Midwestern State University
Board of Regents Meetings

November 13 and 14, 2008
Midwestern State University
Board of Regents Meetings
Hardin Administration Building Board Room

Schedule

**Thursday, November 13, 2008**

1:30 p.m. Board of Regents Meeting
- Committee of the Whole
- Executive Committee
- Finance and Audit Committee
- Personnel and Curriculum Committee
- Student Services Committee
- University Development Committee
- Athletics Committee

**Friday, November 14, 2008**

9:00 a.m. Board of Regents Meeting
Midwestern State University Administration

Dr. Jesse W. Rogers, President
  Ms. Debbie Barrow, Director, Board and Government Relations
  Mr. Cohn Drennan, Director, Museum
  Mr. David Spencer, Internal Auditor
  Ms. Dianne Weakley, Director, Human Resources

Dr. Friederike Wiedemann, Provost
  Ms. Dana Barnett, Coordinator, Writing Proficiency Exam
  Dr. Anthony Chelte, Dean, Dillard College of Business Administration
  Ms. Naoma Clark, Director, Academic Support Center
  Dr. Mark Farris, Director, Honors Program
  Dr. Ron Fischli, Dean, Lamar D. Fain College of Fine Arts
  Dr. Patti Hamilton, Dean, Graduate Studies
  Dr. Clara Latham, University Librarian
  Dr. Pam Morgan, Director, Extended Education
  Dr. Grant Simpson, Dean, Gordon T. and Ellen West College of Education
  Dr. Susan Sportsman, Dean, College of Health Sciences and Human Services
  Dr. Betty Stewart, Dean, College of Science and Mathematics
  Dr. Samuel Watson, III, Dean, Prothro-Yeager College of Humanities and Social Sciences
  Dr. Larry Williams, Director, International Education

Mr. Juan Sandoval, Vice President for Administration and Finance
  Mr. Michael Dye, Director, Information Systems
  Ms. Gail Ferguson, Controller
  Mr. Allen Goldapp, Associate Vice President for Facilities Services
  Ms. Valerie Maxwell, Director, Budget and Management
  Ms. Kathy Rice, Payroll Supervisor
  Mr. Stephen Shelley, Director, Purchasing

Dr. Howard Farrell, Vice President for University Advancement and Student Affairs
  Ms. Kristal Amador, Director, Annual Fund
  Ms. Janus Buss, Director, Public Information and Marketing
  Mr. Mike Hagy, Chief, University Police
  Ms. Anne Opperman, Director, Donor Services and Special Projects
  Ms. Leslee Ponder, Director, Alumni Relations
  Mr. Kyle Williams, Director of Corporate and Sports Development
  Mr. Keith Lamb, Associate Vice President for Student Affairs
    Ms. Peggy Boomer, Director, Student Health Services
    Mr. Michael Clifton, Director, Dining Services
    Ms. Jenny Deanning, Manager, Barnes and Noble Bookstore
    Ms. Debra Higginbotham, Director, Disability Support Services
    Ms. Sherry Kingcade, Director, Campus Card Services
    Ms. Cindy Loveless, Campus Postal Supervisor
    Dr. Pam Midgett, Director, Counseling Center
    Mr. Dirk Welch, Director, Career Management Center
    Mr. Dail Neely, Dean of Students
Dr. Joey Greenwood, Director, Recreational Sports and Wellness Programs
Mr. Matthew Park, Director, Student Development and Orientation
Mr. Danny Reddick, Director, Housing and Residence Life

Dr. Robert E. Clark, Vice President for Institutional Effectiveness and Enrollment Management
Ms. Julie Carter, Director, MSU Cycling
Ms. Lynn Ducioame, Director, Testing Center
Ms. Lisa Estrada-Hamby, Director, Upward Bound
Dr. Randy Glean, Director, International Services
Ms. Darla Inglish, Registrar
Ms. Barbara Merkle, Director, Admissions
Ms. Kathy Pennartz, Director, Student Financial Aid
Dr. C. Dan Stoicescu, Director, Institutional Research, Planning, and Assessment

Mr. Charlie Carr, Director of Athletics
Ms. Noel Johnson, Head Women’s Basketball Coach
Mr. Justin Carrigan, Strength and Conditioning Coach
Mr. Doug Elder, Head Men’s Soccer Coach
Ms. Venera Flores-Stafford, Associate Director of Athletics/Senior Woman Administrator/Head Volleyball Coach
Mr. Bill Maskill, Head Football Coach
Mr. Kurt Portmann, Executive Associate Director of Athletics
Mr. Bill Powers, Assistant Athletic Director for Marketing, Promotions, and Public Relations
Mr. Jeff Ray, Head Men’s Basketball and Golf Coach
Mr. Trey Reed, Sports Information Director
Mr. Koby Styles, Head Women’s Cross Country Coach
Mr. Brady Tigert, Head Softball Coach
Mr. Jeff Trimble, Head Women’s Soccer Coach
Mr. Larry Wiggins, Head Tennis Coach

Ms. Ann Medford, Chair, MSU Faculty Senate
Mr. Chris Gore, Chair, MSU Staff Senate
Mr. Ian Van Reenen, President, MSU Student Government Association
Financial Certification

We certify that financial transactions included in this report are correct to the best of our knowledge, and we further certify that funds to cover allocations listed in this report are available subject to realization of estimated income as budgeted.

Jesse Rogers, President

Juan Sandoval, Vice President for Administration and Finance

October 29, 2008
Date
Board of Regents Meeting
November 13, 2008
1:30 p.m.

Meeting Location: MSU Campus – 3410 Taft Boulevard
Hardin Administration Building Board Room

The Board of Regents of Midwestern State University may deliberate and take action regarding any item on this agenda. The Board reserves the right to discuss any properly posted items in Executive Session whenever legally justified in accordance with the Texas Government Code Chapter 551.

Call to Order

Invocation

Introduction of Visitors

Opening Comments

Public Comment
A public comment period concerning agenda items will be provided in accordance with the Board of Regents By-Laws, MSU Policy 2.22.
EXECUTIVE COMMITTEE
Executive Committee

Membership
Munir Lalani, Chairman
Carol Gunn, Vice Chair
Stephen Gustafson, Secretary
Ben Wible, Member-At-Large

The Board of Regents of Midwestern State University may deliberate and take action regarding any item on this agenda. The Board reserves the right to discuss any properly posted items in Executive Session whenever legally justified in accordance with the Texas Government Code Chapter 551.

Reading and Approval of Minutes
09-01. The minutes of the Executive Committee meeting August 7, 2008, are recommended for approval of the committee as shown in the minutes’ section of this agenda as Minutes Attachment 09-01.

Maintenance Plan Update – MP2 and MP4
09-02. Each year the Texas Higher Education Coordinating Board (THECB) requests an update of the university’s plans for deferred maintenance needs (MP2) as well as a report on completed deferred maintenance (MP4). The administration developed and submitted the reports as shown in Attachment 09-02. The reports are included for the regents’ information; any modifications or changes desired by the regents will be forwarded to THECB.

Legislative Appropriations Request (LAR)
09-03. The LAR for the biennial period of FY 2010 and FY 2011 was submitted to state offices in August, as approved by the MSU Board of Regents. MSU’s first hearing before the Legislative Budget Board and the Governor’s Office of Budget, Planning, and Policies was held September 17. During this hearing it was noted that MSU did not include requests for Tuition Revenue Bond (TRB) projects in the LAR. It was recommended that MSU include any such requests in the October LAR submission. The Board of Regents previously approved the Moffett Library project and the Ligon Coliseum Phase II project as the top two priorities for Midwestern State University. These two projects were added to the LAR in the event TRB funding is provided during the upcoming legislative session. Funding requested for the Moffett Library project was $40 million and funding requested for the Ligon Phase II Project was $6.4 million.

Instrumental Music Hall Project
09-04. The Board of Regents previously authorized the Instrumental Music Hall Project at a cost of $1.5 million. Rising construction costs and other unforeseen issues relating to site utility relocations, engineer recommendations for a structural slab, and the cost of design elements and mechanical systems have caused the price to exceed this amount. The administration will make recommendations concerning the scope and funding for this project.
Office of General Counsel – 2009-2010 Budget

09-05. The administration requests authorization to establish an Office of General Counsel beginning with the 2009-2010 budget. It is anticipated that this will be a one-person office and that the attorney will be hired on a part-time basis. This action should eliminate the need for an Outside Counsel contract each year. It is recommended that General Counsel report to the President and to the Board of Regents and that the Board and President share hiring responsibilities.

Wichita Falls Museum of Art at Midwestern State University – By-laws Change/Student Member

09-06. At the request and recommendation of the Board of the Wichita Falls Museum of Art at Midwestern State University, the administration recommends the addition of a student member position on the Museum Board. Individuals appointed to serve in this position would serve one year terms and may be reappointed. The Board of Regents would approve the appointment of the student member in August of each year. Should the Board of Regents approve this recommendation, Dr. Rogers will recommend a student to serve during the 2008-2009 academic year.

MSU Charitable Trust Membership

09-07. The by-laws of the MSU Charitable Trust require that individuals appointed as trustees be approved by the MSU Board of Regents. The current trustees of the MSU Charitable Trust are Frank Gibson, Kay Yeager, Mac Cannedy, Jr., and Jesse Rogers. Dr. Rogers serves by virtue of his position as president of Midwestern State University. The administration recommends that the Chairperson of the MSU Board of Regents and the Chairperson of the Board of Regents Finance and Audit Committee serve as trustees of the MSU Charitable Trust, effective immediately. It is further recommended that the Board of Regents request that the trustees of the MSU Charitable Trust meet no less than twice each year.

Deliberations about Real Property

09-08. The administration will present information and make recommendations as necessary concerning the possible purchase of property adjacent to the MSU campus.

Deliberations Regarding Gifts and Donations

09-09. The administration will present information and make recommendations as necessary concerning gifts and donations to MSU.
EXECUTIVE COMMITTEE
ATTACHMENT
<table>
<thead>
<tr>
<th>Building Name</th>
<th>Type</th>
<th>Project Name</th>
<th>Condition</th>
<th>Pri</th>
<th>Arch</th>
<th>L&amp;M</th>
<th>Safety</th>
<th>P&amp;E</th>
<th>HVAC</th>
<th>Total Cost</th>
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### Midwest State University
Assessment of Deferred Maintenance and Demolition Needs (MP2) Summary Report
Fiscal Year 2009 (as of 10/20/08)

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<th>Project Name</th>
<th>Type</th>
<th>Building Name</th>
<th>Condition</th>
<th>Pri</th>
<th>Arch</th>
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<td>Type</td>
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<td>Pri</td>
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<td>$575,000</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$575,000</td>
</tr>
<tr>
<td>BOLIN HALL FAN COILS</td>
<td>Deferred Maintenance</td>
<td>BOLIN HALL</td>
<td>Satisfactory</td>
<td>42</td>
<td>$0</td>
<td>$575,000</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$575,000</td>
</tr>
</tbody>
</table>

**Totals (42 Projects):**

$3,548,854
$2,227,000
$105,000
$675,000
$6,600,854
<table>
<thead>
<tr>
<th>Project Name</th>
<th>Type</th>
<th>Building Name</th>
<th>Condition</th>
<th>P&amp;I</th>
<th>E</th>
<th>HVAC</th>
<th>L&amp;M</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>TUNNEL COMMUNICATION</td>
<td>Deferred Maint.</td>
<td>FIBER TO POLICE STATION</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>FIBER TO POLICE STATION</td>
<td>Deferred Maint.</td>
<td>HOFFMAN HALL</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>MUSEUM FIRE ALARM REPAIRS</td>
<td>Deferred Maint.</td>
<td>MLK MEMORIAL HALL</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>KIN FIRE ALARM SYSTEM</td>
<td>Deferred Maint.</td>
<td>HARDIN ADMINISTRATION BUILDING</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>MOFFETT FIRE ALARM SYSTEM</td>
<td>Deferred Maint.</td>
<td>MOFFETT LIBRARY</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>AKIN FIRE ALARM SYSTEM</td>
<td>Deferred Maint.</td>
<td>BOLIN HALL</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>MARTIN HALL VENTILATION REPAIRS</td>
<td>Deferred Maint.</td>
<td>MARTIN HALL</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>MARTIN HALL MOTHBALED</td>
<td>Deferred Maint.</td>
<td>MARTIN HALL</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>TENNIS COURTS RESURFACE</td>
<td>Deferred Maint.</td>
<td>TENNIS CENTER</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>MUSEUM ROOF DRAINS</td>
<td>Deferred Maint.</td>
<td>WF MUSEUM AND ARTS OF MSU</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>FAIR FINE ARTS ROOF</td>
<td>Deferred Maint.</td>
<td>FAIN FINE ARTS CENTER</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>HARDIN FIRE ALARM PANEL</td>
<td>Deferred Maint.</td>
<td>HARDIN ADMINISTRATION BUILDING</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>BOLIN ROOF REPLACEMENT</td>
<td>Deferred Maint.</td>
<td>BOLIN HALL</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>CENTRAL PLANT ROOF REPLACEMENT</td>
<td>Deferred Maint.</td>
<td>CENTRAL PLANT</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>INSTRUMENTAL MUSIC EGRESS</td>
<td>Deferred Maint.</td>
<td>INSTRUMENTAL MUSIC HALL</td>
<td>Satisfactory</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Totals (15 Projects)**: $109,797 $170,000 $0 $216,509 $27,000 $523,306

**Safety**

- TUNNEL COMMUNICATION: $4,520
- FIBER TO POLICE STATION: $25,000
- MUSEUM FIRE ALARM REPAIRS: $91,200
- AKIN FIRE ALARM SYSTEM: $31,185
- MOFFETT FIRE ALARM SYSTEM: $0
- BOLIN FIRE ALARM SYSTEM: $0
- MARTIN HALL VENTILATION: $0
- MARTIN HALL MOTHBALED: $0
- TENNIS COURTS RESURFACE: $21,024
- MUSEUM ROOF DRAINS: $2,398
- FAIR FINE ARTS ROOF: $35,000
- HARDIN FIRE ALARM PANEL: $0
- BOLIN ROOF REPLACEMENT: $41,400
- CENTRAL PLANT ROOF REPLACEMENT: $0
- INSTRUMENTAL MUSIC EGRESS: $0

**Deferred Maintenance Expenditures Report - Fiscal Year 2008**
Acronym Definitions for the Master Plan Reporting Form

MP-2: Master Plan-2, Assessment of Deferred Maintenance & Demolition Needs
MP-4: Master Plan-4, Deferred Maintenance Expenditures FY2008

PRI: Priority
ARCH: Architectural and Construction Cost
HVAC: Heating, Ventilation, or Air Conditioning Cost
P&E: Plumbing & Electrical Cost
L&M: Legislative Mandate Cost
FINANCE & AUDIT COMMITTEE
Finance and Audit Committee

Membership
Munir Lalani, Chairman
Charles Engelman
Lynwood Givens
Shawn Hessing

The Board of Regents of Midwestern State University may deliberate and take action regarding any item on this agenda. The Board reserves the right to discuss any properly posted items in Executive Session whenever legally justified in accordance with the Texas Government Code Chapter 551.

Reading and Approval of Minutes
09-10. The minutes of the Finance and Audit Committee meeting August 7, 2008, are recommended for approval of the committee as shown in the minutes’ section of this agenda as Minutes Attachment 09-10.

Review and Acceptance of Financial Report
09-11. The administration recommends the July, 2008, Financial Report for acceptance. This report was previously distributed to the board.

Degree Completion Scholarship Fund
09-12. The administration recommends an allocation of $50,000 to provide scholarships for students who are within 30 hours of completing the undergraduate degree. Scholarships will be awarded through the MSU president’s office and the source of funds will be Undesignated Local Tuition.

FY 2007-2008 Items $50,000 & Under Approved by President
09-13. In accordance with board policy, President Rogers authorized the following increase to the budget of $50,000 and under for the 2007-2008 fiscal year. The administration recommends the following budget change for ratification.

| From Account: | To Account: |
| Number | Title | Number | Title | Purpose | Amount |
| 23007 | Unallocated Designated Tuition | 22007 | Provost Operating Reserve | Fain College of Fine Arts peer review | $6,089.12 |
| 2001 18 | | | | | |
| Total | | | | | $6,089.12 |

Salary/Title/Position Changes in 2008-2009 Budget Approved per Board Authorization
09-14. Salary, title, and position changes approved by the president are presented for ratification as shown below.
<table>
<thead>
<tr>
<th>Position/Title</th>
<th>New Position/Title</th>
<th>Budget Change</th>
<th>Justification/Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Cashier</td>
<td></td>
<td>$6,527</td>
<td>Position filled with returning experienced personnel.</td>
</tr>
<tr>
<td>Business Office</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Professor Respiratory Care</td>
<td></td>
<td>$1,008</td>
<td>Increased salary to match that of new hire.</td>
</tr>
<tr>
<td>Assistant Professor/Chair BEGIN Grant</td>
<td></td>
<td>$18,758</td>
<td>Increase funded by federal grant.</td>
</tr>
<tr>
<td>BSN Nurse Educators – SIM Center (five positions)</td>
<td></td>
<td>$35,254</td>
<td>Increased salaries to bring them in line with hospital salaries.</td>
</tr>
<tr>
<td>West Dyslexia Instructor (NEW POSITION)</td>
<td></td>
<td>$45,000</td>
<td>Position funded by West Foundation grant.</td>
</tr>
<tr>
<td>Medical Office Coordinator – Vinson Health Center</td>
<td></td>
<td>$2,040</td>
<td>Increased salary to compete with area medical offices.</td>
</tr>
<tr>
<td>Associate Professor Education/Reading</td>
<td>Assistant Professor Education/Reading</td>
<td>($3,816)</td>
<td>Hired at Assistant Professor level.</td>
</tr>
<tr>
<td>Admissions Evaluator</td>
<td></td>
<td>$570</td>
<td>Filled position above budgeted amount.</td>
</tr>
<tr>
<td>Professor of Nursing Dean of Graduate Studies</td>
<td></td>
<td>$15,000</td>
<td>Filled position above budgeted amount with donor funds</td>
</tr>
<tr>
<td>Assistant Professor HPUA</td>
<td>Instructor/HPUA</td>
<td>($12,988)</td>
<td>Hired at Instructor level.</td>
</tr>
<tr>
<td>Secretary II Respiratory Care</td>
<td></td>
<td>$740</td>
<td>Filled position above budgeted amount.</td>
</tr>
<tr>
<td>Assistant Professor Nursing (50%) – two positions</td>
<td>Assistant Professor Nursing (75%) – two positions</td>
<td>$26,064</td>
<td>Increased positions from 50% to 75%, funded from Nursing Growth funds</td>
</tr>
<tr>
<td>Associate Professor Accounting</td>
<td>Assistant Professor Accounting</td>
<td>$2,088</td>
<td>Hired at assistant level above budgeted amount, funded from private funds.</td>
</tr>
<tr>
<td>Assistant Professor Nursing (100%)</td>
<td>Assistant Professor Nursing (50%)</td>
<td>($29,782)</td>
<td>Position reduced from 100% to 50%.</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>$106,463</strong></td>
<td></td>
</tr>
</tbody>
</table>


PERSONNEL & CURRICULUM COMMITTEE
Personnel and Curriculum Committee

Membership
Carol Gunn, Chair
Lynwood Givens
Jane Spears
Ben Wible

The Board of Regents of Midwestern State University may deliberate and take action regarding any item on this agenda. The Board reserves the right to discuss any properly posted items in Executive Session whenever legally justified in accordance with the Texas Government Code Chapter 551.

