

MSSU Athletics Report

1. Sport Program Reports

- a. **Winter Program Updates** – The Missouri Southern men's and women's indoor track and field teams, as well as the men's basketball team were slated to compete in their respective NCAA Championships. The track and field team was in Birmingham, Ala. with 21 student-athletes plus coaches set to compete, while the men's basketball team had yet to leave for the Central Region Championships which were set to take place in Maryville, Mo. before the NCAA pulled the plug on all Winter Championships, due to the Covid-19 pandemic.
- b. **Track and Field** – The indoor track and field teams had qualified 21 individuals for the 2020 NCAA Division II Indoor Championships. Head Coach Bryan Schiding was named the Central Region Men's Head Coach of the Year, while Jason Francis was named the Men's Assistant Coach of the Year. Emily Presley and Rajindra Campbell were named the Women's and Men's Central Region Field Athletes of the Year. The men won the MIAA Indoor Track and Field Championships, while the men's staff were named the MIAA Men's Coaching Staff of the Year. Schiding finished off the season by being named the Division II National Men's Coach of the Year.
- c. **Men's Basketball** – Cam Martin was named an All-Region and All-America selection, before being named a finalist for the Bevo Francis Small College Basketball Player of the Year Award. Martin, along with Elijah Clark and Kinzer Lambert were named All-MIAA selections, while Braelon Walker was named to the MIAA All-Defensive Team.
- d. **Women's Basketball** – Destiny Cozart and Chasidee Owens were named All-MIAA selections this year.
- e. **Spring Sport Updates** – The NCAA and the MIAA made the decision to cancel all spring competitions following the Covid-19 Pandemic. All spring student-athletes were granted a waiver so they would not lose this year of eligibility.
- f. **Baseball** – Zach Parish became the MIAA's All-Time Strikeout King this season as he surpassed the previous mark of 349 that had been previously set in 1976. Parish currently has 352 strikeouts and will be eligible to return next year to improve on the feat.
- g. **Academics** – For the fourth-straight semester (spring semester grades not in yet), the student-athletes of MSSU have posted a department GPA of over 3.00. 188 of the student-athletes had above a 3.00 GPA, while 10 of them maintain a perfect 4.00 GPA.

2. MIAA News:

- a. **Webcasting Task force**- continues to meet and has settled on Blue Frame for the vendor. The taskforce has additional work to continue but expects increases in revenue under the new subscription model- Jared serves on this taskforce
- b. **COVID-19 Task Force**- continues to meet weekly and adjusts as issues and NCAA legislation changes
- c. **Membership Committee**- Jared serves on this committee and is doing site visits this summer with potential members Rogers State and Newman University

3. NCAA News:

- a. Legislation is changing daily with the COVID issues including financial aid, additional sport seasons and initiation of Fall sports.

4. Departmental News:

- a. **NCAA Compliance:**
 - i. NLI signing date was last week- challenges in the process but it continues
 - ii. NCAA reporting continues to be required; moving ahead with at least three reports due including Sports Demographic, ARS, sport sponsorship, EADA, Concession and medical reports, Squad Lists, etc...
- b. **Marketing:**
 - i. Post Eligibility submitted applications for the 2020-21 school year with Compliance and Financial Aid.
 - ii. Creating Social Media activation ideas including graphics, pictures, and videos.
 - iii. Graphic Design intern on projects for senior graphics and designs for 2020-21.
 - iv. Researching and creating a plan for 2020-21 game day and marketing initiatives.
- c. **Staffing:**
 - i. Several changes in staff including Assc. MBB Coach Sam McMahon taking the same position at SEMO, Asst. FB position open with the departure of Coach Powers, etc...

5. Lionbackers & Annual Campaign(s):

- a. The 2019-20 Lionbacker Campaign officially begins this summer.
- b. Fundraising continues in a variety of areas including LB's, Baseball/Softball hitting facility, Video Board, sport specific fundraising, etc...

