BOARD OF REGENTS MEETING
8:30 a.m., Friday, May 14, 2021
University Center Ballroom
Via LiveStream at https://semo.edu/board/live-meeting

Open Session Agenda

Welcome, Call to Order and Roll Call

ACTION ITEMS:

1-O. Consideration of Approval of Minutes for:
   • Open Session Meeting of February 26, 2021
   • Open Session Meeting of April 16, 2021

2-O. Consideration of Approval of Tuition and General Fee Schedule, effective Fall 2022

3-O. Consideration of Approval of Special Course Fees effective Fall 2022

4-O. Consideration of Approval of Increase to Graduation Fee effective for applicants applying for graduation in May 2022

5-O. Consideration of Approval of Conferring of Degrees for Spring 2021 and Summer 2021

Attachment
Attachment

6-O. Consideration of Approval of Academic Program Changes:

- College of Education, Health, and Human Studies:
  New Degree – MS Athletic Training
- College of Education, Health and Human Studies:
  Delete Options – General Health Sciences & Pre-Physical/Occupational Therapy under BS Health Sciences
- Harrison College of Business and Computing:
  Delete Degree – BS Fashion and Consumer Studies
- Harrison College of Business and Computing:
  Option Name Change – BSBA Marketing: Integrated Marketing Communications → Digital and Integrated Marketing Communications
- Harrison College of Business and Computing:
  Minor (Title Change) Fashion Merchandising → Fashion Retailing
- Holland College of Arts and Media:
  Minor (Title Change) Theatre: General → Theatre

REPORT ITEMS:

7-O. University President’s Report verbal
8-O. Student Presentation - Kate Appleman G
9-O. Report from Student Government Representative verbal
10-O. Report from Faculty Senate Chair verbal
11-O. Report from Career Services verbal
13-O. FY21 Operating Budget to Actual Budget I

ACTION ITEMS:

14-O. Consideration of Motion for “Closed Session for Appropriate Considerations:”
   A. RSMo 610.021.1 – pertaining to legal actions, causes of action or litigation involving a public governmental body and confidential/privileged communications between the Board and its attorneys
   B. RSMo 610.021.3 – pertaining to the hiring, firing, disciplining or promotion of Personnel
   C. RSMo 610.021.13 – pertaining to personnel records, performance ratings
15-O. Reconvene Open Session

16-O. Announcement of Actions Taken in Closed and Closed Executive Session

17-O. Consideration of Motion to Adjourn
MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF REGENTS
HELD ON THE
TWENTY-SIXTH DAY OF FEBRUARY 2021

The Board of Regents for Southeast Missouri State University convened Open Session on Friday, February 26, 2021, at approximately 9:03 a.m., in the University Center Ballroom, on the campus of Southeast Missouri State University. Mr. Edward P. Gargas, President of the Board of Regents called the meeting to order. Regents present were: Mr. Edward P. Gargas, President of the Board of Regents; Ms. Tina L. Klocke, Vice President of the Board of Regents; Mr. Phillip M. Britt; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. Lloyd F. Smith; and Ms. Lauren Kohn, Student Representative to the Board of Regents. Regent Malik participated via Zoom web conference. Quorum having been established, Board President Gargas welcomed those in attendance and outlined the Board’s various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff; representatives from Student Financial Services, the Controller’s Office, University Communications, and Information Technology. Dr. Diane Wood representing Faculty Senate was present, and Mr. Logan Phillips representing Student Government participated via Zoom. Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel were present too. Board President Gargas presided.

CONSIDERATION OF APPROVAL OF MINUTES

Board President Gargas introduced consideration of approval of the Open Session minutes from the December 18, 2020 Board of Regents meetings. [Attachment A]

A motion was made by Regent Limbaugh and seconded by Regent Britt to approve the open session minutes of December 18, 2020 [Attachment A]. The motion carried unanimously.

CONSIDERATION TO APPROVE RESOLUTIONS OF HONOR FOR RETIREES

Board President Gargas called on Dr. Brad Sheriff, Vice President of Finance and Administration to present a motion to approve issuing Resolutions of Honor for faculty and staff members who have retired or are retiring from Southeast Missouri State University. [Attachment B]

Vice President Sheriff referred Regents to the materials in the Board Packet behind Attachment B. He stated that nineteen faculty and twenty-two staff members were included in the motion, and that if the motion is approved, the individuals will be recognized at the University’s Employee Recognition Program on May 7, 2021.
A motion was made by Regent Limbaugh and seconded by Regent Smith to approve issuing Resolutions of Honor for faculty and staff members who have retired or are retiring from Southeast Missouri State University [Attachment B]. The motion carried unanimously.

**CONSIDERATION OF APPROVAL OF PROFESSIONAL PILOT PROGRAM FEES**

Board President Gargas called upon Dr. Brad Sheriff, Vice President of Administration and Finance, to present a motion to approve Professional Pilot Program fees effective with the fall 2021 semester. [Attachment C].

Dr. Sheriff directed the Board to the materials in Attachment C and stated that the proposed fees will be collected by the University on behalf of US Aviation per the agreement with them for flight instruction. Dr. Sheriff noted that the average training costs estimated by US Aviation total $66,030, which is exclusive of an optional course that will be available to students but not required for the degree. He reviewed benchmarking data from other institutions’ publicly available websites or other material to demonstrate how the University’s costs will compare.

Following Dr. Sheriff’s remarks, the Board had discussion. Regent Smith asked about the goal of the number of students in the program. Dr. Debbie Below, Vice President of Enrollment Management and Student Success, responded that the program proposal had a goal of ten (10) students in the first year with growth to 60-70 within the first 5 years. Dr. Mike Godard, Provost, further replied that the demand for the program is likely to be strong once it gets started because several others schools have aviation-related enrollments exceeding 100 students. Regent Klocke inquired about the number of students that have enrolled for fall 2021. Dr. Below commented that six students have committed and that the University is working aggressively to meet its ten student target. Regarding the proposed fees, Regent Malik asked for clarification on how other institutions structure their costs. In reply, Dr. Sheriff and other University officials noted it is difficult to answer the question because they do not know how other Universities operate or structure their programs, however, costs are likely influenced by mode of delivery, the flight provider, tuition variables, and other considerations that may be unique to the offering institution.

A motion was made by Regent Britt and seconded by Regent Malik to approve the Professional Pilot Program fees effective with the fall 2021 semester [Attachment B]. The motion carried unanimously.

**CONSIDERATION OF ACCEPTANCE OF FINAL SINGLE AUDIT**

Board President Gargas called upon Dr. Brad Sheriff, Vice President of Administration and Finance, to present a motion to approve the acceptance of the University’s Single Audit for the year ending June 30, 2020, from RubinBrown, LLP. [Attachment D].

Dr. Sheriff directed the Board to the materials in Attachment D and introduced Mr. Ted Williamson from RubinBrown LLP for a review of the materials and to answer questions from Regents. Mr. Williamson stated that this item was a follow-up to the earlier action taken by the Board of other audit-related items at the December 18, 2020 Board of Regents meeting. He
reminded the Board that this additional action was necessary because forms needed to complete the Single Audit were not available from the IRS in advance of the December meeting.

A motion was made by Regent Limbaugh and seconded by Regent Klocke to approve the acceptance of the University’s Single Audit for the year ending June 30, 2020, from RubinBrown, LLP [Attachment D]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF CONTRACT FOR BANKING SERVICES

Board President Gargas called upon Dr. Brad Sheriff, Vice President of Administration and Finance, to present a motion to approve the award of a contract for University banking services to Commerce Bank for the period of July 1, 2021, through June 30, 2025 and to approve the award of a contract for the University’s branch banking and ATM service to US Bank for the period July 1, 2021, through June 30, 2025. [Attachment E].

Dr. Sheriff directed the Board to the materials in Attachment E and informed the Board that the University is required to go to bid for University banking services every four years. He clarified that the University is not required to bid ATM services, but did so since it had been some time since it was last done. Dr. Sheriff further clarified that the Southeast Missouri University Foundation is not required to go to bid for its services, but also did so since it had been some time since the last one was done. Dr. Sheriff noted that bids were received from Commerce Bank and US Bank, and he discussed various statutory requirements such as collateralization that factored into the evaluation of the two proposals.

A motion was made by Regent Limbaugh and seconded by Regent Smith to award a contract for University banking services to Commerce Bank for the period of July 1, 2021, through June 30, 2025 and to approve the award of a contract for the University’s branch banking and ATM service to US Bank for the period July 1, 2021, through June 30, 2025 [Attachment E]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF FY2022 ROOM AND BOARD RATES

Board President Gargas called on Dr. Debbie Below, Vice President of Enrollment Management and Student Success, to present a motion to approve the proposed fiscal year (FY) 2022 Residence Life room and board rates, effective fall 2021. [Attachment F]

Vice President Below referred Regents to the materials in Attachment F in the Board packet and shared that the room and board rate is an item presented to the Board of Regents annually. She started by reminding Regents of the actions they took in May 2020 concerning FY21 rates, which resulted in an average combined room and board rate increase of 1.94 percent.

Dr. Below called attention to Attachment 1 which puts forward an average combined room and board rate increase of 2.31 percent for FY22 for Board consideration, which is based off a proposed increase in the board rate for of 3.03 percent, and a proposed increase in the average room rate of 1.95 percent. With regard to room rates, Dr. Below explained that demand for single rooms has grown in Greek/Group Housing, so the proposed rate includes a new single room rate
for Greek/Group Housing. Concerning board rates, she explained that students will have 9 meal plans to choose from, with many providing flexibility for used based on student need and/or desire.

During discussion, Regent Britt asked how the University works to provide a sense of community while transitioning to more single rooms. Dr. Below commented that the University will not just have single rooms scattered throughout, but that there will be entire floors in Residence Halls made up of single rooms. Regent Smith asked for clarification on the history of room and board rates and whether we inform students how the cost factors into their overall cost of education. In response Dr. Below stated that costs are shared with students and the University works hard to be transparent in conveying this information.

A motion was made by Regent Smith and seconded by Regent Klocke to approve the proposed fiscal year (FY) 2022 Residence Life room and board rates, effective fall 2021 [Attachment F]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF AMENDED BOARD OF REGENTS BY-LAWS

Board President Gargas called upon Regent Phillip Britt to present a motion to approve Amended and Restated By-Laws of the Board of Regents of Southeast Missouri State University. [Attachment G].

Regent Britt referred his colleagues to the material behind Attachment G, and reminded them that this was an item discussed at the December 18, 2020 and tabled for action at a later meeting. He commented that the document for approval includes proposed Board of Regents Committees, clarifies the frequency of which the Board will meet, and adds language to further define the role of the Executive Committee.

A motion was made by Regent Britt and seconded by Regent Limbaugh to approve the Amended and Restated By-Laws of the Board of Regents of Southeast Missouri State University [Attachment G]. The motion carried unanimously.

UNIVERSITY PRESIDENT’S REPORT

Board President Gargas called upon University President Vargas to deliver his University President’s Report. University President Vargas shared that for his report he would be sharing the University’s new ‘We Did That’ video. In introducing the video, University President Vargas thanked University Marketing, and its Director, Ms. Tonya Well for the great work they do to promote the University. Before beginning the video, the Board was provided a copy of the University’s FY2022 Legislative Brochure and Priorities. University President Vargas also referred Regents to a print-out of his usual report, which was submitted for the record as follows.

- As of Tuesday, February 23, there were two active COVID-19 cases on campuses and zero students in on-campus quarantine housing. Since July 28, 2020, there have been 708 total cases at Southeast Missouri State University reported, with 599 being students and 109 being employees.
This semester we have two students participating in the State Capitol Legislative Internship program. Ms. Abbey Hammack, a student from the Farmington, Missouri area, majoring in political science is interning with the Missouri Department of Higher Education and Workforce Development. Mr. Reagen Tibbs, a student from Lincoln, IL, majoring in political science and agribusiness, is interning for State Senator Holly Rehder.

Legislation in support of Southeast Missouri State University’s statewide mission request has been filed in the Missouri House and Senate. State Representative Wayne Wallingford is sponsoring House Bill 297 and State Senator Holly Rehder is sponsoring Senate Bill 397 that would designate Southeast an institution with a statewide mission in the following areas: visual and performing arts, computer science, and cybersecurity. The House Bill was recently voted ‘Do Pass’ by the House Higher Education Committee with a vote of 11-0 and has been referred to the House Rules-Administrative Oversight Committee for further consideration.

In early February, we traveled to Jefferson City to meet with state legislators and discuss the University’s FY2022 budget and policy priorities. With the assistance of Mr. Jewell Patek, we met with the following officials – Senator Holly Rehder; Representative Rusty Black, Chair of the House Subcommittee on Appropriations for Education; Representative Brenda Shields, Chair of the House Higher Education Committee; Representative Wayne Wallingford; Representative Barry Hovis; and Representative Dan Shaul. We also met with the Governor’s staff and had a brief conversation with Speaker of the House, Rob Vescovo.

Holland College of Arts and Media students Bella Szabo (ceramic) and Amber Huckaba (painting) had pieces selected for inclusion in Art Saint Louis Gallery Annual Varsity Art Exhibit. This multi-media exhibit traditionally features works in a variety of media including ceramics, digital imaging, drawing, graphic design, mixed media, photography, printmaking, sculpture, and video-time based media by 40 undergraduate and graduate level art students representing 20 St. Louis regional universities and colleges from Missouri and Illinois.

Students competing in the American Advertising Awards student competition won 12 Art ADDY awards and 2 Mass Media ADDY awards.

Southeast hosted the world premiere of the new Stephen Schwartz musical, Unlimited, February 17-21. Mr. Schwartz is one of the greatest composers of musical theatre with such hits as Wicked, Pippin, Godspell, Pocahontas, The Hunchback of Notre Dame, Children of Eden, and many more; and he worked directly with our students throughout the production.

The Heather MacDonald Greene Multimedia Center has two new Creality CR-X dual-color 3D printers. These printers make possible the printing of multi-colored and bigger objects.

Stephanie Hallam, Education Information Librarian, has been accepted into the Open Education Network’s 2021 Certificate in OER (Open Educational Resources) Librarianship program. The Certificate in OER Librarianship is a comprehensive professional development program that offers formal training, a community of peers, and expert mentors in order to build sustainable, collaborative, and effective open education initiatives on higher education campuses.
- The Southeast cybersecurity student team won the Missouri Collegiate Cyber Defense Competition for the 9th consecutive year. The 12-person team and four alternates competed against 20 other Missouri teams in simulations that tasked them with defending a network from active threats and attacks while performing information technology tasks. The team now advances to the Midwest Regional Collegiate Cyber Defense Competition where they will compete against institutions from across the Midwest. Students competing were Gabe Stier of Sherman, Illinois; Jack Gavin of Lee’s Summit, Missouri; Will Ward of Jackson, Missouri; Ethan Jett of Bloomington, Illinois; Elijah Iverson of Bloomington; Joseph Kossack of Vienna, Illinois; Jennifer Tenholder of Florissant, Missouri; Suzie Luehmann of Granite City, Illinois; Christian Atkins of Ballwin, Missouri; Stephen Gullette of Cape Girardeau, Missouri; Luke Skaggs of Festus, Missouri; and Trevor Banning of Salem, Illinois.

