

MSSU Athletics Report

1. Sport Program Reports

- a. **Baseball** – The MSSU baseball team was picked to finish sixth in the MIAA Preseason Coaches' Poll, but the Lions finished just one game out of first place and qualified for the team's third NCAA Tournament in the past seven seasons. Head coach Bryce Darnell was named the MIAA Coach of the Year, while junior pitcher Zach Parish was the MIAA Pitcher of the Year. Freshman Dexter Swims was named the MIAA Freshman of the Year. The Lions had 12 student-athletes named to the All-MIAA team led by three first-team selections in Parish, Swims and senior Freddie Landers. Parish and Landers went on to earn multiple All-Region and All-American Honors as Parish was a consensus pick on all three All-American teams.
- b. **Women's Track and Field** – The women's track and field team qualified 12 individuals for the 2019 NCAA Division II Outdoor Track and Field Championships. The Lions, who were ranked as high as 2nd nationally during the regular-season, finished in sixth place as a team at the championships, the highest-ever finish for the women's program at the outdoor championships. The team picked up an individual National Champion as Morgan Ash won the javelin, while Desirea Buerge was an All-American in the discus and shot put. Buerge was a national runner-up in the shot put, while Emily Presley was a national runner-up in the pole vault. The Lions, as a team, had eight All-American performances.
- c. **Men's Track and Field** – The Southern men finished 24th at the Championships and that, along with strong finishes in the indoor season and cross country, led the Lions to finish eighth in the United States Track and Field and Cross Country Coaches Association Program of the Year standings. The Lions were the top MIAA team for the fifth time in the last six years. Southern picked up four All-American performances at the 2019 NCAA Outdoor Championships.
- d. **Softball** – The softball team had four individuals earn All-MIAA honors. Assistant Coach Jakki Schneider was also named a Diamond 9 recipient by the Missouri Sports Hall of Fame in May.
- e. **Golf** – The Missouri Southern men's golf team finished sixth at the 2019 MIAA Golf Championships, while the women finished tenth. Jeremy Dunham was an All-MIAA pick.
- f. **MIAA** – Former MSSU women's track and field All-American and MSSU Athletics Hall of Famer Jessica Selby-Tallman was inducted to the MIAA Hall of Fame in June. Also earning an honor from Missouri Southern at the Awards Ceremony was Denise Terry, an employee with Fresh Ideas, the food service provider to Missouri Southern. Terry was nominated by the MSSU Student-Athlete Advisory Committee for the MIAA SAAC Mentor of the Year Award and wins the honor for the first time for Missouri Southern. Mama D, as she's affectionately known to the student-athletes at MSSU, attends nearly all the home sporting events at Missouri Southern. She is a mother-figure to all of the student-athletes and is one of the biggest fans for MSSU Athletics.
- g. **Grades and Community Service** - In total, the MSSU athletic department saw 71 All-MIAA picks and more than 22 All-American selections. The Lions had a department GPA of 3.16 and the more than 450 student-athletes put forth more than 5,000 hours of community service to the Joplin Area.

2. MIAA News:

- a. **Webcasting Taskforce** – Regrouping for Sharing revenue model. Those meetings will take place over the next few months for presentation to the AAC, IAC and CEO's in January.

- b. **Football Taskforce** -The Commissioner had created a taskforce to analyze our current Football schedule. The chair of the committee was President Scott of PSU. After final approval last summer the task force has been revived to exam the new concerns with the loss of the Lindenwood and SBU. We meet in person several times in Kansas City at the new home office of MIAA in the Kemper Arena. Meeting again to have a formal presentation to the CEO's by mid June. CEO's voted to table the 2 open date schedule until January meetings.
- c. **Membership Taskforce** - In a similar fashion, the Commissioner had also created a taskforce to analyze our current MIAA membership and membership requirements. The Taskforce submitted its proposals to the AAC, IRC and it was approved by the CEO Council. The major change would include the potential for allowing institutions into the conference that do not play football. The commissioner will examine institutions of that demographic. This taskforce is again becoming active. Our representative is Karesa Burr, SWA. First meeting is next week.
- d. **Risk Management Taskforce** – Tasked to consider conference risk management issues and discuss campus student athlete health and safety matters. Dr. John Jasinski, President, Northwest Missouri State University is the chair. We have had several meetings and much of the information is protected with attorney-client privilege.
- e. **Officiating Committee**- Met with Head of Baseball and Head of MBB officials. Great discussions on new rules and all officiating rates are tabled until January Meetings in KC.
- f. **Athletic Administrative Committee (AAC)**- great discussion on a variety of topics, including adjusting MBB and WBB to a 22 game conference schedule and the addition of Women's Volleyball to a neutral site in KC (Hy-Vee Arena) where it will host a similar format to our Basketball Tournament.
- g. **Institutional Representative Committee (IRC)**-reviewed both AAC, FAR, Officiating, all sport committees, etc... Again, contained great discussions on the direction of the MIAA and the memberships as well as the great success we have seen across the board. Nothing controversial was moved ahead. I was selected to serve as the Vice Chair for 2019/20 and 2020/21 at which point I will serve as the Chair for 21/22 and 22/23.

3. NCAA News:

- a. **NCAA Reporting:**
 - i. Several sport specific committees are beginning to send modifications. Men's Basketball has 28 including moving the 3 point line further out. Division effective this season, Division 2 next season.

4. Departmental News:

- a. **NCAA Compliance:**
 - i. Submitted Division II Graduation Rate Survey (GRS) and Academic Success Rate (ASR) report to the NCAA.
 - ii. Equivalency report for each sport submitted to MIAA.
 - iii. Six medical hardship waivers submitted to MIAA for spring 2019.
 - iv. Participation report submitted to MIAA for each spring sport.
 - v. 61 scholarships have been processed for summer. This number does not include football (still in progress).
 - vi. 235 scholarships have been processed for the 2019-20 school year. Scholarship requests must be submitted to compliance by July 1st.
 - vii. As per NCAA rules, the names of all athletes that will not have their scholarship renewed and ones that will be reduced must be submitted to the Director of Financial Aid. This is currently in progress.