Reading and Approval of Minutes
09-15. The minutes of the Personnel and Curriculum Committee meeting August 7, 2008, are recommended for approval of the committee as shown in the minutes' section of this agenda as Minutes Attachment 09-15.

Faculty Report
09-16. A representative of the MSU Faculty Senate will update the board on faculty-related issues.

Staff Report
09-17. A representative of the MSU Staff Senate will update the board on staff-related issues.

Enrollment Report – Fall 2008
09-18. The fall enrollment report is shown as Attachment 09-18.

Small Class Report – Fall 2008
09-19. Section 51.403(d) of the Texas Education Code requires MSU to present a small class report to the Board of Regents. Small classes, for the purpose of this report, are undergraduate-level courses with less than 10 registrations, and graduate-level courses with less than five registrations. The small class report for the fall 2008 semester is shown as Attachment 09-19.

Review of Personnel Reports for FY 07-08 Budget
09-20. The report of personnel changes in July and August, 2008, are presented for information as shown in Attachment 09-20.

Review of Personnel Report for FY 08-09 Budget
09-21. The report of personnel changes in September, 2008, is presented for information as shown in Attachment 09-21.

December 2008 Graduating Class
09-22. The administration recommends approval of the list of candidates for December 2008 graduation with the provision that they meet all requirements as prescribed by the faculty and administration (see Attachment 09-22).
Approval of Revised 2008-2009 Academic Calendar
09-23. The administration recommends approval of the revisions to the academic calendar for the 2008-2009 academic year as shown in Attachment 09-23. The changes relate to the summer class schedule. The recommended calendar includes a four-day class schedule; however, the university offices will maintain a five-day work schedule.

New Academic Program Option – Psychiatric Mental Health Nurse Practitioner (PMHNP)
09-24. Based on a request by administrators from the state psychiatric hospitals and community mental health centers, and a substantial need identified through a needs assessment, the administration requests authorization to add a Psychiatric Mental Health Nurse Practitioner (PMHNP) Program as an online option within the Master of Science in Nursing (MSN) degree program to MSU’s graduate offerings.

MSU Catalog Change - Student Drop Date
09-25. The current university catalog states the following:

A student may drop a course during the first 10 weeks of a long semester, first 7 weeks of a 10 week summer term, or through the 15th class day of a 4 or 5 week summer term consisting of 20 days with a grade of W (See Academic Calendar in schedule of classes.). After the above deadlines, a grade of F will be recorded for any class drop.

The administration recommends changing the final drop date during the long semester from the tenth week of the semester to the eighth, and to institute similar changes to the summer terms. The desired effect of this change is that students drop fewer classes, which will speed up their graduation and, at the same time, increase the credit hours produced in each semester. The proposed new catalog wording would be as follows:

A student may drop a course during the first eight weeks of a long semester, the first six weeks of a 10 week summer term, or through the 11th class day of a four or five week summer term consisting of 20 days with a grade of W (see Academic Calendar in schedule of classes). After the above deadlines, a grade of F will be recorded for any class drop.

MSU Catalog Change – Graduation Requirements
09-26. The current university catalog includes a statement that “a minimum total credit of 124 semester hours” is a general requirement for a baccalaureate degree at Midwestern State University. The administration recommends reducing this number from 124 hours to 120 hours in accordance with Texas Education Code §61.0515, which requires that “for any student entering from Fall 2008 on, the SACS minimum required credit hours for a degree (currently 120 hours) will be the maximum allowed required credit hours for a baccalaureate-level degree program.”

The administration further recommends removing the minor from MSU’s baccalaureate degree requirements. This will eliminate the following wording from the catalog:

A minor of at least 18 semester hours of which six must be advanced (does not apply to BAAS, BBA, BM, BFA, BSCJ with 48 hour major, BSCL, BSDH, BSDIS, BSME, BSN, BSRC, BSRS, BSW, and BS with a major in Athletic Training). Six advanced semester
hours of the minor must be completed in residence at Midwestern State University. This residence requirement does not apply to students receiving the BAAS degree with a minor.

Requirements for Double Major
09-27. Currently, students wishing to double major may not count a course required in both majors toward the completion of both majors. The administration recommends changing this requirement to allow students to count a course among the requirements in more than one major. This change removes the need to enroll in courses not required in either major and will allow students who double major in fields that share required courses to graduate in a timelier manner.

MSU Policies and Procedures Manual Changes
09-28. The following changes to the MSU Policies and Procedures Manual are recommended for approval. Items recommended for deletion are shown with an overstrike (--); new wording is shown in bold and underlined format.

A. Policy 2.24, Board Contract Signing Authorization – the administration recommends changes to the policy as shown in Attachment 09-28A.

B. Policy 2.338, University Boards, Councils & Committees – the administration recommends the following council and committee changes (see Attachment 09-28B):
   i. Administrative Council – add Chair of Staff Senate to the committee structure.
   ii. Competitive Scholarship Committee – add international services office representative to the committee.
   iii. University Data Standards/Security Committee – clarify purpose and reporting structure, and add Banner Project Manager and University Webmaster to the committee structure.

C. Policy 3.212, Staff Hiring Procedures – a revision is proposed to add the requirements for prior approval of new titles, title changes, and departmental reorganizations. Additionally, the overall statement of the policy has been modified for clarity (see Attachment 09-28C).
PERSONNEL & CURRICULUM COMMITTEE ATTACHMENTS
Enrollment Report

Fall 2008

<table>
<thead>
<tr>
<th>Category</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Freshmen</td>
<td>500</td>
<td>675*</td>
</tr>
<tr>
<td>Re-enrolling Freshmen</td>
<td>809</td>
<td>613</td>
</tr>
<tr>
<td>Sophomore</td>
<td>1,069</td>
<td>1,136</td>
</tr>
<tr>
<td>Junior</td>
<td>1,168</td>
<td>1,179</td>
</tr>
<tr>
<td>Senior</td>
<td>1,798</td>
<td>1,758</td>
</tr>
<tr>
<td>Post-Baccalaureate</td>
<td>85</td>
<td>110</td>
</tr>
<tr>
<td>Graduate</td>
<td>592</td>
<td>622</td>
</tr>
<tr>
<td><strong>TOTAL ENROLLMENT</strong></td>
<td>6,021</td>
<td>6,093</td>
</tr>
</tbody>
</table>

*This is the first enrollment report out of the Banner system. In the old system there was a classification for Beginning Freshmen, defined as freshmen with zero previous college hours. In Banner, Beginning Freshmen are defined as they are for state reports, students for whom it is their first enrollment after high school. The comparison data is thus not exact due to this definition change.
The following organized classes had enrollments below the established minima of ten (10) students for undergraduate classes and five (5) students for graduate classes on the twentieth class day. Where applicable, the courses are listed under the justification categories previously used by the Coordinating Board.

**The following courses are required for courses within a new program area.**

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Title</th>
<th>Instructor</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic Training 2903 01</td>
<td>Therapeutic Modalities</td>
<td>Jennifer Lancaster</td>
<td>6</td>
</tr>
<tr>
<td>Athletic Training 3803 01</td>
<td>Evaluation of Athletic Injuries I</td>
<td>Katie Lyman</td>
<td>5</td>
</tr>
<tr>
<td>Athletic Training 3913 01</td>
<td>Therapeutic Exercise</td>
<td>Katie Lyman</td>
<td>2</td>
</tr>
<tr>
<td>Athletic Training 2903 01</td>
<td>Therapeutic Modalities</td>
<td>Jennifer Lancaster</td>
<td>6</td>
</tr>
<tr>
<td>Mass Communication 2523 01</td>
<td>The Internet and Society</td>
<td>Mary Lewis</td>
<td>7</td>
</tr>
<tr>
<td>Mass Communication .3253 01</td>
<td>Publication Design</td>
<td>Mary Lewis</td>
<td>7</td>
</tr>
<tr>
<td>Mass Communication 4223 01</td>
<td>Computer Assisted Reporting</td>
<td>Mary Lewis</td>
<td>6</td>
</tr>
<tr>
<td>RADS 4753 X1</td>
<td>Mammography</td>
<td>Jean Pfifer</td>
<td>9</td>
</tr>
<tr>
<td>RADS 5353 01</td>
<td>RA Procedures III</td>
<td>Donna Wright</td>
<td>4</td>
</tr>
</tbody>
</table>

**The following courses are required for majors in fields of study within the state’s STEM (Science, Technology, Engineering and Mathematics) initiative.**

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Title</th>
<th>Instructor</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biology 4143 70</td>
<td>Evolution and Systematics</td>
<td>Frederick Stangl</td>
<td>4</td>
</tr>
<tr>
<td>Biology 5001 80</td>
<td>Discussions in Biology</td>
<td>James Masuoka</td>
<td>3</td>
</tr>
<tr>
<td>Biology 5013 80</td>
<td>Lit &amp; Hist of Biological Sci</td>
<td>Michael Shipley</td>
<td>4</td>
</tr>
<tr>
<td>Biology 5143 70</td>
<td>Evolution and Systematics</td>
<td>Frederick Stangl</td>
<td>3</td>
</tr>
<tr>
<td>Biology 6003 80</td>
<td>Grad Seminar in Biology</td>
<td>M. Rincon-Zachary</td>
<td>3</td>
</tr>
<tr>
<td>Chemistry 3603 01</td>
<td>Physical Chem/Thermodynamics</td>
<td>Randal Hallford</td>
<td>4</td>
</tr>
<tr>
<td>Computer Science 4453 01</td>
<td>Computer Architecture</td>
<td>Stewart Carpenter</td>
<td>9</td>
</tr>
<tr>
<td>Geosciences 3134 01</td>
<td>Mineralogy</td>
<td>Brent Elliott</td>
<td>9</td>
</tr>
<tr>
<td>Geosciences 3734 01</td>
<td>Applied Geomorphology</td>
<td>Rebecca Dodge</td>
<td>8</td>
</tr>
<tr>
<td>Mathematics 2043 02</td>
<td>Structure of Number Sys II</td>
<td>Terry McDonald</td>
<td>8</td>
</tr>
<tr>
<td>Mathematics 4453 01</td>
<td>Theory of Numbers</td>
<td>Patrick Mitchell</td>
<td>6</td>
</tr>
<tr>
<td>Mathematics 4733 01</td>
<td>Intro Analysis I</td>
<td>Dawn Slavens</td>
<td>9</td>
</tr>
<tr>
<td>Man Eng Technology 2123 01</td>
<td>Manufacturing Processes I</td>
<td>Jan Brink</td>
<td>3</td>
</tr>
<tr>
<td>Man Eng Technology 3103 01</td>
<td>Statics</td>
<td>Dale McDonald</td>
<td>1</td>
</tr>
<tr>
<td>Man Eng Technology 3134 01</td>
<td>Material Science</td>
<td>Jerry Faulk</td>
<td>5</td>
</tr>
<tr>
<td>Man Eng Technology 3333 01</td>
<td>Engineering Econ &amp; Cost Analy</td>
<td>Dale McDonald</td>
<td>2</td>
</tr>
<tr>
<td>Man Eng Technology 3403 80</td>
<td>Automation I</td>
<td>Jan Brink</td>
<td>3</td>
</tr>
<tr>
<td>Man Eng Technology 4603 80</td>
<td>Production Planning &amp; Control</td>
<td>Jan Brink</td>
<td>7</td>
</tr>
<tr>
<td>Physics 3313 01</td>
<td>Mechanics</td>
<td>Jacqueline Dunn</td>
<td>6</td>
</tr>
<tr>
<td>Physics 3323 01</td>
<td>Electromagnetic Field I</td>
<td>Richard Fleming</td>
<td>4</td>
</tr>
</tbody>
</table>
The following courses are required for majors in their fields of study and should be completed this semester to keep the proper sequences in courses.

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Title</th>
<th>Instructor</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bilingual Education 3313 80</td>
<td>Meth &amp; Materials Bilingual Ed</td>
<td>Mary Garza</td>
<td>4</td>
</tr>
<tr>
<td>Education 3163 04</td>
<td>Classroom Management</td>
<td>Mary Ann Coe</td>
<td>9</td>
</tr>
<tr>
<td>Education 5843 80</td>
<td>Language Acquisn and Devlpmt</td>
<td>Linda Lilienthal</td>
<td>3</td>
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Summary of the Personnel Position Status Reports for 9/1/07 – 8/31/08

September 2007  Assistant Professor/Nursing (reduced teaching load)  
Net position change: -.50 (Faculty)

Project Coordinator/Bilingual Opportunity Grant (position deleted and duties assumed by an education faculty member)  
Net position change: -1 (Professional Non-Faculty)

Assistant Professor/Bilingual Opportunity Grant (position deleted and duties assumed by an education faculty member)  
Net position change: -1 (Faculty)

October 2007  Secretary II changed to Assistant to the Dean  
Net position change: +0 (-1 Clerical & Secretarial/+1 Professional Non-Faculty)

November 2007  Computer-Based Testing Specialist changed to Testing Coordinator for the Prometric Lab  
Net position change: +0 (-1 Clerical & Secretarial/+1 Professional Non-Faculty)  
Approved by Board of Regents – November 2, 2007

January 2008  Construction Inspection/Administrator  
Net position change: +1 (Skilled Craft)  
Approved by Board of Regents – November 2, 2007

Library Assistant I  
Net position change: +1 (Clerical and Secretarial)  
Ratified by Board of Regents – February 15, 2008

Instructor, Political Science (Temporary Overlap)  
Net position change: +1 (Regular Faculty)  
Ratified by Board of Regents – February 15, 2008

Instructor/College of Business changed to Academic Advisor  
Net position change: +0 (-1 Regular Faculty/+1 Professional Non-Faculty)

February 2008  Director Clark Student Center/Student Development changed to Coordinator of Greek Life  
Net position change: +0 (-1 Executive, Administrative & Managerial/ +1 Professional Non-Faculty)

April 2008  Secretary II changed to Coordinator, Multicultural Affairs  
Net position change: +0 (-1 Clerical and Secretarial/+1 Professional Non-Faculty)
May 2008  Instructor, Political Science (Temporary Position Ended)  
Net position change: -1 (Regular Faculty)

June 2008  Assistant Director, Institutional Research (Temporary Overlap)  
Net position change: +1 (Professional Non-Faculty)  
Recommended for Board ratification – August 8, 2008

August 2008  Assistant Director, Institutional Research (Overlap Eliminated)  
Net position change: -1 (Professional Non-Faculty)

Total net new positions as of 8/31/08 = -.50
## Personnel Position Status Report

**July 31, 2008**

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### MIDWESTERN STATE UNIVERSITY

**PERSONNEL POSITION STATUS REPORT**

*August 31, 2005*

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<tr>
<td>EXEC, ADMIN &amp; MANAGERIAL</td>
<td>48.19 4,035,982</td>
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<td>237.79 14,033,907</td>
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<td>235.29 13,963,471</td>
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<td>624.71 28,451,281</td>
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<td>624.21 28,388,742</td>
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Midwestern State University Reporting of Personnel Changes
July – August
Fiscal Year 2007-2008

I. ENTERING EMPLOYEES

1. Andy McCoy – Custodian, Physical Plant – 07/01/08
2. Rebecca Fernandez – Associate Librarian – 07/01/08
3. Elizabeth Mendez – BSN Nurse Educator, Regional Simulation Center – 07/07/08
4. Patricia Rogers – BSN Nurse Educator, Regional Simulation Center – 07/07/08
5. Katie Lyman – Instructor, Kinesiology – 07/09/08
6. Jeremy Duff – Assistant Professor, Political Science – 07/09/08
7. Nancy Frazier – Secretary II, Housing – 07/09/08
8. Melissa Alonzo – Secretary I, Football – 07/09/08
9. Peggy Knaup – Employer Relations Coordinator, Career Management Center – 07/14/08
10. Julie Carter, Director, MSU Cycling – 08/01/08
11. Dan Stoicescu – Director, Institutional Research, Planning and Assessment – 08/06/08
12. Debra Vaughn – Assistant to Vice President, Administration and Finance – 08/06/08
13. Melissa Wright – Secretary II, Dillard College of Business – 08/07/08
14. Lori Ruddy – Counselor/Psychologist, Counseling Center – 08/11/08
15. Antoinette Canty – Professional Counselor, Counseling Center – 08/11/08
16. Tina Leak – Custodian, Clark Student Center – 08/11/08
17. Patricia Gamez – Custodian, Physical Plant – 08/11/08
18. Patricia Hamilton – Professor/Dean, Graduate Studies – 08/15/08
19. Timothy DeGroot – Associate Professor/Chair, Management – 08/18/08
20. Jeffrey Stambaugh – Assistant Professor, Marketing – 08/18/08
21. Kimberly Mercer – Assistant Professor, Nursing – 08/18/08
22. Francis Powell – Associate Professor, Social Work – 08/18/08
23. Nathan Jun – Assistant Professor, English – 08/18/08
24. Joshua Packard – Assistant Professor, Sociology – 08/18/08
25. Rebecca Dodge – Associate Professor, Geoscience – 08/18/08
26. Bobby Thomas – Assistant Professor, Accounting – 08/18/08
27. Phyllis Behrens – Assistant Professor, Health & Public Administration – 08/18/08
28. Margaret Hammer – Assistant Professor, Education – 08/18/08
29. Tammy Kurszewski – Assistant Professor, Respiratory Care – 08/18/08
30. Philip Plubell – Instructor, Health & Public Administration – 08/18/08
31. Mary Wines – Instructor, Education – 08/18/08
32. Sarah Ward – Employer Relations Coordinator, Career Management Center – 08/20/08
II. **EXITING EMPLOYEES**

1. Cory Pack – Instructor, Kinesiology – 07/07/08
2. Linda Wilbur – Secretary II, Dillard College of Business – 07/21/08
3. Peggy Knaup - Employer Relations Coordinator, Career Management Center – 07/24/08
4. Linda Wilbur – Secretary II, Dillard College of Business – 07/24/08
5. Sue Hambrook – Secretary II, Radiologic Science – 07/25/08
6. Mark Chavez – Custodian, Clark Student Center – 07/25/08
7. Karen Hurst – Secretary I – Foreign Language – 07/31/08
8. Alfred Stewart – Associate Professor, English – 07/31/08 RETIRE
9. Jewett Johnson – Assistant Professor, Nursing – 07/31/08 RETIRE
10. Rodney Erakovich – Assistant Professor, Health & Public Administration – 08/05/08
11. Shelly Robinson – Assistant Professor, Education – 08/05/08
12. Ann Smith – Associate Professor, Nursing – 08/08/08
13. Tina Leak – Custodian, Clark Student Center – 08/15/08
14. Cindy Wray – Secretary II - Radiologic Science – 08/26/08
15. Gary Achterberg – Director, MSU Cycling – 08/31/08
16. Bambi Bailey – Associate Professor, Education – 08/31/08
17. Felita Dickey -- Assistant Director, Institutional Research, Planning and Assessment – 08/31/08
18. Roxanne Gooch – Associate Professor, Dillard College of Business – 08/31/08
19. Allison Reynolds – Instructor, English - 08/31/08
20. Kathy Scherler – Assistant Professor, Music- 08/31/08
21. Andy McCoy – Custodian, Physical Plant – 08/31/08
22. Cindy Persick – Secretary II, English – 08/31/08
Summary of the Personnel Position Status Reports for 9/1/08 – 9/30/08