6. Facilities:

- a. Looking at options for additional video board support in Leggett and Platt as well as Young Gym
- b. Baseball/Softball Facility clearing of the facility area has begun
- c. Both L&P and Young courts need to be refurbished and new 3 point line added; being scheduled
- d. Weight Room and Training Room renovations in L&P are almost complete. Waiting on a WR and TR equipment to be placed after COVID
- e. Scheduling of Fall/Winter/Spring events continues with placeholders until revised contracts can be completed by Legal Counsel

ADVANCING MSSU

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

Thursday, April 30, 2020

Fundraising

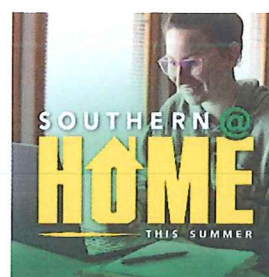
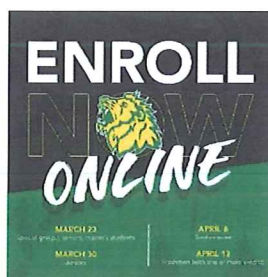
- **Lions Helping Lions** – In a time of crisis, Missouri Southern alumni, friends, faculty, and staff step up to help. In the last three weeks, 66 gifts totaling \$19,555 have been received for the “Lions Helping Lions” student assistance fund. More than 271 MSSU students have applied for assistance – 70 in the first hour the portal was open. Disbursements will be made to, at least, 75 students given the maximum award is \$250 per student.

Admissions

- **Fall 2020 Admits** – Admission of freshmen and transfer students is up 23.6% over last fall (1,386 last year to 1,713 this year – an increase of 327 students). This is a result of our efforts to remove barriers to applying, such as waiving application fees for the five feeder high schools and Crowder College. The Office of Admissions has now turned their attention to assisting staff in Student Affairs in getting these freshmen enrolled for the fall.
- **Self-Reported GPA and ACT** – During the Covid19 pandemic when high schools were operating at a distance, it was difficult for seniors to acquire their transcripts or test scores. For that reason, the Office of Admissions began granting provisional admission to students lacking these credentials. Over 100 students have been provisionally admitted for the fall, who otherwise would be stuck in limbo, unable to complete their application or enroll.

University Relations and Marketing

- **Digital Marketing** – The past six weeks has seen an increase in digital engagement of prospective students through social media platforms such as Facebook, Instagram, Twitter, and LinkedIn. This has generated significantly more traffic to our website, which is linked to our social media efforts. Below are some examples of digital marketing that reflect URM’s efforts to support the efforts of Admissions and Student Affairs.



Pass/Low Pass/Unsatisfactory Grading Course Option Policy: Students may request a letter grade be changed to P/LP/U no later than May 4, 2020. (<https://webapps.mssu.edu/FormWizard/FormViewer.aspx?Id=1376>). Due to changes made to course delivery as a result of the current COVID-19 pandemic situation, a university policy has been created for a Pass/Low Pass/Unsatisfactory course grade option. The intent of this policy is to provide students flexibility, recognizing the challenging situation that we are all facing. Spring 2020 undergraduate and graduate letter grade courses, excluding the first 5- & 8-week courses, will be eligible to be taken Pass/Low Pass/Unsatisfactory. The P/LP/U grades will have no (null) impact on the grade point average GPA.

- A grade of Pass (P) shall be defined as the student scoring in the “A to C” range of the course. Credit will be awarded.
- A grade of Low Pass (LP) shall be defined as the student scoring in the “D” range in the course. Credit will be awarded.
- A grade of Unsatisfactory (U) shall be defined as the student not passing the course. No credit hours will be earned or course requirements fulfilled for grades of U.
- Classes with a Pass (P) or Low Pass (LP) grade will be eligible to meet undergraduate general education requirements.
- Classes with a Pass (P) grade will be eligible to meet master’s requirements.
- Classes completed with a Pass (P) will meet prerequisite requirements for future classes if the prerequisite requires a grade of C or higher.
- All majors that require a course letter grade of “C” or higher will be considered as fulfilled with a Pass (P) grade.

FACULTY ENGAGEMENT INITIATIVES

MOSOLive: Faculty will present and engage with audiences in real-time exchanges.

LION Cub Academy: Daily readings and lessons for our youngest lions through private parent page.

Distance Learning Updates: Daily to share best practices, ideas, questions, suggestions/recommendations and feedback.

