



NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this fourteenth day of December 2022, that the Board of Governors of Southeast Missouri State University will convene at 2:00 p.m., on Thursday, December 15, 2022, and again at 9:00 a.m. on Friday, December 16, 2022 in the Academic Hall Board Room on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

The tentative agendas are attached to this notice and include votes to convene closed sessions for consideration of matters authorized by statute, including Sections 610.021 (1), (12) and (17) of the Revised Statutes of Missouri.

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

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

Christopher R. Martin
Board of Governors' Secretary



BOARD OF GOVERNORS
2:00 p.m., Thursday, December 15, 2022
Academic Hall Board Room*

WORK SESSION AND
COMMITTEE MEETINGS
AGENDA

Committee Meeting Times are Estimated

- 1. General Business (2:00-2:10 p.m.)**
 - a. Welcome and Call to Order
 - b. Roll Call of Members and Determination of Quorum
 - c. Review Minutes of September 28, 2022 (*Attachment A*)
 - d. Review of Minutes of November 9, 2022 (*Attachment A*)
 - e. Review of Candidates for Degrees (*Attachment B*)
 - f. Review Resolution of Honor (*Attachment C*)
- 2. Finance & Audit Committee (2:10-2:45 p.m.)**
 - a. Review Items on Next Day's Agenda
 - i. USDA Rural Business Development Grant (*Attachment E*)
 - ii. Progress Report on Contracts and Facilities Management (*Attachment F*)
 - iii. FY23 Operating budget to Actual Report (*Attachment G*)
 - iv. Faculty and Staff Personnel Actions (*Attachment H*)
- 3. Break (2:45-3:00 p.m.)**
- 4. University President's Items (3:00-4:15 p.m.)**
 - a. Divisional Update – Athletics
 - b. Planning for 2023 Legislative Session
 - c. 150th Anniversary Update
- 5. Work Session (4:15-5:30 p.m.)**
 - a. Board of Governors Conflict of Interest Policy
 - b. Closed Executive Session – *Pursuant to RSMo 610.021(17)*
 - c. Reconvene Open Work Session & Announcements
 - d. Planning for 2023-2024 Board of Governors Meetings (*Attachment I*)
 - e. Other Matters for Discussion
 - f. Review Schedule and Logistics for Next Day's Meeting



BOARD OF GOVERNORS MEETING
9:00 a.m., Friday, December 16, 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. Review and Approve Consent Agenda
 - 1. Consideration of Approval of Minutes of September 28, 2022 and November 9, 2022 Open Session Meeting **(Attachment A)**
 - 2. Consideration of Approval of Conferring Degrees for Fall 2022 **(Attachment B)**
 - 3. Consideration of Approval of Resolution of Honor for Lauren E. Kohn **(Attachment C)**

2. University President's Items
(University President Vargas)

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

3. Finance & Audit Committee

(Governor Limbaugh)

- a. Action Item(s)
 - i. Consideration of Approval of Resolution for USDA Rural Business Development Grant (**Attachment E**)
- b. Report Item(s)/Information
 - i. Progress Report on Contracts and Facilities Management (**Attachment F**)
 - ii. FY23 Operating Budget to Actual Report (**Attachment G**)
 - iii. Faculty and Staff Personnel Actions (**Attachment H**)

4. General Business

(Governor Klocke)

- a. Action Item(s)
 - i. Convene Closed Session for Appropriation Considerations Pursuant to Sections 610.021 (1), (12) and/or (17) of the Revised Statutes of Missouri
 - ii. Reconvene Open Session
 - iii. Announcements of Actions Taken in Closed & Closed Executive Session
 - iv. Adjourn Board of Governors Meeting
- b. Report Item(s)/Information
 - i. 2023 Board of Governors Meeting Dates (**Attachment I**)

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

**MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
TWENTY-EIGHTH DAY OF SEPTEMBER 2022**

The Board of Governors for Southeast Missouri State University convened Open Session on Wednesday, September 28, 2022, at approximately 1:00 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, Vice President of the Board of Governors; Mr. Vivek Malik; Mr. David C. Martin; 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; members of Executive Staff, including, Dr. Mike Godard, Dr. Debbie Below, Mr. Brady Barke, Ms. Amanda Lincoln, Mr. John Mehner, and Ms. Tonya Wells. Other attendees included representatives from Faculty Senate and Student Government, a reporter from *The Arrow*, Ms. Mercy Lubeju, Ms. Katie Krodinger, Mr. Ed Gargas, Mr. Eric Chambers, and Dr. Andrew Moore. Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel, were present too. Board President Klocke 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 June 23, June 24, and August 23, 2022 meetings [Attachment A]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF RESOLUTION OF HONOR

Board President Klocke introduced consideration of approval of a Resolution of Honor for Mr. Edward P. Gargas recognizing his service to the Board of Governors. A draft copy of the Resolution was included in the meeting materials [Attachment B] and reads as follows:

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 from September 2015 to January 1, 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-12th grades; celebration of the Kennett Campus 20th 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.

A motion was made by Governor Smith and seconded by Governor Limbaugh to approve the Resolution of Honor for Edward P. Gargas [Attachment B]. The motion carried unanimously.

Following Board action, Board President Klocke invited Mr. Gargas to make brief remarks. In accepting his resolution, Mr. Gargas stated it was an honor to serve on the board and that he was proud to represent southeast Missouri and the University. Led by Board President Klocke, all of those in attendance offered Mr. Gargas a round of applause and thanked him for his service.

UNIVERSITY PRESIDENT'S REPORT

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

- In July, the University applied for a MoExcels Workforce Initiative grant seeking \$5.6 million for equipment, fixtures, and systems furniture for the proposed Health Sciences Building that will be part of the Houck dual-role, multi-use complex. At its September 14 meeting, the Missouri Coordinating Board for Higher Education recommended the project for funding. The project, along with others from across the state, are now forwarded to Governor Parson for considered inclusion in his FY2024 budget.
- On August 25, the University partnered with Ameren Missouri to host a ribbon cutting to celebrate the completion of Ameren's Neighborhood Solar Project, located on the parking lot at the Show Me Center. The project includes 3,500 working solar panels that will

provide energy to more than 130 homes. The project was completed at no cost to the University and provided an opportunity for Southeast students from the Department of Engineering and Technology to shadow the construction and installation. The project also resulted in a donation of a solar panel to the University for use in classroom instruction.

- On September 6, the University hosted a groundbreaking for the first phase of the new transformational Houck multi-use complex. The event featured approximately 100 guests, including elected officials, community members, board members, University representatives, coaches, student athletes, and others. Fager-McGee, the contractor, has mobilized equipment and work has begun. Initial excavation work is going well and the contractor anticipates being able to start concrete work in early October.
- On September 12, the University received notification from the U.S. Department of Education that its FY2022 Congressional Directed Spending application for equipment to support the professional pilot and unmanned aircraft systems programs had been formally approved. The grant totals \$1,785,598 and was made possible through the efforts of U.S. Senator Roy Blunt.
- The University's partnership with Mid-America Transplant (MAT) continues to strengthen. This summer MAT pledged \$100,000 toward the design and construction of a sculpture to honor organ and tissue donors. The sculpture will be located on the grounds of the River Campus. The gift will also provide scholarships for SEMO nursing students beginning in fall 2024.
- This fall, the Law Enforcement Academy welcomed 30 new students, the largest cohort since 2018.
- The University continues to make progress toward the execution of deliverables associated with its \$1.9 million MoExcels Workforce Initiative grant to enhance computer science and cybersecurity training at the University and throughout southeast Missouri. The project totals approximately \$3.8 million, when University and private matching funds are included. The funds will provide the University resources to install an elevator in the Douglas C. Greene Center for Innovation and Entrepreneurship (CIE) to make the building ADA accessible and to also renovate space in the CIE to create a training room for cybersecurity trainings to be offered by the University's Institute for Cybersecurity. Funds will also be used to renovate space in Dempster Hall to create a larger training facility for the Institute for Cybersecurity, which will also benefit students in the University's Cyber Defense Club. As part of the grant, the University is partnering with business and industry in Sikeston to provide funds for equipment that will better facilitate workforce and continuing education related trainings to be offered by the University.
- The University finalized an agreement with Century Casino to utilize space in the Event Center for academic programs. Beginning this fall, Southeast will hold four of its nutrition and hospitality management courses at the Event Center located adjacent to Century Casino. The agreement will allow students the chance to use equipment and facilities unmatched in the region in a space that Century no longer uses. The facility was part of the Casino's former buffet concept and will now serve students who previously used kitchen space on campus in Dearthmont Hall.
- Southeast continues to grow its Transfer Mentor Program (TMP), a program that helps community college students plan and track their degree program at SEMO from their very first semester of college. The TMP was started in 2017 and includes seven (7)

community colleges in Missouri, Illinois, and New York. As part of the program, participating community college students are assigned an individual support mentor and have access to academic advising at Southeast and Southeast's web-based degree management system. The program also provides students opportunities for concurrent enrollment and reverse transfer to earn an Associate of Arts. In mid-September, East Central College became the newest TMP partner.

- 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	19	SGA Retreat, Opening Week Activities, Convocation, Move-in, New Student Events, MBB Picnic, Fall Sports Kickoff Lunch, Family Weekend
OVC & NCAA Meetings	3	Committees & Presidents'
Community Visits/Events	13	Meetings with business/industry leaders, community events (Ameren and MAC ribbon cuttings), alumni events, donor visits – First Friday Coffee, Jackson School District and Jackson Chamber, Hispanic Chamber of Commerce of Metropolitan St. Louis
Legislative Outreach & State Higher Ed Meetings	8	Meetings with Mayor and federal congressional staff, Lt. Governor's Service Award Presentation, Delta Center Field Day, MO Legislature "You Can Too Tour", East Central College MOU, Candidate Forums
Board Meetings	10	Hawthorn Foundation, Cape Chamber, Boy Scouts, MIC, MAGNET, Stars and Stripes Museum, AASCU

- The Harrison College of Business and Computing hosted Women in Beer, a keynote and panel discussion, on Thursday, September 22. A collaborative effort between the Douglas C. Greene Center for Innovation and Entrepreneurship and the Southeast Missouri Craft Brewers Alliance as part of SEMO Craft Beer Week, Women in Beer featured four female entrepreneurs who are involved nationwide in a variety of capacities in the beer industry.
- Thanks to a Summer Research Grant from the Office of the Provost, Dr. Joni Hand, Professor of Art History in the Department of Art and Design, was able to conduct research in the archives of the city of San Gemini, Italy, this past summer. The research focused on preservation methods for manuscripts and documents dating from the 14th through the 19th century. Dr. Hand is now applying these methods to manuscripts from the Charles Luce Harrison Collection in Kent Library's Special Collections and Archives. She and six students will assess the manuscripts in the collection requiring the most attention due to damage and age. The students are all recipients of a Catapult Creative

House scholarship, awarded to those interested in entrepreneurial and workforce development-based experiential learning.

- The Industrial and Systems Engineering Program at Southeast received its initial ABET accreditation. The program is now accredited under the Engineering Accreditation Committee of ABET. This means that our graduates from the program can start the process to become licensed, professional engineers anywhere in the United States.
- The Professional Pilot Program has a new Director of Aviation, Miranda Sullivan, and a total of 7 flight instructors. Sixty-two total students have declared Professional Pilot and there are 9 Cessna 172's and 1 Piper Seneca, at the Cape Girardeau Regional Airport to support this program.
- A new internship opportunity has been established between the Department of History and Anthropology and the Missouri Department of Transportation. There are multiple, paid internships as part of the agreement. When MoDOT does new or major revision work, an archaeological survey must be done to ensure that artifacts or cultural heritage sites are not damaged. Southeast students will be processing the accumulated archaeological collections of MoDOT excavated materials and in doing so learn how to perform cultural resource management and artifact analysis in keeping with professional/business expectations. The program will prepare students for future careers while at the same time serving our region and state.
- As Cape Girardeau Public Schools implements a new program to increase teacher retention, they have approved Dr. Robin Smith, assistant professor of Leadership, Middle and Secondary Education, to conduct research in the district examining teacher retention strategies.
- Dr. Brandy Hepler, assistant professor of Elementary, Early and Special Education, has been named the Kappa Delta Pi 2022 Midwest Regional Counselor of the Year. Kappa Delta Pi is a national education honor society. The Southeast chapter was chartered over 97 years ago.
- At the fifth annual Excellence in Advising celebration, held in April 2022, Southeast's Outstanding Academic Advisor Awards were presented to Pauletta Burns and Belinda McMurry. Burns, Coordinator of Academic and Student Services at the University's Poplar Bluff delivery site, won the Outstanding Professional Academic Advisor Award. McMurry, an instructor from the Department of Engineering and Technology won the Outstanding Faculty Academic Advisor Award. The Southeast award winners were nominated for the National Academic Advising Association's (NACADA) Outstanding Advising Awards, using the information from their campus application packets. In June, the University was advised that Belinda McMurry won a NACADA Global Outstanding Advising Award – Faculty Academic Advising.
- A team of University personnel attended the NACADA Summer Institute the week of July 25-29 in Erie, Pennsylvania. The Institute provided Southeast representatives an opportunity to utilize SupportNET to develop customized action plans and alert items based on the needs of the University. Southeast participants worked to coordinate efforts for academic coaching and peer advising, outreach and support efforts for Will to Do Students, Academic Coaching Students and the PASS program. The Southeast participants included: Jessica Brethold, Assistant Director; Nathan Chandler, Academic Success Coach; Jay Contrino, Academic Success Coach; Debbie Carter, Peer Advisor

Coordinator; Verona Lambert, Enrollment Management Systems Administrator (SupportNET).