- viii. Currently have processed 120 valid NLI's for the 2019-20 school year. NLI signing ends August 1st.
- ix. Enrolled all MSSU paid and volunteer coaches in the new Coaches Certification Required Courses through the NCAA. Tracking all coaches successful completion of these courses.
- x. Working on Sport Sponsorship and Demographic Report that is due August 1st.
- xi. Attended Regional Compliance Seminar in Oklahoma City.
- xii. Working with URM to create video for the compliance section of the yearly mandatory athlete orientation meetings.
- xiii. Required Title IX Attestation Form submitted to NCAA.

b. Departmental Positional Searches:

- i. Assistant AD-Facilities, Game Management and Ticketing position was vacated by James Kinder (different title at the time) as he returns to HS teaching. We have hired his replacement who starts today. Cori Reid, previously served in this role and has decided to return to MSSU after a 5 year stint as the AD at Neosho Schools. We are glad to have her back!

c. Sponsorships

- i. Scheduling to renew/upgrade contracts for next season and add more sponsors with new Partnership Brochure.
- ii. Finalizing new sponsorship agreements for next season: mainly restaurants, events and hotel trade agreements.
- iii. Videoboard sponsor proposals and leads.

d. Marketing:

- i. Continuing to coordinate and work on donations for 2019 and 2020 Southernfest
- ii. Researching and getting quotes on promotional giveaways for football season.
- iii. Working with our Sales and Sponsorship Coordinator on new marketing plans and ideas for sponsors for the upcoming 2019-20 school year.
- iv. Developing new social media marketing campaigns.
- v. Assisting the Development office with the Lionbacker campaigns for the 2019-20 school year.

e. Alumni Events hosted by Athletics:

- i. Coordinating All-Football Alumni Reunion for Homecoming 2019

f. Other News

- i. Watch Party for Men's NCAA Regional Baseball Tournament will be held at the NEZ. Attendance was excellent!

g. SAAC:

- i. Our MSSU SAAC organization nominated Denise Terry, Cashier for Fresh Ideas Mayes Dining Hall, as the MIAA SAAC Mentor of the Year. She was presented the award during the 2019 MIAA Awards Celebration on June 3, 2019 in Kansas City MO.
- ii. The newly elected 19-20 officers are President: Luz Galindo (Soccer), Vice-President: Jon Johnson (Men's Track & Field), Secretary: Abby Atkin (Softball), Pride Promoter: Abbi Rogers (Women's Track and Field).
- iii. The President, Luz Galindo and Vice-President, Jon Johnson will attend the SAAC Conference meetings on June 23-24, 2019 in Kansas City MO.
- iv. Junior goalkeeper Luz Galindo of the Missouri Southern Women's Soccer Team was also been selected to represent the MIAA at the Student-Athlete Leadership Forum this April in Orlando, Florida. She was a great contributor to the MSSU and MIAA perspective and we appreciate her spending the time and representing us so well on the National Scene

5. Lionbackers & Annual Campaign(s):

- a. The campaign began on June 1st and we have received and continue to receive an influx of membership applications.

6. Facility Usage- Report Pending

ADVANCING MSSU

Report of the Executive Vice President to the MSSU Board of Governors

Thursday, June 13, 2019

Fundraising

- **Major Gifts** – Since the last Board of Governors meeting, several major gifts (\$10,000+) have been received, including:
 - \$120,000 gift for student scholarships;
 - \$25,000 gift to fund a new endowed student scholarship;
 - \$25,000 gift for an endowed scholarship in memory of a deceased student;
 - \$25,000 gift toward the repair of Taylor Performing Arts Center;
 - \$20,000 gift for an endowed scholarship in memory of Don and Barbara Patterson;
 - \$20,000 planned gift;
 - \$10,000 gift to an indoor golf practice facility;
 - \$10,000 pledge payment toward the BKD Endowed Professorship in Accounting;

- **Lantern Society Dinner** –

The 2019 Lantern Society Dinner was held on Friday, May 17, with more than 150 major donors attending (right). The Lantern Society recognizes cumulative giving of at least \$5,000. There are currently 427 living members of the Lantern Society. Don and Gloria LaFerla and Mike and Bre LaFerla were



recognized with the individual Spirit of Philanthropy Award and the McCune Brooks Healthcare Foundation received the organizational Spirit of Philanthropy Award.

- **New Members of Lantern Society** – At the 2019 Lantern Society Dinner, MSSU recognized 118 new Lantern Society members or current members whose continued giving elevated them to a new level within the Society. This is a record number of new and elevated members since the Lantern Society was founded.

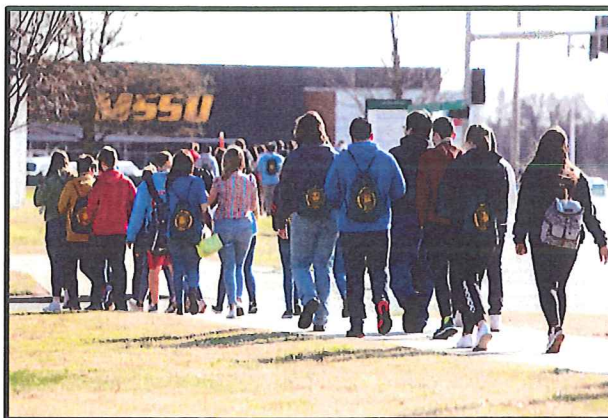
Admissions

- **Fall 2019 Enrollment** – Currently, fall enrollment numbers are holding steady with overall headcount down 1.88% or 79 students in a date-to-date comparison. Enrolled hours – the way the university generates tuition revenue – are down <1% date-to-date, which bodes well for the FY 2020 budget.
- **Outreach Efforts** – During the spring 2019 semester, staff in Admissions logged over 720 visits to high schools and community colleges. They also attended over 100 college fairs. In addition, the staff hosted nearly 1,200 students and parents through Discovery Days, Saturday Tours and tour programs.
- **Nepal Cooperative Agreement** – During a visit to Nepal in April, Missouri Southern signed a new exchange agreement with Aadikavi Bhanubhakta College in Damauli, the largest higher education institution in Tanahun District. Over 200 students attended an information session with MSSU representatives during the site visit to the campus.
- **World Music and Cuisine Festival** – Over 700 people participated in the annual festival in early April. Savory and sweet dishes from more than fifteen different nations were prepared by MSSU international students for the enjoyment of community guests.



