Science	\$20,322.78
MacKenzie, Philip	English	\$4,084.55
Mardanov, Ismatilla	Management	\$9,543.68
Marshall, Leisa	Accounting Economics Finance	\$10,597.36
McAllister, Charles	Computer Science	\$30,041.14
McAllister, Denise	Art & Design	\$4,689.74

McCollum, Dixie	Elem Early and Special Ed	\$11,959.86
McGill, James	Chemistry & Physics	\$24,591.46
McMillan, Heather	Management	\$9,308.35
Melvin, Paul	Accounting Economics Finance	\$9,700.50
Miller, Kathie	Crim Just Soc Work Sociology	\$3,522.49
Mills, Pamela	Chemistry & Physics	\$13,896.36
Mitra, Reshmi	Computer Science	\$16,548.52
Moore, Amy	Kinesiology Nutrition Recreation	\$4,998.35
Mueller, Lori	Management	\$5,197.33
Murphy, Joseph	Chemistry & Physics	\$8,538.39
Nicholls, Gillian	MBA	\$3,000.00
Nicholls, Gillian	Marketing	\$9,509.00
Nieveen-Phegley, Trishena	English	\$6,038.94
Noe, Margaret	Leadership Mdl & Sec Educ	\$30,424.56
Nordgren, Rollin	Leadership Mdl & Sec Educ	\$17,908.06
Noto, Quantella	Management	\$6,942.48
Obergoenner, Emily	Communication Disorders	\$8,675.76
Odegard-Koester, Melissa	Psychology & Counseling	\$6,495.89
Oman, Peter	Mathematics	\$10,288.78
Pace, Lesli	Comm Stu & Mod Languages	\$10,526.96
Palmeri, Nancy	Art & Design	\$11,470.68
Pawley, Cliff	Kinesiology Nutrition Recreation	\$4,867.50
Porter, Debra	Elem Early and Special Ed	\$4,150.21
Radu, Monica	Crim Just Soc Work Sociology	\$9,672.38
Ragain, Christina	Chemistry & Physics	\$9,235.33
Ramdial, Joel	Kinesiology Nutrition Recreation	\$4,124.10
Randolph, Yvonne	Management	\$4,881.37
Ratliff, Chasity	Psychology & Counseling	\$3,725.84
Ray, Jayanti	Communication Disorders	\$20,068.89
Redmond, Willie	Accounting Economics Finance	\$18,705.72
Redmond, Willie	Marketing	\$15,596.44
Reynolds, D'Arcy	Psychology & Counseling	\$5,792.86
Rhodes, Joel	History & Anthropology	\$6,580.03
Rieger, Christopher	English	\$2,000.00
Roberts, Craig	Mathematics	\$7,049.60
Root, William	Psychology & Counseling	\$8,891.22
Ruggiero, Robert	Biology	\$12,938.41
Schmid, Morgan	Art & Design	\$4,284.16
Schneider, Kyle	Kinesiology Nutrition Recreation	\$5,343.20
Schwieger, Dana	Management	\$11,106.66
Scott, Alicia	Kinesiology Nutrition Recreation	\$4,260.32
Scott, Sophia	Engineering & Technology	\$14,803.38
Sen, Sandipan	Marketing	\$10,150.62
Sentell, James	English	\$4,094.09
Sexton, Kevin	Political Sci Philosophy Relig	\$3,973.04
Shadwick, Joshua	Crim Just Soc Work Sociology	\$10,051.28
Shafaie, Shahrokh	Child & Family Studies	\$15,901.52
Shaner, Sarah	Chemistry & Physics	\$8,512.64
Shen, Yiqun	Political Sci Philosophy Relig	\$4,545.84
Shin, Songyon	Crim Just Soc Work Sociology	\$4,614.97
Sides, Jason	Political Sci Philosophy Relig	\$4,797.01
Siegel, Dustin	Biology	\$14,879.43
Siemers, Samantha	Agriculture	\$8,198.98
Simmons, Michael	Mass Media	\$3,877.32
Singh, Pradeep	Mathematics	\$6,787.53