September 2008  Associate Professor/English (increased teaching load)
Net position change: +.25 (Faculty)

Assistant Professor/Nursing (increase teaching load – two positions)
Net position change: +.50 (Faculty)

Assistant Professor/Nursing (decreased teaching load)
Net position change: -.50 (Faculty)

Total net new positions as of 9/30/08 = +.25
## MIDWESTERN STATE UNIVERSITY

**PERSONNEL POSITION STATUS REPORT**

**September 30, 2008**

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<td>687,536</td>
<td>29,425,436</td>
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Midwestern State University Reporting of Personnel Changes  
September  
Fiscal Year 2008-2009

I. ENTERING EMPLOYEES

1. Kimberly Alcorn – Assistant Volleyball Coach - 09/01/08
2. Brandon Smith – Theatre Technical Assistant, Fine Arts – 09/02/08
3. Marilyn Brown – Secretary II, Dillard College of Business – 09/02/08
4. Elizabeth Hastings – Secretary II, Dillard College of Business – 09/02/08
5. Diana Sue Hambrook – Secretary II, Respiratory Care – 09/08/08
7. Janis Salter – Secretary I, Theatre & Mass Communication – 09/22/08
8. Joshua Jackson – Custodian, Clark Student Center – 09/23/08

II. EXITING EMPLOYEES

1. Jensine Short – Academic Advisor, Dillard College of Business - 09/05/08
2. April Michelle Kair – Secretary II, Computer Science – 09/19/08
COLLEGE OF BUSINESS ADMINISTRATION
BACHELOR OF BUSINESS ADMINISTRATION

NATALIE ANN ACOSTA
ASHLEY A. ADJEI
ROBERT GORDON BAGGOTT, JR.
BRENNA COLLEEN BARRETT
MELVON ZEON BASSUE
JAMAAL EDWARD BOYER
KIMBERLY KAY BOX
CRYSTAL DENISE BRATTON
JUSTIN RAY BUCHANAN
CHRISTA CARLENE BURKE
RONALD EUGENE BUSSEY, JR.
ADRICN CURTIS BUTLER
RUSSELL TITUS BUTTON
RYAN EDWARD BUZZARD
JOHN DHAYNE CALDWELL
SARA C. CAMPOS-VALERIO
ADAM GREGORY CASE
GARY DON CASE
ZAHRA SANA CHARLES
KIMBERLY SOMER DAGDAK
WILLIAM BRAND DAVES
ERIN LEIGH DUNN
PHILLIP RYAN EBY
MARK EDWARD EVANS
BRENNAN FITZGERALD FRANCIS
SANDRA DIANA GARCIA
MICHAEL SCOTT GAZZIGLA
TAKUYA GOTO
DEBRA KAY GRAF
MATTHEW MARK HAMILTON
JOSHUA MICAH HAYNES
RUTH ANN HENAGER
BRANDI TOWNZEN HOBSON
EDDIE DOUGLAS IV
MEAGAN KATE JACKSON
DAVID R. JALOMO

BRADY ALLEN JONES
DEVON PETER JOSEPH
BRITTNEY SHREE KING
LORI BETH LANCASTER
MADELINE LORECA LECHUGA
CHAD HUNTER LINSCOMBE
AARON WAYNE LITTLE
COLANDRIA RENEE MACK
TREMAYNE DESHAWN MORGAN
MISAKI NAGAYA
MICHAEL JAMES OAKLEY
LUKE ANDREW OCHSNER
CHAD ALLEN OLSON
SHERWIN PAULSON
BRITTANY DIANE PITTMAN
JERROD L. RANSOM
GRACIA CLEOPHA RICHARDSON
ANIKI GLORIA ROYER
YANA ILINICHNE SHAMIS
AFEES DEMI SHOAGA
ELEBIA MICHELLE SLAYTON
BARRY WAYNE SMITH
MICHAEL B. SPEARMAN
CASEY ELISE STANALAND
HOUSTON BARRETT SULLIVAN
TANDY LYNN SWADLEY
LATONYA DEEANN TACKITT
BRIAN RICHARD THAR
CHIARA LA'TRICE TOWNSEND
YVETTE L. VILLAREAL
DUSTIN TAYLOR WEBB
ROBERT LEE WELLS
CARENSIA KYSHAWN WHEELER
CODY ALLEN WILLIAMS
DAVID PHILIP WILLIS
JUSTIN BLAKE WILSON
COLLEGE OF EDUCATION

BACHELOR OF SCIENCE IN INTERDISCIPLINARY STUDIES

VERONICA MICHELE AREY
LARILYN ALYCE CALVIT
SARA ELIZABETH CARTER
MISTI MASHAY CHUMLEY
BRITTANY N. DAVIS
KAREN LARIOS DIAZ-ZAPATA
ANA ALICIA DOWLING
ERLENE RACQUEL FINDLEY
CHARISEY KAY FRICE FORBESS
DANIELLE RUTH FULTON
ASHLEIGH NICOLE GHOULSTON MILLER
SARITA KAY HARRISON
MELISSA NICOLE KIDD
JESSICA DENISE LANE
LATOYA DANIELLE LUSK
KRISTIN LEANNE REINECK MAHURIN
ELENA FELIPE MARTINEZ
RANDOLYN SUE JUMP MAYO
DENA RENAE MCCORD

KELLY KATHLEEN MEDELLIN
PATRICK LYN MOORE
AMY CAROL NOWELL MORRISON
LAUREN JADE OLDFIELD
RUTH AKUA OWUSUWA
JENNY ARLENE PARKS
NANCY JO RAKESTRAW
ALICIA LOUISE RASCO
AMANDA MARIE REED
FARRAH NICOLE RILEY
KATHRYN DIANE HALL ROBERTSON
ALISHA ANDERSON RUMANS
JESSICA LAIN RUSSELL
SYLVIA SHEWMAKE
NATASHA ANN TIPPIP
DORIS ALMYRA TORRES
MELISSA DAWN WEATHERLY
KATIA ANDREA ZAMORANO

COLLEGE OF FINE ARTS

BACHELOR OF ARTS

KIMBERLY ELISE BAILEY
JENNIFER DIANE COPELAND
IGNACIO DIAZ CRUZ, JR.
AYESHA SHANAE DORSEY
RYAN P. HATCHER
JESSIE HAYWARD LEWIS III
WAZIR HASSAN MAOLUD

LISA JOY MOORE
ERIKA DAWN MOSS
JOSHUA ISAIAH MUJICA
MELISSA DOS PRAZERES-SILVA
ROZNA REVELDA ROGERS
AMANDA LOUISE CHOQUETTE WARNER

BACHELOR OF FINE ARTS

JOEL REMIGIO ABETTA
SASCHELLE M. PALIN ANDERSON
KELLY MELINDA FOARD
ESTHER HIPPOLYTE MATTHEW

THOMAS LESLIE MCNAIR
LINDSAY ANNE O'NEAL
DANNY DWAYNE WEBSTER

BACHELOR OF MUSIC

NICHOLAS PAUL GHABMARI
CHRISTINA LUCILLE HALLWACS
ADAM JAY LEWIS

JOSHUA CHAD RITCHIE
RUSSELL REID ROBINSON
COLLEGE OF HEALTH SCIENCES AND HUMAN SERVICES

BACHELOR OF ARTS

RELANDO D. CAMPBELL

JENNIFER ANN RHODES GORDON

BACHELOR OF SCIENCE

SAMUEL EDWARD ALANIZ
ABBY LYNNE AMBURN
ANDREA DANIELLE BOLDEN
MIRANDA KAY BROWN
JACQUELINE MICHELLE BRUMBALOW
AUBRREE SARAH BURGER
ALLISON BROOKE SMITH CONRADY
DEREK TODD COPELAND
LINDSEY BROOKE FOX
LEON JORDAN LEWIS GOUDEAU
AIMEE NICOLE GRAY
CEDRIC DEVON JOHNSON

ANDREW CHARLES LUDLOW
AARON CHRISTOPHER MAGALLANEZ
DONNA ANN MOORE
HEATH MARSHALL NARAGON
DAVID MATTHEW NEALE
ERIN LEIGH PROVENCE
DAVID BRYON ROACH
LEAH COURTNEY ROLETT
CARLEY ELIZABETH SCHICK
IMMANUEL MICAH SENNET
CHRISTOPHER EUGENE SHIPMAN
KRISTEN BETH STONECIPHER

BACHELOR OF SCIENCE IN CRIMINAL JUSTICE

KIMBERLY DIANNE BROWN
AIDEN BRIAN CALLAHAN
JAMIE MICHELLE COX
CHRISTOPHER LANE FRANCOIS, JR.
MYRANDA ORETA COX FRAZER
BRIAN MONTEZ FREEMAN
LANCE JOMAR GARDNER
RODERICK LANCE HAWKINS
HEATHER JEAN HOUSE

RANDELL BERNARD MITCHELL
LATARSHA DE'LISHE OLIVER
SAMUEL ELLIOTT PERRY
BRADLEY JOHN SAMPLE
TIMOTHY MICHAEL SCANTLIN
RICKY DON SPADLIN
STACEY SHUNAY STATEN
GAIRRY KEITH STEWART
JOSHUA LYNN TYRA

BACHELOR OF SCIENCE IN DENTAL HYGIENE

AMBER NICOLE SACCO
BACHELOR OF SCIENCE IN NURSING

MERCY ABIDIOYE
ALLISON PAIGE PAEON ALFARO
AUGUSTINE I. ANOZIE
ONYINYECHI STELLA ANUGWOM
DAVID OPOKU ASANTE
CHRISTINA BABAYAN-FARD
PEGGY ANN BECH
LANCE RICHARD BELEW
JUDITH LYNN BREWER
REGINA BAINES BROWN
MEGAN ELIZABETH CASSIDY
MARIBEL CASTILLO
JUSTIN NICHOLAS CHATHAM
SHAINA KAPLAN CGX
BLAIZ LOVE CRUZ
DEAN NICOLE DANGELMAYR
CHRISTINA YVETTE DAVIS
CANDACE A. DISMUKES
DENNA ANNETTE DITTO-STOUT
AMANDA MICHELLE DUNN
CHARITY CHIOMA DURANT
KATE NNENNA DURUBOR
KARLA GAYLE DYER
CANDACE RENE SINGLETON EDMONSON
CHARITY IFUNANYA EJIAKONYE
ENDO SPINDOZA
DAVID MICHAEL FERGUSON, JR.
EVA CECELIA FREDERICK
FRANKLIN ACHU FRU
STACI RAE WRIGHT FULFER
GEORGE MORARA GETANDA
SISAY HAILEHARIAM
KRISTINA GREEN HALLENG
STEPHANIE LYNN HAMMET
MAEGAN DANIELLE HENDERSON
ANDRA G. JONES HOLDEN
LINDSAY RAE HUMPHREY
DAMIAN IRABOR
CARI LYNNE JOHNSON

AMY JOLENE KEETER
DAPHNE KIRUNGI
JOMY MERLIN KURUVILLA
CHANTELLE RENEE LEE
SUZANNE ADAMS LEIHER-RICH
KATHRYN DENISE MAEDER
WILSON MAKIA
CARLA ZERI MARCHESI
JULIET AGYEI MARFO
REGINA ERIN MCMAHAN
RYAN MONTGOMERY MCMWHIRTER
COLLINS K. MITEI
MEGAN C. MONROE
GANG THI-KIM NGUYEN
THAOI THI NGUYEN
TRACEY RAE NICHOLS
REBECCA ODIDI
EUCHERIA CHINAU ONUGBUELE
LAUREN ELISE ORAND
EVELYN OSHORO
LINDA KERUBO OTUKE
KETURAH PANTHER
KELLY RENEE POWER
DANA IRENE RAMCIYK
MIREJILDO TEREY RAMOS
JENA LYNN RUSSELL
MELINDA ELLEN SCHMIDT
BRIDGETTE DELAIN SCOTT
HUNG-LEI RAYMOND SHU
JENNIFER KRISTIN SLATER
JOE LAWRENCE SLEDGE
KIMBERLY CHEREE STARKEY
SOREL MARIE TEUSCHER
UGOEBE UKOMAUKO
SHAFIA NICOLE WALKER
CHRISTOPHER ADAM WALTHALL
ESPERANZA DATU WARD
SUDHA RACHEL ZACHARIA
BACHELOR OF SCIENCE IN RADIOLOGIC SCIENCES

HOLLY CLAIRE ABELS
CHASE DILLON ARTHUR
LINDSAY NICOLE BALDWIN
ANGELA DENEEN CLARK
MARK CHRISTOPHER COFFIELD, JR.
VALERIE NICOLE DUKE
IRENE NICOLE DUKE
DANNY LEE EVANS
BRITTANY MARIE CUEVAS FARINACCI
CLINTON EUGENE FORD
MARIBEL GALVAN
PAMELA ANNETTE HOLLODSWORTH
MARCI LYNN HOSTAS
DENNIS LYNN JACKSON
JENNIFER LYNN JEZ

WADE KAURU JOHNSON
CANDICE MARIE MARTIN
NICOLE JACLYN MCCLUSKEY
KRISTAL NICOLE TORRES NABHAN
NICOLE DANIELLE NALL-BREUER
GEORGE SAMUEL NICHOLS II
ALLYSON DENISE PLUSKOTA
KELLI MICHELLE RICH
MARIE MICHELLE RITCHELY
FRED GREGORY SEBASTIAN IV
LACEY NICOLE SHEHANE
SHANNON DANIELLE WARREN
KEEGAN N. WILLIAMS
MARINA V. WILLIAMS

BACHELOR OF SCIENCE IN RESPIRATORY CARE

BENITA DIANE COCKERHAM
TONYA LYNN DAWKINS
MELISSA DARLENE DEARING
VALERIE PATRICIA DEMORE
LAURA LOU DENTON
ALETA KAY MARTIN
TAMARA LEEANN TUCK

BACHELOR OF SOCIAL WORK

KATHERINE ANNE AFFLERBACH
FELISA ANN CONTRERAS
MANDISA DUCREAY
DEIDRA PAULETTE MCALISTER
MARY CAROLYN KELLEY MENGWASSER
MARYLOU MUNIZ
COLLEGE OF HUMANITIES AND SOCIAL SCIENCES

BACHELOR OF APPLIED ARTS AND SCIENCES

CHANSE R. ADKINS
JODY LYNN ASHLOCK
MICHAEL WAYMON ASHLOCK
ADRIENNE MARIE BARNES
RICHARD A. BARRERA
ANDREA JEAN BLACK
RODERIC KEITH BOATMAN
KIM UYEN BÖHM
MARLA ALENE BOSWELL
TROY A. BROADRICK
JULIE ANN CLEBURNE
JENNIFER LYN COLLAR
MICHAEL CHRISTOPHER CONTRERAS
JASON KENT COX
DAVID CHAD DEAVER
CHAD ALAN EICHENOUR
PATRICK ALAN ERICKSON
CARRIE L. FREEZE
CLINTON LEON FRIDAY
CHRISTY ANN GONZALEZ
WILLIAM TYRONE HACKLEY
IRVEN CURTIS HALE
MARK ALAN HOLLEY
MICHAEL EUGENE HURLEY
RANDALL LEE IVINS
JANET KATHLYN JOHNSON

CHRISTOPHER LOUIS KARR
DENNY SHANE KORINEK
TODD KEITH MCCROHAN
JOSHUA AARON MCFERRIN
STEVEN RAY NIEKAMP
WILLIAM ANTHONY NOLTE, JR.
FRANCISCA I. NUNCIO
JENNIFER CHRISTINE OPHEIM
ANTHONY THOMAS PARAZINO
ROGER ALLEN PARK
KENNETH ZACHARY PIERSO
ERIC CONLEE POWELL
ROBERT WILLIAM PROVOST
BETTY RAE RASMUSSEN
FORREST RAY ROBERTS
ROBERT CHARLES ROBERTSON, JR.
MARTY M. ROCHA
SANDRA L. RODGERS-TOMEO
LOYD WAYNE SLIMP
THOMAS GLEN SMITH
ALLISON NICOLE THOMPSON
KATHY NICOLE HILL WALKER
CHRISTI DAWN WALSER
RICHARD LLOYD WHITEHEAD
PAUL M. WYSSBROD
ANDY WAYNE ZEIGLER

BACHELOR OF ARTS

WINIFRED COLLINS ADAIR
ANNETTE CANDICE ALEXANDER
DONALD EUGENE BOOTH, JR.
TODD CHRISTOPHER COUCH
ASHLEY RENEE GODWIN
JUDY LYNN GRAHAM
THOMAS JAMES GRAY II
DANIEL JAY HARRIS
PAUL EDWARD LEARY IV
DOMINICA DONTRICE JOHNSON
 TIFFANY GABRIELLE JONES
LANDON DAVID KATES
CRYSTAL AMBER LAND
ANGIE NIKKOL LANKFORD

LINDSAY LANKFORD LEMON
CHANDLER SIGOURNEY LEONARD
CATHERINE DENINE MEURER
LISA LYNN MORELAND
WILLIS E. NORTON
MANDY MICHELLE MALONE RAY
ASHLEY JO RIDENOUR
CHRISTOPHER MICHAEL ROBERTSON
AUBRAY ALYSON SCOTT
LINDSEY JEWEL SEMIGLASOW
ROMAN JOHN STASZKO, JR.
SHAY NICOLE VELASQUEZ
BRITTANY DAWN WILLSON
BACHELOR OF SCIENCE

LORIE RENE BALLARD
GINGER DENISE BEARD
ASHLEY MARA BREWTON
DOMINIQUE DARNELL CALHOUN
CHANTEL IVY GRANT
MARIAMMA ELLA GRAY
JAISY LEELA JOHN
MALORIE MARIE MALONEY
KRISTINE MICHELLE MOFFETT

ANIQUE MARIE OLGUIN
GEOFFREY SUN POTTER
NADINE SAMARA PREVOST
ALISON MICHELLE RITCHIE
KELLY RENEE SCHREIDER
REBECCA MICHELLE SPURLOCK
JOHN ROBERT SWANSON
PRESLEY PAIGE SWANSON

COLLEGE OF SCIENCE AND MATHEMATICS

BACHELOR OF ARTS

JASON ANDREW CHADWICK BROCK

BACHELOR OF SCIENCE

TYLER LEE ASHLEY
RAYYAN BILWANI
KANDYCE MYKAL KENNEY BOHANNON
MARIA ELENA CANO
AARON MATTHEW CLAIBORNE
LESLIE RENEE COBLE
BRANDON RAY EARLY
PRESTON A. FLAKE
JEANNA SHARI FRANCIS
KADINE LAUREL GOMES
REBEKAH MARIE JONES

SASHA SHANDA K. JONES
RYAN DOUGLAS KEOWN
RINA KUWAHARA
STEPHANIE DAWN MANRY
TARYN LYNN MAXWELL
ANNA CHRISTINE PETTY MCGHAN
DORCAS LYDETTE PENA
LESLIE LOUISE PENA
DINAH SAINT-JEAN
AISHAN JEHAD SULEIMAN
NYALL ANTHONY TAVERNIER