University Relations and Marketing

- **Sophomore Day** – One of the biggest events of the spring semester was Sophomore Day (*right*). Over 1,000 area high school students (Webb City, Neosho, Monett, Aurora, and Galena) were on campus on Tuesday, April 2, to tour campus and gain insight on the university's academic programs.
- **New Microsites** – The URM staff recently introduced two new specialty microsites to our Web portfolio: one for residence life and a second for the Gipson Center for Healthcare Leadership. Microsites are more flexible and interactive than regular web pages and will be used for targeted marketing campaigns. The new microsites can be found at <http://residence.life.mssu.edu> and <http://gipsoncenter.mssu.edu>.



Alumni Relations

- **Dallas Event** – MSSU hosted its first-ever alumni in the Dallas/Ft. Worth area on April 16-17, with an evening reception in Ft. Worth and a lunch the following day in Dallas. Over 25 alumni attended each event, including those from the Joplin Junior College era.
- **Golden Grads** – The 2019 Golden Graduates event (*right*) was MSSU's largest to date with 27 Joplin Junior College and Missouri Southern College graduates participating. Nineteen of the participants were from the Class of 1969.



Missouri Southern Foundation

- **Unspent Endowment Initiative** – Reports were created for fund managers on campus (deans, department chairs, coaches, etc.) detailing unspent endowment revenue in their Foundation accounts. Fund managers were encouraged to utilize those funds, particularly scholarship endowments, to benefit students, academic programs, and sports.
- **Better Grades** – In 2017, the Foundation purchased the Raiser's Edge database system. At the time of the conversion from Banner to Raiser's Edge, Blackbaud, the software platform's parent company, graded the quality of the Foundation's constituent data (names, addresses, phone, email, relationships, employers, etc.) at a C-. While the Foundation's database has been re-graded several times since then, the most recent data health score was an A-. Kudos to the staff who work diligently to ensure accuracy in our data!
- **FY 2019 Accomplishments** – At the May meeting of the Missouri Southern Foundation Board of Directors, the board celebrated the following FY 2019 accomplishments:
 - Implemented year one of the 2018 – 2021 Foundation strategic plan:
 - *Increased size of Foundation Board (continuing to 35 members);*
 - *Developed board and committee orientation program;*
 - *Developed charges for each committee;*
 - *Launched a Corporate Relations Task Force to enhance engagement;*
 - *Determined key Foundation messages and audiences;*
 - *Evaluated current stewardship program and recommended changes;*
 - *Identified and executed opportunities to bring Board of Governors, Foundation Board of Directors, and Alumni Board together;*

- Received an FY 2018 unqualified audit opinion – the highest rating available – from the Foundation’s auditor. This is a result of detailed tracking by staff of thousands of donor gifts, payments to thousands of vendors (on campus and off), and preparation of accurate financial statements for the Foundation Board.
 - Initiated an investment portfolio manager search that began with requests for submissions mailed to 102 firms. This resulted in 36 first-round RFI’s and eleven second-round RFP’s. Five finalists are invited to campus later this summer for interviews before the final selection.
 - Launched two new committees: Established the Governance Committee and Philanthropy Committee, developed charges, and first-year work plan, etc.;
 - Completed numerous database clean-up projects, including:
 - *Inactivated over 3,500 non-alumni, one-time donors (i.e. memorial gifts). This will save printing more than 11,000 magazines, per year.*
 - *Populated more than 5,000 new cell phone records;*
 - *Launched a document scanning project to make scholarship agreements and endowment agreements available online.*
- **Directors Elected** – Five new members of the Missouri Southern Foundation Board of Directors were elected at the board’s May meeting. They are:
- Beverly Block Business faculty member (*retired*), Joplin, MO
 - Deron Burr President, People’s Bank of Seneca, Seneca, MO
 - Perry Davis Executive Vice President, Leggett and Platt, Carthage, MO
 - Vicky Mieseler Chief Administrative Officer, Ozark Center, Joplin, MO
 - Ronnie Simpson Entrepreneur, Columbus, KS

At the same meeting, four current directors were re-elected to new terms. They are:

- Daryl Deel Managing Director, Deel Investments, Joplin, MO
- Anne Sharp Community Activist, Joplin, MO
- Scott Boudreaux Wealth Management Advisor, Arvest Bank, Joplin, MO
- Joe Newman Physician, Freeman Health System, Joplin, MO

One director, Janet Stafford of Carthage, MO, completed her full term of service on the Board and was ineligible for re-election. The board thanks her for her loyal service.

- **Foundation Board Members at BOG Meeting** – Two members of the Foundation Board are expected to attend today’s Board of Governors meeting. They are:
- Mike Moore (’87 – Management Technology) – Executive VP (*retired*), Wal-Mart
 - Anne Sharpe (’80 – Mathematics) – Joplin community activist

Lion Co-op Course and Syllabus Statement

New Initiative: Unmanned Aerospace Systems (UAS) course, FAA Testing and certificate



MSSU-KCU Research Consortium Summer Research Series

MKRC Summer Research Seminar Series

Thursdays from 12 Noon -1 PM, weekly presentations are held at the Reynolds Annex on the campus of MSSU

June 6th – Dr. Angela Pierce presents:
“The effects of childhood stress on your adult health”

Presenter	Date
Dr. Angela Pierce	6/6/19
Dr. Jeff Staudinger	6/13/19
Dr. Monica Kinde	6/20/19
Dr. Bob Rogers	6/27/19
Holiday	7/4/19
Dr. Brad Creamer	7/11/19
Dr. Michael Selby	7/18/19
Dr. Dennis Wolff	7/25/19
Dr. Virginia Rider	8/1/19
Dr. Andi Selby	8/8/19



New Faculty



New Courtroom Immersive Learning Environment

Summer 2019 Study Abroad Overview

122 this summer



Art and Anatomy in Italy YTL Student Study Tour

Criminal Justice
Political Science
Social Work (Expert Testimony)
International and Political Affairs
Mock Trial

MSSU Official Course Syllabus for J Drive Upload
Required Elements - *in no particular order*
June 2019

- Course and Instructor Information **REQUIRED**
- Course Outline **REQUIRED**
- Learning Objectives **REQUIRED**
- Time on Task / Assurance of Learning **REQUIRED**
- Course Materials **REQUIRED**
- Evaluation / Grading Policy **REQUIRED**
- Department or Instructor Policies **OPTIONAL**
- Course Interaction **REQUIRED for ONLINECOURSES**
- Inclement Weather / Cancellation Expectations **REQUIRED**
- Library Materials **REQUIRED**
- Copyright Statement **REQUIRED for ONLINECOURSES**
- University Policies **REQUIRED (all)**
- Academic Integrity Statement
 - Disability Accommodation Statement
 - Non-Discrimination and Title IX Statement
 - Basic Needs Statement – New June 2019

Basic Needs

Students experiencing personal or academic distress, food insecurity, and/or difficulty navigating campus resources are encouraged to contact the Office of Student Affairs (417.625.9392 / studentaffairs@mssu.edu) for support. If you are uncomfortable making this contact, please notify your instructor so they can assist you in locating the needed resources.