- The Harrison College of Business and Computing’s prestigious AASCB accreditation has been reaffirmed. This accreditation is held by less than 5 percent of the more than 16,000 schools worldwide that grant business degrees. The AASCB accreditation represents the highest standard of achievement for business schools and attests to the high-quality of Southeast’s faculty and the relevant and challenge curriculum offered to students.

- Entrepreneurship students recently completed consulting projects as part of experiential learning experiences for Cape Girardeau-area businesses including Jakapa, Ground-A-Bout, Bon Bons of Cape, Ebb & Flow, and numerous other ventures.

- At its February 9th meeting, the State Board of Education evaluated Southeast’s sponsorship of Lift for Life Academy and noted that Southeast is in material compliance with its sponsorship duties and meets the sponsorship standards outlined in law, and by a vote of 8-0 the Board adopted a Department of Elementary and Secondary Education recommendation that Southeast be allowed to continue as a charter sponsor in good standing.

- Dr. Jesslyn Hollar has been named Associate Dean for Education Preparation Programs in the College of Education, Health and Human Studies. In this position, Dr. Hollar will direct the Educator Preparation Office’s certification programs assessment, maintain contact with accrediting bodies and participate in community outreach. She joins Southeast after having served as a teacher candidate assessment director, assistant professor of education and interim associate dean at Edgewood College in Madison, Wisconsin, and as the director of Alternative Pathways to Teaching in the College of Education and Professional Studies at Central Washington University in Ellensburg, Washington. Dr. Hollar holds a doctoral degree in teacher quality and teacher education from the University of Washington, a Master of Arts in secondary English education and a Bachelor of Arts in English with a concentration in writing and international studies.

- Dr. Joe Snyder, an Assistant Professor in the Department of History and Anthropology, has been named Director of the Jane Stephens Honors Program. He replaces Dr. Jim McGill, Professor of Chemistry, who had served as Director of the Honors Program since 2017.

- Dr. Carly Beckett will join the University’s Autism Center for Diagnosis and Treatment as its newest staff licensed clinical psychologist. This position will allow the Center to see individuals awaiting an autism diagnosis much more quickly and allows clients faster access to psychological therapies. Dr. Beckett previously served as a post-doctoral intern
for one year at the Center before being appointed as its newest staff licensed clinical psychologist.

- Dr. Ken Jackson is the University’s new Director of Aviation Operations. In this role, Dr. Jackson will work to coordinate operations, promotional activities and student services for Southeast’s Professional Pilot degree program and the Bachelor of Science in unmanned aircraft systems (UAS) degree. Prior to joining Southeast, he was a state supervisor of instruction for the Southeast Region with the Missouri Department of Elementary and Secondary Education and previously served as superintendent of Dexter Schools from 2003-2010. He holds a Doctor of Education degree in education leadership from Saint Louis University; a Master of Arts with a major in secondary school administration and supervision, and a Specialist in Education with a major in educational administration both from Southeast Missouri State University; and a Bachelor of Science with a major in physical education and health from Murray State University. In May 2017, Dr. Jackson earned his Private Pilot’s License (PPL), and is a current member of Aircraft Owners and Pilots Association (AOPA) and the Stoddard County Flyers LLC, a local flying club based in Dexter.

- Kim Schuette has been named Southeast’s new Associate Director of Athletics for Administration and Senior Woman Administrator. In this role, she will oversee sports medicine, strength and conditioning and event management, and handle daily business operations in Southeast’s Department of Athletics. In addition, Ms. Schuette will also have sport oversight and serve as the department’s human resources liaison and athletics diversity and inclusion designee. Prior to joining Southeast, Ms. Schuette spent 14 seasons as a softball head coach between Eastern Illinois University and Purdue. She served as a pitching coach at Ole Miss in 2020. Ms. Schuette has a bachelor's degree from Indiana State and a Master's from San Jose State in California.

- SEMO Giving Day will be held on Tuesday, March 23rd, providing an opportunity to support a variety of projects while celebrating the University’s 148th birthday. On March 23rd, the University Foundation will launch a one-day campaign via social media, email, and phone, inviting donors to help raise funds for 12 projects benefitting students on campus. Donors can give to the project(s) of their choice by going online at givingday.semo.edu. University Foundation staff and Telefund student representatives will be calling alumni and friends throughout the day. Additionally, faculty and staff involved in this year’s projects will be featured online. The sessions will be showcased on the University’s Facebook page throughout the day, and donors can tune in to learn more and receive updates on each project’s funding goals.

- Power of Women will celebrate its 10 year anniversary with a reimagined virtual event on April 28. The traditional luncheon and expo event has been rebranded as the Power of Women Digital Summit, which will provide the University an opportunity to expand its reach to alumni throughout the country and world. The Summit will serve as a mini-conference offering tracks and conference sessions of interest to alumni, female professionals and students. Since inception, 64 students have been awarded the Power of Women scholarship and more than 3,200 attendees have participated in past events.
STUDENT PRESENTATION

Board President Gargas called upon University President Vargas to introduce the Student Presentation. University President Vargas introduced Mr. Daterraion Richardson. He stated that Daterraion is a senior at Southeast majoring in Corporate Communication and minoring in Criminal Justice. He is a student athlete as a defensive lineman on SEMO Redhawks football team. He also serves on the Student-Athlete Activity Council and SEMO Football Leadership Council here at Southeast. Daterraion earned an internship in 2020 with the United States Marshal Service – Eastern District in Cape Girardeau, and he serves as a CNA Caregiver for Forward Living, LLC and also did a ride along in 2017 with the Kansas City Police Department. Daterraion has received several awards including being named to the President’s List Fall 2020 and the Dean’s List for the last four semesters and Pre-Season Second-Team All-OVC Defensive Line in 2019. He currently is a mentor at Alma Schrader Elementary and previously at Lewis and Clark Elementary and supports the Boys and Girls Club here in Cape Girardeau.

In his remarks, Mr. Richardson thanked University President Vargas for the opportunity to speak and shared how he was honored to visit with the Board of Regents. He commented that he was originally from the Kansas City area, where he lived with his mom, two older brothers and a younger brother in high crime and poverty neighborhood. Mr. Richardson stated that at about the age of 13 his family moved north of Kansas City because his mom wanted to provide him and his brothers a better opportunity to succeed academically and with activities. Throughout his comments, he recognized his mom and her commitment and work to do what she had to do for her family.

During high school, Mr. Richardson competed in wrestling, football and track, and it was then he first learned of Southeast Missouri State University through a summer camp. Years later when he visited the University his first impression of campus was that it was small enough to do what he wanted to do to pursue his degree but not big enough to have too many distractions. In being accepted, he was offered a full ride scholarship to play football.

Reflecting on his college experience, Mr. Richardson shared that he never thought about going to college, however, he remembers as a kid he always wanted to do something to help other people and thought some sort of law enforcement role may be a good fit. He was impressed with one of his first classes at Southeast because the faculty member took time to make sure students were successful and everything their first year went well. In addition to faculty, Mr. Richardson recognized Coach Tuke and his big brother Richard for providing him motivation to continue past his freshman year.

He shared a personal story recalling a family tragedy involving his big brother and commented about the tremendous support, and father-like role, Coach Tuke and the other coaches played in helping him through that difficult time. He said it was through this tragedy that he realized his time at SEMO and his relationship with his coaches was more than football, it was a chance for him to change the path for his family. Mr. Richardson shared that he had always wanted to be a U.S. Marshall and after meeting a Deputy U.S. Marshall in Cape Girardeau he successfully applied for an internship with the U.S. Marshalls. He is pursuing a Corporate Communications
degree and plans to graduate in May 2021. He will be first person in his family to do so. Mr. Richardson closed his remarks by thanking the University for its support of student-athletes.

Following Mr. Richardson’s remarks, he received a standing ovation from the Board and multiple comments of praise and congratulations for all he has accomplished. In one specific comment, Board President Gargas thanked Mr. Richardson for sharing his story and said that it is the experiences Mr. Richardson recalled and noted that the contributions he has made to the University and in the Cape Girardeau community are examples of why the University and the Board of Regents must continue to support and invest in athletics at the University.

STUDENT GOVERNMENT PRESENTATION

University President Vargas introduced, Mr. Logan Phillips, President, Southeast’s Student Government Association (SGA) to provide an update.

Mr. Phillips advised that SGA continues to look at replacements for SELink and that they are continuing conversations with IT about how various programs may be integrated with other technologies on campus. He also commented that SGA met recently with members of Executive Staff to review possible revisions and clarifications to the Protect the Nest guidelines, and that SGA is discussing possible changes to budgets for student organizations. Mr. Phillips shared that SGA will hold elections in early April.

Following the remarks, Board President Gargas thanked Mr. Phillips for his report, and University President Vargas thanked him for his involvement in multiple organizations on campus, particularly Iota Chi and the work the organization is doing to address the topic of sexual assault and dating violence.

FACULTY SENATE PRESENTATION

University President Vargas introduced, Dr. Diane Wood, Chair of Faculty Senate to provide an update to the Board.

In her remarks, Dr. Wood commented that Faculty Senate has been able to pass a couple of bills, one dealing with student evaluation. In providing additional information, Dr. Wood stated that Faculty Senate had a number of conversations on what student evaluations mean, citing the notion they can mean different things to different people and a perception and concern for some faculty is a belief based on research they’ve reviewed that shows student evaluations have a tendency for bias. She shared that while the process in Senate was at time contentious, a bill was passed, and it is with the Provost for review. Dr. Wood continued by saying that because of the tension that arose amongst various groups, Faculty Senate is going to try to have a conversation with Chairs, Deans, and Faculty to understand what the real goal is with student evaluations and determine whether there are more effective means to evaluate faculty. An additional issue being discussed in Faculty Senate is the faculty role in the University’s Title IX process and helping faculty better understand all of the legal, regulatory, procedural, and other considerations on this topic. Conversations also continue among Senators on the topic of diversity and inclusion.
Following Dr. Wood's report, Board President Gargas thanked her for her remarks.

DEPARTMENTAL PRESENTATION

University President Vargas introduced, Mr. Eric Chambers, Director, Institutional Research, to provide an update to the Board of Regents.

Mr. Chambers provided an overview of Institutional Research (IR) noting that there are three full-time staff and that their functions are to serve as data stewards and assist in education of the University. He noted the goals of IR are to support planning, accountability and continuous improvement processes of the University. Mr. Chambers summarized the data systems and IR architecture employed by his office and discussed projects they’ve supported such as creating dashboards, providing data for and completing reports, assisting in federal and state compliance reporting, and responding to external surveys, among other tasks. In the future, he noted that IR will continue its growth in data mining and distribution, completing data warehouse upgrades to create a more analysis friendly warehouse, and working to enhance its reporting functions and capabilities.

PROGRESS REPORT ON CONTRACTS AND FACILITIES MANAGEMENT

Board President Gargas called upon Dr. Brad Sheriff, Vice President of Finance Administration, to provide a progress report update on Contracts and Facilities Management Projects. [Attachment I].

Vice President Sheriff provided a brief update on the University’s utility tunnel project stating that the state recently appropriated $4.1 million in federal funds that will be used to address the second set of high-priority tunnels. He said that the second set of tunnels will take a little over a year to complete because the work will take place in locations around Academic Hall and under Normal Avenue. Vice President Sheriff stated that once work on the second set of tunnels is complete, there will still remain about $5.7 million of high-priority tunnel work remaining.

Following his remarks, Vice President Sheriff introduced representatives from Ameren Missouri to share news regarding a neighborhood solar project that they will install on University property at the Show Me Center. Highlights of Ameren’s report include:

- The neighborhood solar project is an outgrowth of the Missouri Senate Grid Modernization Bill passed in 2018 to create a more stable, reliable energy grid in Missouri.
- Ameren is making significant investments in large infrastructure such as the one at Southeast, and they are excited to be partnering with the University.
- Under the neighborhood solar program, everything will be owned and operated by Ameren Missouri and that the initial term of the agreement is 25 years with the ability to extend it for another 10 years thereafter.
- There is no definite timeline for construction, however, Ameren officials are hoping to start in June 2021 or soon thereafter. The time for completion will depend on final project...
scope, size of the project, access to materials, available labor, weather, and other variables.

- The preliminary layout of the project would provide for eight solar canopies spanning the parking lot at the Show Me Center, which will generate energy to serve approximately 100 homes.

At the conclusion of Ameren’s remarks, representatives engaged in discussion with the Board. Regent Smith inquired whether the company has a similar project like they envision at Southeast anywhere else in the state. Ameren responded they received over 100 applications from across the state but only have two executed contracts, and the University is one of those two. In follow-up, Regent Smith asked whether Ameren’s other project is a parking lot or a solar field to which they responded the other project under contract is a parking lot but that Ameren does have solar fields in the St. Louis area. Regent Britt asked what benefits Ameren sees in doing the project on the parking lot of the Show Me Center? Ameren commented that the project will benefit all Ameren customers and the location will provide a high-visibility area for both Ameren and the University to showcase the partnership. Board President Gargas asked whether the University will have a say in whether the agreement is extended beyond the initial 25 year term and who bears the cost for removing the equipment and resurfacing the parking lot at the end. Ameren responded that the University will have a say in the extension and that there are details in the contract that speak to removal of equipment and resurfacing the lot. Seeking additional clarification, Regent Smith asked if Ameren has responsibility for maintaining the project, to which officials noted that Ameren will have 100% responsibility for maintenance of the project.

OPERATING BUDGET TO ACTUAL REPORT

Board President Gargas called upon Dr. Brad Sheriff, Vice President of Finance Administration, to provide the Operating Budget to Actual Report. [Attachment J].

Dr. Sheriff called the Board’s attention to the information outlined on Attachment J and reviewed items related to state appropriations, scholarship and fee waivers, athletics revenue, and expenditures related to personnel and costs related to total equipment and overall University operations.

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Regent Limbaugh and seconded by Regent Britt to recess the Open Session and convene Closed Session for the consideration of the following:

A. RSMo 610.021.1 – pertaining to legal actions, causes of action or litigation
B. RSMo 610.021.2 – pertaining to real estate
C. RSMo 610.021.3 – pertaining to the hiring, firing, disciplining or promotion of personnel
D. RSMo 610.021.12 – pertaining to contract negotiations
E. RSMo 610.021.13 – pertaining to personnel records, performance ratings
A roll call vote was taken. Voting in favor were Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith. The motion carried.

The Open Session was recessed at approximately 11:40 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 1:50 p.m. Board President Gargas called on Secretary Martin to make the following announcements regarding the Board’s Closed Session:

- By a vote of 6 to 0 the Board approved the minutes of the Board’s December 18, 2020 closed session meeting. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.

- By a vote of 6 to 0 the Board approved the minutes of the Board’s December 18, 2020 closed executive session meeting. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.

- Pursuant to RSMo 610.021.3 pertaining to hiring, firing, disciplining or promotion of personnel and by a vote of 6 to 0 the Board approved personnel actions for November and December 2020. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.

- Pursuant to RSMo 610.021.3 pertaining to hiring, firing, disciplining or promotion of personnel and by a vote of 6 to 0 the Board approved granting of Emeriti/Emerita status for retiring faculty. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.

- Pursuant to RSMo 610.021.3 pertaining to hiring, firing, disciplining or promotion of personnel and by a vote of 6 to 0 the Board terminated the employment of a faculty member. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.