Lecture Capture: Distance Learning continues to record faculty lecture daily in the on-campus studio.

Faculty Motivational Videos: Over a dozen faculty have recorded inspirational video for students encouraging perseverance and finishing strong.

Placement Tests (Math, English and Modern Languages) still be offered in accordance with guidelines.

Virtual Pinning Ceremonies are being planned to replace traditional gatherings for this purpose.

Parking lot hotspots and computer labs remain open and operational.

DL/IT/AA are meeting regularly to ensure effective continuance of operations across divisions.

Faculty Earn PhDs during Pandemic: In the past couple of weeks, three of our faculty members have successfully defended their dissertations. Congratulations to Dr. Zach Rice (Special Education), Dr. Charles Withnell (Geology/Biology) and Dr. Don Linn (Music).

Notables:

The Lion Co-op last opened the week the stay-at-home order was issued and distributed boxes of food to students to sustain them for several weeks. Since campus buildings shuttered, over 100 students were served by the Lion Co-op.

The virtual concert created by Drs. Keith Talley and David Sharlow was included in a Forbes article highlighting arts during times of pandemic and school building closures.

The MSSU-KCU Research Lab collaborated with Nemotech to 3-d print protective masks that can withstand sterilization.

A graduating visual arts student recently completed a mural for her class project in Miami, OK.

<https://www.miamiok.com/article/20200420/NEWS/200429978>

Student Affairs

Student Support Goes Online

Due to the rapid transition to totally online education, the support services departments within Student Affairs had to rapidly transition, as well. Here are a few examples:

Disability Services is working with faculty and **students** to ensure that all student accommodations can be met in the online format.

Student Success Center moved to online tutoring and academic support using Blackboard Collaborate.

Counseling is meeting with students through "telehealth" appointments using Microsoft Teams.

Advising is reaching out to students to assist in enrollment by phone, email, and virtual means.

All student support areas are currently functioning to assist MSSU students!

CARES Act Funding

MSSU has applied for funding under the Coronavirus Aid, Relief, and Economic Security (CARES) Act. These dollars are separated into two separate funding opportunities:

- 1) **Higher Education Emergency Relief Fund - Student Aid:** grant application submitted 4/15/20. **\$2,378,137** is the amount MSSU is eligible to receive. These funds are to be distributed as emergency assistance grants to students. We are working diligently to determine how distributions will be made to students as quickly as possible.
- 2) **Higher Education Emergency Relief Fund - Recipients Institutional Costs:** grant application submitted 4/23/20. **\$2,378,137** is the amount MSSU is eligible to receive. The institution can use these funds to defer expenses to moving courses online, to reimburse refunds given to students for housing and meals, etc. It is unknown when MSSU will receive these funds, but it should be within the next few weeks.



MSSU Student Tutor, Kat Spear, conducting an online tutoring session.

Residence Life

Due to the Covid shutdown, Residence Life was forced to have students leave the residence halls.

Currently 51 students are still housed in the residence halls.

Housing Refunds: \$554,547.69

Meal Refunds: \$252,450.84

Lion's Care Calling Project

Student Affairs has been coordinating the Lion's Care Calling Project. Staff from across the campus are assisting in calling EVERY MSSU student. This project is designed to check-in with the student to see how they are adapting to online education, to provide online resources to assist the student, and to see if the student needs assistance enrolling for next semester.

Many of the students contacted needed additional assistance. These students were connected with staff for support in the following areas: financial aid, tutoring, counseling, advising, career services, etc.

The MSSU Covid-19 webpage lists a variety of student support services that are being offered virtually or online.

Southern Welcome

Currently, all Southern Welcomes have been moved to an online format. Advisors and Admissions staff are currently enrolling incoming freshmen and transfers. If possible, the First-Year Experience Office will provide an on-campus event during the summer to welcome all incoming students.