BACHELOR OF SCIENCE IN CLINICAL LABORATORY SCIENCE

CLAUDE GOVAN SAWNEY

COLLEGE OF BUSINESS ADMINISTRATION

MASTER OF BUSINESS ADMINISTRATION

PHUONG THANH BUI
TERRANCE KIERON MARTIN

LESLI LEIGH WOMACK
COLLEGE OF EDUCATION
MASTER OF ARTS

MARY SUSAN WINSTEAD BEREND
KARIE LEATH CARR
STEPHEN MEADOWS
M. KELLY MOORE

AMY MICHELE MORRISON
JULIE SMILEY-FOSTER
JOHN HENRY SPANABLE
LEAH MICHELE VINEYARD

MASTER OF EDUCATION

NAOMI SUE MILLER ALEJANDRO
BRIAN ALAN BASS
MELANIE DAWN PATTON BEISCH
DEBORAH ANN BOATRIGHT
JIMMIE LUE BOWMAN
GLORIA CELAYA
JANA GAYLE CONNER
AMY MICHELE COUTISS
JESSICA BRANDI DUNN
JENNIFER PRIDDY EDMONDSON
KENDA FAYE FIANN
DEBORAH R. FORD
DEBBIE SLUDER GOSSETT
RITO VALDEZ HERNANDEZ
AMBER N. HOLLAND
CHRISTIE MARIE HOWETH
RENA IRENE KISTLER
PHILIP EDWARD KLAFTA
KRISTAL DAWN MANGIACAPRA

ALEXANDRA MARIAN MARTIN
ELIZABETH ANNE SHAFFER MAYWALD
MICHAEL DALE MCDORMAN
LESLIE JILL MEEKS
JENNIFER NOEL MOBLEY MOSER
FRANK WILLIAM MURRAY III
TALEICHA SHA MURRAY
JENNIFER KAY WOLF NEWBY
ALEFIA CASANDRA PARIS-TOULON
SHANNAN TANKERSLEY PORTER
CHRISTOPHER T. REAY
KIMBERLY ANN SCHOBERT
JENNY PHILLIPS SCHROEDER
TRACEY SMITH SHORES
CHRISTY SUE SOVEREIGN
CHRISTA LEA TATEM
REBECCA LEIGH WILSON
CARRIE MAE YOAKUM

COLLEGE OF HEALTH SCIENCES AND HUMAN SERVICES
MASTER OF HEALTH ADMINISTRATION

NIKIL C. GOHOKAR
ANIL D. HALAPPA
PRASHANT SHANKARRAO KALE

RODNEY GENE MELTON
NIKUNJ KUMAR TRAMBKLAL MODI
ALIYAH REESA MOHAMMED

MASTER OF PUBLIC ADMINISTRATION

VICKY JEAN KOOTNZ PAYNE
JUSTIN THOMAS PURO

RAFAEL RODRIGUEZ

MASTER OF SCIENCE IN KINESIOLOGY

RISHIKA AJITKUMAR MOTIANI

DAVID MORGAN STOCKTON
MASTER OF SCIENCE IN NURSING

CHAD ERIC BROWNLLOW
MELODY GAIL ROBBINS CLARK IV
JOSEPH LEFIEVER CLARK IV
PRASHANTI CYNTHIA D'SILVA
KIMBERLEE HICKS JENKINS
CYNTHIA ANN UZL LESS
SUE SEWELL
MOBY ANU THOMAS

MASTER OF SCIENCE IN RADIOLOGIC SCIENCES

DEANNE DOODSON COLLINS
JENNITT MARIE INGRASSIA
STEPHANIE LYNN JORDAN
TIMOTHY LEE LAMBRECHT
CHARLES EDWARD LOCKETT
MYRIAM IVELLISSE MATOS-VALE
ANGELIC PARDO MCDONALD
VICTORIA LYNN SANDERS
JOHN F. TROMBLY
VICKIE LANETTE MEACHAM VAN SANT
RANI KUTTAPPAN VARGHESE
TIFFANI MICHELLE WALKER
GEORGE MICHAEL WALLISH

COLLEGE OF HUMANITIES AND SOCIAL SCIENCES

MASTER OF ARTS

MARY TEMITOPE AKINWOLEMIWA
CORTNY CHRISTINE BATES
JOSEPH TREY COX III
LAM BAG OUNG
STEPHANIE DAWN HAYDEN
SUMMER NICOLE HICKMAN
KATIE R. ORTIZ
DANIELLE ELISE SEARLES

COLLEGE OF SCIENCE AND MATHEMATICS

MASTER OF SCIENCE

ADEYOSOLA A. ADEBIYI
JAMES GORDON GARDNER
JAMES DEAN HOLMAN
CHANDOHANLA SALOMON LOMPO
SACHIN ANIL YAWALKAR
Summer Semester 2009

First Term:
- Friday, May 1: Priority deadline for Application for Admission
- Friday, May 15: Deadline for Application for Admission
- Monday, May 25: Memorial Day – University closed
- Tue.-Wed., May 26-27: Reenrolling Students can register by classification
- Thursday, May 28: Orientation– new students
  Registration continues by alpha
- Friday, May 29: Registration
- Monday, June 1: Classes begin (20 days with 2 hr classes)
- Friday, July 2: Final Examinations

Second Term:
- Monday, June 1: Priority deadline for Application for Admission
- Monday, June 15: Deadline for Application for Admission
- Thursday, July 2: Orientation & Registration
- Monday, July 6: Last day to file for August graduation
- Monday, July 6: Classes begin (20 days with 2 hr classes)
- Thursday, August 6: Final Examinations

Summer I & II Class Meetings: 20 (includes Finals)
Classes meet Monday through Thursday. University offices open Monday through Friday.
Policy 2.24
BOARD CONTRACT SIGNING AUTHORIZATION
Date Adopted/Most Recent Revision: 5/11/01

A. General
The President of Midwestern State University, or his designate, is authorized to sign all contracts for the purchase of goods or services if the total amount of the specific contract is:

1. previously approved by the Board; or
2. part of a local, state, or national grant for educational services to the university; or
3. $50,000 or less; or
4. within the range specified by the Board of Regents for construction contracts.

B. Contract Review Requirements

1. All contracts in the amount of $10,000 or less may be authorized at the department level; the signature of one vice president, the provost, or the president is required.
2. All contracts ranging from $10,000.01 - $50,000 must be authorized by one vice president, the provost, or the president, and the Vice President for Administration and Finance.
3. All contracts which exceed $50,000 must be approved by the university’s General Counsel, and signed by the President or the Vice President for Administration and Finance. Should the university’s General Counsel not approve the contract, Board of Regents authorization will be required.

Service Contracts
The President, or his designate, is also authorized to sign all service contracts relating to the ongoing operations of the university which do not involve the expenditure or receipt of funds.

C. Employment Contracts & Notices of Employment
The President, or his designate, is further authorized to sign all contracts and notices of employment for university personnel.

D. Real Estate
Contracts for the purchase or sale of real property must be signed by an appropriate member the chairperson of the Board of Regents or his/her designee.
Policy 2.338
UNIVERSITY BOARDS, COUNCILS & COMMITTEES

Administrative Council
A. Purpose
To serve as an advisory group to the President. The group will provide an opportunity for the major segments of the university to discuss important university issues. Actions recommended by the Faculty Senate or other university councils that require Board approval will be reviewed by the Administrative Council, as will all recommended changes to the MSU Policy Manual. Other members of the faculty or administration will be invited to participate in meetings of the Council as needed.

B. Personnel
The President (chair), the Provost, the Vice Presidents, the Chair of the Faculty Senate, the Chair of the Staff Senate, the President of the Student Government Association or his/her representative, the Associate Vice Presidents, the Associate Provost, the Director of Athletics, the Director of Public Information and Marketing, the Director of Human Resources, and the Director of Board and Government Relations, Executive Associate to the President.

Competitive Scholarship Committee
A. Purpose
To receive and review applications and to award general academic competitive scholarships.

B. Personnel
Director of Admissions, Chairperson; Financial Aid representative; International Services representative; and the Coordinator of University Scholarships.

University Data Standards/Security Committee
a. Purpose
To provide oversight for all matters involving Banner data standards and related data security protocols. The committee will make recommendations on determining access, use, manipulation, and security of all data stored within or extracted from Banner. The committee will review and approve all modifications to the Data Standards Manual and all modifications to the Banner system involving shared data or security matters.

b. Personnel
Director of Institutional Research, Planning and Assessment (chair), one representative from each of the following areas: Office of the Registrar, Admissions, Business Office, Financial Aid, Human Resources, Payroll, Institutional Research, International Services, Student Affairs, and Academic Affairs; the Banner Project Manager, the University Webmaster, a faculty representative, and two representatives from Information Systems representing technical and security issues.

c. Reports To: Vice President for Institutional Effectiveness and Enrollment Management and Vice President for Administration and Finance.
Policy 3.212

STAFF HIRING PROCEDURES
Date Adopted/Most Recent Revision: 08/04/2006

A. Initiation of Employment Procedures

1. Personnel Requisition - To initiate the hiring process, a supervisor must first complete a Personnel Requisition Form (PRF) and send it to the director, dean, provost, or appropriate Vice President, and President for approval. The form is then routed to the Business Office for action.

2. Applications for Available Positions - Applicants for staff positions requiring college degrees may apply either through the Texas Workforce Commission (TWC) or the MSU Human Resources Department using standardized State of Texas job applications which can be obtained from the TWC or its online website or the Human Resources Department. The applications must be returned to the Human Resources Department, which will conduct an initial screening to ensure that applicants meet minimum qualifications before forwarding the applications to the hiring department. The hiring supervisor will select the most qualified applicants and contact the Human Resources Department to arrange interviews.

3. Advertising of Available Positions
   a. When a vacant position is to be filled, it will be listed with the Texas Workforce Commission (TWC) and in such other places as deemed appropriate by the Human Resources Department in order to meet legal requirements and attract a diverse and qualified pool of applicants.
   b. The placement and payment of paid advertisements for open staff positions will be the responsibility of the hiring department or applicable search committee.
   c. All job postings and/or advertisements must be approved by the Human Resources Department and will include, but not necessarily be limited to, the following:
      1. a summary description of the work to be performed and the essential functions of the position;
      2. any educational, licensing, certification, testing, or skills requirements;
      3. the minimum amount of previous experience desired, if any;
      4. any physical requirements specific to the position;
      5. application procedures;
      6. a statement that MSU is an EEO/ADA compliance employer;
      7. and a statement that a background check is required if the position is considered security-sensitive.
   d. No opening shall be advertised until a Personnel Requisition Form (PRF) has been completed and approved by the appropriate parties, and the opening has been posted with the TWC. Texas Government Code 656.024 requires that vacant positions be posted with the TWC for a minimum of ten (10) work days unless the Human Resources Department advises the TWC that the position has been filled.
4. Internal Promotions

It is not required that a vacant position be advertised if it is to be filled by internal promotion. An internal promotion is the promotion of a current employee to a higher position reporting to the same immediate supervisor.

A. Authorization to Employ

1. Vacancies of Budgeted Positions. Positions listed in the current fiscal year's budget are approved de facto for refilling unless official notice or cancellation has been issued by the President.

2. New Staff Positions. New staff positions can be created only by written approval of the President with prior approval given by the Chairperson of the Board of Regents.

3. New Staff Titles/Changes to Existing Titles. The addition of new titles and changes to existing titles require approval of the President and ratification by the Board of Regents.
   a. In order to request approval for a new title or to change an existing position’s title, the appropriate request form must be submitted through the respective administrative head to the Director of Human Resources.
   b. The director, dean, or other administrator submitting the request must provide justification of the need for the addition or revision of a title, including any significant changes in an existing position’s responsibilities or requirements.
   c. Except in unusual circumstances, a departmental reorganization should not be requested outside of the normal budget cycle process.

4. Salaries. The salaries for replacement positions will be determined by wage and salary scales in effect at the time the vacancy occurs. (Refer to the MSU Classified Pay Plan current classified-pay-plan booklet for classified positions; and compensation policy #3.226 for unclassified positions.)
   a. Ordinarily, classified positions will be advertised and filled at the starting salary for the position as listed in the current classified pay plan; however, with prior approval of the President, such positions may be advertised with a range between the starting salary and the current budgeted salary for that position, depending upon experience and qualifications. If the advertised salary is approved with a range, the salary will be offered at a level commensurate with the applicant’s experience and qualifications.
   b. The starting salary for a classified position may not be higher than the advertised starting salary for that position without prior approval of the Provost or appropriate Vice President, Director of Human Resources, and President.
   c. In the event a classified staff member accepts an offer of employment to fill an open position in another department in the same job title, job class code, and pay grade currently held by the member, then that staff member will receive the same salary rate as before the lateral transfer, depending upon availability of funds.
B. Initiation of Employment Procedures

1. Personnel Requisition. To initiate the hiring process a supervisor must first complete a Personnel Requisition Form (PRF) and send it through the director, dean, Provost or appropriate Vice President, budget office, Director of Human Resources, and the President for approval to fill the position.

2. Advertising of Available Position
   a. When a vacant position is to be filled, it will be listed with the Texas Workforce Commission (TWC), the MSU website, and in such other places as deemed appropriate by the Human Resources Department in order to meet legal requirements and attract a diverse and qualified pool of applicants. Texas Government Code 656.024 requires that vacant positions be posted with the TWC for a minimum of ten (10) working days unless the Human Resources Department advises the TWC that the position has been filled.
   b. No opening shall be advertised to the public until a PRF has been completed and approved by the appropriate parties, and the opening has been posted with the TWC.
   c. The placement and payment of paid advertisements for open staff positions will be the responsibility of the hiring department.
   d. All job postings and advertisements must be approved by the Human Resources Department and will include, but not be limited to, the following:
      i. a summary description of the work to be performed and the essential functions of the position;
      ii. any educational, licensing, certification, testing, or skills requirements;
      iii. the minimum amount of previous experience desired, if any;
      iv. any physical requirements specific to the position;
      v. the application procedures;
      vi. a statement that MSU is an EEO/ADA compliance employer; and
      vii. notice if the position is designated as security sensitive and requires a background check.

3. Internal Promotions - It is not required that a vacant position be posted with the TWC or advertised if it is to be filled by internal promotion. An internal promotion is the promotion of a current employee to a higher position reporting to the same immediate supervisor.

C. Screening and Interviewing Applicants

1. Applications for Available Positions. Applications are accepted only for available open positions. Applicants for staff positions requiring a college degree may apply either through the TWC or the MSU Human Resources Department using the standardized State of Texas Application Form which can be obtained from the TWC office, the TWC website, or the MSU Human Resources Department. Applicants for staff positions not requiring a college degree must apply through
the TWC; however, current MSU employees, with the exception of those in student or temporary categories, are not required to apply through the TWC and may apply directly through the Human Resources Department. All applications are received by the Human Resources Department where an initial screening is performed and applicant information is recorded for statistical purposes. Applications, resumes, and cover letters, if any, are forwarded to the hiring supervisor or search committee for review.

2. Skills Testing. Clerical skills testing will be done at the Texas Workforce Commission TWC under standardized testing procedures. To avoid violating federal guidelines regarding the testing of applicants, hiring departments should make no attempt to test applicants without prior approval from the Human Resources Department.

**Interviewing by Supervisors** The Human Resources Department will refer qualified applicants, along with an Employment Application, a Personnel Referral Form, and any other pertinent data (such as a resume) to the appropriate supervisor for a personal interview, and the supervisor will notify the Human Resources Department of those applicants he/she wishes to interview. The Human Resources Department will then contact the selected applicants to arrange personal interviews. To as great an extent as possible, interview questions should be the same for all applicants and must not include questions of a personal nature unrelated to the applicant's ability to meet the requirements of the position. Examples of such prohibited questions would include, but not necessarily be limited to, questions that relate to the applicant's marital or parental status, age, race, religion, gender, national origin, or disability. Supervisors desiring assistance in preparing a list of appropriate questions should contact the Human Resources Department.

3. Interviewing Applicants. After reviewing the applications, the supervisor or search committee will complete and submit the Staff Hiring Screening Matrix form to Human Resources, ranking the applicants' qualifications and indicating those applicants chosen for interview. Preferably, no fewer than three applicants meeting the greatest number of requirements will be selected. The Human Resources Department will review the hiring matrix and will contact the selected applicants to arrange personal interviews with the hiring supervisor or committee. To as great an extent as possible, interview questions should be the same for all applicants and must not include questions of a personal nature unrelated to the applicant's ability to meet the requirements of the position. Examples of such prohibited questions include those that relate to the applicant's marital or parental status, age, race, color, religion, gender, national origin, or disability. Interview questions should be submitted in advance to the Director of Human Resources for review and will be kept on file with the position requisition. Supervisors desiring assistance in preparing a list of appropriate questions should contact the Human Resources Department.

4. Reference Checks. After a qualified applicant has been personally interviewed by a supervisor, the supervisor may request the Human Resources Department to perform reference checks. Reference checks will be made only by the Human
D. Selection

The university acknowledges the fact that hiring decisions, by their very nature, must include subjective evaluations of an individual's qualifications for a specific position; however, to as great an extent as possible, supervisors must base their hiring decisions on measurable, quantifiable, and objective criteria and must NOT in any way base their decisions on an applicant's marital or parental status, age, race, color, religion, gender, national origin, or disability. To assist supervisors in this regard, the Human Resources Department will provide an Interview/Applicant Evaluation Assessment Form to be completed on each applicant interviewed.

E. Offers of Employment

1. Notification of Selection. The hiring supervisor selects an applicant from among those interviewed for the position and notifies Human Resources of the selection by returning the Applicant Evaluation Form Personnel Referral Form to the Human Resources Department and stating the agreed upon salary and starting date. NOTE: At the conclusion of the selection process, all applications received for the position the application forms and all evaluation referral forms for all candidates that were interviewed, referred for supervisor interviews must be completed, as necessary, and must be returned to the Human Resources Department by the hiring supervisor or search committee.

2. Reference Checks. After a qualified applicant has been personally interviewed by a supervisor or committee and is selected for hire, the Human Resources Department will perform reference checks. Reference checks will be made only by the Human Resources Department or by the hiring supervisor or search committee, with prior approval of the Human Resources Department. A background check will be conducted as required by Policy 3.349 if the position is designated as security sensitive.

3. Selective Service Registration. The university is required by state law to verify that all new male employees have either registered with Selective Service or are exempt under federal law (Texas Government Code 651.005). The Human Resources Department will be responsible for providing such verification. Failure to register as required by law will be grounds for removal from university employment.
Formal Offer of Employment. Official offers of employment shall be made only by the Director of Human Resources or the Director's designee. The hiring supervisor will immediately be informed of the applicant's acceptance or rejection of the offer to employ. The Human Resources Department is responsible for ensuring that each new employee receives the proper pre-employment orientation, to include sexual harassment/discrimination awareness training, that all pre-employment forms are properly completed, and that the new employee is placed on the university payroll.