- The Board also had conversations with legal counsel per RSMo 610.021.1 pertaining to legal matters and by a vote of 6 to 0 approved a motion authorizing the University President to take actions as recommended by legal counsel.

- The Board had conversations concerning the possible development, sale, or lease of real estate pursuant to RSMo 610.021.2 pertaining to real estate and RSMo 610.021.12 pertaining to negotiated contracts.

- By a vote of 6 to 0 the Board adjourned the Closed Session and reconvened the Open Session. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 1:54 p.m.

______________________________
Christopher R. Martin
Secretary, Board of Regents

APPROVED:

______________________________
Edward P. Gargas
President, Board of Regents
Southeast Missouri State University
MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF REGENTS
HELD ON THE
SIXTEENTH DAY OF APRIL 2021

The Board of Regents for Southeast Missouri State University convened Open Session on Friday, April 16, 2021, at approximately 9:02 a.m., in the University Center Ballroom, on the campus of Southeast Missouri State University. Ms. Tina L. Klocke, Vice President of the Board of Regents called the meeting to order. Regents present were: Mr. Edward P. Gargas, President of the Board of Regents; Ms. Tina L. Klocke, Vice President of the Board of Regents; Mr. Phillip M. Britt; Mr. James P. Limbaugh; Mr. Vivek Malik; and Mr. Lloyd F. Smith. Regents Gargas and Malik participated via Zoom web conference. Quorum having been established, Board Vice 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 the University’s Executive Staff; Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel. Board Vice President Klocke presided.

CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION

A motion was made by Regent Limbaugh and seconded by Regent Smith to recess the Open Session and convene Closed Executive Session pursuant to the following:

A. RSMo 610.021.2 – pertaining to real estate
B. RSMo 610.021.13 – pertaining to personnel and performance ratings

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

The Open Session was recessed at approximately 9:03 a.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED EXECUTIVE SESSION

Upon reconvening the Open Session at approximately 11:57 a.m. Board Vice President Klocke called on Secretary Martin to make the following announcements regarding the Board’s Closed Executive Session:

- Pursuant to RSMo 610.021.3 pertaining to real estate and by a vote of 6 to 0, the Board approved the grant of a permanent and temporary easement in property rights owned by the University, for the improvement of Route 177 to the Missouri Highways and Transportation Commission for the sum of $4,500. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
• The Board of Regents began the process of the annual performance evaluation of the University President pursuant to RSMo 610.021.13.

• By a vote of 6 to 0, the Board voted to adjourn Closed Executive Session and reconvene the Open Session. Regents Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

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

The meeting adjourned at approximately 11:58 a.m.

______________________________
Christopher R. Martin
Secretary, Board of Regents

APPROVED:

______________________________
Edward P. Gargas
President, Board of Regents
Southeast Missouri State University
BOARD OF REGENTS

MOTION CONSIDERATION FORM

May 14, 2021

Open Session

I. Motion to be Considered:

Approve the proposed Tuition and Fee Schedule (Attachment 1) including tuition for the Cape campus, regional campuses, and online programs, effective for Fall 2021.

II. Background:

The University has a standing Budget Review Committee (BRC) that meets annually to recommend a general operating budget to the President for the following fiscal year. This committee has representation from all employee groups and divisions, including Student Government. The committee considers tuition and fee revenue needed, along with other potential revenue sources, to meet identified budget needs.

In accordance with Missouri’s Higher Education Student Funding Act (HESFA) or Senate Bill 389, Missouri public institutions of higher education are only allowed to increase tuition and required fees charged to residential undergraduate students by the amount of the annual percentage increase in the consumer price index (CPI). During the 2018 legislative session, the bill was modified to allow Missouri public institutions to increase tuition and required fees by CPI plus the amount necessary to replace any reduction in state appropriations realized the prior fiscal year, up to 5%. The change in the CPI for the applicable period (December 2019 to December 2020) was 1.4%. This equates to a $3.60 per credit hour allowable increase in residential undergraduate tuition for Southeast. Additionally, due to the reduction in state appropriations received in FY20 from FY19, Southeast can increase tuition and required fees by an additional 5%, or $13.05 per credit hour. The Board has approved increasing tuition in previous years by the allowable change, though the full amount of these increases is not always assessed to students. Currently, the University has $11.08 per credit hour of tuition and required fees approved but not assessed to students that is recorded as a fee waiver in the University's accounting records.

Recommended By:

Student Government
Faculty Senate
Administrative Council
VP, Finance & Admin.
VP, University Advancement

Chairperson
Dean
Academic Council
Provost
President

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

Postpone:
Amend:
Disapprove:
Approve:
Secretary:
We are recommending an increase in undergraduate, Missouri resident tuition of $22.75 per credit hour, consisting of two parts. The first is the $16.50 of the allowable increase under HESFA. The nonresident undergraduate and graduate tuition rates would increase by a like percentage as undergraduate Missouri resident rate. The second part of the recommended increase is a $6.25 per credit hour increase as income replacement for lost revenues due to the proposed elimination of web, webinar, ITV, and off campus fees. The removal of the $25 per credit hour web fee, $25 per credit hour webinar fee, $5.50 ITV fee, and $4 per credit hour off campus fee will reduce revenues by $1.1 million but will also greatly simplify the University’s tuition and fee structure, alleviate student confusion with billings, and remove barriers to different modalities of instruction offered by the University. This $6.25 increase would be applied equally to resident undergraduate, nonresident undergraduate, resident graduate, and nonresident graduate students. Based on these recommendations, the total tuition and general fees charged to undergraduate Missouri resident students for the Fall 2021 semester would increase from $267.75 per credit hour to $290.50 per credit hour. Online tuition, applicable to students in online degree programs or non-credit online programs, would increase by $10.00 per credit hour for undergraduate students and $12.50 per credit hour for graduate students. Tuition for lower division courses at the regional campuses would increase by $12.00 per credit hour, and $5.50 of the general fee would be redirected to tuition as income replacement for the ITV fee. The total rate for lower division regional campus courses would be $193.00 per credit hour, which is consistent with community college rates in the area. These tuition recommendations would net approximately $4.1 million of revenue in the FY22 budget.

As an institution with a strong commitment to providing quality academic programs with reasonable access to students in our service region, we monitor how tuition and fee increases affect Southeast students. Attachment 2 provides tuition and fee levels for undergraduate Missouri residents for Fall 2020 and Fall 2021 at comparable universities.
### SUMMARY OF TUITION AND GENERAL FEES
#### BASED ON ALLOWABLE INCREASE
##### FALL 2021 SEMESTER

**DRAFT FOR REVIEW**

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### ALLOWABLE FEE INCREASE

- **Allowable CPI Increase**: $16.65
- **Previously Approved But Not Assessed Tuition**: $11.08
- **Web/Webinar/ITV/Off-Campus Fee Replacement**: $6.25
- **General Fee Increase Approved by Student Government**: $6.25

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<th>TOTAL ALLOWABLE Tuition and General Fee</th>
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### TOTAL ALLOWABLE INCREASE REALIZED BY STUDENTS

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### NOTES:

1. Undergraduate fees for the Cape Community College are set at the out-of-district rate for TBC.
2. Fees for upper division courses at kennett, Poplar Bluff, and Sikeston campuses are the same as Cape campus fees.
3. Lower division general fees at regional campuses are for technology and maintenance & repair costs.
4. Fees approved but not assessed. $6.25 of newly assessed tuition is income replacement for the Web, Webinar, ITV, and Off Campus fees that will no longer be assessed.
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<th>State Institutions</th>
<th>Fall 2020 (FY21)</th>
<th>Fall 2021 (FY22)</th>
<th>Fall 2020 to Fall 2021 Fee Increase - 15 hr semester</th>
<th>Fall 2020 to Fall 2021 Fee Increase - per credit hour</th>
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1 Fall 2021 are proposed fees based on direct contact with the institution or from various web sites. Where general fees are not yet determined, fee increases are based solely on tuition.
2 Tuition is flat for students taking 12-16 credit hours. Book rental fee included in General Fees - $25 per credit hour.
3 Tuition will be flat for students taking 12-16 credit hours.
4 Tuition and general fees are combined.
5 General fees are flat for students taking 7 or more credit hours.
6 Tuition is flat for students taking 12-17 credit hours. Student Union and Rec Center fees are included in tuition.
7 Tuition and general fees are combined and are flat for students taking 12-15 credit hours.
BOARD OF REGENTS
MOTION CONSIDERATION FORM
May 14, 2021
Open Session

I. Motion to be Considered:

Approve the attached Program and Course Fees effective with the Fall 2021 semester.

II. Background:

The University has a limited number of fees that are assessed at the course level in addition to tuition. These fees are assessed to cover the cost of consumable supplies or other expenses that are unique to a course (e.g., student insurance, chemicals), to help offset higher than average delivery costs per student credit hour generated, or to purchase electronic course materials directly from a publisher. Formalizing the “up-front” billing of these expenses avoids surprise costs to students after they enroll. This process also makes course fees eligible for the Hope Scholarship and Lifetime Learning tax credits that students or parents may claim.

Part of the annual budget process is to review existing program and course fees and make recommendations on new or revised fees. Fees are recommended by academic departments and reviewed and endorsed by a subcommittee of the Budget Review Committee (BRC). The subcommittee includes representation from Deans’ Council, Chairpersons’ Forum, Faculty Senate, and Student Government.

The recommendation is to modify special course fees associated with five courses in Art and Design; add special course fees to three courses in Theatre and Dance, one course in Management, one course in Elementary Education & Special Education, two courses in Leadership, Middle, & Secondary Education, and two courses in nursing; remove course fees from one course in Nursing, and to transfer and reduce course fees associated with two courses in Kinesiology, Nutrition, & Recreation (KNR) (see Attachment 1). Art and Design offers many courses which require the use of specialty materials that are not available in the local market for student purchase. The proposed increase from $30 to $60 on five courses will provide funding necessary to cover increased costs.

Recommendation:

Recommended By:
- Student Government
- Faculty Senate
- Administrative Council
- VP, Finance & Admin.
- VP, University Advancement

Chairperson
Dean
Academic Council
Provost

Recommended: Yes

President
Postpone:
Amend:
Disapprove:
Approve:
Secretary:
and increased usage by students in the discipline. New fees are being requested by Management, Elementary Education & Special Education, and Leadership, Middle, & Secondary Education to offset the costs of discipline-specific certifications required for graduation. Nursing has created two new certificate programs and therefore is requesting a $16 course fee on the new clinical courses created for these certificate programs. This fee will be used to purchase and maintain liability insurance for the student through their certificate program. Nursing will be removing the $10 fee from another clinical course due to changes in curriculum. KNR is closing its postgraduate dietetic internship program effective May 2021 and, beginning fall 2021, will be offering an online Master of Science in Applied Nutrition with an embedded dietetic internship. This change in programming and evaluation of costs will allow them to reduce the currently approved fee from $750 to $400, which they are requesting be moved to the new courses per the approved curriculum changes. All revenues generated will be provided to the departments to offset these direct expenses.

In lieu of the high-cost program fee of $25 per credit hour, music private lesson courses have a $125 per credit hour course fee attached to them. This is due to the high cost of instruction for private lessons. Private voice courses are structured identically to music private lessons and therefore this request is to remove the $25 high-cost program fee from these courses and instead assess the $125 per credit hour course fee to help offset the high costs of individualized instruction. This change will generate approximately $16,000 in new revenue to offset instructional costs.

In addition to offering physical textbooks through the Textbook Rental program, the University partners with Follett, the university’s Bookstore vendor, to provide seamless access to electronic course materials. Follett’s IncludEd program provides students with a single sign-on to access the University’s learning management system (Canvas) and their electronic course materials. While this fee does not provide revenue to the University, it eliminates the need for the student to visit the Bookstore to buy a code for an e-text and ensures that all students will have access to course materials on the first day of class. This program also makes the cost eligible for financial aid and inclusion in payment plans.

Included in Attachment 2 are seven courses that will begin utilizing electronic course materials through the IncludEd program for Fall 2021 courses, three courses in which the publisher’s access cost has changed, and four courses which no longer plan to use electronic course materials and for which the related fee is being eliminated. The cost assessed as an electronic course material fee is equal to or less than the cost of purchasing an access code through the Bookstore.
## Program and Course Fee Proposals

### Course Fees

<table>
<thead>
<tr>
<th>College</th>
<th>Department</th>
<th>Courses</th>
<th>Current Fee</th>
<th>Proposed Fee</th>
<th>New Course</th>
<th>Discontinued Course</th>
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### Program Fees

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<tr>
<th>College</th>
<th>Department</th>
<th>Courses</th>
<th>Current Fee</th>
<th>Proposed Fee</th>
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<td>Theatre and Dance</td>
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<td>Private Voice Musical Theatre I</td>
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<td>TH301</td>
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*Fees highlighted in blue are current fees proposed to be eliminated.*
## PROGRAM AND COURSE FEE PROPOSALS

### Electronic Course Material Fees

<table>
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<th>College</th>
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<td>EC225 - Principles of Macroeconomics</td>
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<td>BA602 - Business Accounting Essentials</td>
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<td>BA603 - Business Microeconomics Essentials</td>
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<td>BA604 - Business Finance Essentials</td>
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</table>

Fees highlighted in blue are current fees proposed to be eliminated.
BOARD OF REGENTS

MOTION CONSIDERATION FORM

May 14, 2021

Open Session

I. Motion to be Considered:

Approve an increase in the graduation application fee from $35 to $50, effective for applicants applying for graduation in May 2022.

II. Background:

The graduation application fee generates an average of $79,000 annually and is used to support graduation and commencement related expenses. The proposed fee increase will add an estimated $32,550 in revenue each year. The $15 fee increase will be applied to expenses associated with graduation application evaluation, hosting two ceremonies per commencement date, the purchase of diploma covers, and the cost of printing and mailing diplomas.

The graduation fee of $35 was first noted in the University Bulletin in 1995-1996. Although the fee has not increased since that time, a change was made to the way graduation expenses are paid in 2018. In December 2018 students participating in the commencement ceremony began purchasing regalia directly from the vendor.

An average of 2,270 students graduate from Southeast each year. The number of graduates for the last three academic years were 2,267 (AY2018), 2,132 (AY2019) and 2,411 (AY2020). Applicants for graduation are reviewed at the end of each semester including fall, spring and summer; and commencement ceremonies are held in the fall and spring annually.

Graduation fees at public, four-year universities in Missouri range from no fee to $150. Currently, Southeast has the lowest graduation fee among the nine institutions charging this fee, though there is a separate charge for regalia.