MSSU Study Abroad Numbers: Spring and Summer 2019

- 104 students went on 9 faculty-led trips
- 9 students went on 2 non-faculty-led trips (they were met at airport by partner universities)
- 7 students spent Spring 2019 semester abroad
- 2 students are abroad individually in Summer 2019 (Chile and China)

Grand total: 122

9 faculty-led trips:

- Art in Australia: 6 students
- Art and Anatomy in Italy (Yours to Lose): 11 students
- Tropical Rainforest and Coral Reefs of Belize: 18 students
- Revolution and Mexican National Identity in Mexico City: 11 students
- Czechia: EU and Euro Integration: 12 students
- Made in Germany (Engineering Technology): 10 students
- Exploring the Nordic Lifestyle: 11 students
- El Camino de Santiago: 20 students
- Summer in Sweden: 5 students

Note: Engineering Technology and Kinesiology organized their very first study abroad trips!

7 students who spent Spring 2019 abroad:

Coursey	Broderick	S00594028	UK
Curtis	Lexa	S00576869	Chile
Lundstrum	Sarah	S00614592	Belgium
Nimmo	Jeremy	S00590268	Chile
Proffitt	Ethan	S00580679	Japan
Rea	Carla	S00621515	Sweden
Viles	Bethany	S00620576	Czech Republic

10 students who will be spending Fall 2019 abroad:

Bisso	Elaine	S00640768	Czech Republic
Carper	Jared	S00642407	Netherlands
Dodge	Allison	S00597642	U.K.
Edwards	Caitlyn	S00615166	Japan
Hoffman	Alyson	S00569303	France
Pena	Rainier	S00668997	Netherlands
Siebenthal	Addie	S00642917	Thailand
Strick	Maya	S00664689	Canada
Vangel	Jacey	S00615943	Sweden
Vergara Pinilla	Maria	S00624702	France

MISSOURI SOUTHERN

STATE UNIVERSITY

PROMOTION & TENURE COMMITTEE

Memo To: Dr. Paula Carson, Vice President, Academic Affairs

CC: Dr. Wendy McGrane, Associate Vice President, Academic Affairs

From: Dr. William K Delehanty, Chair, Promotion and Tenure Committee

Subject: Promotion and Tenure Committee Determinations – Promotion and Tenure Applicants – AY 2019

Date: 9 April 2019

*Approved
6-3-19
PC*

The Promotion and Tenure Committee met on Monday, April 8th to formally vote on a committee recommendation for tenure. The committee's determination is below.

Applicant:

Hyunjung Kim

Applied for:

Tenure

Committee Recommendation:

Support

MISSOURI SOUTHERN

STATE UNIVERSITY

FACULTY HANDBOOK COMMITTEE

To: Dr. Grant Lathrom, Chair, Faculty Senate

From: Dr. Melissa Locher, Chair, Faculty Handbook Committee

Date: 2 May 2019

Subject: **Proposal 1: Language Change: Exceeds v. Meets**

On behalf of the Faculty Handbook Committee and the Promotion and Tenure Committee, we would offer the following change to Faculty Handbook Language:

Current Faculty Handbook (2018) Language	Proposed Changes to Wording
<p>Chapter 4 II. A. 1. a. (pg. 37)</p> <p>Teaching/job performance must be judged by the supervisor as 'Exceeds Expectations' in three of the last four years in which the faculty was formally evaluated; cumulative scholarly/creative activities or service must be judged by the supervisor as 'Exceeds Expectations'.</p> <p>Past evaluations with a rating of 'Very Good' will serve as equivalent to the rating of 'Exceeds Expectations'.</p>	<p><i>Faculty require 4 formal evaluations, at least 3 of which indicate a ranking by their supervisor as 'Meets Expectations' in teaching/job performance; scholarly/creative activities or service must be ranked by their supervisor as 'Meets Expectations'.</i></p> <p><i>Past evaluations with a rating of 'Good' will serve as equivalent to the rating of 'Meets Expectations'.</i></p> <p>[end change]</p>
<p>Chapter 4 II. A. 1. b. (pg. 37 – 38)</p> <p>Teaching/job performance must be judged by the supervisor as 'Exceeds Expectations' in four of the last five years in which the faculty was formally evaluated; cumulative scholarly/creative activities or service must be judged by the supervisor as 'Exceeds Expectations' and a Master's Degree in the discipline or a closely related professional field plus 30 approved graduate hours and at least seven years of experience as an Assistant Professor.</p> <p>Past evaluations with a rating of 'Very Good' will serve as equivalent to the rating of 'Exceeds Expectations'.</p>	<p><i>Faculty require 5 formal evaluations, at least 4 of which indicate a ranking by their supervisor as 'Meets Expectations' in teaching/job performance; scholarly/creative activities or service must be ranked by their supervisor as 'Meets Expectations' and a Master's Degree in the discipline or a closely related professional field plus 30 approved graduate hours and at least seven years of experience as an Assistant Professor.</i></p> <p><i>Past evaluations of "Good" will serve as equivalent to the ranking of 'Meets Expectations'.</i></p> <p>[end change]</p>