4. Formal Offers of Employment. Official offers of employment shall be made only by the Director of Human Resources or the Director's designee. The hiring supervisor or committee will immediately be informed of the applicant's acceptance or rejection of the offer to employ. A conditional offer of employment may be made, contingent upon successful completion of a criminal background check if one is required.

5. Minority Employment Review. After the Human Resources Department has made an official offer of employment and that offer has been accepted by the applicant, the hiring supervisor will complete the Minority Employment Review Form and return it promptly to Human Resources which will review hiring actions to ensure EEO compliance.

6. Employment Physical Examinations. All applicants who are hired into positions with specific physical strength requirements, such as custodians, groundskeepers, skilled craftsmen, power plant operators, etc., will be required to take a physical examination to verify their ability to perform the minimum qualifications for the job. Employees who are disqualified based on the physical exam will be advised of the physical problem and provided an opportunity to take another exam at their expense. If the disqualification cannot be corrected and if the job cannot be redesigned or a reasonable accommodation provided, or if the employment will result in a serious injury or physical problems to the employee or co-workers, he/she may be terminated.

7. New Employees. Within the first 30 days of employment, the Human Resources Department will contact new employees to ensure that each person hired attends new employee orientation, to include sexual harassment/discrimination awareness, ethics, and other required training, that all employment forms and benefits enrollments are properly completed, and that the new employee is placed on the university payroll (see MSU Policy 3.326).
STUDENT SERVICES COMMITTEE
Student Services Committee

Membership
Charlye Farris, Chair
Lynwood Givens
Carol Gunn
Jane Spears

The Board of Regents of Midwestern State University may deliberate and take action regarding any item on this agenda. The Board reserves the right to discuss any properly posted items in Executive Session whenever legally justified in accordance with the Texas Government Code Chapter 551.

Reading and Approval of Minutes
09-29. The minutes of the Student Services Committee meeting August 7, 2008, are recommended for approval of the committee as shown in the minutes’ section of this agenda as Minutes Attachment 09-29.

Student Government Report
09-30. A representative of the MSU Student Government Association will update the board on recent activities.

Americans with Disabilities Act (ADA) Annual Report
09-31. This report is presented as information of the board and is shown in Attachment 09-31.
STUDENT SERVICES
COMMITTEE ATTACHMENT
Americans with Disabilities Act Annual Report

Disability Support Services (DSS) is committed to providing equal opportunities in higher education to academically qualified students with disabilities. It is the mission of DSS to integrate students as completely as possible into the university community. The university shares responsibility with the student for modifying campus facilities and programs to meet individual needs.

For the 2007-08 academic year, DSS had 4,771 contacts with students, faculty, staff, and community members. This included 23 intake interviews with new students, 1,074 follow-up counseling sessions, 883 consultations with faculty and staff, 234 consultations with community agencies or individuals seeking assistance, 1,563 contacts with instructors about testing accommodations for students, 126 application packets distributed, and 367 tests proctored in the DSS office. One hundred two students were registered with DSS and seven graduated during the year. Two scholarships were awarded to outstanding students who were registered with the department.

DSS had expenditures of $23,040 for sign language interpreters, $28,350 for Captioning and Real Time (CART) services, $319 for Braille services, and $8,297 for adaptive equipment (computer software, tape players, CD players, screen magnifier, scanning and reading apparatus, etc.), membership to Recordings for the Blind & Dyslexic (which allows all students access to books on CD at no charge to the student), and other miscellaneous costs associated with providing accommodations to students with disabilities.

MSU is an institutional member of the National Association of Higher Education & Disability (AHEAD), the Association of Higher Education & Disability in Texas (AHEAD in Texas), Recordings for the Blind & Dyslexic (RFB&D), and the Texas Text Exchange Program.

DSS has already had a significant increase in applications and requests for information in the current school year. MSU continues to build a reputation as a proactive example of accessibility and inclusion in higher education to the campus and the community.
UNIVERSITY DEVELOPMENT COMMITTEE
University Development Committee

Membership
Stephen Gustafson, Chairman
Charles Engelman
Charlye Farris
Jane Spears

The Board of Regents of Midwestern State University may deliberate and take action regarding any item on this agenda. The Board reserves the right to discuss any properly posted items in Executive Session whenever legally justified in accordance with the Texas Government Code Chapter 551.

Reading and Approval of Minutes
09-32. The minutes of the University Development Committee meeting August 7, 2008, are recommended for approval of the committee as shown in the minutes’ section of this agenda as Minutes Attachment 09-32.

Summary of Gifts, Grants and Pledges 9/1/07- 8/31/08
09-33. This report is shown as Attachment 09-33 and is presented as information only.

Summary of Financial Support 9/1/08- 10/03/08
09-34. This report is shown as Attachment 09-34 and is presented as information only.
UNIVERSITY DEVELOPMENT COMMITTEE ATTACHMENTS
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- Smith Scholarship Endowment: $50,000
- Thomas/Fortune Business Endowment: $865
- Campbell Humanities Endowment: $135
- Atkins Education Endowment: $5,000
- Homer Biology Endowment: $100
- Louis J. Rodriguez Endowment: $35
- Newton Music Endowment: $500
- King Education Endowment: $15,000
- WP Museum of Art at MSU: $20,050
- Texas Higher Education Coordinating Board: $65,050
- Texas Quality Grants Program - Middle: $86,893
- School Mathematics: $2,050
- Texas Governor's School: $162,000
- President's Excellence Circle: $27,425
- Annual Fund: $27,425
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<td>Summary of Pledges</td>
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<td><strong>I. Outstanding from 03/04</strong></td>
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<td>McCoy School of Engineering</td>
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<td><strong>III. Outstanding from 06/07</strong></td>
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<td>Jim and Vicki McCoy - Engineering Building</td>
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| The Priddy Foundation  
  College of Science and Mathematics | $1,500,000 |
| Bridwell Foundation  
  Engineering Building | $333,333 |
| U.S. Department of Education  
  West College of Education/Bilingual Educ. | $1,188,000 |
| U.S. Department of Education  
  West College of Education/Math&Science | $2,145,262 |
| **IV. Outstanding from 07/08** |
| Jim and Vicki McCoy - Engineering Building | $166,667 |
| Bridwell Foundation  
  Engineering Building | $250,000 |
| Fain Foundation  
  Band Hall | $250,000 |
| Vinson Health Center  
  Ann Vinson | $136,000 |
| Robert E. Miller | $136,000 |
| Mr. and Mrs. Robert E. Vinson | $136,000 |
| Welch Foundation  
  Chemistry Grant | $80,000 |
| Harvey Art Endowment | $400,000 |
| **PLEDGES OUTSTANDING** | **$8,104,594** |
# Summary of Financial Support

Midwestern State University, Midwestern State University Foundation Endowments
and MSU Charitable Trust Endowments

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<th>Source Description</th>
<th>9/1/2008</th>
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<td>(Scholarships, Museum, etc.)</td>
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<td><strong>West Foundation</strong></td>
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<td>Joint Proposal with WFISD</td>
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<td>1,132 (2008-2009 membership)</td>
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<td>(includes 527 lifetime members)</td>
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<td><strong>Athletics</strong></td>
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<tr>
<td>Mustangs Athletic Club</td>
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<tr>
<td>Cash</td>
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<td><strong>Fantasy of Lights</strong></td>
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<td><strong>Scholarship Funds from Outside Sources</strong></td>
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<td><strong>TOTAL</strong></td>
<td><strong>$792,979</strong></td>
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Athletics Committee

Membership
Ben Wible, Chairman
Charles Engelman
Stephen Gustafson
Shawn Hessing

The Board of Regents of Midwestern State University may deliberate and take action regarding any item on this agenda. The Board reserves the right to discuss any properly posted items in Executive Session whenever legally justified in accordance with the Texas Government Code Chapter 551.

Reading and Approval of Minutes
09-35. The minutes of the Athletics Committee meeting August 7, 2008, are recommended for approval of the committee as shown in the minutes' section of this agenda as Minutes Attachment 09-35.

Athletics Status Report
09-36. Information will be provided concerning athletics at Midwestern State University.
BOARD OF REGENTS
MEETING AGENDA
Board of Regents Meeting Agenda
November 14, 2008
9:00 a.m.

Board of Regents Membership:
Munir A. Lalani, Chairman
Carol Carlson Gunn, Ph.D., Vice Chair
Stephen A. Gustafson, Secretary
Charles E. Engelman
Charlye O. Farris
F. Lynwood Givens, Ph.D.
Shawn G. HESSING
Jane W. Spears
Ben F. Wible
Haley Lain, Student Regent

Meeting Location: MSU Campus – 3410 Taft Boulevard
Hardin Administration Building Board Room

The Board of Regents of Midwestern State University may deliberate and take action regarding
any item on this agenda. The Board reserves the right to discuss any properly posted items in
Executive Session whenever legally justified in accordance with the Texas Government Code
Chapter 551.

Call to Order

Invocation

Introduction of Visitors

Opening Comments

Public Comment Period
A public comment period concerning agenda items will be provided in accordance with the
Board of Regents By-Laws, MSU Policy 2.22.

Reading and Approval of Minutes
09-37. Minutes of the regular Board of Regents meeting August 7, 2008, are recommended for
approval as shown in the minutes’ section of this agenda as Minutes Attachment 09-37.

Reading and Approval of Minutes
09-38. Minutes of the regular Board of Regents meeting August 8, 2008, are recommended for
approval as shown in the minutes’ section of this agenda as Minutes Attachment 09-38.
Executive Committee Consent Agenda, Items and Report

Finance and Audit Committee Consent Agenda, Items and Report

Personnel and Curriculum Committee Consent Agenda, Items and Report

Student Services Committee Consent Agenda, Items and Report

University Development Committee Consent Agenda, Items and Report

Athletics Committee Consent Agenda, Items and Report

Presidential Performance and Compensation Review Committee Appointment
09-39. A Presidential Performance and Compensation Review Committee will be appointed to make a recommendation to the Board of Regents at the February 2009 meeting concerning the university president’s performance and contract.

Board Committee Appointments
09-40. Mr. Lalani will present information to the board concerning upcoming committee appointments.

MSU Marketing
09-41. Ms. Janus Buss, Director of Public Information and Marketing, will present information concerning the marketing program at Midwestern State University. The board will have an opportunity to discuss the program and recommendations will be made as necessary.

MSU Student Recruiting Program
09-42. Ms. Barbara Merkle, Director of Admissions, will present information concerning the student recruiting program at Midwestern State University. The board will have an opportunity to discuss the program and recommendations will be made as necessary.

President’s Report and Discussion
09-43. Dr. Rogers will present information to the Board concerning various university matters, including:

A. Construction Update

B. Incentive Funds and Nursing Growth Funds
MINUTES
The Board of Regents, Midwestern State University, met in regular session in the Board Room, Hardin Administration Building, Wichita Falls, Texas, at 1:36 p.m., Thursday, August 7, 2008. Executive Committee members in attendance were Mr. Munir Lalani, Chairman; Dr. Carol Gunn, Vice Chair; Mr. Stephen Gustafson, Secretary; and Mr. Ben Wible. Other regents attending the meeting were Mr. Charles Engelman, Ms. Charlye Farris, Dr. Lynwood Givens, Mr. Shawn Hessing, Ms. Jane Spears, and Student Regent Haley Lain.

Administrative staff members present included Dr. Jesse W. Rogers, President; Dr. Friederike Wiedemann, Provost; Mr. Juan Sandoval, Vice President for Administration and Finance; Dr. Howard Farrell, Vice President for University Advancement and Student Affairs; and Dr. Bob Clark, Vice President for Institutional Effectiveness and Enrollment Management. Other university personnel attending the meeting included Mr. Keith Lamb, Associate Vice President for Student Affairs; Mr. Charlie Carr, Director of Athletics; Mr. David Spencer, Internal Auditor; Dr. Stuart McClintock, Associate Professor of Foreign Languages and Secretary of the MSU Faculty Senate; Ms. Gail Ferguson, Controller; Mr. Kyle Owen, Associate Director of Facilities Services; Mr. Michael Dye, Director of Information Systems; Ms. Cindy Ashlock, Assistant to the President; and Ms. Debbie Barrow, Executive Associate to the President. Representing the MSU Student Government Association was Mr. Ian Van Reenen, 08-09 SGA President. Representing the news media was Ms. Ann Work, reporter for the Wichita Falls Times Record News.

Chairman Lalani called the meeting to order at 1:36 p.m.

Outside Counsel Agreement, 2008-2009
08-128. Dr. Rogers noted that the university’s current Outside Counsel Agreement with Roger Lee of Gibson, Hotchkiss, Roach & Davenport expires August 31, 2008. He indicated that Mr. Lee had served as MSU’s Outside Counsel since 1980. The current agreement provides the university the right to extend the term of the agreement for an additional 12-month period beginning September 1, 2008, under the same terms and conditions set forth. The administration requested authorization to extend the agreement for the 2008-2009 fiscal year. Mr. Lalani noted that final authorization would be requested from the Texas Office of the Attorney General.

Dr. Gunn moved approval of this item as presented. Mr. Wible seconded the motion and it was approved.

D.L. Ligon Coliseum Project Update and Construction Manager at Risk
08-129. Dr. Rogers reported that planning for the renovation of this facility has been underway for a number of years. During the 80th session of the Texas Legislature, tuition revenue bond funding in the amount of $7.7 million was approved to begin work on renovating this facility. The university then sold an additional $950,000 in bonds to contribute to
this project. With interest and outside gifts, the total project cost is $9,368 million. Unfortunately, that is not enough to do everything that must be done in the facility.

Campos Engineering has reviewed the wiring, plumbing, architectural elements, HVAC, and all infrastructure issues of the facility. The administration has also worked with an architectural firm that specializes in athletics facilities. Dr. Rogers noted that it was time for a construction manager to be hired to work on the project. He indicated that because the heavy use of the facility, the project will be done in stages.

The administration requested authorization to negotiate a contract with Electra Construction Company to serve as Construction Manager at Risk for this project (see Attachment 1. Dr. Rogers noted that four firms submitted proposals for this project. He stated that Electra Construction's bid was close to the low bid and they were recommended because of the quality of their past work. He stated that Electra Construction most recently constructed the Dillard Building and is currently working on the Student Health and Recreation Center.

Mr. Gustafson moved approval of this recommendation as presented and Dr. Gunn seconded the motion.

Dr. Givens asked why the firm with the lowest bid was not recommended. Dr. Rogers responded that in a proposal such as this, the university is not required to take the lowest bid. He noted that the complexity of the job requires a great deal of coordination and communication. The committee and the administration felt it was important to select someone the university had experience working with. Mr. Sandoval added that one of the things the committee looked at was the knowledge of the environment of the area because getting the very best price from the sub-contractors in critical. He noted that while the difference in the bids amounted to $80,000, this amount can be recovered quickly in the sub-contractor bid process. Mr. Owen added that the low bidder did not have the relevant experience with this type of experience.

Mr. Lalani asked if the amount of the construction manager’s proposed charge would remain constant or if it would vary depending on the sub-contractor bids. Mr. Owen responded that the construction manager would be locked into the $895,087 unless the scope of the project is changed. Mr. Engelman stated his understanding that the university would pay Electra this amount for supervising the project – this is their fee. Mr. Owen added that the number is based on the amount of money available for construction. Should the university determine additional money that could be used on this project, the contract would be changed and the construction manager would get a percentage of those added dollars.

Ms. Spears asked when the new Student Health and Recreation Center would be completed. Mr. Lamb responded that it should be opened between mid-January and the first of February, 2009. Ms. Spears asked when Electra Construction would begin work on the Coliseum. Mr. Owens noted that there would be some overlap with planning work beginning on the Coliseum immediately. Mr. Lalani indicated his belief that the organization is quite large and should be able to handle several months of overlapping projects if needed. Mr. Hessing asked if the proposed fee included trip charges or if
there is a hidden cost if someone from outside the area is selected. Mr. Owen responded that all costs are included in the bid number.

Mr. Lalani stated that the board should make the best decision for the university. As a state institution it is important that the public perception not be that the same general contractor is used for all major projects on campus.

There being no further discussion, the motion was approved.

Wichita Falls Museum of Art at Midwestern State University Advisory Board of Directors

08-130. Dr. Rogers reported that when MSU and the Wichita Falls Museum & Art Center negotiated the university taking responsibility for the museum, part of the agreement was that the museum board would include 12 community advisors and three university representatives. The terms of the community members were set for three years and the terms of MSU representatives were set at one year. The Board of Regents is responsible for approving museum board membership. Dr. Rogers recommended the following individuals to fill terms on the advisory board:

Public Members (2008-2011)
- Linda Wilson (Reappointment)
- Dale Brock

MSU Members (2008-2009)
- Juan Sandoval (Reappointment)
- Friederike Wiedemann (Reappointment)
- Richard Ash

Dr. Rogers reported that Linda Wilson has done yeoman's work as chair of the board. While she has agreed to serve another three-year term on the board, she has only agreed to serve one more year as chair. He noted that Mr. Brock was on the museum board when it became part of MSU and is recommended to serve again. Two other positions are open and Dr. Rogers explained that he was not yet ready to recommend individuals to the board. He therefore requested authorization to work with the Chairman of the Board of Regents to select two additional public members to serve 2008-2011.

Dr. Gunn moved approval of these recommendations as presented. Mr. Wible seconded the motion and it was approved.

Legislative Appropriations Request (LAR)

08-131. Mr. Lalani noted that the administration had prepared the Legislative Appropriations Request (LAR) for FY 2010 and FY 2011 in compliance with directives of the Legislative Budget Board (LBB) and the Governor's Office of Budget, Planning, and Policies. This document must be submitted by August 13, 2008. He stated that while the majority of the document is number and formula driven, specific elements must receive approval of the MSU Board of Regents, including the Administrator's Statement and the list of Exceptional Items. These items were presented for review of the board (see Attachment 2).
Dr. Rogers reported that the LBB will use this document in preparing a base budget that will be recommended to the legislature in January. He noted that 90% of the appropriation the university will receive from the state is formula driven and is based upon credit hour production, number of students graduating, the areas in which they graduate, the number of square feet on campus, and various other quantitative measures. The LAR only includes the non-formula items, such as staff group insurance premiums, workers’ compensation insurance, Texas Public Education Grants, Excellence Funding, debt service retirement, and the Small Business Development Center appropriation.

The LAR instructions indicate that requests for non-formula items must be reduced by 10%, or a reduction of $533,831 for Midwestern State University. Accordingly, the university’s first priority is to recover this amount and the university’s justification is shown as part of the Exceptional Item listing.

The second Exceptional Item funding priority supports the “Model for Student Success” proposal in the amount of $4,622,230 over the biennium. This program would reopen the loaned counselor program, provide additional student advising and counseling, and expand supplemental instruction and tutoring. Everything in the proposal relates to student recruitment, retention, and graduation. A smaller version of the program was requested in the 80th legislative session.

Dr. Rogers presented the Administrator’s Statement for consideration of the board. He noted that this document speaks to the important strategic goals of the university, student demographics, external factors influencing enrollment, and related issues unique to Midwestern State University. This year the administration was instructed to include information related to criminal background checks of new employees.

Dr. Rogers noted that information concerning performance measures is included within the LAR. These measures include the percentage of first-time, degree-seeking freshmen who earn a baccalaureate degree within six years and within four years, the certification rate of teacher education graduates, the percentage of baccalaureate graduates who are first-generation college graduates, and the state licensure rate of nursing graduates. The university is given goals to achieve in these and other areas. A few of these performance targets, labeled as “Key” measures, appear in the Appropriations Bill for each institution.