MISSOURI SOUTHERN

STATE UNIVERSITY

FACULTY SENATE

April 13, 2020

Faculty Senate President's Report—Board of Governors, April 2020

I want to first say that I am very proud of the faculty on this campus. The spring's situation has presented significant challenges, and they rallied to put the students and the university first. That has not gone unnoticed. Our administration expressed gratitude at our last executive meeting and stated that it proved to them what they always knew—Missouri Southern has hired the best professionals. I told them that we appreciate their trust in us and our abilities, as that is most important to our happiness here at Southern as well. So, thank you all for your hard work under these terribly difficult circumstances.

Along with the move online, other issues related to COVID-19 that have been at the forefront of our concerns have been the grading options, final exams, the status of promotion and tenure files, and student evaluations. We are happy that students will have an option for Pass/Low Pass/Unsatisfactory for the semester grades, knowing that there are certain circumstances where this choice is unadvisable based on program and GPA requirements. We have appreciated the work of all of the departments that have been involved in this discussion and change. The idea of marking the transcripts as "COVID-19" for this semester also seems like a great development that is beneficial to our students for when jobs, grad schools, etc., request their transcripts.

I want to thank the Board and the administration for working hard to advance the promotion and tenure process for the year despite the difficult circumstances. Faculty are eager to hear about their status and we appreciate that you share our concerns on this issue.

We have several policies that we have been rewriting or working toward rewriting this semester, primary among them is the issue of promotion and salary increases for NTT lines. I will be in touch with the subcommittee working on those revisions. Dr. Carson has stated that she will be happy to consider the proposed language in the fall under special circumstances. There is no need to rush it for the fall for inclusion in the handbook. I want to ensure the faculty in those categories that we continue to advocate for you.

Faculty senate will have a virtual meeting on Monday, May 4th during finals week. The election of new officers must happen as well as the seating of new members.

This year has been very rewarding for me despite its difficulties. I thank you all for entrusting me with this position. It has been an honor to serve the faculty and I hope that I was able to continue the positive changes that our past presidents and senates have worked so hard for. May you all be well during this difficult time.

Rebecca



Rebecca M. Mouser

Assistant Professor, Department of English and Philosophy

Faculty Senate President

Missouri Southern State University

Board of Governors Staff Senate Report
30 April 2020

I. General Information

Senators continue to be available to constituents remotely, both by email and through the newly revamped comment form on the Staff Senate homepage. The March Staff Senate meeting was successfully held virtually through Microsoft Teams. Senators have personally been involved in many 'extra' activities including volunteering to sew masks, participating in calling students, and other projects that show the compassion and hard work of MSSU staff.

II. Elections

In March, our Secretary resigned from Staff Senate. Steven Brunson, IT Applications Software Developer, was elected to the position of Secretary. Brenda Beasley, Academic Affairs Project Manager, filled the vacant Senate seat. The Elections Committee is currently preparing for AY 21 Senate elections.

III. Quarterly Service Champs

The submission deadline was April 17th and recipients will be announced at the end of April.

IV. Staff Open Forum Update

Originally scheduled for March 31st, Staff Senate had planned to host an all-staff open forum with a focus on campus morale and employee engagement. The forum will be rescheduled after we return to campus.

THANK YOU

These have been a tough few weeks for all staff, both professionally and personally. Thank you for the decisive, swift, and compassionate actions by MSSU in response to the COVID-19 pandemic. We are all impressed with the adaptability of faculty, the determination of students, and the resilience of our fellow staff. What an amazing community we are all a part of. Thank you, everyone, for helping each other through this crisis.

Academic Affairs BOG Committee Documentation

April 30, 2020

Candidates Supported by the University Committee for Promotion and Tenure in AY 2019-2020:

Last	First	Application Request	Recommendation
Craig	Susan	Full professor	yes
Bajracharya	Rabindra	Tenure	yes
Bryant	Ward	Tenure	yes
Douglas	Megan	Tenure	yes
Fischer	Bill	Tenure	yes
Gober	Carissa	Tenure	yes
Gunderman	Mikh	Tenure	yes
Liso	Susana	Associate professor	yes
McKenzie	Kyle	Associate professor	yes
Mouser	Rebecca	Associate professor	yes
Shoaf	Nicole	Associate professor	yes
Mintert	Amber	Tenure	yes
Mintert	Amber	Associate professor	yes
Outhouse	Ed	Tenure	yes
Outhouse	Ed	Associate professor	yes

Image of President Marble's Support for this Slate of Candidates:

AT&T

11:09 AM

76%

 Back



Alan Marble

10:42 AM

To: Paula Cc: Wendy, Christina >

RE: Request for Presidential Support for AY 2019-2020 Promotion and Tenure Candidates

I support the Promotion and Tenure list as
presented.