Sissom, Matthew	English	\$3,902.59
Smith, Sandra	Elem Early and Special Ed	\$4,572.63
Smith, Shonta	Elem Early and Special Ed	\$11,123.39
Smith, Robin	Leadership Mdl & Sec Educ	\$9,538.30
Snyder, Joseph	History & Anthropology	\$8,848.01
Snyder, Joseph	Honors Program	\$2,000.00
Sobba, Kristen	Crim Just Soc Work Sociology	\$9,269.36
Stepaniuc, Ecaterina	Mass Media	\$4,614.97
Stiegemeyer, Angela	Kinesiology Nutrition Recreation	\$4,543.35
Stilson, Kenneth	Theatre and Dance	\$13,454.30
Sullivan, Miranda	Engineering & Technology	\$13,200.00
Tague, Kevin	Music	\$5,827.28
Tayie, Francis	Kinesiology Nutrition Recreation	\$5,374.17
Thornburgh, Caroline	Mathematics	\$6,314.35
Thorne, Scott	Marketing	\$10,266.70
Tomchuk, David	Kinesiology Nutrition Recreation	\$4,953.68
Tucker, Erin	Art & Design	\$3,556.49
Ustinova, Irina	English	\$6,494.64
Vanteddu, Gangaraju	Marketing	\$10,510.14
Varnon, Anthony	Accounting Economics Finance	\$10,359.29
Wagganer, Jason	Kinesiology Nutrition Recreation	\$11,468.14
Wagner, Holly	Psychology & Counseling	\$5,568.57
Walling, Jeremy	Political Sci Philosophy Relig	\$7,625.11
Walters, Melanie	English	\$4,026.66
Wang, Haohao	Mathematics	\$3,466.91
Ward, Janice	Psychology & Counseling	\$21,857.24
Washington, Samantha	Communication Disorders	\$4,823.19
Wilburn, Victor	Child & Family Studies	\$12,375.00
Wilkins, Nicolas	Psychology & Counseling	\$10,816.75
Wilson, Asa	Management	\$7,621.04
Winstead, Jack	Accounting Economics Finance	\$18,792.14
Wojdylo, Jerzy	Mathematics	\$14,070.74
Wu, Chen	Accounting Economics Finance	\$7,015.57
Yang, Liu	Accounting Economics Finance	\$9,471.32
Yaskewich, David	Accounting Economics Finance	\$21,976.82
Youn, James	Marketing	\$7,325.28
Youngblood Ortiz, Alisha	Marketing	\$14,760.03
Zou, Min	Elem Early and Special Ed	\$7,216.01

SOUTHEAST MISSOURI STATE UNIVERSITY  
June 2022

ADDEMDUM C

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

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

SOUTHEAST MISSOURI STATE UNIVERSITY  
June 2022

**STAFF APPOINTMENTS**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Bellamy, Delica	Director Women's Bkball Ops Basketball Women	\$38,600.04 annually	100	06/06/22
Braun, Emily	Senior Adm Asst Vice Provost Office	\$28,080.00 annually	100	06/06/22
Brewer, Gabrielle	SFS Technician Student Financial Services	\$28,080.00 annually	100	06/20/22
Cai, Siqi	Student Services Assistant Student Financial Services	\$26,000.00 annually	100	06/30/22
Gaumer, Elizabeth	Lead Teacher Univ School for Young Children	\$29,600.00 annually	100	06/20/22
Martinez, Leah	Customer Service Specialist Admissions	\$30,180.80 annually	100	06/06/22
Mueller, Jared	Electrician Apprentice Buildings Dept Maintenance	\$43,825.60 annually	100	06/27/22
Thomas, Grace	Admissions Counselor Admissions	\$35,568.00 annually	100	06/27/22
Wright, Nicolas	Public Safety Dispatcher Parking and Traffic	\$29,120.00 annually	100	06/06/22

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
**June 2022**

**STAFF SEPARATIONS**

<u><b>Name</b></u>	<u><b>Position-Department</b></u>	<u><b>Effective</b></u>
Baker, Ronald	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Bernhardt, Noah	Custodial Technician I Custodial Svc Academic Bldgs	06/30/22
Blue, Sharon	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Boyce, Anthony	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Brantner, Loren	Senior Adm Asst Economic and Workforce Development	06/30/22
Brown, Michael	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Bryant, Kelsey	Custodial Technician Custodial Svc Academic Bldgs	06/30/22
Butler, Kimberly	Sr Administrative Assistant Student Recreation Center	06/21/22
Counts, Tanner	Brand Designer Marketing and Communications	06/28/22
Cunningham, Sheri	Custodial Technician Lead Custodial Svc Academic Bldgs	06/30/22
Davis, Rodney	Custodial Technician Custodial Svc Academic Bldgs	06/30/22
Elfrink, Mark	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Frazee, Chad	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Gohn, George	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Guemmer, Matthew	Asst Coach Softball	06/26/22
Haas, Patrick	Custodial Technician II Custodial Svc Academic Bldgs	06/30/22



