

MSSU Athletics Report

1. Sport Program Reports

- a. **General** – Athletics programs have begun voluntary summer workouts back on campus under the direction of the Strength and Conditioning staff. Multiple safety precautions are taking place including temperature checks, social distancing and sanitizing, as well as uniform laundry washing protocols.
- b. **MIAA Schedules** – The MIAA will be releasing schedules this week for all sports in accordance with the NCAA limitations on maximum number of contests for various sports. Football was released on Tuesday and the Lions will play five games at home including contests against Washburn, Central Oklahoma, Central Missouri, Lincoln and Nebraska-Kearney. Southern will also have five games on the road.
- c. **NCAA Maximum Contests** – The NCAA recently announced there will be a different maximum number of contests for Division II sports this academic year. The changes are: Football – 10 (was 11), Baseball – 40 (was 50), Basketball – 22 (was 26), Volleyball – 20 dates (was 26), Softball – 44 (was 56), Cross Country – 6 dates (was 7), Golf – 16 dates (was 21), Soccer – 14 (was 18), Indoor and Outdoor Track and Field – 14 dates (was 18).
- d. **Track and Field** – The MSSU men's and women's indoor track and field teams picked up a total of 21 student-athletes who earned All-American honors from the United States Track and Field and Cross Country Coaches Association. Jasmine Deckard earned honors in three separate events, including the 60m, 200m and 4x400m relay. Assistant Coach Brian Allen, who coaches the throwers at Southern, will be going into the Pittsburg State Athletics Hall of Fame this year.
- e. **MIAA Announcements** – The MIAA has announced the 2020 Hall of Fame Induction Ceremony (where Robert Corn and Tongula Givens were slated to be inducted) has been cancelled and moved to a yet to be determined date in 2021. Also with that announcement, the league has stated that Football and Basketball Media Day's will be moved into a virtual environment this year.
- f. **Athletic Success** – This year, the MSSU Athletic Department had 23 MIAA Athletes of the Week throughout the year, including two National Players of the Week. Fifty-five were named All-MIAA, while 24 were named All-Region and multiple student-athletes earned All-American honors.
- g. **Grades** – The Missouri Southern Athletic Department posted its fifth-straight semester with a department cumulative GPA above a 3.00 when the student-athletes had a 3.16 GPA as of this spring. There were 199 student-athletes with above a 3.00 GPA, while 105 earned a 3.50 GPA or higher and nine carry a perfect 4.00 GPA. The department graduated 97 student-athletes this year while 13 of the 15 programs had team GPAs above a 3.00.

2. MIAA News:

- a. **Webcasting Task force**- continues to meet and settled on Blue Frame for the vendor. The taskforce has:
 - i. Set minimum standards for broadcasting/webcasting
 - ii. Created a fine structure for those that fail to meet the standard
 - iii. Placed all sports behind pay for view wall and created a monthly subscription model much like NETFLIX, Disney plus, etc.
 - iv. Shown a steady increase in subscriptions and increasing of revenue by approximately 30% growth every year
 - v. Modified the revenue sharing to include 50% based on subscriptions to an institution and 50% pooled to be divided in equal shares
- 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. Jared and a portion of the membership committee is currently scheduled to go to Newman in July
- d. **Reduction in Championships and finalization of sport schedules-** The Scheduling Committee, The Championships Committee and the IRC have all met and sent to the CEO's for final approval in reduction in championships and the MIAA sport schedules. Those schedules were approved by the CEO's on Monday and the entirety of the schedules are being released this week with portions of the sports each day.

3. NCAA News:

- a. Legislation is changing daily with the COVID issues including financial aid, recruiting cycles, NLI and signing adjustments, sport seasons and initiation of Fall sports.

4. Departmental News:

a. NCAA Compliance:

- i. Preparing for mandatory compliance meeting to be held at the beginning of the fall semester for every student athlete—creating online format to use in the event that in-person meetings cannot be held. Working in collaboration with distance learning.
- ii. Submitted our athletic Academic Success Rate (ASR) and graduation rate reports to the NCAA.
- iii. Gathering Athletically Related Outside Income form from athletic staff required by the EADA and NCAA Membership Financial Reporting guidelines.
- iv. Submitted financial aid equivalencies to the MIAA.
- v. Working on NCAA Sports Sponsorship and Demographic report—Due July 31.
- vi. Enrolled all coaches in required 20-21 Coaches Certification Test.
- vii. Continuing work on NLIs, 20-21 financial aid agreements, summer financial aid agreements.
- viii. Continuing updates to coaching and administrative staff of weekly COVID-19 NCAA legislation.
- ix. Working in collaboration with Academic Affairs for summer academic class offerings for anticipated enrollment by athletes during voluntary summer workouts

b. Marketing:

- i. Creating a marketing plan for all MSSU sports social media; scheduling posts, content and keeping all accounts up to date.
- ii. Working on developing new marketing initiatives for fall 2020 and the 2020-21 school year as things progress and as we have a better idea of what our seasons will look like.
- iii. Creating multiple graphics, content, and marketing materials for fall 2020 for all sports, as well as graphics and content and materials for ticketing and sponsorships.
- iv. Working with Shonte and creating new opportunities for sponsors and how to make those work this upcoming year.
- v. Beginning to schedule all promotional pictures, and videos with the sports teams and preparing for fall semester ahead of time.
- vi. Beginning to schedule all fall staff including; post-els, interns and video board staff as schedules are available.
- vii. Building new ideas to work with the MOSO Mane-iacs group to enhance game day atmosphere in a COVID world and assisting the new MOSO FCA group to get started.

c. Staffing:

- i. Several changes in staff including filling FB part-time positions, the promotion of MBB to fill for the loss of Sam McMahon.