Recommended By:

Student Government
Faculty Senate
Administrative Council
VP, Finance & Admin.
VP, University Advancement

Chairperson
Dean
Academic Council
Provost

President

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

Postpone:
Amend:
Disapprove:
Approve:
Secretary:
<table>
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<tr>
<th>University</th>
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<td>Harris Stowe State University</td>
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<tr>
<td>Missouri University of Science &amp; Technology</td>
<td>$75 bachelor’s master’s, or doctoral/$25 undergraduate or graduate certificate*</td>
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<tr>
<td>Northwest Missouri State University</td>
<td>$52 undergraduate/$75 graduate</td>
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<tr>
<td>Missouri Southern State University</td>
<td>$50*</td>
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<td>University of Central Missouri</td>
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<tr>
<td>Lincoln University</td>
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<td>Truman State University</td>
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<td>Missouri Western State University</td>
<td>$40 undergraduate/$80 graduate</td>
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<td>Southeast Missouri State university</td>
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<tr>
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*Denotes a separate charge for the purchase of regalia.
BOARD OF REGENTS
MOTION CONSIDERATION FORM

May 14, 2021
Open Session

I. Motion to be Considered:

Approve the conferring of degrees upon the candidates for Spring 2021 and Summer 2021. Graduation pending final verification of their completion of degree requirements.

II. Background:

Pursuant to 174.160.1 RSMo, the Board of Regents is empowered to confer upon students, by diploma under the common seal, such degrees as are usually granted by the University. Consistent with past approval of conferring of degrees for Spring and Summer graduates, the University does not hold a commencement in the summer. Therefore, a request to approve summer graduates is included contingent on confirmation and verification of degree requirement completion.

The breakdown for Spring and Summer candidates is as follows:

- Total degrees: 1446
  - Undergraduate: 1102
  - Masters: 319
  - Specialist: 25
- Academic Distinction: 6
- Jane Stephens Honors Program: 45
- Cum Laude: 201
- Magna Cum Laude: 128
- Summa Cum Laude: 138
- 4.0 Graduates: 215
  - Undergraduate: 55
  - Masters & Specialist: 160

Recommended By:

Student Government
Faculty Senate
Administrative Council
VP, Finance & Admin.
VP, University Advancement

Chairperson
Dean
Academic Council
Provost
President

Board Action on: 
Motion By: 
Second By: 
Vote: Yeas: Nays: Abstentions: 
Postpone: 
Amend: 
Disapprove: 
Approve: 
Secretary:
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<th>Summer 2020</th>
<th>Spring 2021</th>
<th>Summer 2021</th>
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<td>Cum Laude:</td>
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<td>Magna Cum Laude:</td>
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**Holland College of Arts & Media**

**BACHELOR OF ARTS**

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**BACHELOR OF FINE ARTS**

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<td>Macie R. Werner</td>
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<td>Corie E. Williams</td>
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<td>Kathleen R. Wisler</td>
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**BACHELOR OF MUSIC**

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<td>Jessica S. Hezel</td>
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<td>Jennifer J. Hunt</td>
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<td>Michael Jones Jr.</td>
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<tr>
<td>Allisah M. Coots</td>
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<td>Sarah F. Dobson</td>
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<td>Jake R. Eversman</td>
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<td>Cramer P. McGarr</td>
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<tr>
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Halen Hilliard
Melody Holt
Abigail Hout
Alexa Hughes
Brayden Hull
Ashley Hummert
Shannon Hussey
Bethany Hyten
Mave Intagliata
Alana Jackson
Hannah Johnson
Zane Johnson
Courtney Jones
Audrey Keller
Dennis Kempf
Elizabeth Kight
Sara King
Harshitha Kodiyala
Taylor Kofield
Lauren Kohn
Mitchell Kramer
Alexandra La Rue
Ezekiel Lampley
Adrianna Landewee
Nicole Lawson
Kara Lensmeyer
Halley Leonard
Elizabeth Licklider
Ashley London
Kendall Long
Jamie Lowe
Elizabeth Mack
Omer Naveed Malik
Cale Maloney
Anna Margetta
Halle Matecki
Hayley McCreary
Jacob McGruder
Cassidy McNeal
Sanju Merugu
Daria Meyer
Brooke Miles
Cassandra Miller
Tessa Miller
Alyssa Mohney
Matthew Moore
Tommy Moore
Prasanti Morampudi
Brandon Morris
Evan Morrison
Peter Chege Mungai
Keegan Munoz
Erica Munro
Rylie Murray
Hannah Myers
Sal Alekhyia Nagalla
Chelsea Nesbit
Kaitlyn Nienhaus
Darian Norfleet
Erin O'Brien
Conner Oldsen
Allison Otto
Amber Pardo
Kayla Parham
Zebediah Parris
Rachel Patterson
Cody Paulsen
Keerthi Pedani
Zachary Peller
Faranak Pooladian
Zachary Portlock
Caroline Powers
Audrey Proctor
Kaitlyn Pulliam
Hannah Radden
Ezekiel Ramsour
Madison Reichert
He Ren
Olivia Richards
Jacqueline Ring
Andrew Roberts
Kishore Sherwin
Rodriguez
Gabrielle Rohling
Sean Roney
Victoria Roth
Jessica Rothenberger
Hannah Rubin
Lucas Russel
Bryce Rutledge
Anna Sadler
Whitney Sandge
Maxwell Sandbothe
Michael Sanders
Carissa Schaper
Kaitlyn Schiltz
Dustyn Schlett
Teresa Sewell
Jacob Sexton
Sydney Sharp
Aslee Shovan
Toma Sidlo
Haley Simmonds
Jessica Simmons
Eleanor Smith
Morgan Smith
Clara Snyder
Abigail Sofia
Anna Stackle
Tanner Stadelbacher
Wendell Stapleton
Kathryn Steevens
Cade Stein
Kaggoda Thanhrihe
Subasena
Vamsi Krishna
Tarigopula
Leela Sai Vittoba Tata
Casey Thompson
Rishita Thumu
Magna Cum Laude

Kirnan Kumar Alapati
Amal Almutheb
Clint Ashner
Rachel Baker
Zetandra Banarjee
Nicole Bauman
Maddison Bellm
Cade Benskin
Ryan Berger
Alexys Bergschneider
Mackenzie Bogel
Madelyn Brown
Caitlyn Bueler
Malary Burger
Shelly Buxton
Christiana Cantrell
Douglas Capra
Julia Carter
Neely Caudle
Sipei Chen
Kaitlin Christian
Makayla Coleman
Cameron Collins
Hannah Compenolle
Briona Cooley
Michael Cope
Valerie Ann Carreia
Samuel Cox
Natalie Cunningham
Anusha Dammalapati
Goutham Reddy Danda
Akshatha Dandamudi
Raleigh Davis
Jacob Denisova
Bailie Devlin
Jeremy Devore
Jyothika Reddy
Dudagonda
Morgan Duweer
Katie Easley
Kousalya Eradalli
Alexis Estes
Jessica Evans
Katelyn Evlits

Lucy Vogt
Sean Walker
Rebecca Watthall
Haiyu Wang
Tucker Watson
Casey Wayne
Kirstin Wozniell
Olivia Wendel

Alexandra Wendell
Macie Werner
Nicholas Wiesner
Kourtney Wilham
Emma Wilie
Douglas Williams
Jarrica Williams
Brianna Williamson

Dalton Wilson
Jamie Wiseman
Frederick Wright
Isaac Wright
Ashlynn Wyman
Austin Young
Jonathan Zuccarello

Joseph Landewee
Thomas Landewee
Grace Lay
Mallon Leible
Christina Leslie
Stephanie Locke
Ries Lundstrom
Losmie Lutaya
Ruliyang Ma
Mallorie Maintz
Cody Majesty
Mark Mansfield
Ann Martin
Krista Martin
Jorden Massey
Anna Matthews
Sarah McClard
Shannon McDonal
Bailey McKinney
Patricia Meadors
Barbara Meinecke
Kya Minder
Caleb Minus
Eri Moore
Matthew Moore
RaLynn Moro
Nicholas Mullholland
Mounika Vasavi
Mukutula
Sai Charan Nalivela
Kranti Kumar Nandyala
Uma Bharath Narne
Dane Nelson
Kanwal Qad
Anna Ockel
Alicia Oladipo
Kathy Painton
Allison Pankau
Celia Parsons
Joseph Pyle
Adam Ragdale
Isabelle Raspberry
Shannon Rawson
Allison Reeves

Abigail Richardson
Alex Roth
Dylan Roth
Payton Ruddy
Amanda Russon
Ashayothi Sarabuddla
Easton Satterfield
Kailyn Schnurbush
Daniel Schultz
Alissa Seal
Devon Serrao
Brooke Shellen
Amlitpreet Singh
Erica Skaggs
Taylor Skiles
Lily Stifer
Destinee Smethers
Alyssa Smith
Kailyn Smith
Lacey Snell
Lari Spitzer
Allison Steinbach
Gabriel Stier
Kara Struckhoff
Jacob Stueve
Sree Choudari Sunkara
Isabella Szabo
Jessica Tankersley
Rachel Tomason
Cheyenne Townsend
Haley Troue
Halley Ungere
Mounika Varala
Santhosh Reddy Velpula
Ivie Walker
Taylor Ward
Casey Wiesel
Mollie Welker
Hanna Wells
Gale White
Richard Wilke
Easton Wyatt
Robert Zielinski

Summa Cum Laude

Saad Alali
Nachna Alami
Haley Alcorn
Osad Alkhamaysah
Kamila Allen
Karma Alvey
Kaylee Anderson
Lisa Anderson
Jennifer Applegate
Erin Armstrong
Cassi Arnold
Alexis Atchley
Hannah Aufenberg
Jessica Austin
Addison Baker
Gabrielle Baker
Lauren Bathe
Laura Bauman
Sydney Bedillion
Tara Belcher
Holden Bequette
Shannon Beussink
Taylor Bilbrey
Caleb Blunt
Phoebe Boeschen
Erin Bradley
Taylor Brady
Mollie-Beth Brewer
Megan Brown
Chelsea Bucher
Quang Dang Bui
Naomi Burr
Kayla Byrd
Himabindu Chandanala
Ethan Chou
Mark Chowning
Cassadi Christenson
Brenna Collins
Maggie Connor
Justice Conover
Kathryn Dains
Hannah Dallas
Chandana Dasari
Tess Davide
Zach Deneke
Allan DeYong
Margaret Dill
Coco DiMauro
Sarah Dobson
Natalia Dockins
Nathan Doty
Lydia Dover
Kelly Dupe
Haley Edington
Steven Eldridge
Jennie Ellsworth
Elizabeth Eubanks
Corey Fatony
Bryant Ferretti
Quinn Fisher
Gracie Flanagan
Alexander Fogelbach
Haley Freer
Gabrielle Freitas
Marquee Gibbons
Rachel Gillardi
Abigail Glastetter
Beth Gore
Hannah Glueck
Jayang Madusanka
Godomuna Vilhana
Alexander Goffinet
Lauren Granoff
Shefly Gray
Brian Graziano
Kaylee Grenko
Rachel Grubbs
Aishwarya Gudzi
Brenna Hahn
Stefanie Hall
Shannon Hanners
Katherine Hartland
Rachel Harness
Morgan Hart
Olivia Hart
Tingxuan He
Crystal Herman
Nathan Higgins
Noelle Hill
Savannah Hinkle
Emma Huckleberry
Jordan Huff
Nicole Humphreys
Jennifer Hunt
Venkatesh Ikkurthi
Tracy Iserman
Callie Jackson
Jordan Jackson
Kelly Jackson
Maxwell Jansen
Brie Johnson
Evan Johnston
Rebekah Johnston
Jeremy Jones
Lyndi Jones
Shebly Jones
George Judge
Taylor Just
Taylor Kaempfe
Hall Kaminisky
Morgan Kaplan
Jessie Karlish
Maleek Kemp
River Ketcherside
Carrin Ketchum
Emily Killman
Jenna Killpis
Ashlyn Kinman
Anastasia Kinsey
Mary Knutson
Shannon Kobal
Alyssa Kohler
Nikhila Korda
Staci Kornis
Joseph Kossock
James Krusznyski
Debra LaCroix
Tin Le
Anthony Lee
Richard Leekker
Henry Leith
Haley Lewis
Kindra Lierz
Elizabeth Lindsey
Jenna Little
Emily Long
Carson Lopez
Maja Lundell
Keisa Ma
Yue Ma
Dulce Maldonado Munoz
Harman Malhi
Morgan Martin
Mathailea Massey
Brian Mathay
Amy Mattes
Morgan McCourt
Kayla McDaniel
Casey McElrath
Hannah McGill
Tyler McLemore
Anna Mecer
Erin Meixner
Cassidy Meyers
Hailey Meya
Hailey Mierzzeitowski
Brianna Mitchell
Amiee More
Tara Morgan
Justice Mosier
Jessica Mues
Andrea Mullins
Morgan Murphy
Brynn Myers
Elaine Myers
Jessica Neis
Amisha Neupane
Joseph Norman
Eric Odom
Sarah Olsen
Maegan Orlick
Harsha Paladugu
Anna Palmer
Chasity Papenberg
Kaplan Patel
Sarah Patrick
Megyn Payne
Rebecca Peach
Carissa Petot
Thuy Duong Pham
Lyndsey Phillips
Sandesh Pokharel
Morgan Prince
Alissa Quate
Allison Quist
Ruchitha Ramineni
Anastacia Razo
Elie Readnor
Jocelyn Reyes
Margaret Reynolds
Hannah Richardson
Missi Rodgers
Hettiarachchi Yuthika
Layan David Rodrigo
Serena Rodriguez
Alexandria Rock
Grayson Ruenkel
Michaela Salzer
Niall Sause
Mitchell Schaefer
Sydney Scherer
Aaron Schmidt
Landon Schnurbusch
Abigail Schrep
Melissa Schwab
Owen Schweigert
Amber Schwertman
Hannah Scott
Jarett Seabaugh
Paige Seaberg
Farzana Shaheen
Josslyn Shaw
Jordan Sheets
Marlie Shevlin
Roxanne Simmons
Alexander Skrob
Kailyn Slama
Michael Smith
Sadie Sottos
Hollyn St Clair
Jordan Steinberg
Preston Steinhoff
Madison Stratmann
Ellie Stroder
Blake Stroh
Tierney Stuart
Morgan Tackett
Alisa Taylor
William Taylor
Sara Thomason
Lauryn Toriumi
Sarah Tottener
Nhat Linh Chi Tran
Emily Tudor
Sal Lakshmi Anuradha
Turlapati
Joy Vandel
Michelle VanZandt
Morgan Versemann
Ryan Vellam
Paige Wagner
Maegan Walker
Jessica Walton
James Waltz
Lindsay Watters
Joshua Webb
Lyndsey Weber
Jaedyn Weimer
Benjamin Weissflug
Austin Williams
Wendi Williams
Samuel Witte
Clarence Wittig
Olivia Wojcik
Harley Wortz
Jeffrey Yates
Madison Zalman
Zhi Zhao
Paige Zielinski

Academic Distinction in the Department of the Major

Kaitlyn Barnett – History & Anthropology
Madeline Brown – History & Anthropology
Yamilet Campos – Child & Family Studies
Andrea Hamm – History & Anthropology
Allyson Inglis – History & Anthropology
Jarett Seabaugh – Biology
Jane Stephens Honors Program

Hannah Aufdenberg
Sydney Bedillion
Julia Carter
Justice Conover
Nolan Deen
Margaret Dill
Sarah Dobson
Kassie Fluchel
Gabrielle Freitas
Ben Hathorn
Clayton Hester

Allyson Inglis
Jordan Jackson
Braden Johnston
Morgan Kaplan
River Ketcherside
Ashlyn Kinman
Ezekiel Lampley
Morgan McCourt
Hannah McGill
Haley Mierzejewski
Brittany Mitchell

Andrea Mullins
Brynn Myers
Allison Newman
Alicia Oladipo
Anna Palmer
Morgan Prince
Jocelyn Reyes
Olivia Richards
Amber Schwertman
Jarett Seabaugh
Tereesa Sewell

Michael Smith
Isabella Szabo
Lauryn Torluemke
Haley Trowe
Ivie Walker
James Waltz
Jaedyn Weimer
Austin Williams
Samuel Witte
Clarence Wittig
Madison Zalman
BOARD OF REGENTS

MOTION CONSIDERATION FORM

May 14, 2021

Open Session

I. Motion to be Considered:

Authorize and approve a new Master of Science in Athletic Training program.