- The University's fraternity and sorority chapters earned many awards this past year with many receiving national recognition from their headquarters this summer. Among the most significant of these awards is the selection of Sigma Nu by the North American Interfraternity Conference as one of the top ten fraternities in the nation. Additionally, Logan Phillips, former Student Government President and a member of Sigma Nu, was recognized by North American Interfraternity Conference as one of the top 12 fraternity men from across the nation. The Delta Chi, Gamma Phi Beta, Lambda Chi Alpha, and Theta Xi chapters all received awards from their headquarters recognizing success in scholarship, alumni engagement, or chapter management.
- eSports continues to grow in popularity, and the University remains active in supporting this growing market for students and programs. In May 2022, the MOSEF (Missouri State eSports Federation) State Championships for Nintendo Smash was hosted at the eSports Arena at Central Jr. High in Cape Girardeau. Visiting schools competed virtually. SEMO eSports club members assisted Central Jr. High with logistics, streaming, and provided commentary throughout the course of the tournament. The University also hosted in-person MOSEF State High School championships for Rocket League and Overwatch in November 2021. The University will host again in November 2022.
- Hannah Porter, a participant in Southeast's Show-Me GOLD Program, president of the Student Veterans Organization and three-year student employee in the Office of Military and Veterans Service was selected as one of 33 veterans across the nation who've been named 2022 G.I. Jobs® Student Veteran Leadership Award recipients. This annual honor is bestowed upon student veterans who are making a positive difference at their school and in their community. Hannah currently serves in 3175th MP company in Warrenton Missouri and will graduate in Fall 2022. After graduation she plans to attend veterinary school with her long-term plans of being commissioned as a second lieutenant, moving overseas on active duty to handle military working dogs and horses as part of a U.S. Army Cavalry unit.
- The University hosted its first full, in-person, summer camp program since 2019. Two new camps, a drum major and an additional basketball camp, were hosted at Southeast this summer. Camp participants totaled 1,223 this summer compared to 948 last summer. Other examples of camps that were hosted this summer include the Southeast Health nursing camp, Boy Scouts of America STEM camp, NCA Varsity Cheer camp, and a variety of SEMO athletics camps. The camps varied in size from 20 to 400 participants, with ages ranging from 11 to 18 years of age. The camps offer a great opportunity to serve the regional community and a chance to showcase the campus. Many camps stay on campus in the residence halls and all of them take advantage of using the various services on campus such as the Recreation Services, academic spaces, and SEMO Dining services.
- The University hosted a full slate of opening week activities to mark the beginning of the fall 2022 semester. Among those activities was the annual Welcome Back Picnic held in the Show Me Center. This year, a total of 110 vendors, including more than 50 businesses and community organizations in the Cape Girardeau community were on hand to welcome students, to promote their businesses, and to recruit students to community

employment opportunities. The Welcome Back Picnic drew more than 2,000 students, faculty and staff.

- Southeast Missouri's Department of Athletics received a special proclamation for its numerous accomplishments during the 2021-22 season during the Cape Girardeau City Council meeting on Aug. 1, 2022.
- Southeast Missouri State University celebrated a monumental day when it officially broke ground for the first phase of a new transformational Houck multi-use complex on Sept. 6, 2022. Phase one of the project has an anticipated completion date of August 2023.
- The Southeast Missouri Department of Athletics teamed up with the Southeast Missouri Food Bank, Sikeston Jaycees, TAG Truck Center and Ford & Liley Countertops to "Sack Hunger" during the 2022 football season. For every quarterback sack against opposing teams this year, Sikeston Jaycees, TAG Truck Center and Ford & Liley Countertops will each donate \$100 to the Southeast Missouri Food Bank. Every \$1 donated to the Southeast Missouri Food Bank provides four meals, which means each Redhawk sack will supply 1,200 meals to families facing hunger in the southeast Missouri region.
- The Redhawk football team upended then-#17 Southern Illinois in a thrilling 34-31 victory to win the War for the Wheel. The win marked Head Coach Tom Matukewicz's eighth over a ranked opponent in his career, most in program history.
- A total of 163 Southeast Missouri student-athletes were named to the 2021-22 Ohio Valley Conference Commissioner's Honor Roll which recognizes those who achieve at least a 3.25 grade point average. SEMO also had 38 OVC Medal of Honor winners, second-most in the league. The OVC Medal of Honor is given annually to the student-athletes who achieve the highest-grade point average in a Conference-sponsored sport.
- The annual Copper Dome Society and Alumni Awards Dinner will be held on Friday, October 28 at the Show Me Center as part of the Homecoming weekend festivities. Additional events will be held on Saturday, October 29 including an Alumni Grab 'n Go Breakfast, a Class of 1972 50-Year Reunion, the Homecoming Parade, and various tailgating activities leading up to the Homecoming Football game at 1:00 p.m. verse Eastern Kentucky.

UPDATE ON STRATEGIC ACTION PLAN

Board President Klocke asked University President Vargas to facilitate a discussion providing an update on the University's Strategic Action Plan. University President Vargas introduced Dr. Debbie Below, Vice President of Enrollment Management and Student Success, Dr. Mike Godard, Provost, and Mr. Eric Chambers, Director of Institutional Research, to provide the Board an update on the University's Strategic Action Plan.

Beginning the update, Drs. Below and Godard reminded the Board of the three-year plan approved by them in December 2021. They commented that divisions, colleges and departments have been working, and will continue to work, to align annual goals to the plan. In addition to the update being provided to the board, Drs. Below and Godard shared that the President will provide a more comprehensive progress report to the university community at the State of the University address scheduled for October 26, 2022.

Following the initial overview, Mr. Chambers led a demonstration of new dashboards that have been developed to track key performance indicators (KPIs). He mentioned that the University already tracks and reports performance measures in several ways – an annual public-facing fact book, student outcomes, enrollment KPIs, enrollment market share information, and academic program assessment – and the new strategic action plan dashboards will compliment existing efforts. In his comments, Mr. Chambers noted that the institution worked to select KPIs that were reasonable and aligned with the succinct nature of the strategic action plan, and that it was important to develop KPIs that could use internal data as well as existing data reported to IPEDS and other reports prepared annually by the University.

At the conclusion of the update, Drs. Below and Godard and Mr. Chambers engaged in discussion with the board and responded to questions about the accessibility of the dashboards, how the university will use information it collects for its benefit, the October 26 State of the University, and how departments are using the data to monitor retention and completion.

STUDENT PRESENTATION

University President Vargas introduce Ms. Mercy Lubeju for the student presentation. Dr. Vargas shared that Mercy is from Harare, Zimbabwe and that she is a sophomore majoring in Pre-Medicine and Biology. He further noted that Ms. Lubeju currently serves as a student assistant in the Office of the President and is an Orientation Leader with New Student Programs. Additionally, she is Vice President of the Health and Awareness Club, Treasurer of the International Student Association (ISA), and a Presidential Ambassador. Ms. Lubeju has served on the Student Government Funding Board and has participated in the Emerging Leaders Program, First-Year Leadership Program, Outdoor Club, Rock Climbing Club, and Red Cross Club. Following the introduction, Ms. Lubeju was asked to share her experience at Southeast.

Ms. Lubeju thanked University President Vargas and the Board of the Governors for the opportunity to attend the meeting. She commented that her home city in Zimbabwe is much larger than Cape Girardeau and that she was not initially sure that she wanted to attend Southeast. Ms. Lubeju stated that prior to making her decision she had a chance to meet Dr. Kevin Timlin from the University and he made her excited about attending the University. She noted that Dr. Timlin outlined a path for her to accomplish what she wanted to do academically and that after researching the University more it felt like a place that would be a good fit for her. Ms. Lubeju said that she has benefited from support provided to her by staff and others and that she has enjoyed getting involved in several student organizations and activities.

Following Ms. Lubeju's remarks, the Board thanked her for her presentation and encouraged her to continue doing great things while attending Southeast.

REPORT FROM STUDENT GOVERNMENT

University President Vargas introduced Mr. Joel Philpott, Student Government Association (SGA) President, to provide an update to the Board.

Mr. Philpott shared that SGA has begun meeting and that they are hoping to focus on servant leadership throughout the year. He stated that the SGA motto/theme for the year is STRIVE – Service, Transparency, Respect, Involvement, Values and Efficiency. Mr. Philpott commended the University on a great opening week and that the many activities that took place contributed to a great campus atmosphere. He provided information on the new student platform, EngageSEMO, that launched in May and noted that SGA will be working to better recognize students and student organizations for the good work they do. Lastly, Mr. Philpott informed the Board that he hopes to reconstitute the President’s Council as a way to enhance communication between the leaders of all student organizations.

Following his remarks, Mr. Philpott responded to a question from Governor Smith about how SGA works to engage freshman. After discussion, the Board thanked Mr. Philpott for his attendance at the meeting.

REPORT FROM FACULTY SENATE

University President Vargas introduced Dr. Kim Louie, the 2022-2023 Chair of Faculty Senate to provide a report to the Board.

Dr. Louie thanked the board for the invitation and commented that Faculty Senate is hard at work. She shared that the Senate’s administrative assistant worked over the summer to ensure the faculty handbook met accessibility standards and that she and the other Senate Executives had a chance to meet with University President prior to the start of the academic year. Dr. Louie noted that University President Vargas attended the first meeting of the full senate and that Faculty Senate Committees have begun meeting. Throughout the year, various guests will be invited to Faculty Senate to provide updates and reports on campus initiatives and programs.

Following the remarks, the Board thanked Dr. Louie for her leadership and for her report.

FALL 2022 CENSUS ENROLLMENT REPORT

Governor Smith called upon Dr. Debbie Below, Vice President of Enrollment Management and Student Success to provide an fall 2022 census enrollment report.

In beginning her report, Dr. Below announced that fall headcount had grown by 1 percent, which speaks favorable of the institution’s efforts to stabilize its enrollment. She highlighted several areas of enrollment growth including high school, graduate and international enrollments. Dr. Below further noted that minority students represent about 15 percent of Southeast’s total enrollment and international students make up about 11 percent. She said the institution will continue to monitor enrollment at Southeast and at institutions across the state as it works toward the goals in the strategic action plan.

Following her report, Dr. Below engaged in discussion with the board. Discussion topics and questions focused on the increase in international students, enrollment in graduate programs compared undergraduate programs, regional campus enrollment, the number of students from the

St. Louis metropolitan area, tactics and strategies that other institutions may be using to influence enrollment, online programs, and campuses experiences such as Show Me Days.

ACADEMIC & STUDENT ENGAGEMENT COMMITTEE REPORT ITEMS

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

FINANCE & AUDIT COMMITTEE REPORT ITEMS

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

Regarding the Progress Report on Contracts and Facilities Management Projects, Dr. Sheriff, Vice President of Finance and Administration highlighted some projects including the tunnel project, the Houck Project, the replacement of doors in Group Housing, renovations to Show Me Center meeting rooms. He also provided an update on the University's efforts to dispose of the house located at 603 N. Henderson. Specifically, Dr. Sheriff commented that the University released an RFP to identify a real estate broker to assist in exploring a sale of the house. In response to a question, Dr. Sheriff said that any contract to purchase the house will come to the Board for final consideration.

In summarizing the other reports, Dr. Sheriff provided an update on the University budget through August 31, 2022 and noted that the personnel actions included in the meeting packet covered June and July 2022.

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Limbaugh and seconded by Governor Martin to recess the Open Session and convene Closed Session pursuant to Sections 610.021(1), (3), (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, and Smith. The motion carried.

The Open Session was recessed at approximately 3:48 p.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 5:11 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 took the following action:

- By a vote of 5 to 0 the Board approved the minutes of its June 23 and 24 and August 23, 2022 Closed Session meetings. Governors Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.
- The Board discussed legal matters with counsel pursuant to RSMo 610.021(1). No action was taken in Closed Session.
- By a vote of 5 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, and Smith voted to approve.

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

- By a vote of 5 to 0 the Board approved the minutes of its June 24 and August 23, 2022 Closed Executive Session meetings. Governors Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.
- Pursuant to RSMo 610.021(3) and (13) the Board discussed the retirement of the Vice President of Advancement, and heard an update on the appointment of an Interim Vice President and the status of a pending offer 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 5 to 0 the Board adjourned the Closed Executive Session and reconvened the Open Session. Governors Klocke, Limbaugh, Malik, Martin, and Smith voted to approve.

DISCUSSION OF COMMITTEE MEETINGS AND LOGISTICS

Acting with unanimous consent, the Board set aside the discussion on committee meetings and logistics and requested that it be placed on a future agenda for discussion.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 5:14 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

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
NINTH DAY OF NOVEMBER 2022**

The Board of Governors for Southeast Missouri State University convened Open Session on Wednesday, November 9, 2022, at approximately 9:03 a.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, Vice President of the Board of Governors; 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; members of Executive Staff, including, Dr. Mike Godard, Dr. Debbie Below, Mr. Brady Barke, Ms. Amanda Lincoln, Mr. John Mehner, and Ms. Tonya Wells. Other attendees included Mr. Joel Philpott from Student Government, Ms. Katie Krodinger, Ms. Lenell Hahn, Dr. Bruce Skinner, a reporter from *The Arrow*, and a reporter from KFVS-12. Guests of Dr. Moore, The Honorable Stephen N. Limbaugh, Sr., Ms. Victoria Moon and Mrs. Benita Limbaugh were also in attendance. Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel, were present too. Board President Klocke presided.