- d. **Student Athlete Advisory Council:** Our MSSU SAAC Officers met by ZOOM for our SAAC Summit with our MIAA SAAC Rep since we were not able to meet in person. The MIAA SAAC initiative "WE CARE" which stands for Wellness, Education, Compassion, Athletics, Respect, and Engagement will continue through

the 2020-2021 Academic Year. We will also focus on The “Total Package Student Athlete” which incorporates the following: mental health, diversity and inclusion, professional development, and “Love to Play”. We discussed ways to work with our local youth in “Love to Play” activities to encourage kids to avoid burn out and injuries due to specializing too early in sports. The current 2020-2021 officers are President: Joe Kinder (Baseball), Vice-President: Zac Shoemaker (Baseball), Secretary: Abby Atkin (Softball), Pride Promoter: Mady Gepford (Women’s Track & Field).

5. Lionbackers & Annual Campaign(s):

- a. The 2019-20 Lionbacker Campaign officially begins this summer. The letter will be released this week or early next week.
- b. Fundraising continues in a variety of areas including LB’s, Baseball/Softball hitting facility, Video Board, sport specific fundraising, etc...

6. Facilities:

- a. The Pat Lipira softball field is undergoing some maintenance. The infield is being laser-graded with additional fill added, as well as adding sod around home plate.
- b. There is field work being done at Hal Boden soccer field to get the playing surface ready for fall.
- c. The basketball court in Leggett & Platt Athletic Center and the court in Young Gym are both being refinished and will have the new three-point line added in late June.
- d. Weight room at Leggett & Platt Athletic Center is completed.
- e. The area for the baseball and softball hitting facility has been cleared.



ADVANCING MSSU

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

Thursday, June 18, 2020

Fundraising

- **Total Giving** – In the first three quarters of FY 2020, total dollars raised was \$4.68 million – an increase (\$2 million or 79%) over the previous fiscal year. However, this is due to several very generous planned giving donors booking estate gifts, not “cash in the door.”

For cash received, we are down slightly with \$2.3 million donated in the first three quarters of FY19 and \$2.1 million in the first three quarters of the current fiscal year (-10%). While a decrease is never good, in the current philanthropic environment, the prospect of staying flat regarding “cash in the door” when the fiscal year ends on June 30th is a significant accomplishment.

- **Major Gifts** – Twelve gifts of \$10,000 and above were received in the third quarter of the current fiscal year. They include:
 - \$213,000 pledge payments to student scholarships;
 - \$100,000 pledge payment to the Gipson Center for Healthcare Leadership;
 - \$50,000 planned gift to support the Department of Art;
 - \$50,000 to support the applied behavioral analysis project;
 - \$21,000 for the new indoor golf practice facility; and
 - \$20,000 pledge payment for the Reynolds Hall renovation project.

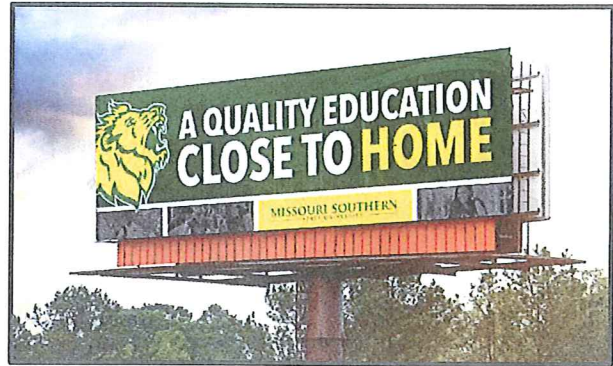
Admissions

- **Dean of Admissions** – Michael Sanders, dean of admissions at Missouri Southern since August 2018, recently accepted a position at the University of North Texas. We sincerely appreciate Michael’s leadership at Missouri Southern, most notably shepherding our transition from Banner to Target X CRM, moving us to a regional recruiter model, and expanding out-of-state recruiting. His last day at Missouri Southern will be June 30th. Best of luck, Michael!



Derek Skaggs, who retired as dean of admissions in 2018 after 22 years on the job, has agreed to serve as the interim dean until a replacement is found, ideally in August. Heather Lesmeister will chair a national search to identify that replacement.