<p>Chapter 4 II. A. 1. c. 1. (pg. 38)</p> <p>Teaching/job performance must be judged by the supervisor as 'Exceeds Expectations' in four of the last five years in which the faculty was formally evaluated; cumulative scholarly/creative activities or service must be judged by the supervisor as 'Exceeds Expectations'.</p> <p>Past evaluations with a rating of 'Very Good' will serve as equivalent to the rating of 'Exceeds Expectations'.</p>	<p><i>Faculty require 5 formal evaluations, at least 4 of which indicate a ranking by their supervisor as 'Meets Expectations' in teaching/job performance; scholarly/creative activities or service must be ranked by their supervisor as 'Meets Expectations'.</i></p> <p><i>Past evaluations of "Good" will serve as equivalent to the ranking of 'Meets Expectations'.</i></p> <p>[end change]</p>
<p>Chapter 4 II. A. 2. a. (pg. 38)</p> <p>Teaching/job performance must be judged by the supervisor as 'Exceeds Expectations' in three of the last four years in which the faculty was formally evaluated; cumulative scholarly/creative activities and service must be judged by the supervisor as 'Exceeds Expectations'.</p> <p>Past evaluations with a rating of 'Very Good' will serve as equivalent to the rating of 'Exceeds Expectations'.</p>	<p><i>Faculty require 4 formal evaluations, at least 3 of which indicate a ranking by their supervisor as 'Meets Expectations' in teaching/job performance; scholarly/creative activities and service must be ranked by their supervisor as 'Meets Expectations'.</i></p> <p><i>Past evaluations of "Good" will serve as equivalent to the ranking of 'Meets Expectations'.</i></p> <p>[end change]</p>
<p>Chapter 4 II. A. 3. a. (pg. 38)</p> <p>Teaching/job performance must be judged by the supervisor as 'Exceeds Expectations' in three of the last four years in which the faculty was formally evaluated; cumulative scholarly/creative activities and service must be judged by the supervisor as 'Exceeds Expectations'.</p>	<p><i>Faculty require 4 formal evaluations, at least 3 of which indicate a ranking by their supervisor as 'Meets Expectations' in teaching/job performance; scholarly/creative activities and service must be ranked by their supervisor as 'Meets Expectations'.</i></p> <p>[end change]</p>
<p>Chapter 4 II. A. 4. a. (pg. 39)</p> <p>Teaching/job performance must be judged by the supervisor as 'Exceeds Expectations' in three of the last four years in which the faculty was formally evaluated; cumulative scholarly/creative activities and service must be judged by the supervisor as 'Exceeds Expectations'.</p>	<p><i>Faculty require 4 formal evaluations, at least 3 of which indicate a ranking by their supervisor as 'Meets Expectations' in teaching/job performance; scholarly/creative activities and service must be ranked by their supervisor as 'Meets Expectations'.</i></p> <p>[end change]</p>
<p>The committee also supports removal of Footnote 5, 2018 FH, pg. 39, conditional on changing 'Exceeds Expectations' to 'Meets Expectations'.</p>	<p><i>Remove footnote as cited.</i></p>
<p>The PT supports a comprehensive review of the 2018 FH to make sure that references to 'Exceeds Expectations' are changed to 'Meets</p>	<p><i>Under take review of Handbook upon passage of this proposal by Faculty Senate.</i></p>

Expectations', and that the change in language is commensurate with other substantive Chapters in 2018 FH.	
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MISSOURI SOUTHERN STATE UNIVERSITY

FACULTY HANDBOOK COMMITTEE

To: Dr. Grant Lathrom, Chair, Faculty Senate
From: Dr. Melissa Locher, Chair, Faculty Handbook Committee
Date: 2 May 2019
Subject: Proposal 2: Language Change: Promotion Criterion Language

On behalf of the Faculty Handbook Committee and the Promotion and Tenure Committee, we would offer the following change to Faculty Handbook Language:

Current Faculty Handbook (2018) Language	Proposed Changes to Wording
Delete "Eligibility" Heading for Section II and replace with: "Minimum Application Criteria". Add an * after the Heading, with the following language placed at the bottom of FH 2018, pg. 37: * - "Achievement of these minimum application criteria does not guarantee an applicant will earn a promotion-in-rank or tenure."	<ul style="list-style-type: none">• Deletion of "Eligibility"• Replace with: "Minimum Application Criteria"• Add language after heading: "Achievement of these minimum application criteria does not guarantee an applicant will earn a promotion-in-rank or tenure."
Delete "Promotion Eligibility and Criteria" Heading for Subsection A and replace with: "Promotion Application Criteria".	<ul style="list-style-type: none">• Delete as noted• Add as noted
Delete "Tenure Eligibility" Heading for Subsection B and replace with: "Tenure Application Criteria".	<ul style="list-style-type: none">• Delete as noted• Add as noted
<i>To make the Section and Subsection headings commensurate with the logic of the committee that the existing promotion and tenure eligibility criteria are <u>necessary</u> but not <u>sufficient</u> to earn promotion and/or tenure.</i>	The logic of PT is to convey the idea that faculty are <i>eligible</i> to apply for promotion-in-rank and/or tenure, but they are not <i>guaranteed</i> to earn promotion-in-rank and/or tenure by meeting the evaluation standards as specified in Chapter 4, II.

	<p>Per the discussions of PT, members of the committee reserve the opportunity to make informed, professional judgments about application materials that are submitted to it for promotion and tenure. Thus, to allow for these informed, professional judgments to have weight in deliberations about applicants for promotion and tenure, the evaluation standards in Chapter 4, II must of necessity only be <i>necessary</i> conditions. The answer to the posed FHC question: “what constitutes sufficient?” can be answered in two ways. One, the collective informed judgments of PT. Two, the standards utilized by faculty operating at the departmental level. If the standards developed by academic departments are robust, faculty members’ work will be of high professional quality, helping to inform the judgments rendered by PT.</p>
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MISSOURI SOUTHERN

STATE UNIVERSITY

FACULTY HANDBOOK COMMITTEE

To: Dr. Grant Lathrom, Chair, Faculty Senate

From: Dr. Melissa Locher, Chair, Faculty Handbook Committee

Date: 2 May 2019

Subject: **Proposal 3: Language Change: Formal Evaluation & Letters of Recommendation**

On behalf of the Faculty Handbook Committee and the Promotion and Tenure Committee, we would offer the following change to Faculty Handbook Language:

Current Faculty Handbook (2018) Language	Proposed Changes to Wording
Add the following language in Chapter 5, Section IV, pg. 50 after the first sentence of the paragraph: "Requirements for promotion-in-rank will necessitate more frequent formal evaluation."	<ul style="list-style-type: none">• Add language as noted
<p>Change language of Appendix A: Tenure and Promotion Portfolio Checklist, 2018 FH, pg. 131:</p> <p>a. Written acknowledgement regarding tenure and/or promotion from the Department Chair (required, excepting current department chairs or library faculty).</p> <p>b. Written acknowledgement regarding tenure and/or promotion from the School Dean or Library Director (required).</p> <p><i>Rationale: faculty applying for promotion and/or tenure may themselves be a Department Chair. Thus, they cannot write a letter of recommendation as a Chair on their own behalf.</i></p>	<ul style="list-style-type: none">• Change language as noted

MISSOURI SOUTHERN STATE UNIVERSITY

FACULTY HANDBOOK COMMITTEE

To: Dr. Grant Lathrom, Chair, Faculty Senate
From: Dr. Melissa Locher, Chair, Faculty Handbook Committee
Date: 2 May 2019
Subject: Proposal 4: Language Change: Miscellaneous Updates

2 May 2019: Faculty Senate: Questions of Concern Raised in Faculty Handbook Committee Meeting

1. Given the changes throughout the sections on Tenure/Promotion, should the statement at the top of page 42 in bold be removed?