SWEARING IN CEREMONY

Prior to beginning the formal agenda, Board President Klocke welcomed Dr. Andrew J. Moore of Cape Girardeau, MO, as the newest member of the Board of Governors. In welcoming Dr. Moore, Board President Klocke read the following introduction:

Andrew J. Moore, of Cape Girardeau, Mo., was appointed by Missouri Governor Michael L. Parson in October 2022 with a term expiring January 1, 2029.

Dr. Moore is an active hematologist/oncologist with SoutheastHEALTH and is the medical director at Southeast Cancer Center. He earned his Bachelor of Liberal Arts and Doctor of Medicine from the University of Missouri-Kansas City and finished his fellowship with Vanderbilt University Medical Center in 2013. He is board certified by the American Board of Internal Medicine.

Dr. Moore serves on several boards. He serves as the Medical Director for Southeast Home Health and Hospice and Outpatient Palliative Care Service Line, Assistant Medical Director at the Missouri Veterans Home in Cape Girardeau, and as a member of the Veeva Systems Medical Advisory Board.

To administer the formal oath of office, Board President Klocke, welcomed The Honorable Stephen N. Limbaugh, Sr., Retired U.S. District Judge, Eastern & Western Districts of Missouri, and made the following introductory remarks:

For over six decades, Judge Stephen N. Limbaugh Sr. has maintained a distinguished career as a lawyer and judge. Following a stint in the United States Navy from 1945-1946, Judge Limbaugh earned a Bachelor's degree from Southeast Missouri State University in 1950 and a J.D. from the University of Missouri School of Law in 1951. Following his graduation, Judge Limbaugh joined his father, Rush H. Limbaugh, at The Limbaugh Firm where he maintained a general private practice from 1951-1983. During this time, Judge Limbaugh served as prosecuting attorney for Cape Girardeau County from 1955-1958 and as city attorney for Cape Girardeau from 1964-1968. He was a member of the American Bar Association House of Delegates for four years and was elected President of the Missouri Bar in 1982.

In 1983, President Ronald Reagan appointed Judge Limbaugh to the federal bench. He was confirmed by the U.S. Senate on July 18, 1983 and served simultaneously as a judge of the United States District Court of the Eastern District of Missouri and of the United States District Court of the Western District of Missouri. After twenty-five years, Judge Limbaugh retired from the federal judiciary in 2008. Today, Judge Limbaugh serves as an experienced arbitrator and mediator in a wide variety of cases, where he lends his valuable legal expertise and experience with the court system to clients and litigants. He also maintains a general practice, in both transactional law and litigation, where he works on behalf of clients seeking an experienced attorney with decades of experience in both the federal and state court systems.

Before administering the oath, Judge Limbaugh congratulated Dr. Moore and commented that it was an honor and privilege to be on campus administering the oath of office. He then administered the formal oath of office.

Following the oath of office, Board President Klocke led attendees in a round of applause to congratulate and welcome Dr. Moore.

CONSENT AGENDA

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

- Consideration of Approval of Appointments to the Missouri Innovation Corporation (MIC) Board of Directors [Attachment A]
- Consideration of Approval of Appointments to Show Me Center Board of Managers [Attachment B]
- Consideration of Approval of Reappointment to River Campus Board of Managers [Attachment C]

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

UNIVERSITY PRESIDENT'S REPORT

Board President Klocke called upon University President Vargas to deliver his University President's Report. University President Vargas stated that his report would include an overview of Academic Affairs, an update on recruitment initiatives, and an update on the Houck Project.

Overview of Academic Affairs

University President Vargas called on Dr. Mike Godard, Provost, to provide an overview of Academic Affairs.

Beginning his remarks, Dr. Godard stated the University is accredited by the Higher Learning Commission and he explained the difference between institutional and program specific accreditations. Next, he provided information regarding the Regional Campuses highlighted enrollment, programs offered and unique attributes of the University's Sikeston, Kennett and Poplar Bluff locations. Continuing, Dr. Godard provided information on Southeast Online and Early College Programs, also known as Dual Credit. Dr. Godard then shared information on the University's Title III Grant, which he noted is a grant from the U.S. Department of Education that helps institutions strengthen academic quality, institutional management, and financial stability. He talked about the competitive nature of the grant and noted that it is available for five years as long as the University meets annual renewal requirements. In concluding his overview, Dr. Godard recapped Phases 1 and 2 of Program Prioritization and shared information regarding the University's use of Advisory Boards/Councils. Regarding Phase 1 of Program Prioritization, Dr. Godard stated that it examined all programs, options, minors and certificates at the undergraduate and graduate levels and it allowed the University to go from 354 total programs down to 288. Phase 2 is looking at over 500 unique course changes and the work is on-going. In elaborating on Advisory Boards/Councils, Dr. Godard called the Board's attention to the Advisory Councils for the Sikeston and Kennett Regional Campuses and noted that the Kennett Council is comprised of individuals identified by the University while the Sikeston Council is comprised of a majority of people appointed by the Mayor of Sikeston, making it essentially a function of the City of Sikeston, not the University.

Following Dr. Godard's overview of Academic Affairs, the Board engaged him in discussion. With regard to the Sikeston Regional Campus Advisory Council, Governor Smith stated that the Council was likely tied to funding originally provided for the Sikeston campus building, however, given the time that has past, he stated it may be time to review and revisit the Council's intent. Governors Smith and Malik engaged Dr. Godard in brief discussion on Southeast's role in teacher preparation and stressed the importance of working with regional school districts to help them identify the educators they need. The final comments were made by University President Vargas who noted that many of the items Dr. Godard shared were good examples of collaborative efforts that span multiple divisions. There being no further discussion, Dr. Godard thanked the Board for the opportunity to provide an overview of Academic Affairs.

Update on Recruitment Initiatives

University President Vargas called on Dr. Debbie Below, Vice President of Enrollment Management and Student Success, to provide an update on recruitment initiatives.

In framing her report, Dr. Below reminded the Board of the fall 2022 enrollment report they received at the September 28, 2022 Board of Governors meeting, which noted that Southeast experienced a growth in total headcount for the first time in recent years. She also shared that comparison data for in-state peer institutions will likely not be available until spring 2023.

Dr. Below cited industry publications that state that universities that are growing are doing so because of increased dual credit offerings; increased partnerships with international markets; enhanced promotion of online programs; implementation of new flexible academic programs and learning pathways that include variable start times, acceptance of prior learning assessment credit and certificate offerings; and changes to financial aid offerings. She then provided examples of Southeast's recruitment efforts, which included, but are not limited to: personal outreach and engagement, redesigned campus tours, relationship building throughout the recruitment funnel, high school visits, mail, and new technologies such as an updated customer relations management system.

Following her report, Dr. Below engaged in discussion with the Board. Governor Moore inquired about Southeast's cost per credit hour and how it compares to peers in Missouri. Dr. Below responded and shared that updated information would be provided in the spring in conjunction with the tuition motion. As a follow-up, Governor Limbaugh stated that Southeast should not strive to be the low-cost provider and that the University cannot continue to be all things to all people, and commented that the initiatives employed by the admissions team seem appropriate. Governor Smith offered similar sentiments stating that freshman enrollment is important, and that recruitment must be a priority for everyone at the institution. Governor Klocke thanked Dr. Below for her report and encouraged the University to continue thinking about how it enhances its outreach and recruitment efforts beyond Cape Girardeau and southeast Missouri. Governor Moore asked whether the University uses summer camps as recruitment opportunities, to which Ms. Lenell Hahn, Director of Admissions, responded yes. There being no further discussion, Dr. Below thanked the Board for comments and concluded her report.

Update on the Houck Project

University President Vargas called on Mr. Brady Barke, Director of Athletics, and Dr. Brad Sheriff, Vice President for Finance and Administration, to provide an update on the Houck Project.

Mr. Barke stated that the project is going well and that construction crews are currently working on footings and concrete work for the south grandstand. He noted that once the football season ends, crews will be able to start other projects such as utilities, service drive access, and staging of equipment and materials in the east end zone. Mr. Barke commented that overall the timeline is progressing well.

CONSIDERATION OF APPROVAL OF ACADEMIC PROGRAM CHANGES

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

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

- Authorize and approve the new Histotechnician Undergraduate Certificate.
- Authorize and approve the deletion of the BA in Psychology.

Regarding the proposed new undergraduate certificate, Dr. Godard stated it would provide a streamlined avenue for students to pursue an industry recognized credential without having to be a degree-seeking student. He noted that students pursuing the certificate would be eligible to receive federal financial aid.

Regarding the proposed deletion of the BA in Psychology, Dr. Godard stated that Southeast was not eliminating psychology and that there would still be a BS in Psychology available at the institution. In support of the motion, Dr. Godard commented that the proposed deletion is not due to low enrollments, but, rather, to make sure Southeast's academic programs are adequately preparing students for their career. Dr. Godard stated that the BS in Psychology prepares students well for graduate school and that all existing BA students will have the ability to transition to the BS if they desire.

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

CONSIDERATION OF APPROVAL OF REVISED BUSINESS POLICY STATEMENT, 01-07 CONFLICT OF INTEREST

Governor Klocke called on Dr. Sheriff, Vice President for Finance and Administration to present a motion to approve a revised policy statement, 01-07 Conflict of Interest, in Section 01, Administration of the Business Policy and Procedures Manual. [Attachment E].

Dr. Sheriff directed board members to the materials marked Attachment E in the board packet. He stated the current policy was drafted nearly thirty years ago and that it makes no clear distinction between policy and procedure. Dr. Sheriff summarized the changes outlined in the board materials and noted that the revised policy was drafted and reviewed in consultation with legal counsel and with reference to in-state peer institutions, state law, and guidance from the Missouri Ethics Commission.

During discussion, there were two questions from the board. Governor Smith asked what initiated the process leading to the new policy to which Dr. Sheriff reiterated the length of time since the initial policy was drafted but then also stating that the new policy helps address things like employees working simultaneously for another higher education institution and other areas

of conflict that were clearly addressed in the old policy. Governor Martin asked how employees will be informed of the changes. In response Dr. Sheriff stated that the employment contracts include a reference to the University Business Policy and Procedures and that they are maintained online as well.

A motion was made by Governor Limbaugh and seconded by Governor Martin to approve a revised policy statement, 01-07 Conflict of Interest, in Section 01, Administration of the Business Policy and Procedures Manual [Attachment E]. The motion carried unanimously.

DISCUSSION OF ITEMS REGARDING BOARD GOVERNANCE

Following approval of the revised policy statement, 01-07 Conflict of Interest, Board President Klocke introduced a discussion on items regarding board governance. Specifically, board conflict of interest and committee logistics.

Regarding board conflict of interest, Board President Klocke stated the board does not currently sign an annual conflict of interest form, although there is conflict of interest language in the Board By-Laws. She also noted the annual financial disclosure filed with the Missouri Ethics Commission. However, Board President Klocke shared that considering board's action approving a revised Conflict of Interest policy for employees, the board should lead by example and consider formalizing one for itself too. She also noted that a board conflict of interest form is good board governance and that directors of the Southeast Missouri University Foundation Board of Directors sign one on an annual basis. Board President Klocke stated that a board conflict of interest policy and form had been a point of discussion between her and Governor Limbaugh, the Board's Vice President, and she called on him for comments. Governor Limbaugh echoed many of Board President Klocke's comments and stated that a formal policy is something that the board should have. However, he stated that members need to be comfortable with what it is included, and he encouraged them to be a part of the process to develop it.

After the introductory remarks, Board President Klocke called on Secretary Martin to facilitate a discussion on a draft Board of Governors Statement of Expectations and Conflict of Interest form. In reviewing the discussion draft, Secretary Martin said it was prepared with reference to the Foundation's form, samples from peer institutions, and material available from the Association of Governing Boards (AGB). He also noted that some of the language was pulled directly from the Board of Governors By-Laws. Board President Klocke thanked Secretary Martin for his comments and suggested that all members review the draft and provide feedback to Secretary Martin prior to the December board meeting. She then opened it up for discussion.

In response to the proposed draft, Governor Malik expressed concern for creating another document that in his opinion would create additional regulations for the board. He asked why the By-Laws were not sufficient and stated that he did not think a conflict-of-interest policy and form was necessary. In response, Board President Klocke commented that it was good governance and best practices would support the adoption of a formal conflict of interest policy and annual attestation form. Governor Limbaugh further stated that a formalized policy and process would demonstrate to university employees that the board is consistent and willing to be held to the same, or higher standards, as employees. He further encouraged Governor Malik and

all members of the board to review the draft in detail and to share their feedback with Secretary Martin in advance of the December meeting.

Regarding committee logistics, Board President Klocke reminded the board that when the committees were created, members committed to reviewing them for efficacy and efficiency on a continued basis. She also reminded them of feedback that has been shared from individual members regarding committee operations. To that end, Board President Klocke stated that Board Secretary Martin had been asked to review committee operations at other institutions of higher education in Missouri, and she called on him to summarize his findings. In sharing information from peer institutions, Secretary Martin recommended that the Board consider moving to a work session type format where the committees meet the day prior to the board meeting. He noted that all board members could be present and that the agenda for the work session could be structured in such a way so that the reports and discussions are aligned with the board's committees, but that a benefit will be everyone is in the room and can benefit from each other's comments and questions. Secretary Martin stated that committees would continue to exist and that there will be instances where the committees still need to meet separate and apart from the work session as issues arise, but that the work session format may help board members better prepare for meetings and then also help streamline and shorten the time of the actual meeting on meeting day.