- **Enrollment Marketing** – To encourage current and prospective students to enroll in classes for the Fall, URM has undertaken the “Quality Education Close to Home” campaign. The aim of the digital and traditional marketing campaign is to assure students 1) Missouri Southern plans to be open for face-to-face classes this fall; and 2) MSSU is a quality option for students unsure about traveling to larger or distant campuses to start or continue their education.



Billboards are being placed in two locations on I-44 (near Mercy and outside Springfield), on Rangeline Road in Joplin, and in Neosho. *Television ads* featuring the message have been running on all four local networks and several cable channels (A&E, FX, Freeform, Lifetime, TLC, TBS, and FXX). *Digital ads* for this campaign are focused on social media users within 60 miles of campus and in the 18-25 demographic range. *Print ads* are running in the *Joplin Globe* and *JMag*.

Missouri Southern Foundation

- **New Foundation Board Members** – Four new members joined the Missouri Southern Foundation board of directors at their May meeting. This brings the total number of directors to 30, up from 14 in 2015. The new board members are:
 - Mr. Scott Brothers (Class of 1972) – President, The Insurancenter
 - Mr. Larry Cowger (Class of 1972) – Former Vice President, Arvest Bank
 - Mrs. Tammy Trent (Class of 1987) – Senior Vice President, Leggett & Platt
 - Mr. Chris Dumm – Attorney (filling an unexpired term since 2018)

Members of the Foundation board are elected to three-year terms and may serve up to nine years total if subsequently re-elected. No existing members of the board were cycling off this year due to term limits.

- **Trust Transfers** – U.S. Bank of Joplin is in the process of transferring ownership of individual trusts each with a market value of less than \$250,000. Some of these are coming to the Missouri Southern Foundation. To date, the Foundation has received three trusts with a total value of \$554,000. A fourth trust is expected to be transferred by the end of August with a value of approximately \$200,000. *Please note* –these new trusts are NOT counted in “total dollars raised” referenced on page one of this report.



- **Fall 2020 Applications / Admissions** – Below is a six-year comparison with first-time freshmen (FTF) applications, admits, and enrollment on census day (20th day of the fall semester). *Please note:* the first five columns (FY15-FY19) are final numbers on the 20th day. The last column (*) are numbers as of this morning. We still have twelve weeks before the 20th day census day on Friday, September 11th. With many prospective students taking a “wait and see attitude” in this COVID19 environment, there is still potential for additional applications and admits.

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020*
FTF Applications	2,344	2,608	2,689	2,173	2,305	1,794*
FTF Admissions	2,215	2,476	2,608	2,124	2,253	1,784*
FTF on Census Day	925	1,053	1,011	908	729	?
Yield	41.7%	42.5%	38.77%	42.75%	32.36%	?

A date-to-date comparison with last year shows we are 2% ahead in admitted students. The average yield rate for the last five years is 39.6%. If we yield that average amount on the 1,757 admitted students we have today (12 weeks before census day), we would have a freshmen class of 706 students – just 23 students short of last year’s total. Every effort is being made to hold on to this lead and make gains through the start of the semester.

- **Incoming Freshmen Enrollment** – Converting admitted students to enrolled students is a challenge even in the best of times. Even though today we have more enrolled students than this date last year, it is still going to be a push toward the start of classes.

Admissions is partnering with First Year Experience (FYE) and the Office of Advising Counseling and Testing (ACTS) to enroll as many freshmen as possible. To that end, an “Enroll-a-thon” is occurring today as a joint effort between Admissions, ACTS, and FYE. In addition, Admissions has sent over 4,000 text messages to admitted students encouraging them to enroll or register for a Southern Welcome event in June.

- **International Enrollment** – The numbers above are almost entirely domestic students. International enrollment is much more of a challenge in 2020. Three things are impacting international students arriving on campus by the start of classes on August 17th:

- 1) Most U.S. embassies around the world are shut down until August;
- 2) Some countries won’t allow their citizens to travel outside their home country;
- 3) The U.S. has an incoming travel ban in place for China, countries in central Europe, the U.K, Ireland, and Brazil – all places MSSU recruits students.

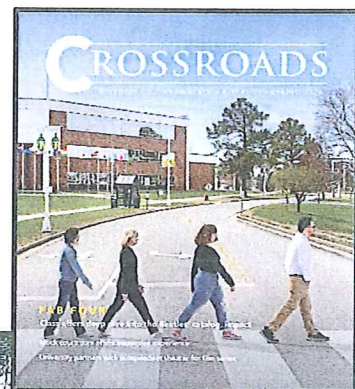
In the Fall 2019, MSSU had 179 international students enrolled on census day.