On behalf of the Faculty Handbook Committee and the Promotion and Tenure Committee, we would offer the following change to Faculty Handbook Language:

Current Faculty Handbook (2018) Language	Proposed Changes to Wording
Perform a "find/replace" to make the name of the Promotion and Tenure Committee the same throughout the 2018 FH. The official name of the committee shall be: "Promotion and Tenure Committee".	<ul style="list-style-type: none">Update name of the Promotion and Tenure Committee throughout Handbook
Remove redundant discussion of Promotion and Tenure Committee's responsibilities in Chapter 4, III. B., pgs. 41-42. This discussion is also found in 2018 FH, pg. 112.	<ul style="list-style-type: none">Remove redundancy as noted
Remove Chapter 6 from the Table of Contents; reconcile all page numbers and chapter headings	<ul style="list-style-type: none">Adjust the Chapter number of all chapters following Chapter 5 in the Handbook and all subsequent page numbers.

MISSOURI SOUTHERN STATE UNIVERSITY

FACULTY HANDBOOK COMMITTEE

To: Dr. Grant Lathrom, Chair, Faculty Senate
From: Dr. Melissa Locher, Chair, Faculty Handbook Committee
Date: 2 May 2019
Subject: Proposal 6: Language change: Scholarship Criterion

2 May 2019: Faculty Senate: Questions of Concern Raised in Faculty Handbook Committee Meeting

1. Question: The below policy replaces all other forms of scholarship activity. What about scholarship activities that include: writing of lab manuals, poster presentations, work with Honors students on research projects, writing of grants, etc.?
2. Question: How will 'peer review' be defined?
3. Question: While this is a revision of the section on Scholarship, when will the Service section be revised? There was feeling that all sections of the tenure/promotion criterion should be reviewed.

On behalf of the Faculty Handbook Committee and the Promotion and Tenure Committee, we would offer the following change to Faculty Handbook Language:

Current Faculty Handbook (2018) Language	Proposed Changes to Wording
<p>Update Chapter 5, II. B. pgs. 45 – 46 with the following language (remove existing language found in Chapter 5, II. B. pgs. 45– 46) with narrative language noted below.</p> <p>If the scholarship standard is supported and included in future Faculty Handbooks, additional changes are required:</p> <ol style="list-style-type: none">a. Removal of language in future Faculty Handbooks discussing evaluation standards for faculty hired before or after a specific date (e.g. Chapter 4, II. A. – B., pgs. 37 – 39). All faculty, employed in a Tenure-Track faculty position, will be subject to the above scholarship	<ul style="list-style-type: none">• Adjust language of Handbook as noted

<p>standard going forward once it is approved by Faculty Senate for inclusion in a future Faculty Handbook.</p> <p>b. Removal of Appendix E, 2018 FH, pgs. 137 – 138. Given the proposed changes above to Chapter 5, II. B., Appendix E is no longer necessary.</p> <p>c. Inclusion in Chapter 5 II.B. pg. 46 a discussion of Departmental Plans for Evaluation of Faculty. The PT would request that FHC help PT craft language regarding the relationship between Departmental Plans for Evaluation of Faculty and faculty scholarship expectations.</p>	
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B. Scholarly/Creative Activity

Scholarly/Creative Activity Mission

The process of scholarly and creative activities includes critical evaluation and artistic creation and performances, as well as discovery and application of facts. Dissemination and external review of scholarly and creative work is understood to be a means to support one's academic discipline, and an avenue to promote the University and benefit the community.

2. Evaluating Scholarly/Creative Activity

Evidence of scholarly/creative activity should reflect the University's scholarly/creative and academic missions. The University recognizes that scholarly and creative activities may encompass a broad range of topics and venues with respect to the variety and individual demands of specific disciplines. For all disciplines, faculty are expected to complete **at least three peer-reviewed scholarly/creative activities within a rolling 6-year period since the last promotion (or since the start of employment in the current position in the case of tenure or first promotion)**. Evaluation of scholarly/creative activities occurs in the faculty member's evaluation and throughout the tenure and promotion process. The process of scholarly/creative activity is understood as the production and formal communication of original creative, scholarly work, and, while the definitions of "scholarly" and "creative" may differ across academic disciplines, the process is understood as supporting the University's strategic goals. The University recognizes a broad spectrum of activities in the area of scholarly/creative activity due to the diversity and uniqueness of academic fields. The nature of scholarly/creative activity varies widely among different academic disciplines, but generally refers to the discovery, refinement, evaluation, and synthesis of information, the application of specialized knowledge to the solution of problems, and artistic activity. Generally, the activities recognized as scholarly/creative activities vary by, and are defined within, each academic discipline. Descriptions of what is recognized as scholarly/creative activity can be found in departmental plans. To qualify as a scholarly/creative activity a work must produce outcomes that are disseminated and subjected to critical peer review or evaluation by the scholarly community, and those outcomes should serve the growth of knowledge in a field or be of significant practical use.

For evaluation purposes, peer-reviewed scholarly/creative work will meet the following criteria:

- Utilize one's disciplinary knowledge,
- Be subject to critical peer review,
- Be publicly disseminated,
- Be published or presented in a reputable forum, with evidence of reputation to be provided by the faculty member, and
- Must not be published or presented in a predatory journal, which requires the author to pay for publication. (The University recognizes that not all journals that require a fee are predatory. It is incumbent upon the faculty member to provide evidence for the reputation of the journal and justify any expense required at the time of publication.)