Mr. Gustafson moved approval of this item as presented. Dr. Gunn seconded the motion.

Dr. Givens asked about the expectation for degrees of success and failure. Dr. Rogers responded that it is low. MSU’s numbers are 10% of first-time, full-time freshmen graduating in four years and approximately 30% graduating in six years. These numbers need to increase and this is something that the Model for Student Success programs would address.

There being no further discussion the motion was approved.
Adjournment
There being no further business, the Executive Committee discussion concluded at 2:17 p.m.

Reviewed for submission:

Munir Lalani, Chairman
Midwestern State University
Board of Regents Executive Committee

ATTACHMENT:
1. Ligon Coliseum Construction Manager at Risk Information
2. LAR Administrator’s Statement and List of Exceptional Items
Memorandum

Date:         July 14, 2008

To:           Juan Sandoval

From:         Allen Goldapp

Subject:      Construction Manager at Risk – D. L. Ligon

Four proposals for Construction Manager at Risk were received on June 24, 2008. The contractors submitting proposals were Electra Construction (ECCI) of Wichita Falls (currently constructing the Wellness Center and the Band Hall), Imperial Construction (ICI) of Weatherford (currently renovating Fowler Hall), Harrison, Walker, and Harper, Inc. (HWH) of Paris, Texas, and W.B. Kibler (WBK) of Dallas. While all contractors' credentials were good, ECCI offers the best cost proposal and qualification match for the Ligon project. The Ligon project is going to require a substantial understanding of the local subcontractor market and the ability to maintain some unusual schedule commitments. Although ECCI did not provide the lowest overall cost they were competitive being the second lowest proposer. In addition, the low cost proposer, WBK, has not performed work for Midwestern in the past and they did not demonstrate any particular expertise in a project such as the Ligon renovation. An overview of the offerings was as follows:

<table>
<thead>
<tr>
<th>Construction Services %</th>
<th>WBK</th>
<th>HWH</th>
<th>ICI</th>
<th>ECCI</th>
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<tr>
<td>Estimated Total Cost</td>
<td>$813,642</td>
<td>$991,383</td>
<td>$1,439,029</td>
<td>$895,087</td>
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After evaluation I recommend award of the project to ECCI.
Midwestern State University
Administrator’s Statement
Legislative Appropriations Request Fiscal Years 2010 and 2011

Midwestern State University (MSU) continues to take steps necessary to be a public liberal arts university of the first class with a fine state, regional, and even national reputation. In 2007, MSU was named the number one best value in higher education among state institutions by Consumers Digest.

MSU offers a broad range of academic programs at the undergraduate and graduate levels. The resources of the institution include a beautiful and functional physical plant, modern computer hardware and software, modern equipment in science and engineering laboratories, and an exceptional teaching faculty who are committed to the highest academic standards. The university’s goal is to create an institutional environment of the best private colleges at the cost of a state supported institution. MSU draws its student body from 167 counties in Texas, 47 states in the U. S., and 46 different countries throughout the world. The university’s student-teacher ratio is 19 to 1. This compares very favorably with the best institutions in Texas and the nation.

The hiring of a highly qualified faculty from major institutions throughout the United States and the dropping of the student-teacher ratio from a high of 24 to 1 to the current 19 to 1 has been made possible by tuition increases that are small enough to keep Midwestern State University affordable but large enough to provide a high quality university experience.

Of Midwestern State University’s 6,027 students, 63% are between the ages of 17 and 24 years. As the population of the North Central Texas region remains flat (since 1960) and the number of college age students drops, Midwestern State is attracting an increasing number of students from the larger metropolitan areas of Texas. This demographic shift has allowed a clear focusing of the university’s mission as a high quality public liberal arts university with three professional colleges.

The MSU faculty take collective pride in being the foundation of a strong teaching institution. They pursue academic excellence by remaining current in their fields and setting high levels of performance standards for students. Additionally, productive scholarship is pursued by the faculty through research, writing, and artistic presentations and productions. It is the philosophy of the faculty that their artistic and research efforts are best used as teaching tools to create outstanding graduates.

As President of Midwestern State University, and as one who has taught at this university for over 35 years, I am very proud of the new faculty that have been hired to replace numerous faculty who were hired well over 30 years ago. The average age of the university’s faculty has dropped dramatically in recent years. In addition, these new faculty have been recruited and hired from some of the best universities in the United States. Significant resources have been put into the recruiting process every year. Midwestern
State University has expanded its outreach to bring in capable, mid-level, and senior administrators to ensure the future of the institution. As part of the hiring process the university’s faculty, administration, and Board of Regents have shown the best judgment in not only seeking out the best prepared faculty, staff, and administrators, but determining their qualification beyond academic credentials. The university requires that all new faculty, staff, and administrators undergo criminal background checks prior to hiring.

An increasingly capable student body, an expanding and well-prepared faculty, and a superior physical plant has led MSU to seek special accreditation for all academic programs that have discipline-specific accrediting bodies. The university is moving rapidly to be accredited by the Association for the Advancement of Collegiate Schools of Business, International (AACSB-I), the National Council for Accreditation of Teacher Education (NCATE), and ABET, Inc. Major efforts to be accredited by these three bodies will result in program enhancements and faculty and research enhancements that will bring Midwestern State University greater recognition for existing strong programs in business, teacher education, and mechanical engineering. In addition, Midwestern State University’s administration and faculty made the decision to formally declare its mission when it was accepted into the prestigious organization known as the Council of Public Liberal Arts Colleges (COPLAC). Even though Midwestern State University has three professional colleges which prepare and graduate nearly 50% of the university’s graduates, the university prides itself on being an institution with a strong liberal arts emphasis that prepares graduates in all fields with a basic liberal arts and sciences core curriculum. The professional colleges, including business administration, education, and health sciences, strongly rely on the colleges of science and mathematics, fine arts, and humanities and social sciences to prepare their students for the rigors of professional study. Additionally, the administration and faculty collectively believe that the most important part of a college education is found in the basic studies of the liberal arts and sciences.

In order to meet the demands of changing enrollment demographics of Midwestern State University and the growing demands from the state of Texas for graduates in high need fields, the university has engaged in a major project that will enhance the curriculum and improve the academic standing of the university and the university’s physical plant for the long-term future. In 2003, Midwestern State University was approved by the Texas Higher Education Coordinating Board (THECB) to offer its first engineering program. The program in mechanical engineering has been established almost totally with private gifts from regional foundations and individuals. Consequently, the university established a mechanical engineering school known as the McCoy School of Engineering. In addition to Mr. Jim McCoy’s personal gifts and the McCoy Foundation gifts, the university has been supported by The Priddy Foundation of Wichita Falls, the Bridwell Foundation, and other individual donors. At the present time, the university’s manufacturing engineering technology and mechanical engineering department has grown to over 150 majors. Consequently, the university is building a $7 million plus engineering and physics building.

In addition to the development of mechanical engineering, MSU has added nine new faculty in the departments of nursing, respiratory care, and radiologic sciences. Graduates in these high demand fields have increased from 152 in 2002 to 235 in 2007.
In addition to the much-needed construction described in the previous paragraph, the university is engaged in the construction of a Student Health and Recreation Center that is clearly needed for the health and well-being of the student body. It will play a significant role in attracting students to Midwestern State University. It will also provide a new Health Center in much need by the university’s students.

Midwestern State University’s demographic shift toward younger students and toward students from outside the commuting area has required the construction and reconstruction of student residence halls. In the past three years the university has completed the total reconfiguration and reconstruction of the university’s traditional style residence halls. Additionally, in 2003 construction of Sunwatcher Village, a student apartment style complex, was completed. The demand for student housing on campus has exceeded capacity for the past six years. The demand has grown so great that the university recently sold bonds and construction has begun on a new 260 bed apartment style complex next to the existing Sunwatcher Village. It is anticipated that the demand for housing will continue to increase. It remains the university’s plan to provide high quality student housing in order to maintain and increase its enrollment. The completion of the new student housing complex will facilitate a larger freshman class beginning with the fall semester 2009. To a significant degree, the university’s ability to provide housing will determine the university’s enrollment for the near and long-term futures.

Midwestern State University has been engaged in systematic strategic planning and assessment for the past 30 years. Owing to the dramatic changes in the environment of the university, a new strategic planning effort was initiated in the fall of 2004. This effort has been based on the needs of the Texas Master Plan for Higher Education, “Closing the Gaps,” as well as the specific needs of Midwestern State University. As an outgrowth of this planning, Midwestern State University requests one exceptional item totaling $4.6 million for the biennium. MSU’s exceptional item request, Model for Student Success, represents a number of strategies to recruit, retain, and graduate students. These initiatives include: partnerships with area public schools enhanced by the efforts of our local P-16 Council; providing student academic counseling to improve college going rates in rural secondary schools in the Region 9 Education Service Area; improving college readiness of prospective students, targeting first generation college students and particularly the growing Hispanic population, by providing supplementary college readiness programs through a summer bridge program and freshman seminar which concentrate on reading and writing, oral communication, and mathematics skills; and continuing academic support of all entering freshmen and transfer students through an academic advising and tutoring center. MSU will provide services to the university’s diverse student population, creating an environment of strong minority programs, and cultivating a spirit of growth and student engagement, necessary for student success. This exceptional item request represents Midwestern State University’s principal attempt to contribute to the Closing the Gaps state plan for higher education.
As President of Midwestern State University, I thank the Board of Regents, the faculty, and the staff who have been involved in the development of this university. Additionally, I want to thank the state of Texas for the underlying support that provides a high quality education to the people of Texas through Midwestern State University.

Jesse W. Rogers
President

Midwestern State University Board of Regents
Board Members

<table>
<thead>
<tr>
<th>Board Members</th>
<th>Term Expiration Date</th>
<th>Hometown</th>
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</thead>
<tbody>
<tr>
<td>Munir A. Lalani, Chairman</td>
<td>2010</td>
<td>Wichita Falls</td>
</tr>
<tr>
<td>Carol Carlson Gunn, Vice Chairman</td>
<td>2012</td>
<td>Graford</td>
</tr>
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<td>Stephen A. Gustafson, Secretary</td>
<td>2010</td>
<td>Wichita Falls</td>
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<td>Charles E. Engelman</td>
<td>2014</td>
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<td>Charlye O. Farris</td>
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<td>Wichita Falls</td>
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<td>F. Lynwood Givens</td>
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<td>Shawn G. Hessing</td>
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<td>Fort Worth</td>
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<td>Jane W. Spears</td>
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<td>Ben F. Wible</td>
<td>2010</td>
<td>Sherman</td>
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<tr>
<td>Haley Lain, Student Regent</td>
<td>2009</td>
<td>Wichita Falls</td>
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### Legislative Appropriations Request

For Fiscal Years 2010 and 2011
Midwestern State University

The following are the Legislative Appropriations Request Exceptional Item Priorities:

I. Re-instatement of 10% reduction

<table>
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<th>Item</th>
<th>FY 2010</th>
<th>FY 2011</th>
<th>Total</th>
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<tr>
<td>a. Institutional Enhancement</td>
<td>$206,960</td>
<td>$205,907</td>
<td>$412,867</td>
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<tr>
<td>b. Excellence Funding</td>
<td>13,000</td>
<td>13,000</td>
<td>26,000</td>
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<tr>
<td>c. Workers’ Compensation</td>
<td>47,723</td>
<td>47,241</td>
<td>94,964</td>
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<td><strong>Subtotal</strong></td>
<td><strong>$533,831</strong></td>
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II. Model for Student Success | $2,343,108 | $2,319,122 | $4,662,230 |

**Total Exceptional Items** | **$5,196,061** |

### Reinstatement of 10% Appropriations Reduction

**Institutional Enhancement**

When the Institutional Enhancement line item appropriation was created by the 77th Legislature, the funds were badly needed since Midwestern State University had gone a number of years without significant increases. These funds were rapidly integrated into the university’s most fundamental and important operations. The funds largely went into the hiring of new faculty to lower the student/teacher ratio in the College of Science and Mathematics, the College of Health Sciences and Human Services, and in the West College of Education. Additionally, the faculty and staff were given a much deserved raise, with some market salary equity adjustments. As a result of these actions, the funds were woven into the basic operational expenses of Midwestern State University and they continue to represent an underpinning of support necessary to maintain and recruit a quality faculty and staff. In effect, a 10% reduction in these funds would hamper the university’s ability to provide educational programs that are essential to Closing the Gaps, the state’s master plan for higher education.

**Excellence Funding**

MSU faculty take collective pride in being the foundation of a strong teaching institution pursuing academic excellence by remaining current in their respective fields and setting high levels of performance standards for students. Excellence funding allows for productive scholarship through research, writing, and artistic presentations and productions. Midwestern State University is concerned that a 10% reduction of these funds will negatively affect the great strides that have been achieved in providing appropriate instructional and research support that create outstanding graduates.
Workers' Compensation

- Midwestern State University has done a remarkable job at containing these costs and it would be inequitable to penalize the great strides already accomplished for the past several years.

Model for Student Success

Preparation & Persistence

Midwestern State University’s Model for Student Success represents efforts to recruit, retain, and graduate students by employing a number of measures. Those measures include: the forming of partnerships with area public schools enhanced by the efforts of our local P-16 Council; providing student academic counseling to improve college going rates in rural secondary schools in the Region 9 Education Service Area; improving college readiness of prospective students, targeting 1st generation college students and particularly the growing Hispanic population, by providing supplementary college readiness programs through a summer bridge program and freshman seminar which concentrate on reading and writing, oral communication, critical thinking, and mathematics skills; and continuing academic support of all entering freshmen and transfer students through an academic advising and tutoring center. MSU will provide services to the university’s diverse student population, creating an environment of strong minority programs, and cultivating a spirit of growth and student engagement, necessary for student success. This request for $4.6 million over the biennium represents Midwestern State University’s major attempt to contribute to the Closing the Gaps state plan for higher education.

- Loaned Counselor Program

Within the Region 9 Education Service Area, there are a considerable number of schools without school counselors. Midwestern State University will add six (6) Licensed School Counselors to serve the campuses of rural, independent school districts within the Region 9 Education Service Area that do not have an academic counselor. The Loaned Counselor Program will target students in grades 8-12 in the identified school districts to promote college awareness and curriculum preparedness, and enhance post-secondary education applications and admissions.

- Advising and Tutoring Center

In an effort to help beginning freshmen successfully transition to a university environment, students will be advised, monitored, and afforded essential academic assistance through the existing Midwestern State University (MSU) Academic Support Center and a new MSU Advising and Tutoring Center. All beginning freshmen will enroll in a seminar course to introduce them to college level coursework, identify areas of academic interest, and foster participation in the academic community. The course will refine and enhance students’ competencies in reading, written and oral communication, mathematics, critical thinking, and information processing strategies. The Advising and Tutoring Center is a new strategic planning initiative that will meet the advising needs of all beginning freshmen (up to 24 earned hours) and all non-beginning freshmen who are identified at-risk students, including Texas Success Initiative (TSI) responsible students and conditionally admitted students. MSU currently employs a decentralized, faculty-
based, prescriptive advising model, one that affords little opportunity for professional, developmental advising of students. There is compelling research on the critical role academic advising plays in student academic engagement, the formation of foundational relationships with the faculty and the university, and effective educational planning. Successful exploratory and developmental academic advising will increase student retention and success, particularly within the first college year. Furthermore, as formal tutoring services are not generally available on the MSU campus, these services will be available to all students through the new Advising and Tutoring Center.

- **Supplemental Instruction Program**

One of the most successful student retention tools employed by Midwestern State University has been a small, but effective, supplemental instruction program. Supplemental instruction is chosen for those courses with the highest failure rates. Some of the courses include general and organic chemistry, principles of accounting, calculus based physics, and courses that comprise the university’s core curriculum ranging from rhetoric and composition to intensive reading courses, such as political science and history. In this program upperclassmen with exceptional academic records are employed to attend selected courses in order to prepare them to hold help sessions for enrolled students. These help sessions are extended as necessary and have proven to be of utmost importance in reducing the failure rate in numerous core courses and upper level advanced courses requiring high levels of critical thinking. It is the university’s desire to dramatically expand this academic support effort.

- **University Writing Center**

Midwestern State University has required a rising junior writing proficiency exam for the past 25 years. The increasing failure rate on this writing examination is consistent with the diminishing writing skills of the freshman class that has been observed over the past 15 years. In order to remove this obstacle to graduation, the university proposes to establish a writing center devoted to all students at all levels. The writing center would also oversee the freshman writing program and ensure writing capability at all levels prior to a student’s graduation. Consequently, the university will hire an experienced writing center director who will serve as an English faculty member and hold a Ph.D. Additionally, the university is requesting funds for the hiring of an experienced faculty devoted to writing classes and writing skills. These faculty will replace totally the use of graduate students in the university’s core writing program.

- **Counseling Center**

Through personal counseling, professional staff can assist students in navigating an array of personal problems that often affect their persistence to a degree and help them decide on the career they will pursue after graduation. The International Association of Counseling recommends that “every effort should be made to maintain minimum staffing ratios [in counseling centers] in the range of one F.T.E. professional staff member (excluding trainees) to every 1,000 to 1,500 students, depending on services offered and other campus mental health agencies.” In order to reach a ratio of 1:1260, Midwestern State University intends to add two professional counselors. A counselor specifically trained in career and interest-based testing would also be added.
• P-16 Council Enhancement

In order to help K-12 teachers in the Region 9 Education Service Area instill appropriate thinking and study skills in their students, and in order to support the loaned counselor program, Midwestern State University intends to provide summer in-service training workshops which focus on strategies for teaching and assessing higher-order thinking and information processing skills as well as study skills. The goal is to support and enhance teaching that influences students’ long-term academic success and college readiness.

• Attracting Hispanic and First Generation Students

In order to attract the student population targeted by the Closing the Gaps initiative, it is imperative that admissions officers reach prospective students’ parents. Midwestern State University intends to institutionalize two bilingual admissions office positions that will target and work with prospective Hispanic and first generation students and their parents.

• Summer Bridge Program

In order to help students with their transition from high school to college, Midwestern State University will invite admitted freshmen to participate in the MSU Summer Bridge Program. Students will complete six credit hours in one summer term including a three credit hour Intensive College Readiness Skills course and an additional course chosen in consultation with an academic advisor.

Program Budget
Model for Student Success
FY 2010 – 2011

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<tr>
<th>Loaned Counselor Program</th>
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<th>2011</th>
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<tbody>
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<td>Salaries (6 Counselors)</td>
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<tr>
<td>Director</td>
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<td>Faculty Advisors</td>
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<td>Tutoring Support</td>
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<td>Training &amp; Travel</td>
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<td>Equipment &amp; Furnishings (1st year)</td>
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<td><strong>Total</strong></td>
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### Supplemental Instruction Program

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<td>Maintenance &amp; Operations</td>
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<td>$126,000</td>
</tr>
<tr>
<td></td>
<td><strong>$126,000</strong></td>
<td><strong>$126,000</strong></td>
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</table>

| TOTAL                                | **$2,343,108** | **$2,319,122** |
MINUTES
MIDWESTERN STATE UNIVERSITY
BOARD OF REGENTS
Finance and Audit Committee
August 7, 2008

The Board of Regents, Midwestern State University, met in regular session in the Board Room, Hardin Administration Building, Wichita Falls, Texas, at 2:17 p.m., Thursday, August 7, 2008. Finance and Audit Committee members in attendance were Mr. Munir Lalani, Chairman; Mr. Charles Engelman; Dr. Lynwood Givens; and Mr. Shawn Hessing. Other regents attending the meeting were Ms. Charlye Farris, Dr. Carol Gunn, Mr. Stephen Gustafson, Ms. Jane Spears, Mr. Ben Wible, and Student Regent Haley Lain.