University Relations and Marketing

- **Celebrating Graduates** – Staff in the Office of University Relations and Marketing organized several activities to help MSSU’s spring and summer 2020 graduates celebrate their academic accomplishments. They included:
 - Dedicated graduation website with personalized announcements for each graduate and a full-length video touting our spring and summer graduates;
 - Easily-downloadable slides for each graduate that they could use on their own social media accounts;
 - Every day during the month of May, graduate testimonials were posted on social media where graduates could provide advice to underclassmen and incoming freshmen;
 - A collage of graduate videos that were played on a loop over two days on the Fred G. Hughes Stadium video board;
 - Over 700 ribbons – one for each spring and summer graduate – was hung on a tree on MSSU’s oval to let them know the Lion community was proud of their accomplishments;
 - President’s Council took photos in their regalia and added inspirational quotes that were included on a video pushed out to graduates;



- **Streaming Content** - Thanks to the generosity of MSSU alumnus Rick Rogers (Class of 1998), Missouri Southern will soon be able to reach a much larger audience. Starting in August, Missouri Southern video content will be available on Amazon Fire, Roku and Apple TV through its own “channel”.



- **Crossroads Magazine** – The spring edition of *Crossroads* magazine was delivered to over 40,000 households last week. The cover featured a reproduction of the 1969 Beatles album cover *Abbey Road* in honor of Dr. Bill Kumbier’s recent class on Beatles music and culture.



Missouri "Return Strong" Campaign

In connection with Governor Mike Parson's "Show Me Strong" recovery plan, the Missouri Department of Higher Education & Workforce Development launched its Return Strong campaign to help assist with economic recovery efforts from COVID-19. The campaign's focus is to help Missourians skill up and get back to work, and to safely and responsibly reopen Missouri's public workforce system. Missourians may be eligible to receive up to a \$4,000 training voucher to skill up and competitively re-enter the workforce. The press release for Return Strong was May 18 and the partner's toolkit was released June 3.



Now is the perfect time to invest in your future.

Learn about training vouchers to help you skill up and retrain.

#ShowMeStrong



Missouri Southern is approved to offer two short-term programs (completed fully online in 180 days or less). The Plaster College of Business promptly adjusted their schedule to make it possible for us to offer certificates in Entrepreneurial Planning & Management and Entrepreneurial Operations that can be completed in one semester.

Fast Track Workforce Incentive Grant

This financial aid program for adults began with the 2019-20 academic year. The grant addresses workforce needs by helping adults pursue a certificate, degree, or industry-recognized credential in an area designated as high need. Grant recipients must maintain Missouri residency and work in Missouri for three years after graduation to prevent the grant from becoming a loan that must be repaid with interest.

Eligibility:

- Individuals who are 25 years or older OR individuals who have not been enrolled in any school within the last two years can participate.
- The grant will serve students who have not earned a bachelor's degree and are planning to enroll part time or full time.
- Individuals who make no more than \$80,000 filing jointly, or no more than \$40,000 per year, filing any other tax status.

Missouri Southern has over 50 approved programs in the Fast Track data base including all of our Healthcare programs; numerous Criminal Justice certificates, associate and bachelor's degrees; Social Work and Teacher Education programs.

Missouri Eligible Training Provider System (ETPS)

ETPS was established in compliance with the Workforce Investment Act (WIA) of 1998 and amended by the Workforce Innovation and Opportunity Act (WIOA) of 2014 to provide customer-focused employment training resources for adults and dislocated workers.

Missouri Southern has been an Eligible Training Provider (ETP) for a number of years. Appropriate programs are submitted or updated on a yearly basis.

We currently have 39 programs approved for the 2020-21 academic year and are continuing to add more.

Volunteer Tracers Solicitation Shared with Lions

The Joplin Health Department is asking for assistance on behalf of the public health community. The case numbers of COVID-19 in our area have spiked in the past several days. Unfortunately, we are now one of the "hot spots" in the state for rapidly increasing case numbers. Each case that is identified by a positive test, results in an isolation order for that individual. Additionally, it is not unusual that multiple case contacts

are identified for each case and these individuals must also be interviewed and then placed under quarantine. All of this new activity is requiring many hours of staff time from the local health departments. Each department has re-purposed staff to work on COVID investigation activities, taking them away from other normal duties. This can't be sustained for an extended period of time.

Due to these situations, we (local health departments) are asking for an assistance in a few areas.

- For an immediate need, some of us are considering utilizing volunteers to assist with daily follow-ups (phone calls) to individuals under quarantine, in order to check on status of their symptoms. When individuals who are close contacts are placed under quarantine they are told that we will check with them daily (usually twice daily) if possible. It amounts to a quick phone call. If you know of anyone that might feel comfortable making these types of calls please reach back to Rosita Davis of my office (included in this e-mail).

Perkins 2020-21

MSSU was awarded \$80,000 in Perkins and related enhancement grants thus far for the year. There is an opportunity for us to be awarded an additional \$40,000 for equipment. Initial requests approved include:

The FAROLaser Scanner is a high-speed three-dimensional laser scanner for detailed measurement and documentation. The FAROLaser Scanner uses laser technology to produce exceedingly detailed three-dimensional images of complex environments and geometries in only a few minutes. The resulting images are an assembly of millions of 3D measurement points. This equipment will allow crime scene investigators to create three-dimensional images of entire crime scenes to better facilitate the recording of evidence at the scene.

Avtrach with ventilator patented technology ensures a fully immersive learning experience with a simulated tracheostomy patient. Students will gain clinical confidence with assessment and communication skills with the highest fidelity learning experience on the market.