Following Board President Klocke and Secretary Martin's comments, the board had discussion.

Governor Limbaugh agreed with Secretary Martin that both committees should continue to exist, and they should meet individually as necessary and appropriate. He also shared his opinion that transitioning to a work session type format may make the board's deliberations more efficient on the day of the meeting and he recommended that the new approach be implemented in conjunction with the board's December meeting.

Governor Malik asked for clarification on the proposed format, asking whether it would require three meetings before an actual board meeting. Secretary Martin said it would not. In the response, Secretary Martin clarified that the work session would include both the Finance and Audit and the Academic and Student Engagement committees, meaning there would be the work session the day before the meeting and then the meeting day itself. Governor Malik thank Secretary Martin for his response but proceeded to state his opinion in opposition to the proposed format.

Governors Martin, Moore, and Smith expressed support for the proposed work session approach, and all indicated it was worth trying. There being consensus in favor of trying something new, the Board of Governors will institute a work session the afternoon before a formal board meeting, the first work session being Thursday, December 15 at 2:00 p.m.

CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION

A motion was made by Governor Smith and seconded by Governor Limbaugh to recess the Open Session and convene Closed Executive Session pursuant to Sections 610.021(3), (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 11:42 a.m.

ANNOUNCEMENT OF BUSINESS CONDUCTED IN CLOSED EXECUTIVE SESSION

Upon reconvening the Open Session at approximately 12:24 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Executive Session:

- Pursuant to RSMo 610.021(3) and (13) the Board received an update from University President Vargas concerning the VP University Advancement position, the Assistant to the President for Equity Initiatives, and other positions. No action was taken.
- Pursuant to RSMo 610.021(12) the Board had a discussion of considerations pertaining to a contract for government and legislative advocacy services. 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 VANDIVER SHOW ME STATE AWARD

Governor Klocke called on University President Vargas to present a motion to approve the conferral of the Vandiver Show Me State Award upon Senator Roy Blunt. [Exhibit 1].

University President Vargas directed board members to the material at their seat and provided a history of the Vandiver Show Me State Award. He noted that the award was established in 1997 by the University's then Board of Regents and that the award is named after Willard Duncan Vandiver, former Southeast President and U.S. Congressman. University President shared that past recipients of the award include the Bootheel Education Center Advisory Council, Judith R. Wilferth, B.W. "Bill" Harrison, Jay B. Knudtson, and Cape West Rotary Club. He commented that the award is to recognize individuals or groups for outstanding contributions to the institution, the region, and the state.

Following his comments on the award's history, University President Vargas recommended that the Vandiver Show Me State Award be bestowed on United States Senator Roy Blunt. In support of the recommendation, University President Vargas shared some of Sen. Blunt's biographical information, and summarized his advocacy on behalf of Southeast. He also asked the Board to reflect on Sen. Blunt's service to the state, not just as a local, state and federal elected official but also a former university president at Southwest Baptist University. University President Vargas stated that Sen. Blunt has been tireless advocate of Southeast and that in the last year alone has helped secure over \$3 million in federal funding for the institution. He also commented on Sen.

Blunt's work related to increasing the maximum Pell Grant award and reinstating year-round Pell. In concluding his remarks, University President Vargas noted that Sen. Blunt's service and commitment to the State of Missouri and his work on behalf of Southeast Missouri State University make him a suitable candidate for the Vandiver Show Me State Award.

A motion was made by Governor Limbaugh and seconded by Governor Martin to approve the conferral of the Vandiver Show Me State Award upon Senator Roy Blunt [Exhibit 1]. The motion carried unanimously.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 12:30 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

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



BOARD OF GOVERNORS
MOTION CONSIDERATION FORM

December 16, 2022

Open Session

I. Motion to be Considered:

Approve the conferring of degrees upon the candidates for Fall 2022. Graduation pending final verification of their completion of degree requirements.

II. Background:

Pursuant to 174.160.1 RSMo. the Board of Governors is empowered to confer upon students, by diploma under the common seal, such degrees as are usually granted by the University.

The breakdown for Fall candidates is as follows:

- Total degrees: 758
 - Undergraduate: 518
 - Masters: 232
 - Specialist: 8
- Jane Stephens Honors Program: 4
- Cum Laude: 103
- Magna Cum Laude: 59
- Summa Cum Laude: 44
- 4.0 Graduates: 14

Recommended By:

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

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

Board Action on:

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

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

FACULTY SENATE

SOUTHEAST MISSOURI STATE UNIVERSITY

FACULTY SENATE RESOLUTION 23-3

Approved by the Faculty Senate
11/30/2022

FACULTY RECOMMENDATION FOR GRADUATION

WHEREAS: Faculty have evaluated the students who have applied for fall graduation, and

WHEREAS: These students have met the requirements of their respective degree programs as verified by the Office of the Registrar,

BE IT RESOLVED THAT: The faculty of Southeast Missouri State University recommends the students be approved as candidates for graduation in December 2022.

Action	Date
Introduced to Senate	11/9/2022
Faculty Senate Vote	11/30/2022

CANDIDATES FOR GRADUATION – DECEMBER 17, 2022

College of Education, Health & Human Studies

ASSOCIATE OF ARTS IN CHILD CARE AND GUIDANCE

R. Faith Grant
Tina L. Price
**BACHELOR OF
ARTS**
Brenna Kylie
Anderson
Lauren Anna
Bozeman
Kristi Chobanian
Benjamin Ray Dorris
Annabelle Rose
Eiffert
Taylor Elizabeth
Foeste
Brooke Lenn Heeb
Jasmine Marie Jones
Justin Ali Kottabi
DeKharla Lee
Shawn Robert
Lohman
Francine Parker
Katherine Elizabeth
Tangen
Robert L. Thomas
Abby Brook Williams
**BACHELOR OF
SCIENCE**
Nyia Abdul-Mumin
Cierra Nicole Adkins
Braden Scott
Attebury
Ernest Oregio Ayieko
Craig Armanii
Beasley
Zoey Beasley
Caroline Michelle
Beatty
Madison Lee Brocato
Sophia Grace
Bussard
Frances Cabrera
Ramirez
Haley Nicole Clapper
Austin Thomas Cook
Abbie Renee
Coronado
Ashlyn Breaune
Davis
Hunter Elizabeth
Dookins Kim
Hannah Marie
Eastman
Hannah Elizabeth
Erwin
Emma Grace

Graham
R. Faith Grant
Lauren Elizabeth
Greenlee
Mariah Lauren
Guerrero
Mary Elizabeth Gunn
Miranda Michele
Hines
Ashley Lane Hinkle
Demetrai T. Hodges
Shelby Elizabeth
Holland
Khloe Hyche
Kelsi R. Jones
Elise Marie Keele
Leah R. King
Sydney Tyler Lamb
Grace Marie Lewis
Brock William
McCullough
Kaitlyn Jeanne
Meacham
Chandler Scott
Mueller
Cole Tyler Nabors
Cristine S. Nail
Jordan Alexis Platt
Lexus Rae Pointer
Mandy Nicole Powell
Tina L. Price
Lauren Belle
Reifsteck
Julia Faith Riley
Jenna Catherine
Schaefer
Karyl J. Schley
Kendall Mcshane
Shepard
Chloe Melena Sherer
Indya Sade' Smith
Kirstin L. Sparks
Ryan Christopher
Tampow
Sierra Chloe' Van
Olden
Riley Joy Wade
Yi Kai Wang
Lucas Cole Watson
Gaines B. Williams
IV
Sara Louise Wilson
Taja Woods
Sarah M. Wyble
**BACHELOR OF
SCIENCE IN
ATHLETIC
TRAINING**
Abigail Jeanne

Zwissler
**BACHELOR OF
SCIENCE IN
EDUCATION**
Crystal Dawn
Champion
Rebecca Dean
Madalyn Leigh
Doebber
Kayla Ann Fisher
Katelyn Elizabeth
George
Katelynn Nekdon
Rachel Marie
Gregson
Molly Suzanne
Leah R. King
Samantha Stoeane
Hegger
Ashley Hennrich
Micha Nicole
Jackson
Patricia L. Jump
Gracey Lynn Kamer *
Jaclyn Dawn Kiger
Hannah Elizabeth
Kirchhoff
Amanda Louise
Kistler
Dillon Jackson
Lauer *
Jada Danielle Lauer *
Alexandria Mary
Wallace
Grace Anne
Makowski
Emma L. Masterson
Madalyn Claire
McPherson
Raylee Layton
Metcalf
Georgia Miranda
Emily Sue Morris
Caroline Patricia
Pacheco
Lauren Elizabeth
Parney
Chelsy Lanee Pena
Alyssa Nicole
Ramsey
Maci Rendleman
Taylor M. Reynolds
Kaitlyn Rodgers
Richard Allen
Romine II
Morgan Nicole
Russell
Jonathan Frederick
Sieveking

Caleb Joseph
Strauss
Emily Renee Teipe
Luke David Walter
Hannah Lynn
Wiegens
**BACHELOR OF
SCIENCE IN
FAMILY AND
CONSUMER
SCIENCES**
EDUCATION
Margaret Rose Oster
**BACHELOR OF
SCIENCE IN
NURSING**
Taylor Lucille Bauer
Alissa Marie Boland
Elly Marie Coppotelli
Nathaniel Scott Dill
Amanda Jane
Dillinger
Amber Linn Dukes
Melissa Lee Dullum
Paige Christine
Emmenderfer
Madison Layne
Hayden
Matthew Tyler
Heisserer *
Britni Michelle Helton
Megan Elizabeth
Hennemann
Ebony Barbara Hill
Julia Therese
Kohlfeld
Melanie Danielle
Lincoln
Rebecca Lynn
Lohman
Hannah Lynn
McGinn
Madison Amelia
Miller
Victoria Marie Muniz
Alyssa Payge Nolen
Lindsay J. Palisch
Kylie Brooke Plant
Payten Kay
Robertson-Turner
Emily Paige Smith
James Carl Joseph
Sponsel
Megan Nicole
Tehandon *
Abigail Marie
Tremain
Grace Anne Urhahn
Allison Vaughn

Lauren Grace
Wadlington
Cortney Elizabeth
Watson
Ashley Nichole Welk
Lillian Sierra Wendel
Natalie Margaret
Williams
Ty William Withong
Mackenzie Barbara
Wuellner
MASTER OF ARTS
Dru Francis Armitage
Sydney Morgan
Berthlett *
Donald Ray Bess *
Keyarra Mayes
Susan M. Brodbeck *
Emily Patricia
Brunton *
Mary Kathleen
Burnus
Jakob Eric
Chapman *
Ariel Marie Tadrick *
Pierce Riley Daniels *
Jared Matthew
Dobbs *
Allison Nichole Elking
Sara Jane Faszold
Tonya Gerullis
Andrew Ryan Hacay *
Lindsay Hammon
Deidre June
Hartmann *
Candice M. Heider *
Victoria Jo Cato
Kelsey Lauren
McCarthy *
Kaylee Rene Lane *
Elizabeth Ann
Kluesner-Moser *
Jacob A. Krouitl
Mallory Lawson *
Allison Joy Lehmkuhl
Cheyenne Danielle
Marlin
Chloe Corinne Vogel *
Kinsey K. Martin *
Sydney Taylor
McCoy
Anna Marie Paulus *
Kyle R. Nelson
Stephanie Lyn
Niswonger *
Crystal Diane Pierce *
Shaina Irene Roberts
Erika Elizabeth
Robertson *

Tony T. Rushing
Connor Shayne
Ruzicka *
Emily Grace Sachs
Caroline Ann
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Mackenzie Gerling
Grace A. Hiller

ACADEMIC DISTINCTION IN THE DEPARTMENT OF THE MAJOR

Grace A. Hiller – History and Anthropology



A Resolution

by the Board of Governors
of
Southeast Missouri State University

Whereas, Lauren E. Kohn enrolled at Southeast Missouri State University in the Fall of 2018 and received a Bachelor of Science in Business Administration in May 2021; and received a Master of Business Administration in December 2022; and

Whereas, Lauren E. Kohn was appointed by Governor Michael L. Parson in June 2020 to a term as Student Representative to the Board of Regents, now the Board of Governors; and

Whereas, Lauren E. Kohn represented the interests of the students of Southeast Missouri State University by regular attendance at and participation in meetings of the Board of Governors, since her appointment and has been a true ambassador for the University through her involvement in the Jane Stephens Honors Program, the Finance and Economics Club, Emerging Leaders, First Year Leadership Program fall 2019 facilitator, and member of the Residence Hall Association; and

Whereas, during Lauren E. Kohn's tenure as Student Representative to the Board of Governors, formerly called the Board of Regents, the University achieved several institutional and academic milestones, including the adoption of a new University Strategic Action Plan; multiple program-specific accreditations were granted and reaffirmed; the University was granted a statewide mission in computer science, cybersecurity, and visual and performing arts; refreshed spirit marks and a new primary logo were unveiled; an updated Title IX compliance statement was adopted and a new Freedom of Expression policy was approved; new divisions such as the Economic and Workforce Development and the then-Division of Equity, Access and Behavioral Health were created; test optional admissions and scholarship offerings for beginning freshman were expanded; the University received several grants including, but not limited to, a \$1.9 million TRIO Support Services Grant, a \$2.1 million Title III Grant, and federal support exceeding \$3 million to enhance training and equipment in areas of study such as law enforcement, unmanned aircraft systems and professional pilot; the institution was designated a "Yamaha Institution of Excellence"; the charter for Lift for Life Academy in St. Louis was renewed; KRCU's broadcast reach was expanded; new innovative academic programs, such as Professional Pilot, were launched; and the Department of Athletics won the 2020-2021 Ohio Valley Conference Commissioner's Cup for the first time in school history, just to name a few; and

Whereas, during the tenure of Lauren E. Kohn, the University reached a new retention milestone of first-year students in fall 2020, with 80% of first-time, full-time students re-enrolling, its highest ever retention; the board approved recommendations regarding academic program prioritization; a new learning management system (LMS), Canvas was implemented; and the University navigated the COVID-19 global pandemic; and

Whereas, Lauren E. Kohn has represented the University well in various civic activities and public appearances, has been faithful in her stewardship of the public trust, and has demonstrated extraordinary dedication to the service of the University and its constituents.