Administrative staff members present included Dr. Jesse W. Rogers, President; Dr. Friederike Wiedemann, Provost; Mr. Juan Sandoval, Vice President for Administration and Finance; Dr. Howard Farrell, Vice President for University Advancement and Student Affairs; and Dr. Bob Clark, Vice President for Institutional Effectiveness and Enrollment Management. Other university personnel attending the meeting included Mr. Keith Lamb, Associate Vice President for Student Affairs; Mr. Charlie Carr, Director of Athletics; Mr. David Spencer, Internal Auditor; Dr. Stuart McClintock, Associate Professor of Foreign Languages and Secretary of the MSU Faculty Senate; Ms. Gail Ferguson, Controller; Mr. Kyle Owen, Associate Director of Facilities Services; Mr. Michael Dye, Director of Information Systems; Ms. Cindy Ashlock, Assistant to the President; and Ms. Debbie Barrow, Executive Associate to the President. Representing the MSU Student Government Association was Mr. Ian Van Reenen, 08-09 SGA President. Representing the news media was Ms. Ann Work, reporter for the Wichita Falls Times Record News.

Chairman Lalani called the meeting to order at 2:17 p.m.

Reading and Approval of Minutes
08-132. The minutes of the Finance and Audit Committee meeting May 8, 2008, were approved as presented.

Review and Acceptance of Financial Reports
08-133. The administration recommended the April, May, and June, 2008 Financial Reports for acceptance. The quarterly investment report was also presented as a point of information.

Mr. Sandoval noted that the report for the period ending June 30, 2008, shows a net asset increase of $1 million versus a deficit of $2.9 million for the same time period in 2007. He reported that the projected fund balance dependence on reserves in 2007-2008 was $2.4 million. The dependence will likely be one-half of that amount.

Mr. Engelman moved acceptance of the financial reports as presented. Mr. Hessing seconded the motion.
Mr. Engelman indicated that he was unable to tie the financial report to the budget for next year. Ms. Ferguson responded that the largest differential is in the scholarship accounts in the current restricted funds and that is primarily due to unanticipated grants that are received during the year. Mr. Sandoval added that the gift or grant must be recognized at the time it is made, and those are not always anticipated when the budget is being prepared. Mr. Hessing stated that the financial report represents a revised budget. Mr. Sandoval indicated that was correct. Mr. Hessing asked if there was a way to report the changes to the board during the year. Mr. Sandoval responded that they would develop a “budget changes column” and include it in the financial reports. Mr. Lalani asked if percentages could be used in the reporting. Mr. Engelman noted that this would be helpful in reviewing what is being spent in various spending categories. Mr. Sandoval indicated that the changes would be made.

Mr. Lalani asked Mr. Sandoval if there was anything to report regarding the investment report. Mr. Sandoval indicated there was not.

There being no further discussion the motion was approved.

Financial Disclosure Statements

08-134. Mr. Lalani reported that each year the Board of Regents reviews copies of Financial Disclosure Statements of the President, the Vice President for Administration and Finance, and the Controller. The board was asked to accept the 2007 Financial Disclosure Statements of these individuals as previously distributed.

Dr. Givens moved acceptance of these statements as presented. Mr. Hessing seconded the motion and it was approved.

Internal Auditor Plan

08-135. Mr. Lalani noted that the Texas Internal Auditing Act requires each agency’s internal auditor to develop an annual audit plan using risk assessment techniques. The governing board of the agency must approve this plan. The MSU Internal Auditor’s proposed plan for the 2008-2009 fiscal year was presented for approval as shown in the agenda document.

Dr. Rogers introduced David Spencer, Internal Auditor. He noted that Mr. Spencer reports to the president and to the Board of Regents. Mr. Spencer explained that he usually does audits that are needed to meet external requirements or statutes, audits in areas where non-compliance could result in penalties to the university, and management requests. He indicated that he develops the plan based on risk assessment and discussions with management. Mr. Lalani asked Mr. Spencer if he continues to get the cooperation he needs from management. Mr. Spencer responded that he does.

Mr. Hessing asked if this plan was relatively consistent with previous years. Mr. Spencer indicated that it was. Mr. Hessing asked if he looked at construction projects or if it was handled by the state auditor’s office. Mr. Spencer indicated that he is currently working on a construction audit and it will be finished in the coming year.
Dr. Givens asked if there were other auditors in his area. Mr. Spencer responded that he was the only auditor. Dr. Givens indicated that it appeared 80% of Mr. Spencer's time was dedicated to projects that are identified. Mr. Spencer added that the remaining 20% is vacation, sick leave, holidays, and travel. Mr. Hessing asked what kind of reporting mechanism Mr. Spencer uses. Mr. Spencer reported that he issues written reports to the Board of Regents, Dr. Rogers, the department involved in the audit, and the State Auditor's Office.

Mr. Hessing moved approval of the plan as presented. Dr. Givens seconded the motion and it was approved.

**Investment Policy**

08-136. Mr. Lalani reported that the Texas Public Funds Investment Act requires that the Board of Regents review and approve the institution's investment policy each year. During the last year no statutory changes were made to the Act that must be incorporated into the policy. The administration recommended no change to the investment policy and further recommended that the Board of Regents adopt continuance of the current policy. Mr. Sandoval noted that the investments the university is allowed to undertake have to be consistent with the Texas Public Funds Investment Act.

Dr. Givens moved approval of this item as presented. Mr. Hessing seconded the motion.

Dr. Givens noted that Section D of the policy indicates the minimum and maximum percentages that can be invested in the various categories. He asked if the quarterly investment report would include a column showing percentages of what we are actually investing in so that it can be compared to the table. Mr. Sandoval responded that this could be done.

There being no further discussion, the motion was approved.

**Approval of Brokers/Dealers, Investment Vehicles, and Asset Holding Accounts**

08-137. The administration recommended continuation of the list of brokers/dealers, investment vehicles, and asset holding accounts for fiscal year 2009 as presented in the agenda document. Mr. Hessing moved approval of this item as presented. Dr. Givens seconded the motion.

Mr. Hessing asked why First Southwest was not on the list of brokers/dealers. Ms. Ferguson indicated that they had not contacted the university about their services. Mr. Sandoval indicated that they would be contacted.

There being no further discussion, the motion was approved.

**Salary/Title/Position Change in 2007-2008 Budget**

08-138. A position change approved by the president and chairman of the board was presented for ratification as shown in the agenda document. Dr. Givens moved approval of this item as presented and Mr. Hessing seconded the motion.
Dr. Rogers noted that with personnel changes in institutional research some overlap of employees was required for training purposes. There being no further discussion, the motion was approved.

**Non-Resident Tuition (International Students)**

08-139. Mr. Lalani reported that in August 2007, the Board of Regents authorized the administration to begin a program for 150 academically qualified international students to allow them to pay resident tuition plus $75 per semester credit hour (SCH), effective with the fall 2007 semester. He added that because of a very positive response to this program, resulting from active recruiting by the Office of International Services, over 100 new students have been accepted for the fall 2008 who will qualify for this program. The administration recommended increasing the cap on the program to 250 students effective with the fall 2008 semester.

Dr. Rogers reported that through this program these international students do not pay out-of-state tuition, which is now approaching $400 per SCH. However, they pay an amount that reimburses the university for its cost since the semester credit hours produced by these students cannot be reported to the state for formula funding. Dr. Rogers stated that he obtained permission from the Texas Higher Education Coordinating Board (THECB) to do this.

Mr. Engelman moved approval of this item as presented. Mr. Hessing seconded the motion.

Dr. Givens asked if this was a program that has been widely advertised. Dr. Rogers responded that a university staff member travels extensively in the summer to various countries to recruit these students. He added that the local media has also reported on the program.

Ms. Spears asked about the amount of resident tuition. Dr. Rogers responded that it is $138.50 per SCH. Mr. Lalani asked Ms. Lain about her perspective on the program. Ms. Lain indicated that the student body is very open to international students, and added that it is a good program. Mr. Lalani asked Dr. Farrell how many countries are represented by the student body. Dr. Farrell responded that the number varies each semester and that the students are generally from approximately 46 countries.

There being no further discussion, the motion was approved.

**Intercollegiate Athletics Fee**

08-140. Mr. Lalani noted that Midwestern State University athletics is funded through gifts, gate receipts, advertising income, Student Service Fee income, and local tuition. MSU is the only Texas school in the Lone Star Conference that does not have a dedicated Intercollegiate Athletics Fee. During the 2007-2008 year, the student body voted to support the initiation of an Intercollegiate Athletics Fee of $10 per semester credit hour, up to a maximum of $120 per semester, effective with the fall 2009 semester. He noted that if such a fee was initiated, Student Service Fee funding currently used to support athletics would be available to support additional student services. The administration
Mr. Carr presented information concerning the need for this fee (see Attachment 1), to include Title IX and gender equity opportunities, compliance issues, graduation success, life skills program, a summer academic bridge program, facility upgrades, and possibly new sports. Dr. Rogers expressed appreciation to the student body for their interest in the intercollegiate athletics program and their support of this fee.

Dr. Givens moved approval of this item as presented. Mr. Engelman seconded the motion.

Mr. Engelman asked how much would have to be charged to generate the funds needed to do everything Mr. Carr proposed. Mr. Carr responded that the proposed $10 per SCH would be adequate at this time. Dr. Rogers indicated that state appropriated funds cannot be used to support athletics. Mr. Lalani noted that the administration is requesting authorization to get approval from the Texas Legislature to assess a fee of up to $10 per SCH. He added that this action does not mean the board will approve the fee at the $10 level at the beginning. He added that this is something that will be discussed once approval is received from the legislature. He indicated that a $10 fee would generate approximately $1.5 million per year.

Ms. Spears indicated her surprise that MSU does not already charge such a fee and asked what the reluctance has been in the past. Dr. Rogers responded that he started thinking about this during the university’s last visit by the Southern Association of Colleges and Schools. One of the reviewers recommended such a fee. At that time the state had a budget deficit, tuition was then deregulated, and it hasn’t been pursued. Mr. Lalani added that with other tuition and fee increases over the last few years, this is something that did not rise to the top. He added that if this was not student initiated, the board might still be debating the matter.

Mr. Wible indicated his support for the fee but noted that while it is student initiated, many parents will not understand that when the total tuition and fee bill increases by more than 5% per year. Mr. Lalani responded that the administration and board cannot guarantee something that the students initiate, such as the new wellness center fee. Mr. Wible added that the students may want the additional services, but the parents may not agree. Mr. Lalani commented that the administration and board must balance affordability and quality.

There being no further discussion, the motion was approved.

Recess
The committee recessed at 3:40 p.m. The meeting resumed at 3:50 p.m.

Institutional Effectiveness Report/Accreditation Fee
08-141. Mr. Lalani noted that institutional effectiveness has become a critical component of the university accreditation processes. He indicated that the administration would present a report on this matter.
Dr. Rogers reported that a state institution in Texas was recently placed on academic probation by the Southern Association of Colleges and Schools (SACS). He indicated that accreditation is critical to a university and must be taken seriously. He stated that institutional effectiveness is synonymous with institutional quality.

Dr. Clark then made a presentation concerning institutional effectiveness (see Attachment 2). He stated that institutional effectiveness is a part of the standards required for reaffirmation by SACS. It is a multi-faceted process and focuses on the commitment the institution makes to continuous improvement. It is further focused on how the institution documents what it does. He noted that the reason the school in Texas was placed on probation was that they did not demonstrate that the goals they had outlined had been reached. Dr. Clark reported that MSU’s next SACS reaffirmation will be in 2013. The university must demonstrate a continuous process of assessment, set new goals based on the assessment, initiate improvements, and then reassess if progress has been made. It will be important that every area of the university has gone through two or three of these cycles prior to the reaffirmation process.

Dr. Clark mentioned the Voluntary System of Accountability (VSA) which is designed to improve the public’s understanding of how colleges and universities do business. He noted that all public senior institutions in Texas are participants. This is something new and additional information will be provided in the future.

As part of the presentation, Dr. Clark presented a possible assessment budget. He indicated his support of a new student fee to support the assessment effort. Dr. Rogers noted that some of the items noted in the presentation will be accomplished during the 2008-2009 school year through the regular budget. He stated that while he would like to have a fee that would address these costs, there are other more pressing needs at this time.

**Tuition Guarantee Policy**

08-142. Mr. Lalani reported that in 2007, the Board of Regents authorized that tuition at Midwestern State University not be increased by more than 5% in any fiscal year (calculating the first 5% limit on the fall 2007 base of $132 per semester credit hour), with the base being adjusted each year dependent on the tuition charged each fall. The board further approved that this guarantee be in place through the 2010-2011 academic year and that the board review this policy each August and determine if the guarantee should be extended for an additional year. The administration recommended that the current tuition guarantee be expanded to include fees, with the exception of student initiated fees, and that these tuition and fees not be increased by more than 5% per year through the 2011-2012 fiscal year.
Dr. Rogers stated that the most difficult task facing the administration and board was finding a way to balance institutional quality with the cost to the students. He noted that the outcome of the next legislative session is an unknown. Midwestern State University received only $37,000 in new operational dollars over the biennium. Funding for universities will likely change dramatically following the legislative session. MSU currently receives a $2.5 million supplement each biennium as a result of the number of tenured, full-time faculty that teach freshman and sophomore classes. This funding may be eliminated; however, MSU should gain a similar amount through the proposed success formula whereby universities would be funded based upon the number of graduates produced. Additionally, the Commissioner of Higher Education has recommended to the legislature that universities receive an increase in funding for utilities and routine maintenance costs. Current funding is $2 per square foot less than the funding provided in 1998. Dr. Rogers added that the administration and board needs to make a cost-containment guarantee to students and parents, while recognizing that the state must provide additional funding.

Mr. Lalani indicated his feeling that this is a very positive move. He stated that this would help students and parents plan. He encouraged the administration to advertise this in all student recruiting publications.

Mr. Engelman moved approval of the recommendation as presented. Mr. Hessing seconded the motion.

Dr. Givens indicated that he did not see the logic of putting a cap on tuition and fees. He added that since the Board of Regents approves tuition and fee increases, each proposed increase in the future will be thoroughly discussed and would require specific board approval. He stated that he did not want to focus on the price as much as the quality of the institution.

Mr. Lalani indicated that this action would give students and parents a tool for planning the cost of education. He noted that MSU's enrollment has declined during the last few years and cannot afford to lose students because of the cost. He added that if this guarantee can help enrollment, it is something that should be tried. He agreed that the university does not want to compromise on quality. Dr. Givens responded that he was not aware that the drop in enrollment had been correlated that closely to the cost of tuition and fees. He indicated that he would like to review any data that is available. Mr. Lalani stated that while the decline in enrollment cannot be attributed completely to cost since academic standards were also increased during the same timeframe, it cannot be said that price does not make a difference.

Dr. Rogers reported that boards of other Texas universities have established limits such as this. He added that there is legislative interest in the cost of higher education. He indicated that making this gesture with the "MSU Promise" is important.

Mr. Lalani noted that the board has authority to change this or any policy in the future, with current students "grandfathered in" if changes are made.
Ms. Spears asked how the lack of student housing on campus contributes to enrollment. Dr. Rogers responded that housing is one of the many factors that affect enrollment. He noted that approximately 200 students are turned away from student housing each year due to lack of space. Parents of freshmen in particular do not want their students housed off campus. Mr. Lalani commented that at some time in the future the board and administration will likely discuss the university’s current policy of not giving freshmen first preference for housing.

There being no further discussion, the motion was approved.

Operating Budget for Fiscal Year 2009

08-143. The administration recommended approval of a $76,234,670 operating budget for the 2008-2009 fiscal year as presented. Dr. Rogers reviewed the Budget Highlights as shown in Attachment 3. He added that while he was pleased that the budget relies less on reserves than in the past, he was disappointed in the level of salary increases for faculty and staff. He noted that he wants the university to be accredited and to pay higher salaries. He indicated that he did not want to hear requests for anything new other than to pay faculty and staff more.

Mr. Sandoval noted that the budget process began in September 2007. There has been a great deal of discussion as this budget has been developed. He then made a presentation concerning the budget, including information concerning energy costs and contracts (see Attachment 4).

Mr. Engelman moved approval of the budget as presented. Dr. Givens seconded the motion.

Mr. Engelman complimented Mr. Sandoval on doing an excellent job with negotiating the utility contract. Mr. Sandoval indicated that Kyle Owen and Sarah Webb were the key individuals involved in the process. Mr. Engelman asked about the increase in debt service, noting that when he considered $40 million in bonds to service the debt and escrow money to pay those off, he came up with a higher figure. Mr. Lalani responded that a large portion of the $40 million in bonds were to pay off the Sunwatcher Village debt. Mr. Hessing indicated that it was the incremental increase over the prior year.

Executive Session

Mr. Lalani announced that the Board of Regents would go into closed session as allowed by the Texas Government Code Chapter 551, Section 551.074, Personnel Matters, to consider Item 08-143 (Operating Budget for FY 2009). The closed session was properly announced at 5:05 p.m. Board members, Mr. Spencer, and Ms. Barrow remained for the discussion.

Open Meeting Resumes

The closed session ended at 5:20 p.m. with an announcement by Mr. Lalani that no action was taken during Executive Session. The open meeting resumed at 5:22.

Operating Budget for Fiscal Year 2009

08-143. Mr. Lalani noted that a motion and second were on the floor to approve the operating budget for FY 2009. There being no further discussion the motion was approved.
Adjournment
The Finance and Audit Committee discussion concluded at 5:24 p.m.

Reviewed for submission:

Munir A. Lalani, Chairman
Midwestern State University
Board of Regents Finance & Audit Committee

ATTACHMENT:
1. Intercollegiate Athletics Fee Presentation
2. Institutional Effectiveness Presentation
Title IX - Gender Equity Opportunities

- Athletics sits on the front porch of the Office of Civil Rights
- Any university with football can have issues because of the participation disparity
- We are obligated to show due diligence to promote Women's Athletics and opportunities for young women
- This is a positive approach to the pursuit of an equitable athletics program at Midwestern State University
1. Addition of Women’s Golf

Additional Women’s Sport is the 1st Priority of the Title IX Initiative.

- Fulfill NCAA commitment to Assistant Volleyball Coach
- Add an Assistant Women’s Soccer Coach
- Add an Assistant Softball Coach
- Add Strength & Conditioning Coach-Women’s Sports
- Add Assistant Tennis Coach
- Add JV Cross Country Team (+10 participants)

- We can phase these in as we monitor & enhance our current operations.
2. Compliance Self Study
March 2008

- Remove additional duties of Compliance Officer*
- Add position for Game Operations and Facilities Management with Business and Fund Drive Responsibilities
- Added communication & monitoring of campus efforts
- Increased accurate data and mandates from NCAA.
- Reduce opportunity for ineligibility through compliance.