Haggerty, Tracy	Content Instructional Consultant RPDC Program Income	06/30/22
Howell, Linda	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Hutson, Patricia	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Kiehne, Michael	Content Instructional Consultant RPDC Program Income	06/30/22
Kuehn, Zackery	Project & Relief Apprentice Custodial Svc Academic Bldgs	06/30/22
Leible, Joyce	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Lesch, Lisa	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Martin, Angela	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
McDowell, Katherine	Custodial Technician Custodial Svc Academic Bldgs	06/30/22
McHenry, Lawrence	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
McKenzie, William	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Miller, Kayla	Digital Marketing Strategist Marketing and Communications	06/24/22
Moore, Ronald	Custodial Technician Custodial Svc Academic Bldgs	06/30/22
Newell, Connie	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Poindexter, Franchesca	Custodial Technician Custodial Svc Academic Bldgs	06/30/22
Pruitt, Mary	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Pullen, Stephanie	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Ralfs, Eric	Project & Relief Specialist Custodial Svc Academic Bldgs	06/30/22

Reed, Issac	Assistant Coach Football	06/10/22
Ritter, Holly	Hall Director Residence Hall Directors	06/30/22
Ritter, Kurt	Bus Proc & Reporting Analyst Registrar	06/30/22
Robertson, Kenneth	Project & Relief Specialist Custodial Svc Academic Bldgs	06/30/22
Ruesler, Kali	Custodial Technician Custodial Svc Academic Bldgs	06/30/22
Shirrell, David	Project & Relief Specialist Custodial Svc Academic Bldgs	06/30/22
Sides, Crystal	Custodial Technician I Custodial Svc Academic Bldgs	06/30/22
Smith, William	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Stidham, Thomas	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Warren, Lisa	Custodial Technician III Custodial Svc Academic Bldgs	06/30/22
Wheat, Lacey	Custodial Technician I Custodial Svc Academic Bldgs	06/30/22
Windeknecht, Alan	Custodial Technician Custodial Svc Academic Bldgs	06/30/22
Woodworth, Rachel	Admissions Counselor I Admissions	06/28/22
Worl, Gregory	Custodial Technician II Custodial Svc Academic Bldgs	06/30/22
Yoder, Dustin	Assistant Coach Mens Basketball	06/30/22

**STAFF LEAVE WITHOUT PAY**

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

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
June 2022

**STAFF CHANGE OF STATUS**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Donley, Tara	Purchasing & Security Specialist Facilities Management Office From: \$34,079.89 annually	Promotion	06/01/22
	Manager, Operations Support Facilities Management Office To: \$42,000.00 annually		
Haarmann, Sarah	Administrative Assistant Sikeston Regional Campus From: \$26,490.53 annually	Promotion	06/06/22
	Senior Administrative Assistant Kent Library To: \$28,350.40 annually		
Hohler, Casey	Campus Visit & Event Coordinator Admissions From: \$44,556.75 annually	Promotion	06/01/22
	Asst Dir Campus Engagement Admissions To: \$47,675.72 annually		
Lockhart, Allison	Assistant Director Admissions From: \$51,510.00 annually	Promotion	06/01/22
	Associate Director, Recruitment Admissions To: \$55,115.70 annually		
Wisker, Alexandria	Area Coordinator Res Life Central Offices From: \$45,709.54 annually	Promotion	06/30/22
	Assistant Director Res Life Central Offices To: \$48,909.20 annually		
Davis, Kerry	Custodial Technician Lead Custodial Svc Academic Bldgs From: \$30,076.80 annually	Job Assignment Change	06/20/22
	Boiler Plant Technician II Boiler Plant To: \$41,745.60 annually		

Wittig, Clarence	Assistant Director, Facility Operations Res Life Central Offices From: \$35,568.00 annually To: \$44,483.75 annually	Reclassification	06/01/22
Mainer, Kingsley	Boiler Technician I Journeyman Boiler Plant From: \$47,070.40 annually To: \$47,528.00 annually	Longevity Increase	06/19/22
Rees, Tyson	Elevator Maint Tech Jrny Buildings Dept Maintenance From: \$50,918.40 annually To: \$51,022.40 annually	Longevity Increase	06/05/22
Turner, Anthony	Groundskeeper Grounds Dept Maintenance From: \$31,699.20 annually To: \$32,156.80 annually	Longevity Increase	06/05/22

SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2022

**RANKED FACULTY APPOINTMENTS**

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

**TERM FACULTY APPOINTMENTS**

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

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

**FACULTY SEPARATIONS**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
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Bandyopadhyay, Asit	Instructor Management	07/08/22
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Dees, Sharon	Associate Professor Elem Early and Special Education	07/31/22
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Dufek, James	Professor Mass Media	07/31/22
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**SABBATICALS**