II. Background:

Justification: The transition of this program to the master’s degree level is due to the Commission on Accreditation of Athletic Training Education (CAATE) mandate that all athletic training programs must transition to the master’s degree level by 2022. A master’s degree will be the new minimal level degree for certification as an athletic trainer. The current BS in Athletic Training will be deleted and students planning to pursue the MS in Athletic Training will be directed to complete a bachelor’s degree in Exercise Science, Health Promotion, Health Sciences, Kinesiology, or a related field.

Need: The Bureau of Labor Statistics predicts that the employment of athletic trainers will grow 23% from 2016 to 2026, much faster than the average for all other occupations. In 2016, there were 27,800 jobs nationwide with a majority of those in the college and university settings. Currently there are 58 institutions in the state of Missouri that offer intercollegiate athletics and possess a need for athletic trainers. As of Spring 2021, there are 31 declared majors in the BS in Athletic Training.

Regionally, Southeast Health added the new orthopedics and sports medicine clinic in 2019. The hospital has hired many of our recent graduates to provide athletic training services in the clinical setting with Dr. Tony McPherron and his team, with regional high schools throughout the bootheel, and with Southeast Athletics.

Recommended By:
Student Government
Faculty Senate
Administrative Council
VP, Finance & Admin.
VP, University Advancement

Chairperson
Dean
Academic Council
Provost

President

Postpone:
Amend:
Disapprove:
Approve:
Secretary:
The relationship with Southeast Health Orthopedics and Sports Medicine allows the athletic training students to have a consistent interaction with multiple healthcare providers and in a variety of sports medicine settings. Dr. McPherron has served as the Medical Director of the Athletic Training Program since the Summer of 2019. During that time, the educational opportunities provided to the undergraduate athletic training students has significantly increased. The students are exposed to a variety of different orthopedic and general medical techniques during the clinical experiences including casting, diagnostic ultrasound, surgery observation, diagnostic imaging (X-ray, MRI, CT scan), and office procedures (e.g., injections and outpatient services).

**Program Summary:** The program will require completion of 49 credit hours and will also be offered in a 3+2 accelerated program format. The 3+2 format allows students to complete up to 12 credit hours of the program as an undergraduate student at the undergraduate tuition rate. The accelerated program format will save students time and money when completing their degree. The program continues to align with and support our mission of experiential learning by requiring a considerable amount of practical, clinical experience. Students are placed in area high schools throughout the region, intercollegiate athletics at Southeast, the Clinic for Health in the Arts (CHART) at the River Campus, and the Southeast Health System including clinics, physician offices, convenient care clinics, and other rehabilitation facilities.
NEW PROGRAM PROPOSAL FOR ROUTINE REVIEW

When finished, please save and email to: heacademicprogramactions@dhe.mo.gov

Sponsoring Institution: Southeast Missouri State University

Program Title: Athletic Training

Degree/Certificate: MS-Master of Science

If other, please list: Click here to enter text

Options: Click here to enter text

Delivery Site: Main Campus

CIP Classification: 510913

Implementation Date: 5/15/2023

Is this a new off-site location? ☐ Yes ☒ No

*If no, public institutions should consult the comprehensive review process

Is this a collaborative program? ☐ Yes ☒ No

*If yes, please complete the collaborative programs form on last page.

Please list similar or comparable programs at Missouri public institutions of higher education.

*For public institutions only

Missouri State University, Truman State University, University of Central Missouri,

CERTIFICATIONS:
☒ The program is within the institution’s CBHE approved mission. (Public only)
☒ The program will be offered within the institution’s CBHE approved service region. (Public only)
☒ The program builds upon existing programs and faculty expertise
☒ The program does not unnecessarily duplicate an existing program in the geographically-applicable area.
☒ The program can be launched with minimal expense and falls within the institution’s current operating budget. (Public only)

AUTHORIZATION

<table>
<thead>
<tr>
<th>Name/Title of Institutional Officer</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
</table>

MDHE New Program Proposal for Routine Review
PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Although all of the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below.

Quantification of performance goals should be included wherever possible.

1. Student Preparation
   - Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.

   In addition to Southeast Missouri State University’s graduate program general admission requirements, ideal applicants will have a bachelor’s degree in Exercise Science, Health Promotion, Health Sciences, Kinesiology, or a related field. The student must also have completed prerequisite coursework in biology, chemistry, physics, psychology, anatomy and physiology at the post-secondary level as required by the Commission on Accreditation for Athletic Training Education (CAATE) standard 54. The athletic training program at Southeast Missouri State University will require the following prerequisite coursework to be compliant with this standard:

   - Human Anatomy with lab (4 credit hours)
   - Human Physiology with lab (4 credit hours)
   - General Chemistry with lab (4 credit hours)
   - Introductory Physics with lab (4 credit hours)
   - General Psychology (3 credit hours)
   - Exercise Physiology with lab (3 credit hours)
   - Biomechanics/Kinesiology (3 credit hours)
   - Statistics (3 credit hours)
   - College Algebra or equivalent (3 credit hours)

   Applicants with a bachelor’s degree in a health-related field must have a minimum of 3.00/4.00 GPA in the last 30 hours of coursework and a 3.00/4.00 cumulative GPA in the prerequisite coursework. Applicants will also be required to complete 50 hours of observation under the direction of a licensed and appropriately credentialed athletic trainer prior to applying into the program. Students will also submit three letters of recommendation (professional and/or academic) to the selection committee. Upon receipt and review of all application documents, applicants may be interviewed by the selection committee consisting of the core faculty, and at least one external stakeholder.

   Final acceptance into the program will be determined by the student selection committee consisting of the core faculty in the program. The student is encouraged to contact the Program Director of the Athletic Training Program to determine the appropriate coursework is obtained.

The Graduate admissions office may require the following documents: official college transcripts, graduate application fee, general GRE scores and TOEFL scores for international students. In addition, the Southeast Missouri State University’s accelerated master’s program general admission requirements allow a student to take pre-selected courses. The accelerated program will allow a student to enter the program after completion of 90 undergraduate hours. This, in effect, makes the accelerated program a 3+2 program. After completion of the MSAT requirements the student will earn a Bachelor of Science as well.

Accelerated Program Requirements:
- Junior standing with at least 75 credits at time of application
- Minimum GPA of 3.00 overall
- Completion of all pre-requisite coursework
- Submit an application for the accelerated program
- Submit to the School of Graduate Studies an application for graduate school
- Students must be formally enrolled in the program before taking courses that will be used for the accelerated master's degree program
- Students must complete all pre-requisite coursework and have completed 90 credit hours prior to beginning into the MSAT Program. (The newly developed Bachelor of Science: Health Sciences will meet that requirement).

- Characteristics of a specific population to be served, if applicable.
  This program will not be targeting a specific population, we expect to enroll students with the following backgrounds:
  - Students from the Southeast Missouri region with a bachelor’s degree in a health-related field
  - Students seeking to become certified athletic trainers
  - International students
  - Students from Southeast Missouri State University who have completed a bachelor’s degree in a health-related field.

2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.

  All full-time faculty teaching in the master’s program must have an earned doctoral degree (i.e. EdD, PhD, DHSc, DAT). Courses will be assigned to each faculty member based on their area of expertise as determined by the program director. In special cases, professionally qualified instructors may also teach courses in their area of expertise with a master’s degree. The faculty will also have a minimum of two years clinical experience, possess current athletic training certification through the Board of Certification and possess a current and valid license to practice as an athletic trainer through the Missouri Board of Healing Arts. The full-time faculty in the Masters of Science in Athletic Training must also have contemporary expertise in their teaching areas, and a record of effectiveness in teaching and scholarship as required by the CAATE Standard 42.

- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term "full time faculty" (and not FTE) in your descriptions here.

Full time faculty will teach 100% of courses in the program. Full time faculty is defined as those who are 100% academic status with no other obligations at the institution. The remainder of the courses will be taught by faculty already at the University. Currently, the department has 2 doctorate trained faculty members in Athletic Training who can teach the content in the Master of Science in Athletic Training program, in addition to the other faculty already in the Department who are able to serve as associated faculty for some courses embedded in this proposal. There are also plans to hire a third doctoral faculty member to teach in the athletic training program beginning in 2023.

The Commission on Accreditation for Athletic Training Education (CAATE) also requires that each program possess three full time faculty members, who are also certified athletic trainers, to ensure the quality of the didactic education program (Standard 41). There are currently plans to hire a third athletic training faculty upon approval of this program and before the first cohort of students would be admitted in the Summer of 2023. The three core faculty dedicated to the program will teach approximately 91% of the coursework in the curriculum. Other doctoral faculty at the University will teach the remaining courses as they are currently being offered at the University.

- Expectations for professional activities, special student contact, teaching/learning innovation.
All faculty members teaching courses with an athletic training (TX) prefix are expected to remain in good standing with the Board of Certification (BOC) and remain licensed by the state of Missouri Board of Healing Arts. All athletic training faculty will need to maintain their BOC certification by completing 50 hours of continuing education units as mandated by the BOC to be reported every two years. Some athletic training faculty may teach through clinical and practical field experiences as well. The Commission on Accreditation for Athletic Training Education (CAATE) has required that the program director demonstrate scholarship in one of the following four areas: Scholarship of discovery, scholarship of integration, scholarship of application/practice, or scholarship of teaching. The other two program faculty will also be required to advise students through the progression of the athletic training program and have consistent interaction with students throughout the curriculum. In addition, faculty members will be involved in developing new courses, upgrading the current curriculum, attending seminars, applying professional skills for community services, and attending workshops relating to teaching/learning innovations to ensure they remain current on all athletic training skills.

3. Enrollment Projections
   - Student FTE majoring in program by the end of five years.
     We expect there to be 32 full time students to be enrolled in the program at year five. This would consist of two cohorts of 16 students.
   - Percent of full time and part time enrollment by the end of five years.
     100% of the students enrolled in the program would be full-time.

<table>
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<tr>
<th>YEAR</th>
<th>1 AY 22-23</th>
<th>2 AY 23-24</th>
<th>3 AY 24-25</th>
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4. Student and Program Outcomes
   - Number of graduates per annum at three and five years after implementation.
     The number of graduates per annum at three years after implementation is estimated to be 9. The projected number of graduates per annum at five years is projected to be 15. This rationale is based on the assumption that the athletic training program will only admit new students every summer and full-time student will graduate after two years. We also expect the program to continue to grow to average size of 16 students per cohort.

   - Special skills specific to the program.
     Students completing this program will be prepared and eligible to sit for the Board of Certification (BOC) exam in their final semester. Students will be instructed on the special skills of the athletic training profession and pass the core educational competencies as assigned by the Commission on Accreditation for Athletic Training Education (CAATE).
• Proportion of students who will achieve licensing, certification, or registration. The Master of Science Degree in Athletic Training will lead toward eligibility for the student to sit for a national certification exam. The Board of Certification (BOC) regulates the athletic training profession through the administration of a national certification exam. Students may only sit for this exam upon completion of an accredited athletic training curriculum. Upon certification, students are eligible to apply for licensure in each state. We expect 100% of our students to achieve licensing, certification, and/or registration upon completion of the program.

• Performance on national and/or local assessments, e.g., percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used. The Commission on Accreditation for Athletic Training Education (CAATE) requires that all accredited programs meet or exceed a 70% first time pass rate on the Board of Certification (BOC). Currently the undergraduate program that is in existence surpasses that requirement with the most recent graduating class having a 88% first time pass rate. The program will have a comprehensive assessment taking place at the end of each academic year to ensure that students are progressing appropriately and adequately prepared to sit for the BOC exam. Students who do not receive a passing score on the comprehensive exam will enter a remediation program and have the opportunity to retake the exam and achieve the passing score.

• Placement rates in related fields, in other fields, unemployed. The program expects a 100% placement rate in the field of Athletic Training. This degree will lead to certification and licensure in respective states so the eligibility to work in the field will be completed upon graduation.

• Transfer rates, continuous study. It is not anticipated that students will transfer from the MSAT program. The MSAT may potentially have some students who choose to pursue a terminal degree upon completion of program at Southeast Missouri State.

5. Program Accreditation

• Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide rationale. The program will seek accreditation from the Commission on Accreditation for Athletic Training Education (CAATE). This accreditation is required for all athletic training programs in order for the student to be eligible to sit for the Board of Certification (BOC) exam upon completion. Currently the University houses the CAATE accredited undergraduate degree in athletic training. Our current accreditation cycle expires in the 2021-2022 academic year. We plan to submit paperwork signaling a degree change during that academic year with the goal of admitting students into the newly transitioned master’s degree in athletic training starting in the Summer of 2022. The program will receive full accreditation upon the official site visit by the CAATE.

6. Program Structure

A. Total credits required for graduation: 49 credit hours

B. Residency requirements, if any: N/A

C. General education: Total credits: N/A
Courses (specific courses OR distribution area and credits)

D. Major requirements: Total credits: 54 credit Hours

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<tr>
<th>Course Number</th>
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<tr>
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<td>TX 535</td>
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<td>TX 550</td>
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<td>Principles of Emergency Care</td>
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<td>Procedures in Athletic Training</td>
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<td>TX 621</td>
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<td>Musculoskeletal Assessment I</td>
</tr>
<tr>
<td>TX 622</td>
<td>3</td>
<td>Athletic Training Assessment II</td>
</tr>
<tr>
<td>FN 637</td>
<td>3</td>
<td>Research Design and Evaluation</td>
</tr>
<tr>
<td>TX 640</td>
<td>3</td>
<td>Medical Concerns in Athletic Training</td>
</tr>
<tr>
<td>TX 650</td>
<td>3</td>
<td>Therapeutic Interventions in Athletic Training I</td>
</tr>
<tr>
<td>TX 651</td>
<td>3</td>
<td>Therapeutic Interventions in Athletic Training II</td>
</tr>
<tr>
<td>TX 660</td>
<td>2</td>
<td>Administration and Professional Responsibility in Athletic Training</td>
</tr>
<tr>
<td>TX 670</td>
<td>3</td>
<td>Applied Research in Athletic Training</td>
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<tr>
<td>TX 680</td>
<td>1</td>
<td>Clinical Experience in Athletic Training III</td>
</tr>
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<td>TX 681</td>
<td>3</td>
<td>Immersive Clinical Experience in Athletic Training</td>
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<tr>
<td>TX 682</td>
<td>3</td>
<td>Clinical Experience in Athletic Training IV</td>
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<td>TX 683</td>
<td>3</td>
<td>Clinical Experience in Athletic Training V</td>
</tr>
<tr>
<td>TX 699</td>
<td>2</td>
<td>Seminar in Athletic Training</td>
</tr>
</tbody>
</table>

E. Free elective credits:
(sum of C, D, and E should equal A)

There are no free elective credits in this program.