KCU-YTL Updates

15 YTL MSSU graduates starting KCU med school in July. An additional two accepted through partner program.

16 new students have been accepted into the 2020 cohort.

YTL scholarships from KCU of between \$2,500 and \$10,000.

Pinning and Green Coat ceremony being scheduled for July.

Gallery Grant

MSSU SPIVA GALLERY SELECTED TO PARTICIPATE IN COLLECTIONS ASSESSMENT FOR PRESERVATION PROGRAM

MSSU Spiva Gallery announces that it is one of 75 institutions in the United States selected to participate in the Collections Assessment for Preservation (CAP) program.

CAP helps museums improve the care of their collections by providing support for a general conservation assessment of the museum's collections and buildings. The museum will work with a team of preservation professionals to identify preventive conservation priorities. The final assessment report will help the museum prioritize its collections care efforts in the coming years. "The CAP Program will help the Spiva Art Gallery further preserve, and set in place conservation methods, that will ensure the longevity of our rare collection of African Art", Dr. Christine Bentley. The CAP program is administered by the Foundation for Advancement in Conservation through a cooperative agreement with the Institute of Museum and Library Services.

Student Affairs

Spencer Bartlett Respect Award

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.

The recipient must be a May graduate maintaining above average grades.

This year's recipients were chosen from a list of outstanding applicants.

The winners were:

First Place: \$2,000
Sarah Schultz
Brennan Cummings

Second Place:
\$1,400
Kelsey Martin
Spencer Dawson

Third Place: \$1,000
Emilee Curran
Jonathan Lenz

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:

Higher Education Emergency Relief Fund - Student Aid: grant application submitted 4/15/20 in the amount of **\$2,378,137**. MSSU has currently awarded **\$2,096,250** to 3,225 students (\$650 per student). The remaining \$281,887 should be disbursed by the end of June.

COVID-19 Fall Reopening Task Force

The University has a Covid-19 Task Force planning for the fall re-opening of the campus.

Twenty-one members of the campus are discussing and documenting a plan for the 20-21 academic year. The Presumption is that MSSU will have face-to-face classes beginning fall 2020.

The Committee is examining alternatives for items such as class social distancing, facility scheduling, and operations, as well as health and safety practices on campus for students and MSSU employees.

Residence Life

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

Housing Refunds:	\$561,460.67
Meal Refunds:	\$261,982.36
Total Housing Refunds:	\$823,443.03

For Summer, currently 141 students are housed in the residence halls.

Project Stay Awards Grants for Summer School Students

Due to the change in schedule during the Spring 2020 academic term, the Project Stay Program had to alter many of their activities and services. As a result, they were able to reallocate funds that were not spent on budgeted items to provide grants for summer school.

Project Stay was able to provide grants of \$657 to a total of 37 students to assist them in paying their summer school tuition.

These awards totaled \$24,309.

Title IX Changes

In May, 2020, the U.S. Department of Education released its new regulations governing campus sexual assault under Title IX, the law prohibiting sex discrimination at federally funded institutions. These changes must be in place by August 14, 2020.

Dolence Student Leadership Awards

43 Students were recognized as the 2020 recipients of the Glenn Dolence Leadership Awards. These awards are sponsored by Student Affairs and Omicron Delta Kappa Honor Society.

Sarah Schultz was selected as the MSSU Student Leader of the Year.

U.S. Publishes New Regulations on Campus Sexual Assault

Most Significant Changes Include:

Colleges and universities will now be required to allow cross-examination of the complaining and responding parties, as well as any witnesses, during a live hearing led by institution officials. Cross-examination will be conducted by advisers for parties, including legal counsel, but not the parties themselves.

Colleges are only obligated to respond to reports of sexual harassment that occurred off-campus if the location is in use by an officially recognized student or institution organization, such as recognized fraternity or sorority housing or athletic housing.

Colleges will be able to determine whether to use a "preponderance of the evidence" or "clear and convincing" standard as a burden of proof and must use the same standard for all complaints, no matter if they involve student or faculty misconduct.

Stalking, domestic violence and dating violence are now officially considered examples of sexual harassment under Title IX.

The definition of sexual harassment is more narrow than previous guidance. It is defined as "any unwelcome conduct that a reasonable person would find so severe, pervasive and objectively offensive that it denies a person equal educational access." Reports of sexual assault, dating violence, domestic violence and stalking do not need to meet the description of "severe, pervasive and objectively offensive."

Colleges are not obligated to handle complaints of sexual harassment that occurs outside the United States. This means any harassment or assault that happens in American education programs abroad would not be covered by Title IX, but the new regulations say institutions "remain free" to apply misconduct policies for programs abroad if they so choose.

If a Title IX coordinator receives multiple informal complaints of harassment against a single respondent, they will not be required to begin a formal complaint process. The department changed this requirement from the proposed rule, which sought to obligate Title IX coordinators to take action after receiving multiple informal reports against the same person.