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

**STAFF LEAVE WITHOUT PAY**

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

SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2022

ADDENDUM A

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

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

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
**July 2022**

**ADDENDUM B**

**Payments for summer 2022 teaching/alternate assignments.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amer, Suhair	Computer Science	\$50.00
Atuo, Fidelis	Biology	\$6,253.23
Bodenheimer, Mary	Art & Design	\$100.00
Braden, Indi	Agriculture	\$50.00
Breeding, Karen	Communication Disorders	\$2,879.06
Buck, Tamara	Mass Media	\$50.00
Caldwell, James	Management	\$50.00
Champine, James	Biology	\$50.00
Daly, Daniel	Mathematics	\$150.00
Davis, Tammy	Child & Family Studies	\$50.00
Dees, Sharon	Elem Early and Special Ed	\$100.00
Dow, Benjamin	Accounting Economics Finance	\$11,345.83
Fulton, Susan	Communication Disorders	\$50.00
Garcia, Mario	Computer Science	\$8,891.22
Ghosh, Santaneel	Engineering & Technology	\$250.00
Guimaraes, Mario	Computer Science	\$15,800.00
Hatcher, Laura	Political Sci Philosophy Relig	\$100.00
Hill, H Hamner	Political Sci Philosophy Relig	\$50.00
Holman, Thomas	Kinesiology Nutrition Recreation	\$100.00
Hwang, Seong Nam	Biology	\$250.00
Jefferson, Joseph	Music	\$1,838.67
Khalid, Tahsin	Elem Early and Special Ed	\$200.00
Kilburn, Michelle	Crim Just Soc Work Sociology	\$50.00
Kinnison, Carl	Crim Just Soc Work Sociology	\$50.00
Kirschman, Lucas	Biology	\$2,939.06
Koch, Gina	Nursing	\$3,646.50
Kraemer, John	Biology	\$350.00
Krieger, Laura	Crim Just Soc Work Sociology	\$200.00
Kuborn, Sarah	Child & Family Studies	\$150.00
Lee, Myungwoo	Kinesiology Nutrition Recreation	\$2,195.00
LeGrand, Nancy	Marketing	\$1,732.44
Liu, Xiaoming	Computer Science	\$200.00
Liu, Ziping	Computer Science	\$50.00
Lowe, Robert	Computer Science	\$450.00
Mardanov, Ismatilla	Management	\$9,543.68
Murphy, Joseph	Chemistry & Physics	\$100.00
Oergoennner, Emily	Communication Disorders	\$100.00
Odegard-Koester, Melissa	Psychology & Counseling	\$5,874.34
Porter, Debra	Elem Early and Special Ed	\$5,729.24
Ramdial, Joel	Kinesiology Nutrition Recreation	\$4,124.10
Rieger, Christopher	English	\$9,520.00
Roberts, Craig	Mathematics	\$200.00
Schmid, Morgan	Art & Design	\$300.00
Schwieger, Dana	Management	\$50.00
Sen, Sandipan	Marketing	\$10,150.62
Shafaie, Shahrokh	Child & Family Studies	\$7,950.76

Soland, Peter	History & Anthropology	\$4,498.62
Svenson, Sven	Agriculture	\$6,528.11
Tayie, Francis	Kinesiology Nutrition Recreation	\$5,374.17
Tilmon, Misty	Communication Disorders	\$150.00
Unterreiner, John	Crim Just Soc Work Sociology	\$4,132.44
Waggoner, Jason	Kinesiology Nutrition Recreation	\$150.00
Walling, Jeremy	Political Sci Philosophy Relig	\$350.00
Wang, Haohao	Mathematics	\$2,311.28
Washington, Samantha	Communication Disorders	\$50.00
Wilson, Asa	Management	\$50.00



SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2022

ADDEMDUM C

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

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

SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2022

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Anderson, Aven	Hall Director Residence Hall Directors	\$35,568.00 annually	100	07/11/22
Bernier, Alexandria	Career Servs Specialist Term Career Services	\$35,568.00 annually	100	07/06/22
McCurdy, lyanna	Admissions Counselor I Admissions	\$35,568.00 annually	100	07/18/22
Ringer, Madeline	Content Instruc Consultant CW Consultant	\$52,350.00 annually	100	07/01/22