F. Requirements for thesis, internship or other capstone experience:
All students who complete the Master of Science degree in Athletic Training will be required to complete either an applied research project prior to graduation. This project will be submitted for presentation at the university level during the student’s final semester of enrollment. Students will also complete an immersive clinical experience for 6 weeks during their second summer enrolled in the program. This will be an immersive experience and the student will not take any face-to-face coursework during this time. This will be designed to allow the student to get a comprehensive experience of athletic training throughout this clinical. Also, during the Seminar in Athletic Training course, all students will have to take a comprehensive exam, which will be like a capstone test, all students will be required to register and take the Board of Certification (BOC) exam.

G. Any unique features such as interdepartmental cooperation:
The Commission on Accreditation for Athletic Training Education (CAATE) 2020 standards requires athletic training programs to have planned and continuous interprofessional education embedded in the didactic program. The existing undergraduate athletic training program has already developed relationships with the Department of Nursing and the
Department of Psychology and Counseling all of which are in the same college under the current University structure. The Athletic Training Program (ATP) is also in the same academic unit as Dietetics and Exercise Science which will allow a unique experience for all students at Southeast Missouri State University in those programs, exposing all of those students to collaborative and interprofessional care that is necessary in the current healthcare system. The University has also established a health clinic at the River Campus of Southeast Missouri State University offering athletic training services to current students studying the performing arts. This also provides a unique experience to students enrolled in our program as there are very few Universities in the United States that have a clinic specifically designated to provide medical care to students in the performing arts, making it an asset to both students academically and meets the requirements of the National Association of Schools of Dance (NASD) to provide medical support services to students enrolled in dance programs.

7. Need/Demand

☒ Student demand

The transition of this program to the master’s degree level results from an announcement by the Commission on Accreditation of Athletic Training Education (CAATE) in June of 2015. This announcement mandated that all athletic training programs must transition to the master’s degree level by 2022. The master’s degree level will be the new minimal level degree for certification as an athletic trainer.

In the 2020-2021 AY, there were 232 students enrolled at Southeast Missouri State University in the Department of Health, Human Performance, and Recreation with majors that would permit them to seek admittance into the Master of Athletic Training program. These included:

- Athletic Training – 31 majors
- Health Management: Exercise Science – 63 majors
- Health Management: Health Promotion – 9 majors
- Health Sciences: General Health Sciences – 44 majors
- Health Sciences: Pre-Physical Therapy/Occupational Therapy – 85 majors

Many of these students will be eligible to seek admittance into the Athletic Training program when it transitions to the master’s degree. Per the CAATE accreditation requirements, there will no longer be programs admitting students the undergraduate level in 2022, so students attending Southeast Missouri State University wishing to major in athletic training will have to complete the master’s degree. Also, the University has seen significant growth in the health-related fields within the department as documented by the Health Sciences Program having 93 majors. These programs were initially designed to allow students to meet the requirements to pursue a professional degree in health at the post-baccalaureate level. We expect that many of these students, when given the option, will continue to pursue their master’s degree in athletic training at Southeast Missouri State University.

☒ Market demand

The national, regional, and state level need for certified athletic trainers is well defined by the number of open positions advertised each month on the National Athletic Trainers Association website. On average, approximately 250 positions are posted on this site each month. Employment of athletic trainers is primarily in the college and university setting, the high school setting, as well as in healthcare provider offices. Currently in Missouri
The Bureau of Labor Statistics distributed by the United States Department of Labor predicts that the employment of athletic trainers will grow 23% from 2016 to 2026, much faster than the average for all other occupations. As the demand for athletic trainers increases, the need for more graduates from athletic training programs will increase in turn. In 2016, there was 27,800 jobs nationwide with a majority of those in the college and university settings. Currently there are 58 institutions in the state of Missouri that offer intercollegiate athletics and possess a need for athletic trainers. There are also over 8 million student athletes participating in high school athletics according to the statistics produced by the National Federation of High School Associations (NFHS) with 590 schools offering interscholastic athletic programs. As of 2019, there were approximately 1,000 licensed athletic trainers in the state of Missouri, with a majority of these employed at colleges, universities, and high schools. Despite these numbers, it is widely recognized that there are currently not enough athletic trainers to provide the medical services needed for all these programs.

There are also no other athletic training programs at public institutions of higher education in the established service region of Southeast Missouri State University. The closest athletic training program at a state sponsored institution is over 200 miles away. In 2013, the National Athletic Trainers’ Association (NATA) distributed a white paper recommending the entry-level requirements to change from a bachelor’s degree to a master’s degree. The final decision was made by the strategic alliance in 2015 to end all undergraduate athletic training programs in 2022 and transition entry-level education to the master’s degree level. With this required change in degree, students who would have originally been pursuing an undergraduate degree in athletic training program will now be searching for a master’s degree granting program.

Societal demand

Athletic trainers provide a cost-effective way to enhance the level of healthcare provided to the region of southeast Missouri. The Department of Labor states, “The demand for health care workers should grow dramatically as the result of advances in technology, increasing emphasis on preventative care, and an increased number of older people who are more likely to need medical care.” The National Athletic Trainers’ Association (NATA) describes athletic trainers as “Highly qualified, multi-skilled health care professionals who collaborate with physicians to provide preventative services, emergency care, clinical diagnosis, therapeutic intervention and rehabilitation of injuries and medical conditions.” With the growth of athletics at the recreational, high school, collegiate, and professional level there is a significant need for more healthcare providers to treat the physically active population.

In addition, the National Athletic Trainers’ Association (NATA) has published position statements recommending that all high schools offering interscholastic athletics employ the services of an athletic trainer to provide medical services to the patient population as well as to protect the school from potential cases of liability and negligence.

After completion of this program, students will be eligible to sit for the BOC exam and begin to practice as an athletic trainer. This program will facilitate a continual stream of perspective employees to fill the needs of the healthcare community.

☐ I hereby certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful.
On July 1, 2011, the Coordinating Board for Higher Education began provisionally approving all new programs with a subsequent review and consideration for full approval after five years.
COLLABORATIVE PROGRAMS

- Sponsoring Institution One: [Choose an institution]
- Sponsoring Institution Two: [Choose an institution]
- Other Collaborative Institutions: [Click here to enter text]
- Length of Agreement: [Click here to enter text]
- Which institution(s) will have degree-granting authority? [Click here to enter text]
- Which institution(s) will have the authority for faculty hiring, course assignment, evaluation and reappointment decisions? [Click here to enter text]

- What agreements exist to ensure that faculty from all participating institutions will be involved in decisions about the curriculum, admissions standards, exit requirements? [Click here to enter text]
- Which institution(s) will be responsible for academic and student-support services, e.g., registration, advising, library, academic assistance, financial aid, etc.? [Click here to enter text]
- What agreements exist to ensure that the academic calendars of the participating institutions have been aligned as needed? [Click here to enter text]

Please save and email this form to: he.academicprogramactions@dhe.mo.gov
BOARD OF REGENTS

MOTION CONSIDERATION FORM

May 14, 2021

Open Session

I. Motion to be Considered:

Authorize and approve the deletion of two Options (General Health Sciences & Pre-Physical/Occupational Therapy) of the BS in Health Sciences.

II. Background:

Justification: The previous program with options required students to complete a considerable number of courses outside of the specific discipline and those courses did not always translate into the needed foundation for graduate programs in the discipline. Deleting the options, revising the curriculum into one Health Sciences program, and structuring the program to provide an accelerated pathway to completion of the proposed MS in Athletic Training will grow enrollments and improve retention and completion rates.

Need: The Health Sciences program has strong enrollment numbers, 129 in the Fall 2020. The changes to the Health Sciences program will better prepare our students for various career pathways in the allied health disciplines. The changes will fit the needs of students seeking to matriculate into Occupational Therapy graduate programs better than the current Health Sciences structure. Students seeking professional programs in Physical Therapy will still have a viable course of study to prepare them for admission. The Health Sciences program suits the undergraduate preparation needs for students seeking to pursue careers in Athletic Training, Orthotics/Prosthetics, medical sales, and a variety of other allied health areas.

Recommended By:

Student Government
Faculty Senate
Administrative Council
VP, Finance & Admin.
VP, University Advancement

Chairperson
Dean
Academic Council
Provost

President

Board Action on:
Motion By: ________________________
Second By: ________________________
Vote: Yeas: ________ Nays: ________
Abstentions: ________________________

Postpone:
Amend:
Disapprove:
Approve:
Secretary: ________________________
Program Summary: The core coursework includes 93 credit hours of curricular content specifically aligned for admittance into graduate healthcare fields including the proposed MS in Athletic Training and the Accelerated MS in Athletic Training. The total hours required is 120.
PROGRAM CHANGE REQUEST FOR STAFF REVIEW

Name of Institution:

Southeast Missouri State University

☑ Title or CIP change
☑ Combination program created out of closely allied existing programs
☐ Add option to existing program
☐ Add certificate program (from approved existing parent degree or stand-alone) *attach curriculum

<table>
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<tr>
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<th>After the Proposed Change</th>
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<tr>
<td><strong>Title of Old Program/Certificate</strong></td>
<td><strong>Degree</strong></td>
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<tr>
<td>Health Sciences: General Health Sciences/Pre-PT/OT; Athletic Training</td>
<td>Bachelor of Science</td>
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Attach a copy of the “before and after” curriculum, as applicable.

☐ Delete program
☐ Delete option
☐ Place program on inactive status

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<thead>
<tr>
<th>Name of program/certificate/option</th>
<th>Degree type and CIP code</th>
<th>Date to delete or inactivate</th>
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☐ Change of address
☐ Closed location
☐ Existing Program, New Site

N/A

Enter address change, address of closed location or Program Title, Degree Level, CIP and mode of delivery of previously approved program to be added to a new site.

List sites where changes on this form should be applied (such as main campus, all off-site locations, etc.):

Program will remain on main campus

AUTHORIZATION

<table>
<thead>
<tr>
<th>Name/Title of Institutional Officer</th>
<th>Signature</th>
<th>Date</th>
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Click here to enter text | Click here to enter text | Click here to enter a date.
BOARD OF REGENTS

MOTION CONSIDERATION FORM

May 14, 2021

Open Session

I.  Motion to be Considered:

Authorize and approve the deletion of the BS in Fashion and Consumer Studies program.

II.  Background:

Justification: The Fashion and Consumer Studies program has had continually declining enrollments over the past several years.

Students interested in this career path will continue to have access to fashion merchandising courses through the following pathways:

1. The existing major in Marketing with an Option in Fashion Marketing
2. Major in Business Administration—students can choose up to 9 hours of FA courses among a set of business disciplines. For example, they can combine courses in fashion, marketing, management, entrepreneurship, and finance for their general business major
3. Minor in Fashion Retailing (proposed revision to Fashion Merchandising Minor)
4. Minor in Fashion Entrepreneurship

Need: A major in Marketing with an option in Fashion Marketing provides a broader background and skillset that will appeal to more students and employers. Students from this major and option have the broad knowledge and skills from the BSBA core and support courses and the marketing core. Having integrative knowledge of all disciplines of business can lead to faster advancement within the retail world. Having a strong core of marketing knowledge will open the door to more career opportunities upon graduation and in future years. Graduates will be prepared for entry positions leading to careers such as purchasing managers, buyers, wholesale and manufacturing

Recommended By:

Student Government
Faculty Senate
Administrative Council
VP, Finance & Admin.
VP, University Advancement

Chairperson
Dean
Academic Council
Provost
President

Board Action on:
Motion By:
Second By:
Vote:  Yeas:  Nays:  Abstentions:
sales representatives, marketing managers, promotion managers and sales managers. According to the U. S. Bureau of Labor Statistics (Sept. 1, 2020), the retail trade makes up 16% of the employers of sales managers. Additionally, because sales managers are necessary to navigate and direct the mix between online and brick-and-mortar sales, sustained demand is expected for sales managers in the retail industry.

Program Summary: The number of Fashion majors peaked in Fall 2015 at 55 and has been declining to a current count of 25 for the Spring 2021 semester. A degree in Marketing with an option in Fashion Marketing provides a broader background and skillset that will appeal to more students and employers. The BSBA in Marketing has 104 students enrolled for the Spring 2021 semester.
PROGRAM CHANGE REQUEST FOR STAFF REVIEW

Name of Institution:

☐ Title or CIP change
☐ Combination program created out of closely allied existing programs
☐ Add option to existing program
☐ Add certificate program (from approved existing parent degree or stand-alone) *attach curriculum

<table>
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<tbody>
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<td>Title of Old Program/Certificate</td>
<td>Degree</td>
</tr>
<tr>
<td>Fashion and Consumer Studies</td>
<td>Bachelor of Science</td>
</tr>
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</table>

Attach a copy of the “before and after” curriculum, as applicable

☒ Delete program
☐ Delete option
☐ Place program on inactive status

☒ Change of address
☐ Closed location
☐ Existing Program, New Site

Enter address change, address of closed location or Program Title, Degree Level, CIP and mode of delivery of previously approved program to be added to a new site.

List sites where changes on this form should be applied (such as main campus, all off-site locations, etc.):

Main campus

AUTHORIZATION

Click here to enter text | Signature | Date

Click here to enter text | | Click here to enter a date.

Name/Title of Institutional Officer

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BOARD OF REGENTS

MOTION CONSIDERATION FORM

May 14, 2021

Open Session

I. Motion to be Considered:

Authorize and approve the renaming of the current Option in the BSBA in Marketing from Integrated Marketing Communications to Digital and Integrated Marketing Communications

II. Background:

Justification: With the growth of digital media and its role in strategic business initiatives, it is necessary to formally incorporate the word 'Digital' in the option name as a signaling strategy aimed towards students interested in a digital marketing career. The program is also revising the titles and content of courses to better represent the digital aspects of the curriculum.

Need: Employers are in search of graduates with strong knowledge of digital marketing communications. Students are being hired while in college to intern for companies and work on social media campaigns. Employers will review resumes and transcripts searching for students with knowledge of digital marketing. The Marketing Dept. curriculum has included digital marketing communications since the techniques and media vehicles became available. It is considered part of the integrated marketing communications mix. By adding the highly popular concept of “digital” to the name of the option, we are allowing employers and students to understand that we are providing this area of knowledge and skills to our marketing program. As of Spring 2021, there were 40 students enrolled in the Integrated Marketing Communications Option, and 104 students in the BSBA in Marketing.

Recommended By:

Student Government
Faculty Senate
Administrative Council
VP, Finance & Admin.
VP, University Advancement

Chairperson
Dean
Academic Council
Provost

President

Postpone:
Amend:
Disapprove:
Approve:
Secretary:

Board Action on:
Motion By:
Second By:
Vote:  Yeas:   Nays:   Abstentions:
Program Summary:
The program will remain at a total of 120 required credit hours.
Before: BSBA Marketing
   Options: Fashion Marketing
          Integrated Marketing Communications
          Marketing Management
          Professional Selling

Proposed: BSBA Marketing
   Options: Fashion Marketing
          Digital and Integrated Marketing Communications
          Marketing Management
          Professional Selling
# Program Change Request for Staff Review

**Name of Institution:**

Southeast Missouri State University

- **Title or CIP change**
  - Combination program created out of closely allied existing programs
  - Add option to existing program
  - Add certificate program (from approved existing parent degree or stand-alone) *(attach curriculum)*

<table>
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</thead>
<tbody>
<tr>
<td><strong>Title of Old Program/Certificate</strong></td>
<td><strong>Degree</strong></td>
</tr>
<tr>
<td>Marketing Major Option: Integrated Marketing Communications</td>
<td>BSBA</td>
</tr>
</tbody>
</table>

Attach a copy of the "before and after" curriculum, as applicable.