Colleges can no longer use a "single investigator model," which has one official tasked with investigating, adjudicating and issuing disciplinary sanctions against respondents. The regulations instead require three separate officials to work through separate pieces of a single Title IX complaint process: a Title IX coordinator, who receives reports of sexual misconduct; an investigator, to gather facts and interview parties and witnesses; and a decision maker, to determine sanctions and remedies for parties.

Colleges must train all personnel involved in the Title IX process and publish training materials on their websites. Training must involve review of the new rule's definition of sexual harassment and the scope of the application of Title IX to college programs and activities, how to conduct a formal or informal process, and how to "serve impartially," including avoidance of "prejudgment of the facts at issue, conflicts of interest, and bias." Title IX processes may be conducted virtually, and staff must be trained on relevant technology to conduct remote investigations and hearings. Live hearings will be recorded, by transcript or audio visually, and will be made available to parties and maintained in college records for at least seven years.

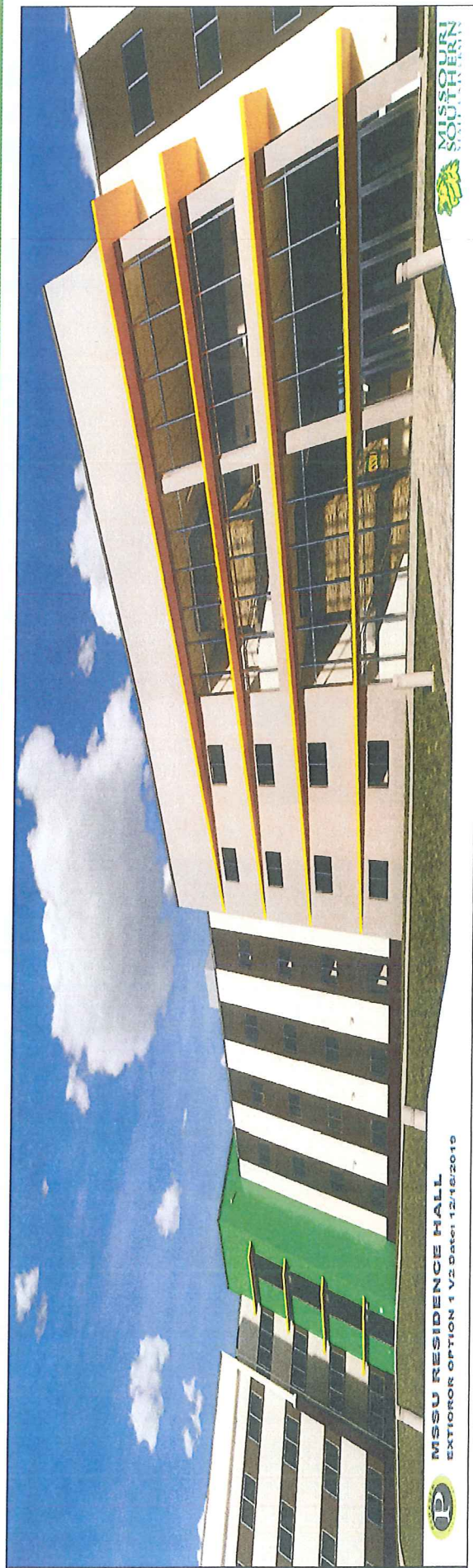
Colleges must provide evidence related to allegations to parties and advisers at least 10 days prior to requiring a response, and parties will not be prohibited from speaking about the allegations. This means doing away with "gag orders."

Colleges are not obligated to follow a specific time frame for responding to reports of sexual misconduct. They are instead required to have "reasonably prompt" periods for carrying out each step in the Title IX complaint process.

Tamika L. Harrel
Title IX Coordinator
Billingsly Student Center 347G
Phone: 417-625-3022
Email: Harrel-t@mssu.edu



Lion Village Residence Hall Open Fall 2021





East Facing
East Tower and Elevator



East Facing
West Tower



West Facing
East Tower

MISSOURI SOUTHERN

STATE UNIVERSITY

FACULTY SENATE

President's Report

June 18, 2020

Board of Governors,

I would like to begin with acknowledging the amazing dedication to student success demonstrated by Missouri Southern's staff, faculty, and administration during the Spring 2020 semester. When asked to do the seemingly impossible, every member of our campus community met and exceeded all expectations. Thank you all for the tireless work you do every day. Yet, more challenges lie ahead in these uncertain times. The Covid-19 Pandemic is not yet behind us and will undoubtedly continue to affect all of us in unforeseen ways as we move forward in this "new normal." We are facing a yet another budget crisis as the State of Missouri continues to devalue the importance of Higher Education in response to the economic collapse affecting countless Americans. Our country is gripped in ongoing civil unrest as we, as a Nation, must face the realities of systemic inequality and discrimination that is woven into the very fabric of American life. Missouri Southern must be a shelter in the storm for not only our students, but for all members of the campus community. Our task is daunting, but in spite of that, we will face this adversity with determination and compassion, learn from our mistakes and our successes, and continue to grow and to succeed.