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
**July 2022**

**STAFF SEPARATIONS**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Adams, John	Technology Specialist User Services	07/08/22
Cody, Ashley	Administrative Assistant Kinesiology, Nutrition, and Recreation	07/12/22
Daniel, Dana	Academic Advisor II Academic Advising	07/29/22
Evans, Lisa	Cataloging Associate Kent Library	07/15/22
James, Clorinda	Senior Administrative Assistant Student Conduct	07/22/22
Justis, Ina	Senior Accountant Accounting Services	07/08/22
Long, Katelynn	Lead Teacher University School for Young Children	07/29/22
Matl, Taylor	Technology Coord Admissions	07/01/22
Mino Lara, Jose	Online Programs Specialist Southeast Online Advising	07/08/22
Odhiambo, Millicent	Director Ctr for Beh Health and Access	07/11/22
Sachs, Sheila	Accountant Accounting Services	07/15/22
Sanders, Christopher	Student Services Assistant Student Financial Services	07/29/22

**STAFF LEAVE WITHOUT PAY**

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

**SOUTHEAST MISSOURI STATE UNIVERSITY**  
**July 2022**

**STAFF CHANGE OF STATUS**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Lee, Trudy	Vice President University Advancement From: \$148,348.80 annually To: \$153,541.01 annually	Contract Renewal	07/01/22
Berblinger, Luke	Football Recruiting Coordinator Football From: \$35,568.00 annually  Assistant Coach Football To: \$40,000.08 annually	Promotion	07/15/22
Deken, Renee	MO Teacher Dev System Specialist RPDC From: \$53,930.97 annually  Content Instructional Consultant RPDC To: \$55,818.55 annually	Job Assignment Change	07/01/22
Jefferson, Abigail	Senior Administrative Assistant Harrison College of Business and Computing From: \$28,436.34 annually  Hall Director Residence Halls Directors To: \$35,568.00 annually	Job Assignment Change	07/04/22
Rolwing, Matthew	Student Life Coordinator Student Success and Aux Svcs From: \$35,568.00 annually  Hall Director Residence Hall Directors To: \$35,568.00 annually	Job Assignment Change	07/01/22
Scherer, Anthony	TV/Digital Media Supervisor Mass Media From: \$45,423.66 annually  Broadcast & Video Prod Coordinator Mass Media annually To: 47,354.52	Job Assignment Change	07/01/22

Townzen, Jeremy

Custodial Technician III  
Custodial Svc Academic Bldgs  
From: \$27,268.80 annually

Job Assignment Change

07/01/22

Support Servc Staff  
Academic Support Services  
To: \$33,508.80 annually

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

The Finance and Audit Committee of the Board of Governors of Southeast Missouri State University convened on Thursday, June 16, 2022, at approximately 9:05 a.m., in Academic Hall, Room 143, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Committee Chairwoman Ms. Tina L. Klocke called the meeting to order. Committee members appointed by the President of the Board of Governors present were: Mr. Jim Limbaugh and Mr. Lloyd Smith. Governor Klocke welcomed those in attendance and outlined the agenda for the meeting for the meeting.

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

The first order of business included a review of minutes from the Committee's May 5 and May 18, 2022, meetings. There were no objections to the minutes as presented.

The remainder of the Committee included a work session on items pertinent to the Committee for the June 23 and June 24 Board of Governors' Retreat and Meeting.

The Committee started with brief conversation about the proposed agenda for the June 23 board retreat. They discussed a proposed board governance workshop that would be facilitated by someone from the Association of Governing Boards (AGB) and a presentation on the state of higher education by someone from Education Advisory Board (EAB).

The Committee then turned to the proposed packet for the June 24 board meeting. The first item reviewed was a proposal to charge fees related to international education. After hearing background provided by Dr. Below, the Committee expressed support for forwarding the item to the full Board at the June 24 meeting.

The Committee's work session also included a review of: (1) the progress report on contracts and facilities management; (2) the budget to actual report; (3) faculty and staff personnel actions; (4) an item related to the operating engineers; (5) faculty tenure and promotion candidates; and the FY23 budget. There were no concerns forwarding these items to the full Board at the June 24 meeting.

To conclude its meeting, the Committee heard an update from University President Vargas on the Houck Project, the Vice President of Advancement search, and the Coordinating Board for Higher Education (CBHE) meeting regarding Mineral Area College (MAC). Governors Limbaugh and Smith asked clarifying questions on items related to the Houck Project,

particularly about the project's timeline, various components of the work such as turf replacement, and planning for the 2022 season. There was also brief discussion related to the proposed academic building to be part of the Houck Project, and the importance of moving forward after the CBHE vote to allow MAC to operate in Cape Girardeau. Prior to adjournment, Board Secretary Martin provided a reminder of the logistics for the June 23 and 24 meetings.

The meeting concluded at approximately 11:45 a.m.

Respectfully submitted,

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Christopher R. Martin  
Secretary, Board of Governors