- **Delete program**
- **Delete option**
- **Place program on inactive status**

**Click here to enter text.** **Click here to enter text.** **Click here to enter a date.**

**Name of program/certificate/option**
**Degree type and CIP code**
**Date to delete or inactivate**

- **Change of address**
- **Closed location**
- **Existing Program, New Site**

**Click here to enter text.**

Enter address change, address of closed location or Program Title, Degree Level, CIP and mode of delivery of previously approved program to be added to a new site.

List sites where changes on this form should be applied (such as main campus, all off-site locations, etc.):

**Click here to enter text.**

**Authorization**

**Click here to enter text.** **Click here to enter a date.**

**Name/Title of Institutional Officer**
**Signature**
**Date**
BOARD OF REGENTS

MOTION CONSIDERATION FORM

May 14, 2021

Open Session

I. Motion to be Considered:

Authorize and approve the name change of the Minor in Fashion Merchandising to Fashion Retailing.

II. Background:

Justification: The requested name change is to align the minor with current terms and occupational outcomes of the profession. The name change of the minor is in conjunction with some curriculum changes to make the minor more accessible and marketable for students. The changes implement more experiential learning opportunities while managing to reduce the hours from 18 to 15 for the minor.

Need: The change in the title of the minor is to broaden its appeal to students and potentially employers. The term “merchandising” may have a very narrow perception by some individuals. Some think of it as simply “displaying products.” By changing to the term, “retailing,” the subject matter is perceived much more broadly and encompasses all activities required to market consumer goods and services to ultimate consumers. The focus of this minor would be on the fashion, apparel, and accessory category but the basic concepts of retailing in this field have applications to other industries. As of Spring 2021, there were 14 students enrolled in the Fashion Merchandising minor.

Program Summary: The minor will require 15 credit hours of coursework that focuses more directly on marketing and retail of the fashion industry. It will provide marketing or other majors with the skillset and knowledge to pursue marketing careers in the fashion industries.

Recommended By:
Student Government
Faculty Senate
Administrative Council
VP, Finance & Admin.
VP, University Advancement

Chairperson
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Academic Council
Provost
President

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

Postpone:
Amend:
Disapprove:
Approve:
Secretary:
BOARD OF REGENTS

MOTION CONSIDERATION FORM

May 14, 2021

Open Session

I. Motion to be Considered:

Authorize and approve the name change of the Minor in Theatre: General to a Minor in Theatre

II. Background:

Justification: As an effort to streamline curriculum, improve efficiencies, and better meet the needs of the students, the Department of Theatre and Dance is working to combine what used to be three separate minors (Theatre: Acting, Technical Theatre, Theatre: General) into one minor. The Theatre: Acting and Technical Theatre minors were deleted in December. The changes to the Theatre minor will provide generalist training in the fundamentals of performance and technical theatre, while also providing the opportunity for the student to focus more on one or the other through their selection of electives.

Need: The consolidating of the three minors into one, designs clearer paths with greater flexibility for the students wishing to pursue studies in Theatre while majoring in another discipline. The Minor in Theatre will serve many other majors, as it teaches valuable research, analysis, critical thinking, analytical, creativity, and communication skills that are the perfect complement to majors such as: pre-law; business; political science; philosophy; psychology; mass communication; TV/film; English; sociology; journalism; fine arts; and many others. In Spring 2021, there were 26 declared minors total in the three minors.

Program Summary: The changes to the Theatre minor will provide generalist training in the fundamentals of performance and technical theatre, while also providing the opportunity for the student to focus more on one or the other through their selection of electives. The minor will require 23 credit hours.

Recommended By:  
Student Government  
Faculty Senate  
Administrative Council  
VP, Finance & Admin.  
VP, University Advancement

Chairperson  
Dean  
Academic Council  
Provost  
President

Postpone:  
Amend:  
Disapprove:  
Approve:  
Secretary:

Board Action on:
Motion By:  
Second By:  
Vote:  
Yeas:  
Nays:  
Abstentions:  
Kate E. Appleman  
(573) 979-1883 • keappleman1s@semo.edu • linkedin.com/in/kateappleman

EDUCATION

Southeast Missouri State University, Cape Girardeau, MO  May 2022  
Bachelor of Science in Biology: Biomedical Sciences  GPA: 3.961/4.0  
Minors in Spanish, Chemistry, Physics, and Child Development

Research

Head Researcher  Summer 2019 - Present  
Department of Engineering and Technology, Southeast Missouri State University  
• Conducted research on the heart and the effects of a clinching force on the Tricuspid Annulus.  
• Presented at the Biomedical Engineering Society Conference 2019 (BMES 2019) for heart valve research  
• Received two Grants for continuing research: FFR Undergraduate Research Grant ($500) and Faculty-Mentored Student Research and Creative Grant ($1000)  
• Member of the Biomedical Engineering Society

Research Assistant  Summer 2019 - Present  
Department of Engineering and Technology, Southeast Missouri State University  
• Assistant to Dr. Santaneel Ghosh, Ph.D., conducting research on nanoparticles  
• Tested hydrogel resistance versus *Staph aureus* in petri dishes by measuring the area of resistance produced by a variety of gels: plain hydrogel, BNNT-Au gel (Dry), BNNT-Au gel, and Au gel  
• Received two Grants for continuing research: Undergraduate Research Grant and NASA-Missouri Space Grant Consortium

CAMPUS ENGAGEMENT/HONOR SOCIETIES

Jane Stephens Honors Program  Fall 2018 - Present  
Present  
Student Research Conference Student Coordinator (Spring 2021 - Present)  
• Aided in the planning for the Student Research Conference 2021  
• Worked in the Promotion and Publicity Committee and Recruiting Committee for the event  
Honors Council- Learning in Volunteerism Chair (Fall 2020 - Present)  
• Planned philanthropy events for the Honors Program  
Projects (Fall 2018 - Present)  
• Designed a phylogenetic tree over food allergy research  
• Performed a Demo on Dual Pressure System of Mitral and Tricuspid Heart Valves  
• Drafted an abstract titled *Tricuspid Annulus Cinching by Pressurizing Both Left and Right Ventricles: An Ex Vivo Study*  
• Fabricated and presented a PowerPoint that taught the class different medical terminology signs in ASL  
• Created a powerpoint lecture over The Present Progressive in Spanish that was taught over Zoom  
• Designed a fire safety and disaster kit pamphlet for the Hispanic community in Cape Girardeau, MO

Alpha Delta Pi (Social Sorority)  Fall 2018 - Present  
Vice President of Operations (Fall 2020 - Present)  
• Oversaw the operations of the chapter  
Director of Academic Affairs (Fall 2019 - Fall 2020)  
• Appointed due to my achievements and ideas focused on academics  
• Conducted Scholarship Meetings with sisters who fall under Chapter minimum GPA  
• Developed individualized study programs for each member below grade requirements by sitting down and
Kate E. Appleman
(573) 979-1883 • keappleman1s@semo.edu • linkedin.com/n/kateappleman

discussing how the member learns best, how she plans to improve her performance, and what resources can be used to help guide her to success during the semester
• Attended conferences calls with Nationals to discuss our Chapters goals and ideas for academics
• Created a resource folder for sisters that contains study tips, on-campus resources and their hours, and how to access counseling services
• Managed weekly check-ups with those members on Academic Probation to ensure scholarship contract is followed
• Planned academic workshops to help members develop study skills and find the best way for them to learn
• Organized Zoom meetings to help members plan class schedules along with providing weekly online study tips

Risk Management Team (Fall 2018 - Present)
• Ensure that members of the sorority were safe and upholding policy during events
• Checked-in all members and gave them wristbands according to their age
• Monitored social functions

Intramural Chair (2019)
• Responsible for all Women and Co-Rec sports in the sorority and for each fraternity pairing; Paired with 8/9 Fraternities for Sports in Spring 2019 Semester
• Created a new award to promote sisterhood in Intramural sports: Cheery Pi
• Managed up to 25 games a week by creating weekly schedules and finding players for each event
• Organized communication groups for all sports to ensure enough players attended events

Public Relations Team (Spring 2019 - Present)
• Work Public Relations Tabling events to promote sisterhood and Campus unity
• Create designs for social media campaigns and fliers for my sorority and general Greek Life

Social Team (Spring 2019 - Present)
• Responsible for gathering the 2018 Pledge Class and heading a meeting designed to create sashes for members

Philanthropy Committees (November 2018 - Present)
• Elected as a coach for Theta Xi (Social Fraternities) for Alpha Delta Pi’s Philanthropy Events

Art Committees (Spring 2019 - Present)
• Fashioned banners/boards for other Greek Life philanthropy events including TKE and St. Jude philanthropy
• Participated in Sigma Chi’s Philanthropy event Derby Days by creating and performing a dance
• Painted banners for other Greek Life philanthropy events including Theta Xi for the fight against Multiple Sclerosis
• Designed banners for other organizations for bidding to raise money for the Ronald McDonald House

Charities
Greek Week Committees and Teams (Spring 2019, Spring 2020)
• Counted and collected canned food for the Greek Week Can Food Drive for the Redhawk Food Pantry
• Transported clothes for the Greek Week Clothing Drive for the Women’s Safe House and the Teen Challenge Thrift Store
• Appointed head of blood drive committee for Greek Week to ensure members signed up and arrived on time

Red Cross Club
Fall 2018 - Present
• Aided in making SEMO the number one Red Cross Club of the biggest region of the American Red Cross
• Formulated a booth idea for a children’s event that contributed to the Big Brothers Big Sisters program
• Elected President for the 2019-2020 and 2020-2021 school years.
• Coordinating blood drives with the Red Cross
• Conducted meetings every month to spread the word of the Red Cross’ mission and work that we could do to help
• Created cards for veterans and cards for thanking Red Cross employees for doing what they do everyday
Kate E. Appleman
(573) 979-1883 • keappleman1s@semo.edu • linkedin.com/n/kateappleman

- Liaison between the Red Cross in Cape Girardeau and the Red Cross Club at Southeast Missouri State University
- Organization was awarded the Most Active Chapter and Rookie Chapter for National Youth Involvement Month in the largest sector of the American Red Cross
- Mentor of two high school students in Texas

Student Medical Society Present
- Elected as Vice President for 2020-2021 school year
- Elected as Treasurer for 2019-2020 school year
- Organized online Q&A sessions with an alumni of SEMO who is Chief Resident of his program

The National Society of Leadership and Success, Sigma Alpha Pi (Honor Society) Spring 2019 - Present
- Responsible for facilitating a Success Networking Team and acting as both Facilitator and Activity Coordinator
- Created group communication chats to help ensure members of SNT groups were held accountable for their goals
- Appointed as Treasurer for the Executive Board of Sigma Alpha Pi
- Ran the event called Leadership Training Day for new members
- Appointed as the Success Networking Team Coordinator for the Executive Board of Sigma Alpha Pi

Student Government Spring 2019 - Present
- Elected as a Senator for the College of Science, Technology, Mathematics, and Engineering
- Coordinated STEM Week with the STEM Senators and planned the Engineering and Technology Day
- Public Relations Committee (Present)
  - Responsible for posting upcoming SEMO events, creating the highlights for different categories, and posting/creating captions for posts
  - Created a video honors all the Senators for their work
- Esports Signage Committee (Present)
  - 1 of 4 people who contribute ideas for the signage of the new Esports Arena at SEMO
  - Conducted meeting with the heads of the Esports lounge
  - Presented reports at Senate meeting in regards to the sign
- Vice Provost Committees (Present)
  - Member of the Academic Assessment Committee
  - Member of the Funding for Results Committee

Iota Chi (Greek Organization for preventing Sexual Violence) Spring 2019 - Present
- Elected President for 2021
- Presented at Meeting of the Minds to discuss the creation of Iota Chi at Southeast Missouri State University
- Accepted into the Alpha Founding Class of this organization whose goal is to inform and prevent sexual violence on campus
- Public Relations and Social Media Chair (Spring 2019 - Fall 2019)
  - Designed a Facebook Page, Instagram Page, and Twitter account for reaching out to members outside of the organization
  - Liaison for communication between members of the organization and the Assistant Dean of Students
  - Managed communication between members of the group, specific committees, and the Executive Board
Kate E. Appleman
(573) 979-1883 • keappleman1s@semo.edu • linkedin.com/in/kateappleman

Committees (April 2019 - Present)
• Bylaws Committee
• Membership Committee
  • Assisted with the determination of requirements for membership
  • Aided in recruiting new members from unrepresented chapters in Iota Chi
• Chapter Certification Committee
  • Comprised a list of criteria each chapter must meet to become an “Iota Chi Certified Chapter”
  • Created a new section on the Five Star Report for Greek Life
• Finance Committee
  • Met with leaders of the community in our area to create partnerships and sponsorship deals

Rho Lambda (National Greek Honor Society for Sorority Women) Spring 2019 - Present
• Accepted into the organization due to the tenacity and achievements while a sorority member at SEMO
• Appointed as Treasurer for Fall 2020-Fall 2021

Advanced Health Fall 2020 - Present
• Elected as Vice President for 2021

Alpha Mu Gamma (National Foreign Language Honor Society) Spring 2019 - Present
• Accepted into the Spring 2019 Class due to achievements and participation in a foreign language.

Alpha Epsilon Delta (National Health Preprofessional Honor Society) Fall 2020 - Present
• Accepted into the Spring 2019 Class due to achievements and participation in a foreign language.

Presidential Ambassador Fall 2019 - Present
• Nominated and accepted into the program that aids the President of SEMO at different events
• Worked the events by greeting guests, directing them to their seats, and hanging their coats

Order of Omega (National Greek Honor Society) Fall 2019 - Present
• Accepted into the organization due to leadership abilities and high standards to academics
• Elected as President for 2021

COMMUNITY INVOLVEMENT/VOLUNTEER

Cape Girardeau County Public Health Department January 2020 - Present
Volunteer- Rural Health Clinic
• Varnished the teeth of children
• Took height, weight, temperature, and blood pressure of patients
• Conducted pregnancy test and urinalysis on patients
• inventoried medical supplies
• Directed patients to area of need
• Labeled test tubes and urine samples to ensure they went to the correct location
• Performed Flu Tests
Volunteer- HIV Clinic
Kate E. Appleman
(573) 979-1883 • keappleman1s@semo.edu • linkedin.com/in/kateappleman

- Filled out paperwork for the HIV clinic so that they had the proper documents needed to conduct appointments

Volunteer - Women, Infants, and Children Clinic
- Helped take measurements of patient during their visit
- Observed as the nutrition and health plans were discussed to patients
- Helped with basic Spanish translation between worker and patients' family members

Volunteer - Child Immunization Clinic
- Conversed with patients to calm them before shots were administered
- Brought patients back to rooms for their immunizations

Volunteer - Dental Unit
- Conducted inventory on all products before they went to the schools to perform the varnishing

Camp Re-New-All
Frederick Town, MO
Summer 2016 - Summer 2018

Volunteer - Counselor
- Responsible for fifth and sixth grade girls at a camp where they learn more about furthering their faith and participating in fun activities
- Cared for and aided in treating campers that had Type 1 Diabetes, early stages of kidney failure, and dehydration

Volunteer - Art Director
- Demonstrated art projects and monitored children from fifth grade to ninth grade as they performed the crafts

Alpha Delta Pi

Volunteer - Philanthropy Events
- Worked, attended, and participated in philanthropy events for ΔΔΔ, ΔΧ, ΦΔΘ, ΤΚΕ, ΣΧ, ΘΞ, and ΛΔΠ.