Now, therefore, be it resolved by the Board of Governors of Southeast Missouri State University that the grateful appreciation of the University community be expressed to Lauren E. Kohn for her performance as Student Representative to the Board of Governors, and that this expression of gratitude and thanks, as well as congratulations for her other achievements and best wishes for her future success 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 sixteenth day of December in the year two thousand twenty-two.



Tina L. Klocke

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

Dr. Carlos Vargas

Dr. Carlos Vargas, President of the University

ATTEST:

Christopher R. Martin

Mr. Christopher R. Martin, Secretary

CHARLES L. COLLINS

Attachment D

573.579.3767 | clcollins4s@semo.edu | www.linkedin.com/in/charles-collins98

EDUCATION

Southeast Missouri State University
Bachelor of Science in Political Science

Cape Girardeau, MO
December 2022

Minor: History

- 7 Semesters Deans List
- Jane Stephen's Honors College | Member
- State of Missouri | Substitute Teaching Certificate

August 2019 – Present
March 2022- Present

RELEVANT EXPERIENCE

Interdisciplinary Center for Food Security – University of Missouri

Columbia, MO

Interviewer/Surveyor

May 2021 – August 2021

- Performed Research on food insecurity, demographics, and capability of food pantries
- Interfaced with site coordinators and interviewees
- Worked with a team of 3-5 to survey food pantries and their denizens
- Performed field work throughout Missouri and Southern Illinois

Offices of US Senator Josh Hawley – DC Office

Cape Girardeau, MO

Agriculture, Energy, Telecommunications, and Infrastructure Intern

January 2020 – May 2020

- Policy Analysis of potential legislation proposed to the Senate
 - Relied on independent research for comprehension and contextualization
- Resolved constituent complaints, suggestions, and assisted in resolving disputes
- Wrote Legislation as assigned by Aides and Correspondents
 - Wrote oversight letters that were disbursed to high profile office holders
- Developed an intermediate understanding of the parliamentary procedures of the Senate
- Cultivated relationships with multiple offices and interest groups

COLLEGIATE LEADERSHIP EXPERIENCE

Student Government Association | *Parliamentarian*

August 2019 – Present

National Society of Leadership and Success | *Member*

January 2020 – Present

SEMO Esports | *Vice President*

November 2020 – Present

Law Politics and Society Club | *Member*

August 2022 – Present

Junior Rotarians | *Founding President*

Fall 2019 – Present

Man of the Year | *Finalist*

Fall 2022

Phi Beta Lambda | *State Vice President of FBLA-PBL Relations & Chapter President*

August 2019 – May 2022

President's Leadership Academy | *Participant*

August 2021 – December 2021

Harrison College of Business Student Advisory Council | *Member*

August 2019 – August 2021

Emerging Leaders/First Year Leadership | *Participant*

August 2019 – May 2020

EXPERIENCE

Katy O'Ferrel's Public House

Cape Girardeau, MO

Server

July 2021 – Present

- Record patron orders and relay customer specification to kitchen staff
- Assisted customers with item location, specials, and allergin menu selections
- Managed teams of 4-10 peers and was responsible for all capital exchange

Southeast Missouri State University

Cape Girardeau, MO

Supervisor - Recreation Services

November 2019 – Present

- Lead a team of 15-20 peers and students
- Resolve customer complaints and manage customer interactions
- Ensure facility maintenance
- Responsible for multimillion dollar aquatics and recreation facility

EXPERIENCE CONTINUED

Southeast Missouri State University

Social Studies Education Major/Teacher

Cape Girardeau, MO

Fall 2019 - Spring 2022

- Taught part-time in a high school environment
- Responsible for facilitating students' learning
- Communicated and worked closely with administration
- Responsible for the safety and care of 120+ students
- 3 years of pedagogy experience and training

Resident Assistant – Residence Life

April 2020 – December 2020

- Facilitate career development of students
- Handle disputes between peers and students

Delta R-V School District

Substitute Teacher

Fall 2021-Spring 2022

Delta, MO

- Taught students of all ages K-12
- Plan and facilitate active learning for a diversity of learning styles and students
- Implement education technology to advance computer literacy
- Participated in Department, School, and Professional Development meetings
- Observe and evaluate student performance and development

City of Jackson – Parks & Recreation Department

Girls Softball League Umpire

Jackson, MO

June 2014 – June 2022

- Maintain professional field of play
- Comprehend and promulgate rules

Chateau Girardeau

Receptionist

Cape Girardeau, MO

August 2018 – 2019

- Customer service
- Manage monetary exchanges

EDUCATION EXPERIENCE

Scott City School District

150 Hours Observations

Spring of 2022

Scott City, MO

- Taught part-time in a high school environment
- Designed and implemented lesson plans
- Worked in a dual teaching environment
- Responsible for the safety and learning of students

Southeast Missouri State University

105 Credit hours towards Bachelor's of Education

Spring 2019-Fall 2022

Cape Girardeau, MO

- 3 years of pedagogy studies
- Learned law and policy in education
- Implemented principles of teaching and teaching theory
- Networked with industry professionals and government agencies
- Engaged and developed education technology skills and knowledge
- Developed interdisciplinary content literacy strategies



SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873®

BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

December 16, 2022

Open Session

I. Motion to be Considered:

Approve the attached resolution (Attachment 1) whereby the University applies for, approves, and accepts a Rural Business Development Grant from the United States Department of Agriculture and whereby the Board President is authorized and directed to apply for, approve, and accept the Grant. The Board President is further authorized to appoint a representative to take all actions necessary to obtain and complete the requirements of the Grant.

II. Background:

As noted in the resolution itself, it is a condition of receiving financial assistance in the form of a USDA Rural Business Development Grant. Attachment 2 contains a brief overview of the project to be funded.

Recommended By:

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

Chairperson _____
Dean _____
Academic Council _____
Provost _____

President *[Signature]*

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

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

RESOLUTION OF THE BOARD OF GOVERNORS OF SOUTHEAST MISSOURI
STATE UNIVERSITY, OF CAPE GIRARDEAU, MISSOURI, FOR A \$ 76,700.00
RURAL BUSINESS DEVELOPMENT GRANT FROM USDA - RURAL
DEVELOPMENT

WHEREAS, the Southeast Missouri State University (hereinafter called Grantee) has applied for a Rural Business Development Grant in the amount of \$76,700.00 from the United States of America, acting through Rural Development ("the agency"), United States Department of Agriculture, acting under the provisions of the Rural Business Development Grant Program (7 C.F.R. Part 3570, Subpart B) for the purpose of **providing technical assistance and for purchasing equipment for the University's Department of Agriculture** (herein referred to as the equipment); and

WHEREAS, as a condition to and in consideration of receiving financial assistance in the form of the Rural Business Development Grant from the agency, this Resolution is being adopted.

THEREFORE, in consideration of the premises, Grantee agrees as follows:

- (1) The Grantee hereby applies for, approves and accepts a Rural Business Development Grant in an amount not to exceed \$76,700.00 in accordance with the terms specified in the Letter of Conditions, the Grant Resolution and the General Requirements for Administration of Rural Business Development Grants (RD Instruction 4280, Section E).
- (2) The Board President is hereby authorized and directed to apply for, approve, accept and appoint a representative (if applicable) to take all actions necessary

to obtain and complete the requirements of the Rural Business Development
Grant under the terms offered by the agency.

This Resolution shall be in force and effect immediately.

The voting was: Yeas: _____, Nays: _____, Abstain: _____, Absent: ____.

SEAL

Southeast Missouri State University

By: _____
Tina L. Klocke
President, Board of Governors

ATTEST:

Christopher R. Martin
Secretary, Board of Governors

CERTIFICATION

I, the undersigned, Board Secretary of Southeast Missouri State University, Cape Girardeau, Missouri do hereby certify that the foregoing Resolution was duly adopted at a meeting of the Board of Governors duly called and held on the _____ day of _____, 2022, and that such Resolution has not been rescinded or amended in any way. Dated this _____ day of _____, 2022.

SEAL

Christopher R. Martin
Secretary, Board of Governors

Branding and Marketing Value-Added Beef Across Southern Missouri for Small Farm Profitability

Principal Investigator: Samantha Siemers, Ph. D.

Funding Agency: USDA - Rural Development

Project Total: \$76,700

Project Period: January 2023 - December 2023

Project Summary

This project will support beef product sales directly to consumers, with a goal of improving small-farm profitability and creating and sustaining local beef processor jobs. Serving as a central location in southeastern Missouri, the David M Barton Agriculture Research Center (DMBARC) will provide area wide outreach, demonstrations, and workshops. These presentations will be conducted by our academic, commodity and agency partners, and are intended to enhance beef quality. The partnership intends to:

- 1) engage dietitians to create an information database involving food safety and healthy diets,
- 2) provide beef nutrition information to consumers,
- 3) provide educational programming and consumer awareness issues/opportunities to beef cattle producers, and
- 4) form a beef cattle network involving two higher education institutions, the Missouri Beef Industry Council, and the Missouri Department of Agriculture.

Scope of Work

The Department of Agriculture at Southeast Missouri State University will partner with the Missouri Department of Agriculture, University of Missouri Cooperative Extension, Missouri Beef Industry Council, agribusinesses, and regional producers to initiate a beef cattle information network stressing nutritional standards, healthy diet choices, consumer awareness and farm to table sales.

The objectives for the beef cattle network include:

Develop a local beef cattle farm-to-family consortium involving the Department of Agriculture at Southeast Missouri State University, local agribusiness, regional producers, University Missouri Cooperative Extension, Missouri Beef Industry Council, the Missouri Department of Agriculture, and, most importantly, local consumers.

Provide a centralized location at the DMBARC in Cape Girardeau County (Missouri) for producer-oriented beef cattle value-added demonstrations and workshops.

Augment Southeast Missouri State University's existing beef cattle technology resources with an emphasis on innovative farm-based programs to encourage the production of animal products that are support a healthy diet.

Provide an expanded working relationship among local beef farmers, university faculty and staff to facilitate information exchange and dissemination of emerging animal technologies to the regional farming community.

Develop an online meat preparation, safety, and nutrition webpage for customers produced by experts associated with the Southeast Missouri State University Department of Agriculture, including faculty and students, with additional content and peer review provided by our partners.

Project Team and Responsibilities

PI and Co-PIs:

- (PI) Samantha Siemers: provide overall budget supervision, handle equipment purchases and sourcing/selection, gather literature, review of materials to be distributed, and facilitate interaction with commodity groups and local businesses.
- (Co-PI) Mike Aide: prepare written materials related to the project, secure publication opportunities, gather literature, review of materials to be distributed, and facilitate interaction with commodity groups and local businesses.
- (Co-PI) Indi Braden: prepare written materials related to the project, secure publication opportunities, gather literature, review of materials to be distributed, and facilitate interaction with commodity groups and local businesses.



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

December 16, 2022

Open Session

PROGRESS REPORT – Contracts and Facilities Management Projects

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

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

PROJECT	ANTICIPATED COMPLETION	VENDOR	AWARD AMOUNT

Part II – Facilities Management Capital Projects Update Report

A. STATE FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Tunnel 14,15,16,25 Repair/ Replacement	October 2023	In progress.
Houck Stadium South Sideline	July 2023	In progress.

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

PROJECT	ANTICIPATED COMPLETION	STATUS
Group Housing French Door Replacement	January 2023	In progress.
Show Me Center Meeting Room Renovations	Fall 2022	Project substantially complete.
DYS Roof Replacements – Shawnee Trace & Cherokee Trace	Fall 2022	In progress.
Renovate Rowdy's	Summer 2022	Project is complete and under warranty.

*Facilities Management Progress Report
December 16, 2022*

Page 2 of 2

PROJECT	ANTICIPATED COMPLETION	STATUS
Bookstore Renovation	Winter Break 2022-2023	Project to begin November 28, 2022.
Johnson Hall Roof Replacement	Summer 2023	Project delayed due to materials availability.
Innovation Center Elevator Addition	December 2023	Design contract awarded to Lawrence Group.
Men's & Women's Basketball Locker Room Upgrade	Fall 2022	Project complete and under warranty.
Houck Fieldhouse Flooring Replacement	Spring/Summer 2023	Bid opening November 10, 2022.
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	Project bidding December 2022.
Transit/FMSC Building Roof Replacements	Fall/Winter 2022	Contract awarded.
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	Parker Drive Concrete Repairs - \$11,045 Complete SMC Ticket Booth Façade Repairs \$10,365 – Target Completion – 12/23/22 SMC Ticket Booth Signage \$16,425 – Target Completion – 1/28/23
General Electrical Contract 2022	Multiple projects 2022	Horticulture Greenhouse Generator Installation – complete.
General Plumbing Contract 2022	Multiple projects 2022	Tunnel 17 Condensate Pipe Repairs - \$15,085.00 – Complete Relocation of Drinking Fountains & Ice Machines at Houck - \$12,475 - Complete

Note: Shading indicates completed projects.