It is the responsibility of each department or comparable campus unit to develop guidance for members of that unit regarding types of scholarly and creative activity appropriate to the discipline and consistent with the University criteria. It is the responsibility of the faculty member to make a clear and compelling case to those involved in the evaluation process (department head, dean, Promotion and Tenure Committee, VPAA and other administrators) that the faculty member's scholarly and creative activities are substantial, are appropriate to the discipline, and occur in a forum that demonstrates ethical practices. In particular, publications requiring payment as a condition of publication are rarely if ever acceptable. It is the responsibility of those involved in the evaluation process to respect discipline differences, seek clarification, form independent judgements of the suitability of the scholarly and creative activities based on the evidence submitted, and attempt to evaluate applications as consistently across disciplines as is practical. The Promotion and Tenure Committee will work with each department or comparable campus units to develop department or campus unit-specific criteria that are appropriately robust.

Rationale: the proposed Scholarship standard helps to mitigate a significant problem in the 2018 FH: the absence of a clear standard for evaluation of faculty scholarship/creative activity. The proposed standard gives clear guidance to all persons involved in the promotion and/or tenure process about what is expected with respect to faculty scholarship/creative activities. The standard is also flexible enough to allow for variation across faculty members by academic department/specialization. Thus, PT submits the above standard as a way to meet two ongoing concerns of faculty: (1) what are the expectations of faculty with respect to their scholarship/creative activities, and (2) can this expectation take into account variation across faculty given their academic backgrounds and specializations in what counts as 'scholarship/creative activity'.

It is important to note that PT recognizes the new scholarship standard is more robust and increases the expectations of faculty with respect to their scholarship/creative activities. Members of PT support giving faculty members greater resources (e.g. research stipends, release time, relief from service commitments, etc.) to meet the above standard.

Members of PT do not support, as policy, the retroactive application of the above scholarship standard to faculty members prior to its inclusion in future Faculty Handbooks.

The above scholarship standard is a necessary but not sufficient standard for the evaluation of faculty scholarship/creative activities.

STUDENT AFFAIRS



Student Affairs Board of Governors Report

June 13, 2019

- **MSSU hosts National Certification Course on Behavioral Intervention**

MSSU Student Affairs hosted a certification course from the National Behavioral Intervention Team Association. The Behavioral Intervention Team Foundations Certification Course was held May 29th & 30th. 50 people were in attendance.

10 individuals from MSSU were certified for free.

20 institutions (7 Missouri, 13 other states/countries) Arkansas, California, Canada, Colorado, Indiana, Iowa, Kansas, Maryland, New York, Pennsylvania, Texas, Wisconsin, Wyoming

- **Missouri Southern State University Testing Services Earns National Recognition!**

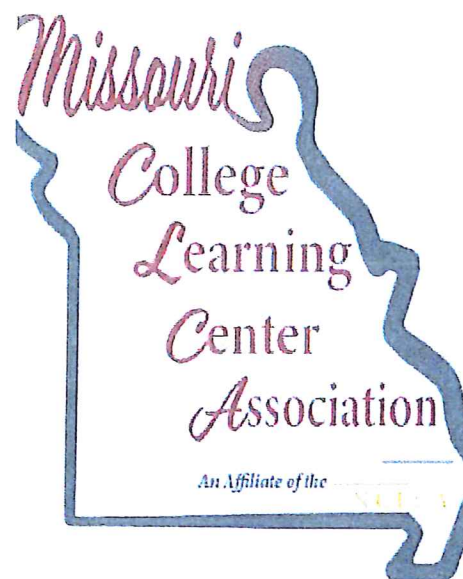
Testing Services was awarded Test Center Certification by the National College Testing Association (NCTA). Criteria for certification are rigorous and are based on the NCTA Professional Standards and Guidelines.

- **MSSU to host Inaugural MCLCA Conference**

MSSU Student Success Center will be the host for the inaugural Missouri College Learning Center Association Conference, July 29, 2019. MSSU is proud to not only host this conference, but that the Student Success Center has 2 staff members serving as officers in this new state-wide organization: Stephanie Hopkins is Vice President, and Craig Thompson serves as Treasurer.

- **Upward Bound in Full Swing**

The MSSU Upward Bound Program is currently hosting it's College Simulated Experience summer program which will run through July 2. Currently 59 area high schools students are participating. This program also employs 13 faculty from MSSU and surrounding public schools. The program will finish with a cultural trip to Colorado Springs from July 8-12.



By The Numbers

Student Success Center tutoring visits for Spring 2019: 617
Athletics & Greek sessions: 5,554
Supplemental Instruction: 46

Financial Aid

Currently, 642 students have been awarded financial aid for summer.

Advising Services

ACTS advisors had a total of 826 touchpoints with students for the month, of which, 466 were with non-ACTS advisees.

2019 Spring Commencement

761 students, 935 degrees
Bachelors 883
Graduate 52
Associates 131

Student Recognition Events

Greek Awards

Student Activities hosted the annual Greek Life Awards Ceremony. Greek Life has a total of 143 active members. Some of the highlights included: Philanthropy efforts of \$16,692; Community services hours of 11,370.

Phi Eta Sigma - MSSU inducted 45 students into Phi Eta Sigma, the nation's oldest and largest honor society for first-year college and university students.

Spencer Bartlett Respect Awards - Since 1970, the Spencer-Bartlett Respect Award has been given to Missouri Southern students who, according to the donor's wishes, have shown the greatest respect for God, the United States of America and their fellow man. This year's first place awards were \$2,000, second place awards were \$1,400, and third place awards were \$1,000.

3rd place - Haley Henry and Adam Hajeh

2nd place - Jayse Henderson and Peyton Powell

1st place - Brookelynn Freed and Joseph Blank.

Dr. Glenn Dolence Leadership Awards - Fifty-one students were recognized during the 28th annual Glenn D. Dolence Leadership/Service Recognition Assembly, held April 4 at Missouri Southern State University. Peyton Powell, a business management major from Springdale, Ark., received the Leader of the Year award.

Staff Notes

Dr. Landon Adams, Director of Student Conduct has resigned. Dr. Adams accepted the position of Vice President for Student Affairs at Cottey College.

Ms. Stephanie Hopkins, Director of the Student Success Center, was elected to serve as Recording Secretary for the National College Learning Center Association.

Effective July 1, 2019, Dr. Julie Wengert will be promoted to Associate Vice President for Student Affairs.