Alan D. Marble
President

From: Carson, Paula <Carson-P@mssu.edu>

Sent: Wednesday, April 8, 2020 3:20 PM

To: Marble, Alan <Marble-A@mssu.edu>

Cc: McGrane, Wendy <McGrane-W@mssu.edu>; Hamilton, Christina <Hamilton-C@mssu.edu>; Carson, Paula <Carson-P@mssu.edu>

Subject: Request for Presidential Support for AY
2019-2020 Promotion and Tenure Candidates

Dear President Marble.



Economic Impact of these Recommendation:

The current promotion rates are \$6,000 for Associate professor and \$8,000 for full professor. These amounts were put in place in 2012-13; a switch from the previous methodology of moving faculty to 85% of CUPA, which was much more unpredictable in terms of budgetary impact each year.

The recommendation is 1 Full and 6 Associate, so the economic impact will be \$44,000. Next year we will realize savings in excess of that amount from retirements vs. new hire salaries; here are a few examples:

Kumbier	\$78,692	(\$48,000)	\$30,692
McSpadden	\$67,826	(\$48,000)	\$19,826
Vernon	\$111,071	(\$90,000)	\$21,071
S. Smith	\$65,911	(\$45,835)	\$20,076
Savings of \$91,665			

NOTE: Since the Board of Governors meeting is necessarily being conducted remotely, I asked for reports to be limited to one page (with no pictures) for ease of electronic delivery. I hope you can read these reports on screen so printing can be avoided.

COVID-19 – Today marks the end of the sixth week of delivering all courses via Distance Education (DE). As you know, our faculty and staff gave up spring break to convert all classes to DE, which put us a week or two ahead of many of our regional peers in making the shift. They certainly deserve all the gratitude we can possibly express for their efforts. Our students have also displayed remarkable resilience, determination, and understanding as the conversion to DE was implemented, and they too should be recognized for their contributions to making the completion of this semester a success. We are counting on them to make the summer semester a success also, because it too will only be comprised of DE classes.

To comply with Governor Parson's stay at home order, employees have been working from home, with the exception of a few that are critically needed on campus (University Police, Residence Hall Assistants, etc.). The Governor's latest order expires May 3rd, with the re-opening of the state to follow in a logical manner that has yet to be fully disclosed. We will comply with the re-opening directives as they become available.

We are planning a normal fall 2020 semester with face-to-face classes and a full array of on campus activities, but we are developing back up plans should they be needed.

Budget – The COVID-19 pandemic caused a major disruption in tax revenues flowing to the State of Missouri as unemployment spiked, sales tax revenue plunged, and the 2019 income tax filing deadline was pushed to July. Accordingly, the Governor imposed restrictions (withholdings) that reduced our core budget by 1/12 (or one month's appropriation). We are fortunate to have adequate reserves to manage this shortfall, and the passage of the federal CARES Act will help buffer us into the fall. However, the Missouri General Assembly has scrapped the previous FY21 budget and are starting from scratch this week using the new assumptions about revenue for the year. Assuming revenue projections are lower, I think it is reasonable to expect core budget cuts for FY21. That scenario would put great importance on fall enrollment for revenue generation and reemphasize the need for cautious spending to control expenses. The prospect for additional federal funding is possible, perhaps likely, but until new legislation is proposed, passed, and signed into law it cannot be counted on.

CARES Act – This recent piece of federal legislation allocates \$4,756,274 to MSSU, with \$2,378,137 directed to students and \$2,378,137 for university expenses. Funds from the CARE Act will be available via the grants.gov portal. Student funds will be direct deposited into their bank accounts as soon as we receive the money (if direct deposit is not possible, a check will be mailed to the last known address of the student). We are currently in the final stages of developing a distribution formula to be ready to accurately and quickly distribute the student funds when they are ultimately received.