FY23 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD

ALL FUNDS

Through October 31, 2022

	FY23 Appr Budget	FY23 Oct Budget	FY23 YTD	FY22 YTD
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ 48,641,781	\$ 16,213,927	\$ 16,213,928	\$ 15,383,236
STUDENT FEES:				
Tuition	71,180,490	36,833,731	38,607,911	37,331,386
Scholarships and Fee Waivers	(26,211,003)	(13,311,427)	(13,098,157)	(13,041,567)
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	\$ 44,969,487	\$ 23,522,304	\$ 25,509,754	\$ 24,289,819
Student Fees	10,904,740	5,318,580	5,979,187	5,333,721
TUITION AND STUDENT FEES:	\$ 55,874,227	\$ 28,840,884	\$ 31,488,941	\$ 29,623,540
OTHER SOURCES:				
Investment Income	82,500	16,667	105,730	70,943
State Grants and Contracts	528,405	176,135	344,008	176,136
Sales and Services of Academic Departments	2,924,344	1,000,198	1,183,089	974,415
Sales and Services of Non-Academic Departments	28,451,914	13,144,462	13,264,703	13,696,197
Foundation Support	1,253,733	-	-	176,961
Athletics Revenues	1,867,666	512,000	637,031	21,551
Miscellaneous Income	6,687,089	2,610,733	2,794,410	2,939,183
TOTAL OTHER SOURCES:	\$ 41,795,651	\$ 17,460,195	\$ 18,328,971	\$ 18,055,386
TOTAL ESTIMATED INCOME:	\$ 146,311,659	\$ 62,515,006	\$ 66,031,840	\$ 63,062,162
ESTIMATED EXPENDITURES:				
PERSONNEL:				
Faculty/Staff	63,689,480	20,354,399	16,833,142	17,128,026
Benefits	25,528,668	8,233,263	6,925,039	6,242,648
Student Labor	2,789,422	892,615	845,513	777,531
TOTAL PERSONNEL:	\$ 92,007,570	\$ 29,480,277	\$ 24,603,694	\$ 24,148,206
TOTAL EQUIPMENT AND OPERATIONS:	41,094,653	13,698,218	14,291,066	12,156,487
TOTAL ESTIMATED EXPENDITURES:	\$ 133,102,223	\$ 43,178,495	\$ 38,894,760	\$ 36,304,692
DEBT SERVICE TRANSFERS:	11,979,690	-	-	1,479,458
OPERATING TRANSFERS, NET:	427,828	1,500,000	1,522,115	(3,995,269)
TOTAL ESTIMATED NET TRANSFERS OUT/(IN):	\$ 12,407,518	\$ 1,500,000	\$ 1,522,115	\$ (2,515,810)
SURPLUS/(DEFICIT):	\$ 801,918	\$ 17,836,511	\$ 25,614,965	\$ 29,273,280

**BOARD OF GOVERNORS
REPORT ITEM
December 16, 2022
Open Session**

**Faculty & Staff Personnel
Actions
August, September, &
October 2022**

SOUTHEAST MISSOURI STATE UNIVERSITY

August 2022

FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Baker, Christain	Instructor Nursing	\$54,000.00	08/01/22
Bangert, Mary	Instructor Kent Library	\$52,500.00	08/01/22
Cecil, Dusha	Instructor Crim Just Soc Work Sociology	\$49,000.00	08/01/22
Chou, Ethan	Instructor Computer Science	\$52,000.00	08/01/22
Chronister, Andrew	Instructor Engineering and Technology	\$53,000.00	08/01/22
Guimaraes, Mario	Chairperson / Professor Computer Science	\$130,000.00	08/01/22
Hildebrand, Eden	Instructor Theatre and Dance	\$47,400.00	08/01/22
Jannat, Khadiza Tul	Instructor Comm Stu & Mod Languages	\$42,000.00	08/01/22
Kazmierczak, Arthur	Assistant Professor Computer Science	\$53,500.00	08/01/22
Lee, Eun Jeong	Instructor Mass Media	\$53,000.00	08/07/22
Long, Sheila	Instructor Child & Family Studies	\$51,000.00	08/01/22
McEnerney, Kelly	Assistant Professor Psychology & Counseling	\$59,000.00	08/01/22
Nakasagga, Shakirah	Instructor Agriculture	\$48,000.00	08/01/22
Northern, Paige	Assistant Professor Psychology & Counseling	\$59,500.00	08/01/22
Pradhan, Nelish	Assistant Professor	\$65,416.00	08/01/22

	Biology		
Roberts, Dawn	Instructor Biology	\$50,000.00	08/01/22
Roy, Indranil	Assistant Professor Computer Science	\$81,000.00	08/01/22
Sargent, Kevin	Assistant Professor Agriculture	\$60,000.00	08/01/22
Schaffner, Linda	Instructor Elem Early and Special Ed	\$48,000.00	08/01/22
Smentkowski, Noah	Instructor Comm Stu & Mod Languages	\$42,000.00	08/01/22
Snider, Miriam	Instructor Agriculture	\$48,000.00	08/01/22
Wilson, Marissa	Instructor Agriculture	\$48,000.00	08/01/22
Yuan, Juefei	Assistant Professor Computer Science	\$81,000.00	08/01/22

TERM FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Evans, Jasmine	Instructor Mass Media	\$42,000.00	08/01/22
Hou, Yingkun	Instructor History & Anthropology	\$42,000.00	08/01/22
Jones, Tyler	Instructor Music	\$42,000.00	08/01/22
Muckerman-Presson, Jessica	Instructor English	\$42,000.00	08/01/22
Soto Vera, Esteban	Instructor Engineering & Technology	\$51,500.00	08/01/22

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Davis, Susan	Associate Professor Elem Early and Special Education	08/16/22
Tague, Kevin	Assistant Professor Music	08/09/22
Zou, Min	Assistant Professor Elem Early and Special Education	08/04/22

SABBATICALS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
McAllister, Charles	Professor Marketing	08/01/22
Sanders, Hannah	Associate Professor Art & Design	8/1/2022

SOUTHEAST MISSOURI STATE UNIVERSITY
August 2022

ADDENDUM A

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

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

SOUTHEAST MISSOURI STATE UNIVERSITY

August 2022

ADDENDUM B

Payments for Fall 2022 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Braden, Indi	Agriculture	\$3,000.00
Guimaraes, Mario	Computer Science	\$3,500.00
Hatcher, Laura	Political Science, Philosophy, and Religion	\$3,500.00
Kilburn, Michelle	Crim Just Soc Work Sociology	\$3,500.00
Odegard-Koester, Melissa	Psychology & Counseling	\$2,600.00
Redmond, Willie	Marketing	\$3,500.00

SOUTHEAST MISSOURI STATE UNIVERSITY

August 2022

ADDEMDUM C

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Acosta, Rita	Kinesiology Nutrition Recreation	\$9,170.00
Agaigbe, Nguvan Mercy	Biology	\$9,170.00
Aldarawany, Mohamad Elsayed Abdulrazek	English	\$9,170.00
Allen, Zachariah	English	\$9,170.00
Amir Ahmadi, Ali	English	\$9,170.00
Anderson, Connor	Crim Just Soc Work Sociology	\$9,170.00
Anderson, Kaylee	Athletic Academic Services	\$9,170.00
Appasani, Vinayak Srikanth	Mathematics	\$9,170.00
Appleman, Kate	Dean of Students	\$9,170.00
Asbury, Mafelyn	Center for Academic Advising	\$9,170.00
Atuo, Ikor	Center for Behavioral Health and Accessibility	\$9,170.00
Badri, Prasanthi	Kinesiology Nutrition Recreation	\$9,170.00
Baker, Allison	Admissions	\$4,585.00
Bandi Veeranna, Sahana	Computer Science	\$9,170.00
Basavaraj, Vandana	Computer Science	\$9,170.00
Bello, Anthony	Athletics Administration	\$9,170.00
Bequette, Rylie	MBA	\$4,585.00
Bergschneider, Alexys	Greek Life	\$9,170.00
Berthlett, Sydney	Univ School for Young Children	\$9,170.00
Bholan, Krishna	Engineering & Technology	\$9,170.00
Bogra, Chandrakanth	Mathematics	\$9,170.00
Borst, Callie	Center for Academic Advising	\$9,170.00
Boyce, Norman	Center for Behavioral Health and Accessibility	\$9,170.00
Briese, Emily	Communication Disorders	\$9,170.00
Brune, Caraline	Campus Life / Event Services	\$9,170.00
Butt, Nowsherwan	SGA Executive	\$9,170.00
Cavanaugh, Skyler	Football	\$9,170.00
Chandanala, Hindu Priya	Chemistry & Physics	\$9,170.00
Clary, Samantha	Presidents Office	\$4,585.00
Collier, Garrison	Kinesiology Nutrition Recreation	\$9,170.00
Collins, Chandler	Sports Information	\$9,170.00
Cook, Molly	Biology	\$9,170.00
Cooley, Brianna	Center for Behavioral Health and Accessibility	\$9,170.00
Dewey, Lindsey	Biology	\$9,170.00
Dill, Margaret	Communication Disorders	\$9,170.00
Dirnberger, Gretchen	Psychology & Counseling	\$9,170.00
Dixon, Bridget	English	\$9,170.00
Doak, Kenneth	Recreation Services	\$9,170.00
Dronova, Tetiana	English	\$9,170.00
Eitha, Fatama Tuz Zohora	Environmental Science	\$9,170.00

Feltz, Nicholas	Greek Life	\$9,170.00
Furlaneto de oliveira, Mateus	Athletics	\$9,170.00
Gadda, Vijaybabu	Computer Science	\$4,585.00
Gebremariam, Abebe Sisay	Computer Science	\$4,585.00
Gill, Charles	Biology	\$9,170.00
Gondi, Swetha	Chemistry & Physics	\$9,170.00
Gonzales, Esmeralda	General Athletics	\$9,170.00
Haidar, Peter	MBA	\$9,170.00
Holifield, Preston	Nursing	\$4,585.00
Holliday, Andrew	Biology	\$9,170.00
Hornbeak, Skyler	Univ School for Young Children	\$9,170.00
Houston, Hannah	Kent Library / Special Collections	\$9,170.00
Hull, Brayden	Strength and Conditioning	\$9,170.00
Hussain, Muhammad Iqbal	Office of Student Conduct	\$4,585.00
Immadisetty, Gayatri Sravani	Computer Science	\$9,170.00
Indukuri, Sai Krishna Vishwanath Varma	Computer Science	\$9,170.00
Iskandarov, Parviz	Engineering & Technology	\$4,585.00
Israel, Kenneth Ubong	EHHS Ed Prep	\$4,585.00
Job, Jermima Imani	Athletics Marketing Promotions	\$9,170.00
Johnson, Madelyn	Communication Disorders	\$9,170.00
Johnston, Ashlyn	Admissions	\$9,170.00
Kalinin, Nicholas	Military and Veteran Services	\$9,170.00
Kapitanova, Yulia	General Athletics	\$9,170.00
Kasson, William	The EDvolution Center	\$9,170.00
King, Griffin	History & Anthropology	\$9,170.00
Kozyreva, Viktoriia	Engineering & Technology	\$9,170.00
Kunce, David	English	\$9,170.00
Kuroyanagi, Kazuma	Recreation Services	\$9,170.00
Lamichhane, Safal	Office of International Education & Services	\$9,170.00
Lawson, Amanda	History & Anthropology	\$9,170.00
Linderer, Jordan	English	\$9,170.00
Ma, Qizheng	Computer Science	\$4,585.00
Maddox, McKayla	Nursing	\$4,585.00
Mahan, Reid	Athletics Marketing Promotions	\$9,170.00
Martin, Erin	Admissions	\$9,170.00
Massey, Alysa	Communication Disorders	\$9,170.00
Matecki, Halle	Academic Support Centers	\$9,170.00
McKeever, Allison	Counselor Education Training Clinic	\$9,170.00
McPeck-Garwitz, Dominique	Psychology & Counseling	\$9,170.00
Meadors, Katelin	Recreation Services	\$9,170.00
Meier, Kayla	Environmental Science	\$9,170.00
Miller, Andrew	Political Sci Philosophy Relig	\$9,170.00
Miller, Leon	Football	\$9,170.00
Mills, Kaley	New Student Programs	\$9,170.00
Mlambo, Tafadzwa	Career Services	\$9,170.00
Moffett, Elizabeth	NCAA Compliance	\$9,170.00
Moore, Grace	New Student Programs	\$9,170.00
Mullins, Andrea	Center for Writing Excellence	\$9,170.00
Najih, Yaakoub	Computer Science	\$9,170.00