Volunteer - Blood Drive for Greek Week
- Worked and attended to the needs of those giving blood and making sure they were okay

Volunteer - One City BBQ
- Set up, served food, and ran errands for a Nonprofit Organization called One City whose goal is to better Cape Girardeau

Red Cross
Spring 2019 - Present

Steer Co - Blood Drive for Greek Week
- Tabled and helped coordinate one of the largest drives in Missouri for the year of 2021

Volunteer - Blood Drive for Greek Week
- Worked and attended to the needs of those giving blood and making sure they were okay

Volunteer - Blood Drive for Red Cross Club
- Check donors in and attended to the needs of those giving blood and making sure they were okay

Coordinator - Blood Drive for Red Cross Club
- Coordinated a blood drive that collected 19 units of blood that saved around 57 people

Felix Kinsley Fundraiser
Spring 2020 - Present

- Created a GoFundMe for a man name Felix so that he could have rides to and from Student Government meetings
- Shared the fundraiser page with all organizations and members of the community to raise enough money for him for almost three semester worth of travel costs
- Coordinated all of the rides with the Cape Girardeau CTA and ensured he got to and from the meetings safe
- Signed Felix up for free rides for the next few years for doctors appointments and pharmacy trips
AWARDS AND SCHOLARSHIPS

American Red Cross  
2020 Fall  
• Awarded the First Place Individual award for National Youth Involvement Month in the US

Student Government  
2019 Fall  
• Awarded the “Senator of the Month of November” award for exemplary work within the College of Science, Technology, Engineering, and Mathematics, energy brought to the organization, and for leadership abilities seen through work in the Public Relations Committee and ESports Signage Committee

Alpha Delta Pi  
2020-2021 Spring  
• Scholar of the Year (2020 and 2021)  
• Alpha Delta Pi Academic Honor Society

Elks Lodge Regional Scholarship (one time award)  
2018 Fall  

SEMO Regents Scholarship  
Present Fall 2018 -

Overall Leadership Award from Camp Redhawk  
Summer 2018  
• Displayed leadership throughout my experience as a camper at Camp Redhawk, a camp designed to prepare Freshman for the next four years of their life

Dean’s List and President’s List  
Fall 2018 - Fall 2020

Greak Heart Award/Scholarship  
Spring 2020  
• Highest honor bestowed upon a Greek Man and Women of SEMO who value academics and are involved in their home organization but also go above and beyond for the Greek community and SEMO as a whole

Woman of the Year First Runner-up  
Fall 2020  
• Finalist and First Runner-up for Woman of the Year at Southeast Missouri State University

The National Society of Leadership and Success  
Fall 2020  
• Excellence in Service to Students Award is an award given to someone who has exemplified excellent service to students in a way that supports the NSLS mission of building leaders who make a better world.

CERTIFICATIONS

Laboratory  
• Laser Certified (Certified to operate lasers ranging from Class 1 to Class 4)  
• Laboratory Safety Training (Certified to operate in all lab settings)
Kate E. Appleman  
(573) 979-1883 • keappleman1s@semo.edu • linkedin.com/n/kateappleman

- XRDU: X-Ray Safety Training (Certified to operate x-ray producing equipment)  
- DEZA: X-Ray Safety Training (Certified to operate x-ray producing equipment)

**Stop the Bleed**  
- Recognized by the American College of Surgeons: Committee on Trauma to save a life when someone is bleeding  
- Familiarized on how to apply pressure, pack wounds, and use a tourniquet when a bystander experiences a bleeding emergency

**Nano-Bio-Engineering Certification/Badge**  
- Design and characterization of multi-functional nanostructures  
- Dynamic Light Scattering  
- UV-Vis Spectrophotometry  
- Operational knowledge of Class III-B Laser, High Frequency EMF  
- Created an extensive binder detailing different operations and synthesis

**Varnish Volunteer Training Certification**

**Crisis Counselor Certificate**  
- Completed 30 hours of training to become a Crisis Text Line Counselor and committed to 200 volunteer hours

**WORK EXPERIENCE**

<table>
<thead>
<tr>
<th><strong>First Class Gymnastics</strong></th>
<th>Jackson, MO</th>
<th>December 2018 - Present</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assistant Gymnastics Coach</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| - Instructed three classes per night with 6-11 children from the ages of four to thirteen on technique and strengthening exercises with the goal of competing next year  
- Organized and directed private lessons/clinics for specific skills to further develop the fundamentals of gymnastics |

<table>
<thead>
<tr>
<th><strong>Appleman Podiatry</strong></th>
<th>Cape Girardeau, MO</th>
<th>Summer 2017 - Present</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medical Assistant</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| - Stocked treatment rooms with medical supplies and cleaned them once the appointment concluded  
- Answered phones and scheduled appointments for new and returning patients  
- Greeted patients and directed them according to the area of need |

<table>
<thead>
<tr>
<th><strong>Spanish Teaching Assistant</strong></th>
<th>Spring 2020</th>
</tr>
</thead>
</table>
| - Held student instruction lessons every week covering material learned in class  
- Created lessons and presentations for the students  
- Helped with paperwork associated with the course |

<table>
<thead>
<tr>
<th><strong>Organic and Biological Chemistry Lab Teaching Assistant</strong></th>
<th>Spring 2020</th>
</tr>
</thead>
</table>
| - Answered questions regarding laboratory work  
- Helped with paperwork associated with the course |
BOAND OF REGENTS

REPORT ITEM

May 14, 2021

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 Regents were executed:

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>ANTICIPATED COMPLETION</th>
<th>VENDOR</th>
<th>AWARD AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abe Stuber Track Drainage Mitigation</td>
<td>August 2021</td>
<td>Nip Kelley Equipment</td>
<td>$168,215.00</td>
</tr>
<tr>
<td>North Chiller Plant Cooling Towers 5,6 &amp; 7 Repairs</td>
<td>April 2021</td>
<td>Midwest Machinery</td>
<td>$126,690.00</td>
</tr>
</tbody>
</table>

Part II – Facilities Management Capital Projects Update Report

A. STATE FUNDED CAPITAL IMPROVEMENT PROJECTS

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>ANTICIPATED COMPLETION</th>
<th>STATUS</th>
</tr>
</thead>
</table>

B. UNIVERSITY FUNDED AND MAINTENANCE & REPAIR

CAPITAL IMPROVEMENTS OVER $50,000

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>ANTICIPATED COMPLETION</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Chiller Plant Cooling Towers 5,6 &amp; 7 Repairs</td>
<td>April 2021</td>
<td>Project is complete and under warranty.</td>
</tr>
<tr>
<td>PROJECT</td>
<td>ANTICIPATED COMPLETION</td>
<td>STATUS</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>---------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>David M. Barton Farm Facility Upgrades</td>
<td>Phase I - Fall 2021</td>
<td>Contract for professional services issued to the Lawrence Group. Phase I - Construction documents in progress to replace the farmhouse. Anticipate bidding in May 2021. Phase II - Preliminary design meeting with A/E and Ag department for classroom facility held in March 2021.</td>
</tr>
<tr>
<td>Chartwells Project – Starbucks Sound and Furniture Upgrades</td>
<td>August 2021</td>
<td>Starbucks to receive new sound system and select furniture replacement.</td>
</tr>
<tr>
<td>Division of Youth Services (DYS) Improvements – Roof Replacement</td>
<td>Spring 2021</td>
<td>Contract Awarded to Meinershagen Roofing and Sheet Metal.</td>
</tr>
<tr>
<td>Flooring Replacement at Vandiver Hall and Group Housing</td>
<td>Winter 2021</td>
<td>Bid opening scheduled for April 29, 2021.</td>
</tr>
<tr>
<td>General Electrical Contract 2020</td>
<td>Multiple projects 2020/2021</td>
<td>Abe Stuber Track Light Pole Removal – Complete.</td>
</tr>
<tr>
<td>General Plumbing Contract 2020</td>
<td>Multiple projects 2020/2021</td>
<td>No Projects at this time.</td>
</tr>
<tr>
<td>Johnson Hall Roof Replacement</td>
<td>Summer 2021</td>
<td>Contract for professional services issued to RoofTech Consulting. Construction documents in progress.</td>
</tr>
<tr>
<td>Regional Crime Lab South Parking Lot Upgrades</td>
<td>Summer 2021</td>
<td>Design development/construction documents are being generated internally to expand lighting and fencing at the south parking lot. Surveying and Testing Services issued to Koehler Engineering.</td>
</tr>
<tr>
<td>Towers South &amp; East Hall Director Apartments (laundry rooms)</td>
<td>Summer 2021</td>
<td>Install all necessary plumbing piping and exhaust for installation of laundry areas into each hall director’s apartment.</td>
</tr>
<tr>
<td>Kent Cooling Towers 3 &amp; 4 Repairs</td>
<td>Spring 2021</td>
<td>Project is complete and under warranty.</td>
</tr>
</tbody>
</table>

Note: Shading indicates completed projects.
### FY21 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD

**ALL FUNDS**

*Through April 30, 2021*

#### ESTIMATED INCOME:

<table>
<thead>
<tr>
<th>Source</th>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>STATE APPROPRIATIONS:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition</td>
<td>35,602,467</td>
<td>29,668,723</td>
<td>33,594,403</td>
<td>35,849,714</td>
</tr>
<tr>
<td>Scholarships and Fee Waivers</td>
<td>66,384,184</td>
<td>63,680,540</td>
<td>65,279,434</td>
<td>66,779,117</td>
</tr>
<tr>
<td>(22,077,187)</td>
<td>(21,931,554)</td>
<td>(25,383,815)</td>
<td>(33,631,926)</td>
<td></td>
</tr>
<tr>
<td>Net Tuition (Gross Tuition less Scholarships &amp; Fee Waivers)</td>
<td>44,306,997</td>
<td>41,748,965</td>
<td>39,895,619</td>
<td>43,147,162</td>
</tr>
<tr>
<td>Student Fees</td>
<td>11,877,600</td>
<td>11,284,450</td>
<td>11,945,938</td>
<td>12,014,605</td>
</tr>
<tr>
<td><strong>TUITION AND STUDENT FEES:</strong></td>
<td>56,184,597</td>
<td>53,033,416</td>
<td>51,841,557</td>
<td>55,161,767</td>
</tr>
</tbody>
</table>

#### OTHER SOURCES:

<table>
<thead>
<tr>
<th>Source</th>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment Income</td>
<td>827,000</td>
<td>516,667</td>
<td>160,637</td>
<td>925,848</td>
</tr>
<tr>
<td>State Grants and Contracts</td>
<td>628,315</td>
<td>523,556</td>
<td>440,340</td>
<td>396,306</td>
</tr>
<tr>
<td>Sales and Services of Academic Departments</td>
<td>2,800,917</td>
<td>2,394,181</td>
<td>2,113,059</td>
<td>2,295,173</td>
</tr>
<tr>
<td>Sales and Services of Non-Academic Departments</td>
<td>27,276,588</td>
<td>26,136,817</td>
<td>25,469,713</td>
<td>24,540,508</td>
</tr>
<tr>
<td>Foundation Support</td>
<td>1,141,131</td>
<td>676,837</td>
<td>832,934</td>
<td>732,237</td>
</tr>
<tr>
<td>Athletics Revenues</td>
<td>1,393,256</td>
<td>774,600</td>
<td>36,375</td>
<td>1,082,988</td>
</tr>
<tr>
<td>Miscellaneous Income</td>
<td>2,243,278</td>
<td>6,017,521</td>
<td>5,862,769</td>
<td>5,462,917</td>
</tr>
<tr>
<td><strong>TOTAL OTHER SOURCES:</strong></td>
<td>41,360,485</td>
<td>37,040,259</td>
<td>34,915,827</td>
<td>35,435,976</td>
</tr>
</tbody>
</table>

#### TOTAL ESTIMATED INCOME:

<table>
<thead>
<tr>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>$133,147,549</td>
<td>$119,742,458</td>
<td>$126,351,786</td>
<td>$126,447,457</td>
</tr>
</tbody>
</table>

#### ESTIMATED EXPENDITURES:

<table>
<thead>
<tr>
<th>Source</th>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PERSONNEL:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty/Staff</td>
<td>63,781,157</td>
<td>54,375,289</td>
<td>49,452,629</td>
<td>50,220,171</td>
</tr>
<tr>
<td>Benefits</td>
<td>25,601,629</td>
<td>21,678,400</td>
<td>17,827,621</td>
<td>18,758,314</td>
</tr>
<tr>
<td>Student Labor</td>
<td>3,027,199</td>
<td>2,499,820</td>
<td>2,158,988</td>
<td>2,405,490</td>
</tr>
<tr>
<td><strong>TOTAL PERSONNEL:</strong></td>
<td>92,409,985</td>
<td>78,553,509</td>
<td>69,439,238</td>
<td>71,383,975</td>
</tr>
</tbody>
</table>

#### TOTAL EQUIPMENT AND OPERATIONS:

<table>
<thead>
<tr>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>$36,668,717</td>
<td>$29,768,326</td>
<td>$28,211,445</td>
<td>$31,319,602</td>
</tr>
</tbody>
</table>

#### TOTAL ESTIMATED EXPENDITURES:

<table>
<thead>
<tr>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>$129,078,702</td>
<td>$108,321,835</td>
<td>$97,650,682</td>
<td>$102,703,577</td>
</tr>
</tbody>
</table>

#### DEBT SERVICE TRANSFERS:

<table>
<thead>
<tr>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>11,303,129</td>
<td>8,900,000</td>
<td>8,830,909</td>
<td>2,721,172</td>
</tr>
</tbody>
</table>

#### OPERATING TRANSFERS, NET:

<table>
<thead>
<tr>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>727,021</td>
<td>752,021</td>
<td>(1,089,118)</td>
<td>12,904,327</td>
</tr>
</tbody>
</table>

#### TOTAL ESTIMATED NET TRANSFERS OUT/(IN):

<table>
<thead>
<tr>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>12,030,150</td>
<td>9,652,021</td>
<td>7,741,791</td>
<td>15,625,499</td>
</tr>
</tbody>
</table>

#### SURPLUS/(DEFICIT):

<table>
<thead>
<tr>
<th>FY21 App Budget</th>
<th>FY21 Apr Budget</th>
<th>FY21 YTD</th>
<th>FY20 YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>(7,961,303)</td>
<td>1,768,602</td>
<td>14,959,313</td>
<td>8,118,381</td>
</tr>
</tbody>
</table>