The Faculty Senate, and the Executive Committee, remain dedicated to the success and wellbeing of the University and look forward to working closely with the Board of Governors and our new President, Dr. Dean Van Galen. The 2020-2021 Executive Committee is as follows:

- President: Dr. Mikh Gunderman
- Past President: Dr. Rebecca Mouser
- President Elect: Vacant
- Secretary: Dr. Jean Coltharp
- Parliamentarian: Mr. Breden Higashi
- At-large: Dr. Bill Fischer

During the 2020-2021 term, the Faculty Senate will continue to work on a number of agenda items from last year including developing and refining a much-needed intellectual property agreement and policy language that allows for promotion in rank, as well as other needed protections, for our non-tenure track faculty. Additionally, the Faculty Senate will be working on updates to Chapter 8 of the Faculty handbook, which pertains to Faculty Grievance and Termination policies, as well as supporting diversity and inclusion through the creation of a preferred name policy for students, staff, and faculty.

Thank you,



Mikh Gunderman, PhD

Faculty Senate President

Assistant Professor, Criminal Justice

Missouri Southern State University

MISSOURI SOUTHERN

STATE UNIVERSITY

STAFF SENATE

Board of Governors Staff Senate Report

June 18, 2020

I. Staff Concerns Regarding COVID-19

Prior to campus reopening, the Staff Senate began receiving inquiries from university staff about what to expect and how to stay protected during and after the reopening process. Questions and concerns were collected and provided to the President's Cabinet for comment. PC provided responses which were then shared by the Staff Senate to both staff and faculty in an all campus email.

II. Staff Senate Mask Project

Thanks to the efforts of Senate and staff volunteers, Staff Senate arranged for complimentary, handsewn cloth facemasks be available to any staff or faculty member returning to campus on May 11th. Over 350 masks have been distributed thru this project, with more added weekly. Volunteer mask makers include:

Kandee Behnke, Administrative Assistant – English Department
Liz Ebert, Business Manager – Foundation
Sharon Fraser, Default Prevention Counselor – Financial Aid
Martha Freeman, Administrative Assistant – Academic Outreach
Teresa Shufflin, Database & Prospect Research Director – Foundation
Celeste Tarrant, Early Childhood Teacher – Lion Cub Academy

III. Quarterly Service Champs

Staff Senate seeks to bring recognition to outstanding staff members through the Southern Service Champ Award. Awardees are nominated by peers and must meet one of the five pads of the Lion Paw. First Quarter recipients included:

April Bunch, Custodian – East Hall
Maghan Henson, Compliance Coordinator – Registrar's Office
Debra Swearingen, Mental Health Counselor – ACTS

IV. Staff Senate Bylaws Change

The Governance Committee made a change to the Staff Senate bylaws, which were approved by Staff Senate and President's Cabinet. The change included modifying the Senate year to begin immediately following the conclusion of the scheduled June Senate meeting. This will allow the incoming Senate body to hold a second meeting to elect officers and select committee chairs for the upcoming year.

MISSOURI SOUTHERN

STATE UNIVERSITY

STAFF SENATE

V. **Staff Elections**

The 2021 Senate elections were held in May and conducted entirely online. Over 120 ballots were cast to fill five Senate seats. Following is a roster of our 2020-2021 Staff Senate.

2020-2021 Staff Senators

Denice Brown, Academic Records Specialist – Registrar's Office

Ashley Brownfield (*Secretary*), IT Support Tech – Information Technology

Martha Freeman, Administrative Assistant – Academic Outreach

Christina Hamilton, Administrative Assistant – Academic Affairs VP

Talbott Harrison, IT Support Tech – Information Technology

Stephanie Hopkins, Director – Student Success Center

Heather Lesmeister, Director – University Relations and Marketing

Amber Lewis, Counselor – Financial Aid

Glenda O'Dell, Counselor – Financial Aid

Mike Olmstead, Director of News Services & Messaging – University Relations
and Marketing

Michael Opfer (*President-Elect*), Evening Custodian Supervisor – Custodial

Shakira Rhoads, Assistant Director – Career Services

Debra Schow-Smith (*President*), HR Training Specialist – Human Resources

Teresa Shufflin, Database & Prospect Research Director – Foundation

Craig Thompson (*Parliamentarian*), Academic Skills Specialist – Student
Success Center

Academic Affairs

Certificates, Minors, Degree Programs May 2020

The following items have been approved by the respective School Curriculum Oversight Committees (SCOC), Academic Policies (AP) and Faculty Senate (FS) as of May 4, 2020.