Narala, Anvesh	Engineering & Technology	\$9,170.00
Noe, Kylie	New Student Programs	\$9,170.00
Nsiah, Emmanuel	Academic Support Centers	\$9,170.00
Nuokye, Gabriel Suurbechaa	Mathematics	\$4,585.00
Ocran, Emmanuel Assefuah	Mathematics	\$9,170.00
Omayio, Diana Kwamboka	Kinesiology Nutrition Recreation	\$9,170.00
Oni, Julie McClinton	Biology	\$9,170.00
Pacha Pinto, Carlos Eduardo	Computer Science	\$4,585.00
Pasupuleti, Siva Sai Krishna	Kinesiology Nutrition Recreation	\$9,170.00
Patel, Poonam Narendrakumar	Kinesiology Nutrition Recreation	\$9,170.00
Paul, Jennifer Igwednma	Biology	\$4,585.00
Pearson, Madeleine	Nursing	\$9,170.00
Peterman, Zane	History & Anthropology	\$9,170.00
Pham, Thuy Duong	RPDC Program Income	\$4,585.00
Pierce, Sara	Biology	\$9,170.00
Pierre, Katelyn	Recreation Services	\$9,170.00
Pokharel, Sandesh	Jane Stephens Honor Program	\$9,170.00
Qualls, Kaitlyn	English	\$9,170.00
Quarshie, Rhoda Ayerkie	Title III SIP	\$9,170.00
Ragsdale, Adam	English	\$9,170.00
Record, Abriana	The EDvolution Center	\$9,170.00
Reish, Hannah	Biology	\$9,170.00
Richards, Kaitlyn	English	\$9,170.00
Richardson, Tyler	Academic Support Centers	\$9,170.00
Rolle, Clinton	Academic Support Centers	\$9,170.00
Rooselaer, Kika	MBA	\$4,585.00
Ruhi, Fatema Yesmen	Mathematics	\$4,585.00
Saini, Tushar	Southeast Online	\$9,170.00
Seitz, Zachary	Chemistry & Physics	\$9,170.00
Sepuri, Shruthi	Chemistry & Physics	\$9,170.00
Shoals, Camille	Career Services	\$9,170.00
Sibtain, Shahneela	MBA	\$9,170.00
Simmonds, Tristen	LGBTQ Resource Center	\$9,170.00
Smith, Neosha	Academic Support Centers	\$9,170.00
Smith, Victoria	MBA	\$9,170.00
Stauder, Kayla	Career Services	\$9,170.00
Steed, Cragin	MBA	\$9,170.00
Thacker, Morgan	Southeast Online	\$9,170.00
Tinnin, Cody	Athletic Development	\$9,170.00
Tolley, Grace	Residence Life	\$9,170.00
Tripathi, Saroj	Engineering & Technology	\$9,170.00
Tyler, Amber	Biology	\$9,170.00
Wegmann, Katie	Center for Teaching and Learning	\$9,170.00
Wilhite, Kylie	Early College Programs	\$9,170.00
Willis, Kyle	Marketing and Communications	\$9,170.00
Winslow, Zachary	Residence Life	\$9,170.00
Wiseman, Molly	English	\$4,585.00
Wolk, Elizabeth	RPDC Program Income	\$9,170.00
Wyman, Ashlynn	Office of the Provost	\$9,170.00

Yeboah, Kwame	Mathematics	\$9,170.00
Zahid, Mohammed Junead Sheriff	Computer Science	\$9,170.00

SOUTHEAST MISSOURI STATE UNIVERSITY

August 2022

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Bunch, Madison	Football Recruiting Coordinator Football	\$35,568.00 annually	100	08/15/22
Choate, Whitney	Content Instructional Consultant RPDC	\$11,380.44 annually	100	08/19/22
Heyen, Alexander	Int'l Stu Services Specialist International Education	\$27,476.80 annually	100	08/15/22
Nicholson, Kelli	Missouri Teacher Dev System Specialist RPDC	\$52,350.00 annually	100	08/08/22
Oswald, Alexis	Admissions Counselor Admissions	\$35,568.00 annually	100	08/15/22
Russom, Kobi	Coordinator Creative Media Sports Information	\$38,004.04 annually	100	08/19/22
Skelton, Claire	Brand Designer Marketing and Communications	\$36,947.45 annually	100	08/22/22
Wheeler, Connor	Asst Coach Mens Basketball	\$50,004.04 annually	100	08/08/22
Whitmore, Camryn	Digital Marketing Strategist Marketing and Communications	\$40,000.00 annually	100	08/01/22

SOUTHEAST MISSOURI STATE UNIVERSITY
August 2022

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Allen, Rebecca	Administrative Assistant Agriculture	08/05/22
Aufdenberg, Ashley	Admissions Specialist Admissions	08/31/22
Bonds, Luther	Public Safety Officer Public Safety	08/02/22
Choate, Whitney	Content Instructional Consultant RPDC	08/25/22
Comfort, Tiffany	Coordinator, Leadership & Involvement University Center	08/03/22
Gohn, Shvetha	Asst Director Int'l Admissions International Education & Services	08/19/22
Hekmat, Susan	Special Education Consultant RPDC	08/22/22
Jackson, Kenneth	Director Aviation Operations	08/31/22
Lee, Trudy	VP Advancement/Exec Dir Foundation University Advancement	08/31/22
Lynn, Holly	Returning Student Counselor Academic Advising	08/31/22
Madigan, Kimberly	Coord, Academic & Student Services Sikeston Regional Campus	08/31/22
Morgan, Michael	Public Safety Officer Public Safety	08/11/22
Parham, Tatianna	Content Strategist Marketing & Communications	08/19/22
Stapleton, Wendell	Academic Coordinator Student Support Services/McNair	08/26/22

Sumner, Holly	Online Instructional Coordinator Southeast Online	08/11/22
Vaughn, Jasmine	Lead Teacher University School for Young Children	08/26/22

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
August 2022

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Reynolds, Steven	Asst Coach Men's Basketball From: \$60,00.00 annually To: \$70,000.08 annually	Contract Renewal	08/08/22
Hopkins, Dustin	Senior Systems Administrator IT Infrastructure Operations From: \$71,119.34 annually Senior Systems & Network Administrator IT Infrastructure Operations To: \$83,000.00 annually	Promotion	08/01/22
Lockhart, Floyd	LMS Administrator Academic Technologies From: \$69,277.28 annually Director Academic Technologies Academic Technologies To: \$74,126.69 annually	Promotion	08/08/22
Blaylock, Makaila	Student Service Specialist Student Financial Services From: \$37,924.63 annually Academic Advisor Academic Advising To: \$37,924.63 annually	Job Assignment Change	08/01/22
McDowell-Hill, Emerson	Support Service Staff Academic Support Services From: \$33,508.80 annually To: \$33,966.40 annually	Longevity Increase	08/28/22
Seabaugh, Jordan	Boiler Technician I Journeyman Boiler Plant From: \$48,755.20 annually To: \$49,212.80 annually	Longevity Increase	08/14/22

SOUTHEAST MISSOURI STATE UNIVERSITY
September 2022

FACULTY APPOINTMENTS

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

TERM FACULTY APPOINTMENTS

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

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

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

SABBATICALS

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

SOUTHEAST MISSOURI STATE UNIVERSITY

September 2022

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adair, Christina	Chemistry & Physics	\$2,670.00
Adkisson, Meredith	Elem Early and Special Ed	\$2,931.00
Allen, Ricky	History & Anthropology	\$2,670.00
Anderson, Sharon	English	\$2,931.00
Anderton, Sara	Dual Credit	\$8,010.00
Anello, Kimberly	History & Anthropology	\$8,010.00
Annis, Nicole	Engineering & Technology	\$3,225.00
Atherton, Tiffanie	Biology	\$4,885.00
Baranovic, Kristopher	English	\$2,670.00
Barna, Nicholas	Crim Just Soc Work Sociology	\$2,670.00
Batchelor, Norma	Leadership Mdl & Sec Educ	\$2,931.00
Bauman, Laura	Child & Family Studies	\$2,670.00
Below, Deborah	Leadership Mdl & Sec Educ	\$3,225.00
Binz Holden, Kristin	Kinesiology Nutrition Recreation	\$2,670.00
Blair, James	Crim Just Soc Work Sociology	\$5,340.00
Bowman, Cindy	Elem Early and Special Ed	\$7,034.00
Bradshaw, David	Elem Early and Special Ed	\$2,931.00
Brands, Christina	Chemistry & Physics	\$4,450.00
Brands, Christina	Dual Credit	\$2,670.00
Brewer, Angela	Dual Credit	\$9,675.00
Brock, Tammy	Field & Clinical Experiences	\$2,136.00
Bullard, Donna	Crim Just Soc Work Sociology	\$2,670.00
Bullock, Damon	Dual Credit	\$9,675.00
Byrd, Nyghel	Theatre and Dance	\$5,350.68
Calongne, Cynthia	Computer Science	\$3,225.00
Cannon, Janet	Kinesiology Nutrition Recreation	\$890.00
Childers-Richmond, Raina	Kinesiology Nutrition Recreation	\$5,862.00
Chisum, Misty	Dual Credit	\$8,600.00
Church, Michael	Kinesiology Nutrition Recreation	\$2,670.00
Clark, Anthony	Accounting Economics Finance	\$9,675.00
Cole, Joshua	Dual Credit	\$2,670.00
Collins, Brian	Computer Science	\$2,931.00
Comer, Rena	MO Early Literacy Program	\$732.78
Compaore, Kalyn	Comm Stu & Mod Languages	\$9,675.00
Contrino, Joseph	Music	\$1,486.30
Contrino, Michelle	Theatre and Dance	\$6,450.00
Coronado Guel, Luis	History & Anthropology	\$3,225.00
Crader, Lynn	Leadership Mdl & Sec Educ	\$5,160.00
Curry, Stephen	Agriculture	\$3,762.50
Daly, Megan	Biology	\$2,670.00

Daniel-Campbell, Crissy	Chemistry & Physics	\$3,115.00
Deken, Renee	Mathematics	\$7,120.00
Dicus, Kenneth	Marketing	\$3,225.00
Dordoni, Benjamin	English	\$8,010.00
Dordoni, Iris	English	\$8,793.00
Dunn, David	Agriculture	\$8,010.00
Dye, Curstan	Agriculture	\$2,670.00
Eakin, Ardis Michael	History & Anthropology	\$3,225.00
Eatherton, Tracey	Leadership Mdl & Sec Educ	\$3,225.00
Eddy, Betty	Management	\$8,010.00
Ehly, Arlo	Theatre and Dance	\$2,671.78
Evans, Carla	MO Early Literacy Program	\$488.52
Finley, Curtis	Field & Clinical Experiences	\$2,670.00
Flanagan, Catherine	Nursing	\$2,000.00
Gable, Stephanie	Agriculture	\$2,670.00
Garza, Johnny	Nursing	\$4,895.00
Gentry, Bruce	Comm Stu & Mod Languages	\$3,225.00
Griffin, Janice	MO Early Literacy Program	\$1,628.40
Hahs, Clayton	Accounting Economics Finance	\$3,225.00
Hansen, Jeffrey	Marketing	\$8,010.00
Heath, Michael	English	\$2,670.00
Henson, Matthew	Accounting Economics Finance	\$2,670.00
Heuring, Nikki	Art & Design	\$2,931.00
Hill-Carter, Camesha	Elem Early and Special Ed	\$1,075.00
Hock, Roberta	Nursing	\$2,002.50
Hoff-Valleroy, Shannon	Management	\$5,340.00
Holt, Dennis	Political Sci Philosophy Relig	\$3,867.00
Horack, Robert	Crim Just Soc Work Sociology	\$6,450.00
Hunter, Samuel	Crim Just Soc Work Sociology	\$5,340.00
Ibarra, Kerina	Crim Just Soc Work Sociology	\$3,225.00
Ingram-Wilson, Kathryn	Dual Credit	\$5,340.00
Janzow, Matthew	Management	\$3,225.00
Jarrett, Madison	Music	\$891.78
Jefferson, Abigail	Management	\$2,670.00
Jirkovsky, Todd	Comm Stu & Mod Languages	\$2,670.00
Job, Brandon	Kinesiology Nutrition Recreation	\$2,670.00
Johnson, Andrew	Psychology & Counseling	\$2,931.00
Johnson, James	Dual Credit	\$8,010.00
Johnson, Nancy	Nursing	\$5,862.00
Johnson, Tara	Field & Clinical Experiences	\$2,344.80
Jones, Brandon	Field & Clinical Experiences	\$1,935.00
Jones, Lauren	Theatre and Dance	\$2,670.00
Jones, Ryan	Theatre and Dance	\$9,675.00
Kindel, David	Field & Clinical Experiences	\$4,103.40
Kirn, Taylor	Management	\$2,670.00
Klann, Jody	Psychology & Counseling	\$5,862.00
Lacy, Matthew	Leadership Mdl & Sec Educ	\$3,225.00
Lambert, Lindsay	Chemistry & Physics	\$3,115.00
Larino, Cathy	Management	\$2,670.00