Effective July 1, Mr. Craig Gullatt will be promoted to Director of Student Activities.



2019 Spencer Bartlett Award Winners

MISSOURI SOUTHERN

STATE UNIVERSITY

STAFF SENATE

Board of Governors Report
Thursday, June 13, 2019
1:00 pm, Billingsly Board Room

2018 – 2019

Executive Committee

Angela Bennett
President

Melissa Forsythe
President Elect

Nathan Hicks
Secretary

Accomplishments for 2019 so far:

1st Quarter Service Champ Awards

Gift Baskets to East Moreland Elementary & Joplin Area Catholic School for fundraiser events.

Current projects:

Working with President's Council for the All-Employee Welcome Back in August.

Angel Tree project this Fall for Christmas.

Reviewing the Staff Senate bylaws

Preparing for the new year:

April elections occurred for available Staff Senate seats.

4 Professional seats, 3 Classified seats

New members were invited to attend so committee, Secretary and the Parliamentary elections could be voted on in the 6/12/19 meeting. The next meeting is scheduled for July 10, 2019 at 9am in BSC 310.

2019-2020 Member List

Executive Board

President
President Elect
Secretary

Melissa Forsythe
Debra Schow-Smith
TBD in July 2019 meeting

*New members

Professional

*Steven Brunson
Robin Douglas
Diana Fordham
*Stephanie Hopkins
Nathan Hicks
*Shakira Rhoads
*Teresa Shufflin
Craig Thompson

Classified

Kandee Behnke
*Denice Brown
Melissa Forsythe
*Martha Freeman
Amber Lewis
Glenda O'Dell
*Michael Opfer
Debra Schow-Smith



Board Report
06-13-19

Alan Marble

State Budget – As you know, Governor Parson signed HB3 earlier this week and for the first time in several years it includes some new money.

Specifically for Missouri Southern:

- We were delighted to see the Missouri Department of Higher Education's (MDHE) MoExcels proposals approved as submitted because we have an award of \$188,000 included in the package. The money will be used to prepare our Environmental Health and Safety Program for statewide delivery;
- HB3 also includes a \$1 million increase in core appropriation for all universities, which for us will replace the \$1 million in one-time funding we received last year due to the hard work of Senator Richard and Senator Brown;
- Thanks to the diligence of our local delegation, especially House Budget Chair, Cody Smith, we received a "one-time" appropriation of \$1.8 million to support our rapidly growing STEM programs.

It should also be noted that we are very grateful for the support of Senate Appropriations Chair, Dan Hegeman... along with our ever reliable Senator Bill White. And, we should also thank Governor Parson for his appreciation of education, because not only did higher education receive a bump in funding this year, the K-12 funding formula will be fully funded again this year. Very encouraging.

Higher Learning Commission (HLC) – You should each have a copy of the final report of the site visit team (on-campus in early Feb.) and a copy of the reaffirmation letter for HLC that we received last Friday. As you can see, we received the full 10 year accreditation (with no interim monitoring required). And, that is to be celebrated!

Beyond that, the final report of the site visit team makes some very praiseworthy comments and I would like to read a few.

First, since the new Mission Statement we worked on for the last couple of years specifies that we "will educate and graduate knowledgeable, responsible, global citizens," it should be important to us to have a robust system of assessment in place to make sure we are living up to our mission.

To this point the site visit team said in part -

Interviews revealed consistent and thorough university-wide processes to ensure consistency in learning goals and course content across modes of delivery. It was interesting and commendable to find that the curriculum approval process required a comprehensive assessment plan of student learning and that several faculty members lamented that they had to revise their proposal to improve the attached assessment plan. (p. 27)

Regarding strategic planning, the site visit team said (in part):

The University engages in an on-going strategic planning and budgeting process which contributes to a culture of accountability and continuous improvement. The large number of real time management reports serve to inform and document decision making across campus. (p. 56)

MSSU recently engaged (2017-2018) in a comprehensive process to re-imagine the University's mission documents (mission, vision, values, strategic goals) that incorporated broad community involvement through both face-to-face events (communication materials indicated over 150 stakeholders participating in direct events) and online input (communication materials also indicated over 1200 comments). Individual units also held meetings to generate input into the developing documents. Intentional outreach and multiple lines of communication ensured that the process was open and inclusive. Conversations with faculty and staff confirmed broad participation. For example, the head of the physical plant reported a meeting of all physical plant staff to contribute to the development of the mission documents, and felt he could identify specific wording in the final documents attributable to their contributions. (p.9)

Regarding shared governance, the site visit team said:

In large part, much of the positive movement and recent accomplishments on campus can be traced to the implementation of the University's Quality Initiative, the development of the "Great Game of Education" (GGOE). In virtually every meeting of the campus visit, attendees referred to the GGOE as the driving force behind decisions and accomplishments. This initiative was cited as the engine for creating better communication (e.g., mini-games and huddles), transparency of financial decisions (e.g., requirement of providing shared, easily available, and understandable, financial data), and improved governance that was seen as being a truly shared effort (e.g., establishment and function of the University Council with membership spanning administration, faculty, and staff). (p. 51)

In conclusion, the site visit team said in part:

The common theme of transparency and shared responsibility for the future of the institution was especially clear in the team interactions with faculty and staff members, and the institution should take collective pride in the success of this new model of governance and planning. The experiences of the team indicate that a significant culture shift has taken place. (p. 59)

From start to finish the HLC accreditation work was a campus wide team effort... but, a special word of gratitude should be directed to Dr. Carson, Dr. McGrane, and the GGOE Culture Committee for their tireless work. They just did a great job!

GGOE – As indicated in the remarks of the HLC site visit team, the GGOE effect has been a fundamental element in moving the organization forward. But, I think we have only witnessed the beginning of what this effort can achieve.

As the second stage shifts us from “financial metrics” to “academic metrics” I believe the momentum will continue to build and the outcomes will be even more dramatic than those we have celebrated to date.

I know the Culture Committee is hard at work gathering input from faculty and staff to help design the new approach so that it better fits the academic community. We will have more to share about this later in the fall, but don't be surprised if you hear new phrases, working, and acronyms.

It's clear that the campus culture has changed to a model that encourages innovation built on broad based campus input. And, that's exactly what the Culture Committee is doing... they are adjusting and adapting GGOE through the input and guidance of dedicated campus community.