Undergraduate Certificates - New

European Studies Certificate –Social Science Department: This certificate originated with history students who wished to focus their coursework on Europe. It will provide students with a clear understanding of European history, politics, and culture and help prepare them for careers in teaching, diplomacy, international non-profit organizations, government, law, journalism, and business. In addition, the certificate is appropriate for community members who intend to move to Europe or a long-term stay. (Report 19-20:96)

Hazardous Material Management – Biology and Environmental Health Department: The U.S. Bureau of Labor Statistics projects an 11% increase in demand for hazardous material technicians from 2018 to 2028. Hazardous materials removal workers identify and dispose of asbestos, lead, radioactive waste, and other hazardous materials. Our certificate is unique in that it includes a 40 hour HAZWOPER certificate, and either an 8 hour DOT HAZMAT certificate or FEMA ICS/NIMS certificates. (Report 19-20:102)

Majors - New

Bachelor of Science in International & Political Affairs (IPA) concentration in Social Science Education – Social Science Department: This concentration blends with the Bachelor of Science in Education Social Science (grades 9-12) and allows the student to earn two degrees simultaneously.



Board Report
06-18-20

Alan Marble

Diversity & Inclusion – With all the challenges we have faced since our last meeting, state budget cuts, COVID, “stay at home orders,” etc. – nothing compares to the senseless death of George Floyd. This inexcusable tragedy caused me to think long and hard about the world in which we live. Even though I don’t believe any of us in this room condone the behavior that caused Mr. Floyd’s death, or any similar behavior... it is still my hope that we can do more to create an inviting and comfortable campus experience for our minority students, faculty, and staff. A campus experience that is in every way the same as the experience enjoyed by the white majority.

To that end, several of us will meet at 3:30 p.m. this afternoon in front of this building for a photography session to demonstrate support for a public statement authored by the Diversity and Inclusion Committee. I believe every word of the statement, and I would read it now, but I know it is intended to be unveiled at 3:30 p.m. I just wanted to take a moment at this meeting to register my support.

Budget – The COVID-19 pandemic caused a major disruption in the economy nationwide and Missouri was no exception. As “stay at home” orders took effect, the unemployment numbers skyrocketed from historic lows of around 3.5% to over 20%. This contraction in the workforce had a predictable and negative impact on state revenue as personal income tax withholdings dwindled, sales tax revenue declined, and even lottery proceeds fell. Additionally, the 2019 income tax filing deadline was moved to July 15, which made current year collections very difficult to predict.

Accordingly, the Governor imposed restrictions (withholdings) that reduced our core budget amounting to almost two full months of our annual appropriation. We are fortunate to have built up reserves over the past few years to help manage this shortfall, and the CARES Act will help get us through the end of the fiscal year (June 30).

However, we should all take note that without further assistance from the federal government it is a near certainty that our FY 20-21 budget will suffer very significant cuts (and/or withholdings). The most vexing problem is that since the Governor has not signed HB3, we really don’t have a starting place to develop a budget for next year. It’s another time that we should prepare for the worst and hope for the best.

COVID-19 – With the Governor’s order to re-open the state, we are still encouraging individuals to continue to practice social distancing, avoid touching their face, wash their hands frequently, wear masks when in groups where social distancing is impossible, and use the hand sanitizers that are located all over campus.

Most importantly, if you feel sick... please stay home. If a person is immune compromised, or living with someone who is, we need to know so alternate work arrangements can be made for employees or alternate schedules/course delivery can be made for students.

The pandemic has not disappeared, and a vaccine is not available yet, so we must remain vigilant in fighting this insidious virus.

Thank you – I've been talking about "last times" all year... the last Homecoming, the last Commencement, and now... the last Board of Governors meeting. I would like to once again thank you for the opportunity to serve this great university. It has been the privilege of a lifetime... and I know Lori and I both are very grateful.

RESOLUTION ESTABLISHING SCHOLARSHIP

WHEREAS Dr. Alan Marble has served, nobly and with distinction, as President of Missouri Southern State University, Joplin, Missouri, and

WHEREAS the Board of Governors wishes to establish the Dr. Alan Marble Presidential Scholarship to honor Dr. Marble for his service.

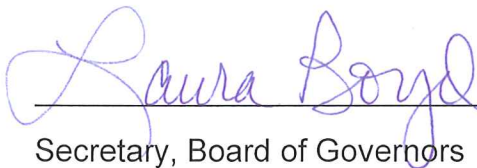
NOW, THEREFORE, LET IT BE RESOLVED BY THE BOARD OF GOVERNORS OF MISSOURI SOUTHERN STATE UNIVERSITY AS FOLLOWS:

The Board of Governors authorizes Mr. William Gipson to solicit, on behalf of the Board of Governors, individual contributions from current and past members of the Board of Governors, the Missouri Southern Foundation board of directors, the Missouri Southern Alumni Association board of directors and the Lionbackers Steering Committee members; and friends of Missouri Southern State University. Contributions shall be deposited with the Missouri Southern Foundation, Dr. Alan Marble Presidential Scholarship.

The Board of Governors authorizes Mr. Gipson to request of the Missouri Southern Foundation that a scholarship agreement be developed for the Dr. Alan Marble Presidential Scholarship. Said agreement shall be written according to the desires of Dr. Marble as to scholarship award criteria.

This Resolution shall take effect and be in full force immediately after its adoption by the Board of Governors.

ADOPTED by the Board of Governors of Missouri Southern State University this 18th day of June, 2020.



Secretary, Board of Governors