Lauman, Mary	Field & Clinical Experiences	\$586.20
Lawson, Diana	Field & Clinical Experiences	\$1,068.00
Lee, Katharine	Dual Credit	\$3,225.00
Lee, Katharine	History & Anthropology	\$3,225.00
Leoni, Debra	Kinesiology Nutrition Recreation	\$2,670.00
Lewis, Bram	Computer Science	\$2,931.00
Lockhart, Gelanie	Comm Stu & Mod Languages	\$2,670.00
Lorenz, Robert	Art & Design	\$8,062.50
Luebbers, Lindsey	Agriculture	\$2,670.00
Luetkenhaus, Jeffrey	Theatre and Dance	\$3,225.00
Malahy, Jessica	Nursing	\$6,007.50
Marshall, Sheri	Engineering & Technology	\$5,340.00
Maschmann, Elliot	Agriculture	\$2,670.00
Mayes, Amy	Elem Early and Special Ed	\$2,931.00
McDonald, Matthew	Comm Stu & Mod Languages	\$6,230.00
McGill, Jennifer	Psychology & Counseling	\$5,340.00
McMullen, Anthony	Elem Early and Special Ed	\$5,862.00
McNeary, Charlotte	Elem Early and Special Ed	\$6,408.00
Miller, Robin	Field & Clinical Experiences	\$2,136.00
Mitchell, Bart	Mathematics	\$21,000.00
Moore, Kristine	Crim Just Soc Work Sociology	\$5,340.00
Murray, Susan	Agriculture	\$3,762.50
Myers-Bowman, Daniel	Theatre and Dance	\$2,670.00
Nail, Paul	Music	\$6,230.00
Necas, Kimberly	Chemistry & Physics	\$8,010.00
Neier, Shannon	Communication Disorders	\$1,075.00
Neimeyer, Gregory	Psychology & Counseling	\$3,225.00
Neitzke, Erich	Art & Design	\$4,837.50
O'Connell, Diane	Elem Early and Special Ed	\$2,670.00
O'Kelly, Dakota	English	\$7,120.00
Oldham, Shelley	Field & Clinical Experiences	\$1,758.60
Owens, Justin	Chemistry & Physics	\$2,225.00
Pappas, Joseph	Music	\$2,670.00
Payne, Sandra	Dual Credit	\$2,670.00
Pelts, Donnatha	Leadership Mdl & Sec Educ	\$2,670.00
Petzoldt, Hannah	Management	\$2,670.00
Phares, Alyssa	Dual Credit	\$5,340.00
Pobst, Justin	Management	\$2,670.00
Poston, Fred	Comm Stu & Mod Languages	\$7,525.00
Rafferty, Robert	Music	\$6,840.96
Rainey, Carolyn	Management	\$3,867.00
Ritchie, Lona	Field & Clinical Experiences	\$1,068.00
Robins, Amanda	Dual Credit	\$5,340.00
Robinson, Kaitlyn	Theatre and Dance	\$5,053.42
Rodgers, Tiska	Chemistry & Physics	\$1,335.00
Roney, Ashley	Biology	\$8,010.00
Ruch, Michael	Leadership Mdl & Sec Educ	\$3,225.00
Ruessler, Abby	English	\$8,010.00
Sanders, Blake	Art & Design	\$9,675.02

Sandlin, Linda	Elem Early and Special Ed	\$3,738.00
Schulz, Joshua	Computer Science	\$2,670.00
Schumpert, Laura	Nursing	\$3,003.75
Seabaugh, Janet	English	\$8,010.00
Sehmann, Jenna	Music	\$14,002.80
Setzer, Paul	Computer Science	\$2,670.00
Shrestha, Paliza	Biology	\$7,525.00
Siebert, Andrew	Psychology & Counseling	\$2,670.00
Sierman, Chad	Kinesiology Nutrition Recreation	\$1,780.00
Smart, Regina	Management	\$2,670.00
Smith, Joshua	Political Sci Philosophy Relig	\$2,931.00
Smith, Terri	Computer Science	\$2,931.00
Stege, Jennifer	MO Early Literacy Program	\$2,442.60
Stephenson, Leigh	Nursing	\$2,000.00
Stern, Zachary	Music	\$4,014.24
Stickel, Melissa	Child & Family Studies	\$2,670.00
Stone, Vanessa	Field & Clinical Experiences	\$1,602.00
Streeter, Benjamin	Theatre and Dance	\$2,670.00
Sumner, Holly	History & Anthropology	\$2,931.00
Swicionis, Brittney	Kinesiology Nutrition Recreation	\$5,340.00
Talbut, Mary	Leadership Mdl & Sec Educ	\$2,931.00
Ticer, Minyo	Nursing	\$4,300.00
Traxel, Madawn	Elem Early and Special Ed	\$2,670.00
Uelsmann, Elizabeth	Agriculture	\$3,115.00
Vines, Emily	English	\$2,670.00
Wagganer, Sara	Kinesiology Nutrition Recreation	\$2,670.00
Weiss, Jennifer	English	\$2,670.00
Wendt, Lisa	Field & Clinical Experiences	\$2,136.00
Wiggins, Arika	Crim Just Soc Work Sociology	\$2,670.00
Williams, Thomas	Field & Clinical Experiences	\$2,344.80
Williams-Cunningham, Jodi	Marketing	\$3,225.00
Wyman, David	Engineering & Technology	\$14,000.00
Young, Jacob	Agriculture	\$2,931.00

SOUTHEAST MISSOURI STATE UNIVERSITY

September 2022

ADDENDUM B

Payments for Fall 2022 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amer, Suhair	Computer Science	\$3,225.00
Bohannon, Raymond	Elem Early and Special Ed	\$3,225.00
Borst, Cassindra	Elem Early and Special Ed	\$3,560.00
Branson, Dana	Crim Just Soc Work Sociology	\$3,225.00
Cameron, Joel	History & Anthropology	\$3,225.00
Clapsaddle, Shannon	Leadership Mdl & Sec Educ	\$3,225.00
Davis, Robbie	Engineering & Technology	\$1,525.00
Dial, Deanna	Nursing	\$1,612.50
Faber, Anthony	Child & Family Studies	\$3,225.00
Gadberry, Jennifer	Psychology & Counseling	\$2,670.00
Guiling, Shawn	Psychology & Counseling	\$3,225.00
Koen, Nina	Crim Just Soc Work Sociology	\$2,670.00
Kuborn, Sarah	Child & Family Studies	\$3,225.00
Lavoie, Christian	Theatre and Dance	\$2,150.00
Liu, Xiaoming	Computer Science	\$3,225.00
Loggins, Cassandra	Nursing	\$2,418.75
Lowe, Robert	Computer Science	\$3,225.00
McAlister, Leah	Agriculture	\$3,225.00
McMurry, Jaron	Agriculture	\$3,115.00
Powell, David	Leadership Mdl & Sec Educ	\$3,225.00
Scott, Sophia	Engineering & Technology	\$3,225.00
Shadwick, Joshua	Crim Just Soc Work Sociology	\$3,225.00
Shafaie, Shahrokh	Child & Family Studies	\$3,225.00
Shin, Songyon	Crim Just Soc Work Sociology	\$3,225.00
Smith, Robin	Leadership Mdl & Sec Educ	\$3,225.00
Sullivan, Miranda	Engineering & Technology	\$6,450.00
Unterreiner, John	Crim Just Soc Work Sociology	\$2,670.00
Vaughn, Jolon	Nursing	\$2,670.00
Wilkins, Nicolas	Psychology & Counseling	\$3,225.00

SOUTHEAST MISSOURI STATE UNIVERSITY
September 2022

ADDEMDUM C

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

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

SOUTHEAST MISSOURI STATE UNIVERSITY
September 2022

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Backfisch, Elizabeth	Admissions Counselor Term Admissions	\$35,568.00 annually	100	09/19/22
Ellis, Ashley	Asst Coach Softball	\$32,575.08 annually	100	09/01/22
Hopkins, Michelle	Content Instructional Consultant RPDC	\$52,350.00 annually	100	09/12/22
Walter, Sarah	Membership Engagement Assistant KRCU	\$29,120.00 annually	100	09/26/22

SOUTHEAST MISSOURI STATE UNIVERSITY
September 2022

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Birk, Angela	Senior Accountant Accounting Services	09/16/22
Brucker, Todd	Senior Adm Asst Financial Services	09/02/22
Contrino, Joseph	Academic Success Coach Academic Advising	09/09/22
Craven, Tyler	Accountant/Budget Analyst Accounting Services	09/23/22
Holbrook, Charles	Senior Administrative Assistant Harrison College of Business & Computing	09/30/22
Romine, Thomas	Academic Advisor Academic Advising	09/09/22
Teague, Holly	Purchasing Specialist Purchasing	09/02/22

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
September 2022

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Howard, Shantone	Academic Advisor II Sikeston Regional Campus From: \$52,353.22 annually	Promotion	09/01/22
	Director, Regional Campuses Sikeston Regional Campus To: \$62,000.00 annually		
Smoot, Lindsay	Admissions Counselor I Admissions From: \$36,812.88 annually	Promotion	09/19/22
	Bus Proc & Reporting Analyst Registrar To: \$39,389.78 annually		

SOUTHEAST MISSOURI STATE UNIVERSITY
October 2022

FACULTY APPOINTMENTS

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

TERM FACULTY APPOINTMENTS

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

(See Addendum A for Part-time Faculty Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

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

SABBATICALS

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

SOUTHEAST MISSOURI STATE UNIVERSITY
October 2022

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Stern, Zachary	Music	\$517.09

SOUTHEAST MISSOURI STATE UNIVERSITY
October 2022

ADDENDUM B

Payments for Fall 2022 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Campbell-Jones, Vera	Nursing	\$806.25
Faber, Anthony	Educare	\$2,500.00
Garner, Sara	Child and Family Studies	\$2,150.00
Guimaraes, Mario	Computer Science	\$3,225.00
Roy, Indranil	Computer Science	\$3,225.00
Walling, Jeremy	Political Science	\$2,150.00

SOUTHEAST MISSOURI STATE UNIVERSITY

October 2022

ADDEMDUM C

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Chithari, Manju Priya	Computer Science	\$6,934.88
Gurram, Ravi Shankar	Computer Science	\$6,934.88
Wade, Alex	Political Science	\$6,648.30

SOUTHEAST MISSOURI STATE UNIVERSITY
October 2022

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Bronenkant, Carly	Coordinator Business Operations Athletics Business Office	\$37,000.08 annually	100	10/17/22
Cougill, Jo	Academic Advisor Academic Advising	\$35,568.00 annually	100	10/17/22
Ferguson, Ashli	Senior Administrative Assistant Sikeston Regional Campus	\$28,080.00 annually	100	10/03/22
Pannier, Darryl	MO Teacher Dev System Spec RPDC	\$26,176.80 annually	50	10/24/22
Ritchie, Kodie	Technology Coordinator Admissions	\$42,344.47 annually	100	10/19/22
Smelser, Shaun	Trainer Coordinator Law Enforcement Academy	\$45,000.00 annually	100	10/20/22

SOUTHEAST MISSOURI STATE UNIVERSITY
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STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Barr, Danielle	Media Technician Kent Library	10/31/22
Cai, Siqi	Student Services Assistant Student Financial Services	10/07/22
Cook, Amber	Senior HR Technician Human Resources	10/12/22
Ham, Kristin	Horticulturist Grounds Dept Maintenance	10/31/22
Hine, Kathleen	Behavior Analyst Autism Center	10/31/22
Lewis, Brenda	Accountant/Budget Analyst Accounting Services	10/21/22

STAFF LEAVE WITHOUT PAY

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

SOUTHEAST MISSOURI STATE UNIVERSITY
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STAFF CHANGE OF STATUS

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



2023-2024 Board of Governors Meetings

March 10, 2023 (Friday) – **NEW DATE (REPLACES FEB. 24, 2023)**

April 14, 2023 (Friday) – **ALREADY CONFIRMED**

May 12, 2023 (Friday) – **ALREADY CONFIRMED**

June 19-20, 2023 (Monday and Tuesday) – *Retreat***

September 21-22, 2023 (Thursday and Friday)**

November 3, 2023 (Friday)

December 15, 2023 (Friday)

February 23, 2024 (Friday)

April 5, 2024 (Friday)

May 10, 2024 (Friday)

** All meetings will be held on the main campus in Cape Girardeau and start at 9:00 a.m. unless otherwise noted.*

*** The June and September meetings will likely be two full day meetings, starting at around 9:00 a.m. each day.*

Other important dates

May 13, 2023 – Spring Commencement (Saturday – 10:00 a.m. and 2:00 p.m.)

December 15, 2023 – Holiday Reception (Friday – TBD evening)

December 16, 2023 – Fall Commencement (Saturday – 10:00 a.m. and 2:00 p.m.)

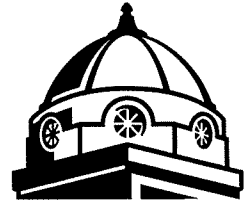
May 11, 2024 – Spring Commencement (Saturday – 10:00 a.m. and 2:00 p.m.)

December 13, 2024 – Holiday Reception (Friday – TBD evening)

December 14, 2024 – Fall Commencement (Saturday – 10:00 a.m. and 2:00 p.m.)

All dates listed are subject to change.

BOARD OF GOVERNORS – COMMITTEE WORKSESSIONS
2023-2024



2023-2024 Committee Work Sessions

March 9, 2023 (Thursday)

April 13, 2023 (Thursday)

May 11, 2023 (Thursday)

November 2, 2023 (Thursday)

December 14, 2023 (Thursday)

February 22, 2024 (Thursday)

April 4, 2024 (Thursday)

May 9, 2024 (Thursday)

**** All work sessions will be held on the main campus in Cape Girardeau and start at 2:00 p.m. unless otherwise noted.***

***** Since the June and September board meetings will take place over two-days, the work session will be incorporated into the agenda for those meetings.***

******All dates listed are subject to change.***