*Most important recommendations from NCAA*

3. Graduation Success

- Add counselor for Academic Support Center
- We have almost 300 student athletes served by two (2) advisors who also serve the university.
- Model Division II program
- Graduation Rate & Retention continues to be above the regular student body, but we must improve
4. Mustangs Life Skills

- Life skills is the key ingredient the model Division II program.

- Developing the well rounded graduate that grows as a student, an athlete and as a person is an important product of an emphasis on life skills.

Components of Mustangs Life Skills Program

- Coordinator (Graduate Assistant)
- Speakers/Seminars
  - Chad Hennings
  - Alan Page
  - Charlye Farris
- Community Outreach
- Coordinate programs with Student Affairs that enhance career planning, time management, nutrition, drug & alcohol education and financial planning.
5. Bridge Program

- Serve the entire incoming student population (All Students)
- Academic Success - the first step begins on campus.
- Exemplary graduation rate
- Important key to at risk students
- Asset to model program and entire university
- A portion of the fee should contribute to this program.

6. Facility Upgrades

- Artificial turf
- Softball lights, locker room and restrooms
- Re-sod Soccer Field
- Ligon Renovations
7. Potential for Baseball

- Stadium on campus
- Locker-Rooms
- Storage
- Scoreboard
- Lights
- Maintenance

"Dreams Come In A Size too Big so that we may grow into them."
INSTITUTIONAL EFFECTIVENESS

Vice President for Institutional Effectiveness and Enrollment Management

1. Defining clearly articulated institutional and unit-level goals;
2. Developing and implementing strategies to achieve those goals;
3. Assessing the achievement of those goals;
4. Using the results of those assessments to improve programs, inform unit/institutional planning and resource allocation.
## ASSESSMENT BUDGET

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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<tr>
<td>Staff Travel</td>
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<td>Focus Groups</td>
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<td>Part-time Assistants</td>
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<td>Additional IR Staff</td>
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<td>Student Worker</td>
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<td>IR Part-time Worker</td>
<td>$4,500</td>
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<tr>
<td>NSSE and CIRP</td>
<td>$2,700</td>
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<tr>
<td>CORE Evaluation</td>
<td>$7,000</td>
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</table>
## ASSESSMENT BUDGET

**Data Management Systems**
- Academic Programs: $75,000
- Release time for one faculty member per college to facilitate management system: $12,500
- Non-Academic Programs: $27,000
- Peer Review 9 Programs: $18,000
- Program Accreditation: $75,000
The recommended 2008-2009 budget for Midwestern State University totals $76,234,670, an increase over FY 2008 of $5,432,236.

- The largest segment of the budget increase is $2,780,064 for debt service expenditures which includes: the sale of the new housing bond, taking on the Sunwatcher debt, an increase in the tuition revenue bond payment and a full year payment on the Student Health and Wellness Center.

- The budget reflects a net increase in full-time equivalent (FTE) positions of 12.91 as follows.
  - Three faculty positions (criminal justice, health and public administration, and education).
  - Four and one-half staff positions in the business office, financial aid, information systems, theatre, and physical plant (custodian for McCoy Engineering Hall).
  - One and one-half secretarial positions in theatre/mass communication and the president’s office.
  - A university nurse and two custodians will be added to serve the new Student Health and Wellness Center when it opens in the spring 2009. The positions will be paid from student fees.
  - An assistant women’s volleyball coach position, an assistant nursing program director position, and a secretary position in the Dillard College of Business Administration will primarily be funded through grant and private funds.

- General state revenue appropriations funds available for operations in FY 2009 decreased by $117,688 from FY 2008.

- Supplemental State Revenue Incentive funds, trusteed to the Texas Higher Education Coordinating Board (THECB) will be allocated during the 2008-2009 fiscal year. While the final allocation has yet to be determined, the administration utilized a figure of $700,000 in compiling the proposed budget.

- The budget reflects an estimated enrollment of 6,000 students for fall 2008.

- Anticipated utility expenditures for FY 2009 have been reduced by over $191,000. The new Student Health and Wellness Center space has been considered in the analysis of these savings.

- Private sources provide funding for 10.16 positions and 25 faculty stipends in the amount of $911,324.
- Salary increases for returning faculty and staff were set as a top priority.
  - A 2% pool of funds for returning faculty was distributed on merit basis.
  - Returning staff received an across-the-board 2% or $40 per month minimum increase if the annual salary was less than $24,000.
  - An additional $50,000 provided necessary salary equity adjustments.

- Other significant budget changes include:
  - Added Student Health and Wellness Center operational budget of $347,027
  - Increased renewal and replacement set aside funds for housing and the Student Health and Wellness Center by $165,000
  - University-funded scholarships increased by $155,000
  - Fringe benefits increased by over $300,000

- The recommended budget contains the following allocations from the university’s Higher Education Assistance Funds (HEAF):

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Amount</th>
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<tr>
<td>Bond payment on Dillard Building</td>
<td>$1,467,413</td>
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<tr>
<td>Allocation to six colleges for computers and academic-related equipment</td>
<td>337,927</td>
</tr>
<tr>
<td>New planetarium</td>
<td>119,922</td>
</tr>
<tr>
<td>Implementation of Banner Software</td>
<td>358,135</td>
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<tr>
<td>Information Systems/Telecommunications equipment and software</td>
<td>61,050</td>
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<tr>
<td>Computer lab upgrades</td>
<td>100,000</td>
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<tr>
<td>Physical Plant equipment and improvements</td>
<td>642,561</td>
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<tr>
<td>Equipment for administrative offices</td>
<td>115,340</td>
</tr>
<tr>
<td>Facilities and equipment contingency</td>
<td>232,000</td>
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  TOTAL: $3,434,348

- This budget utilizes $519,000 in reserve funds. This compares to $2.46 million in reserves utilized in the FY 2008 budget.

- The university’s operational reserves as of August 31, 2009 are expected to total $9.9 million, as the result of this significant reduction in reserve dependence.
Midwestern State University
Budget Highlights
FY 2008-09

By
Juan R. Sandoval
August 7, 2009

Strategic Budget Goals

- Salary Increases for returning faculty & staff
- Scholarship Increases as a result of increased tuition & fees
- Needed faculty & staff Positions
- Facilities deferred maintenance
Strategic Budget Goals (Cont)

- Support New Infrastructure
  (New Recreation Center, Martin Hall
  Renovation, McCoy Engineering Hall, Banner
  Software)

- Contain utility cost increases

- Enhance reserves from available departmental balances

- Ensure adequacy of Housing Reserves

Budget Parameters

- Limit tuition increases to no more than 5%

- Use 6,000 student headcount for Fall 2008

- Increase in Minimum Wage - $5.85/hr > $6.55/hr > $7.55/hr

- Inflationary Pressures, Higher Education Prices
  FY 2002 - 4.1%  FY 2006 - 5.0%
  FY 2003 - 2.9%  FY 2007 - 3.4%
  FY 2004 - 4.6%  FY 2008 - 4.6%
  FY 2005 - 3.6%  FY 2009 - ?

- Reduction in State Appropriations - $117,688
General Revenue – State Appropriations
As a % of Total Expenditures

<table>
<thead>
<tr>
<th>Year</th>
<th>General Revenue</th>
<th>% of Total Expenditures</th>
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<tbody>
<tr>
<td>FY 2003</td>
<td>$21,431,269</td>
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<td>FY 2004</td>
<td>$20,853,180</td>
<td>36%</td>
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<td>FY 2005</td>
<td>$20,941,166</td>
<td>35%</td>
</tr>
<tr>
<td>FY 2006</td>
<td>$22,800,253</td>
<td>34%</td>
</tr>
<tr>
<td>FY 2007</td>
<td>$22,715,166</td>
<td>35%</td>
</tr>
<tr>
<td>FY 2008</td>
<td>$23,218,057</td>
<td>33% (est.)</td>
</tr>
<tr>
<td>FY 2009</td>
<td>$24,261,309</td>
<td>32% (est.)</td>
</tr>
</tbody>
</table>

Note: FY's '08 & '09 Include $1.8 & $2.3 million in Debt Service

General Revenue / Total Expenditures

[Graph showing general revenue and total expenditures over years]
FY 2009 Recommended Budget

- Budget Proposal Revenues & Expenditures  
  $76.2 million

- Significant Reduction in dependence on local reserves  
  FY 2008 Estimated Budget Need - $ 2,460,477  
  FY 2009 Estimated Budget Need - $ 519,000

- Incentive Funds, Supplemental State Appropriations $700,000  
  (included in the Budget and is estimated, but has not be determined by the Legislative Budget Board)

- Includes tuition & fee changes approved February 2008

- Includes 12.9 new 3 faculty & 9.9 staff

Budget Recommendations

- 2% salary merit pool for faculty

- 2% across-the-board for staff, with minimum of $480/year

- $50,000 to support a few faculty & staff salary equity adjustments

- New debt service costs - $2.7 Million
Debt Service Expenditures

1. Increase in total debt service = $2.78 million
2. Full year of Recreation/Health Center Cost
   Additional Debt $942,821
3. New Housing & Refinancing = $1,887,946

Budget Savings - Utility Contract

1. Current electricity contract with Reliant will expire 12/31/08
2. Negotiated a new 53 month contract with Reliant to take advantage of low market rates
3. New Reliant negotiated rate reduction
   Current Electric Rates $0.09263/kwh
   Negotiated Rates (1/1/09) $0.06188/kwh
   (Note: Pass-thru charges (Transmission & Delivery) are not relevant because any electricity supplier will contract transmission and delivery, those costs would be the same)
4. Total Savings per Year = $600,000
Sources of Revenue – FY 2009

- Tuition and Fees: $32,665,882 (42.8%)
- Housing/Meal Plan: $6,421,865 (8.4%)
- HEAF: $3,434,348 (4.5%)
- Other Misc. Revenue: $2,236,917 (2.9%)
- State Appr. General Rev.: $24,380,836 (32.0%)
- Restricted Funds: $7,099,134 (9.3%)

Total Budget - $76,238,702

Expenditures – FY 2009

- Faculty Salaries: $16,902,057 (22.2%)
- Staff Salaries: $16,222,890 (20.0%)
- Debt Service: $8,083,743 (10.6%)
- Travel: $671,460 (1.2%)
- Scholarships, Financial Aid: $9,020,354 (11.8%)
- Wages: $1,508,424 (2.0%)
- Maintenance & Operations: $24,555,679 (32.3%)

Total Budget - $76,238,702
Analysis of MSU Reserves  
Projected for August 31, 2009

Reported Annual Financial Report at August 31, 2007:

<table>
<thead>
<tr>
<th>Fund Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education &amp; General Funds</td>
<td>$1,261,761</td>
</tr>
<tr>
<td>Designated Funds</td>
<td>$7,890,219</td>
</tr>
<tr>
<td>Auxiliary Funds</td>
<td>$2,449,406</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$11,601,386</strong></td>
</tr>
</tbody>
</table>

Estimated Reserve Need FY 2008: ($1,200,000)
Estimated Reserve Need FY 2009: ($519,000)
Projected Ending Balance 8/31/09: $9,882,386
The Board of Regents, Midwestern State University, met in regular session in the Board Room, Hardin Administration Building, Wichita Falls, Texas, at 5:24 p.m., Thursday, August 7, 2008. Personnel and Curriculum Committee members in attendance were Dr. Carol Gunn, Chairwoman; Dr. Lynwood Givens; Ms. Jane Spears; and Mr. Ben Wible. Other regents attending the meeting were Mr. Charles Engelman, Ms. Charlye Farris, Mr. Stephen Gustafson, Mr. Shawn Hessing, Mr. Munir Lalani, and Student Regent Haley Lain.

Administrative staff members present included Dr. Jesse W. Rogers, President; Dr. Friederike Wiedemann, Provost; Mr. Juan Sandoval, Vice President for Administration and Finance; Dr. Howard Farrell, Vice President for University Advancement and Student Affairs; and Dr. Bob Clark, Vice President for Institutional Effectiveness and Enrollment Management. Other university personnel attending the meeting included Mr. Keith Lamb, Associate Vice President for Student Affairs; Mr. Charlie Carr, Director of Athletics; Mr. David Spencer, Internal Auditor; Dr. Stuart McClintock, Associate Professor of Foreign Languages and Secretary of the MSU Faculty Senate; Mr. Kyle Owen, Associate Director of Facilities Services; Ms. Cindy Ashlock, Assistant to the President; and Ms. Debbie Barrow, Executive Associate to the President. Representing the MSU Student Government Association was Mr. Ian Van Reenen, 08-09 SGA President.

Chairwoman Gunn called the meeting to order at 5:24 p.m.

Reading and Approval of Minutes
08-144. The minutes of the Personnel and Curriculum Committee meeting May 8, 2008, were approved as presented.

Faculty Report
08-145. Dr. Stuart McClintock, Secretary of the MSU Faculty Senate, noted that the Faculty Senate, a representative body of the six colleges on campus, meets once each month during the academic year. Five officers make up the Executive Council of the Senate. The role of the Senate is to serve as an advisory body to the president of the university and to serve as a representational body for the interests of the faculty. The Senate is happy that the administration and board have found money for salary increases for 2008-2009. He asked the board to continue to keep in mind the issues of salary compression and the difference in salaries for the same job from one college to another. Dr. McClintock reported that the Senate is interested in the environment of the campus and what we can do to be better stewards of the environment. The Senate met with Mr. Goldapp and he suggested a number of doable projects that can hopefully take place in terms of constructing more efficient buildings, recycling on campus, and potentially ridding the campus vending machines of plastic containers.
Enrollment Reports – Summer 2008
08-146. Enrollment reports for the summer 2008 semesters were presented as a point of information only (see Attachment 1). Dr. Wiedemann noted that enrollment in the first term was down slightly and enrollment in the second term was up slightly. Dr. Rogers added that the price of gasoline likely hurt enrollment of students commuting from outlying communities. Additionally, MSU’s summer schedule was modified to accommodate the public school calendar change which pushed some of the public schools’ years into June. This change resulted in MSU offering longer classes on a five-day schedule. The administration is studying options to address this situation, such as returning to a four-day class schedule to help the commuting students. He indicated that he would discuss this matter further during Friday’s meeting.

Small Class Reports – Summer 2008
08-147. Small class reports for the summer 2008 semesters were presented as a point of information only (see Attachment 2). Dr. Wiedemann noted that the academic administration continues to work to minimize the number of small classes offered.

Beginning and Last Day Enrollment Reports, Spring 2008 Semester
08-148. These reports were previously distributed to the board for their information and review as required. Dr. Rogers noted that the course completion rate for this period was 95%. This number will likely be important during the next legislative session with the Commissioner of Higher Education’s recommendation that universities be paid on completed hours rather than attempted hours.

Mr. Engelman commented that he looked at all of the courses with over a 10% drop and tried to determine if drop rate was affected by the faculty member, the type of course, or the difficulty of the subject matter. He indicated that he did not notice any significant pattern. Dr. Rogers responded that the cause is all of those factors and more. Dr. Rogers reported that state law now allows a student to only drop six courses during his or her college career. After that, the student must remain in a class. This will likely reduce the number of student drops over time.

Review of Personnel Reports for FY 07-08 Budget
08-149. Reports of personnel changes in April, May, and June, 2008 were presented for information of the board in the agenda document. Dr. Rogers noted that only one-half of a position has been added during the 2007-2008 fiscal year.

Dr. Givens asked if the university surveys departing faculty to determine why they are leaving MSU. Dr. Rogers indicated that this information is available. Dr. Givens asked if the information could be shared with the board. He noted his interest in learning how much of the turnover is salary related. Dr. Rogers stated that turnover of full-time, tenure-track faculty is generally quite small. He added that reports of faculty and staff turnover would be prepared and forwarded to the board.
August 2008 Graduating Class
08-150. The administration recommended approval of the list of candidates for August 2008 graduation with the provision that they meet all requirements as prescribed by the faculty and administration. Mr. Wible moved approval of the list as presented. Ms. Spears seconded the motion and it was approved.

MSU Policies and Procedures Manual Changes
08-151. The following changes to the MSU Policies and Procedures Manual were recommended for approval as presented.

A. Policy 2.338, University Boards, Councils & Committees – the administration recommended the following council and committee changes regarding personnel and reporting structures. Dr. Rogers noted that the majority of these changes related to the hiring of a new dean of graduate studies, Dr. Patti Hamilton. He reported that the associate provost position would not be filled at this time. He added that Dr. Hamilton was recently awarded a $300,000 research grant.

i. Graduate Council – replace Associate Provost with Dean of Graduate Studies.
ii. Academic Technology Committee – replace Associate Provost with Provost or the Provost’s designee.
iii. Budget Oversight Committee – add the Director of Human Resources and Associate Vice President for Facilities Services to the committee structure.
iv. Student Success Committee – replace the Associate Provost with the Provost.
v. Teaching and Learning Resource Center Committee – replace the Associate Provost with the Dean of Graduate Studies.
vi. University Assessment Committee - replace the Associate Provost with a representative of Academic Affairs.

B. Policy 3.127, Faculty Workload Policy – a slight modification to this policy was necessary to include information regarding psychology practicum courses which was previously overlooked.

C. Policy 3.349 Employee Background Checks – the administration recommended revision of this policy to exclude faculty from the background check requirement when granted tenure or promotion to a higher faculty rank. Dr. Rogers noted this was the original intent of the policy; however, it was not clearly stated.

Ms. Spears moved approval of the policy changes as presented. Mr. Wible seconded the motion and it was approved.

Emeritus Status for Retiring Faculty
08-152. The administration recommended Emeritus Status for Jewett Johnson, assistant professor of nursing. Mr. Johnson was hired in 1995. He holds the B. S. in Nursing from Texas Christian University and the M.S. in Medical Surgical Nursing from the University of Michigan. Mr. Johnson has served Midwestern State University for 13 years. Dr. Rogers noted that Mr. Johnson has been a superb faculty member.
Dr. Givens moved approval of this recommendation. Ms. Spears seconded the motion and it was approved.

Adjournment
There being no further business, the Personnel and Curriculum Committee discussion concluded at 5:48 p.m.

Reviewed for submission:

Carol Carlson Gunn, Chairwoman
Midwestern State University
Board of Regents Personnel & Curriculum Committee

ATTACHMENT:
1. Enrollment Reports – Summer 2008
2. Small Class Reports – Summer 2008
## Enrollment Reports

### Summer I 2008

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Freshmen</td>
<td>34</td>
<td>28</td>
</tr>
<tr>
<td>Re-enrolling Freshmen</td>
<td>141</td>
<td>126</td>
</tr>
<tr>
<td>Sophomore</td>
<td>342</td>
<td>357</td>
</tr>
<tr>
<td>Junior</td>
<td>559</td>
<td>485</td>
</tr>
<tr>
<td>Senior</td>
<td>976</td>
<td>945</td>
</tr>
<tr>
<td>Graduate/Post-Baccalaureate</td>
<td>391</td>
<td>410</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>2,443</td>
<td>2,351</td>
</tr>
</tbody>
</table>

### Summer II 2008

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Freshmen</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>Re-Enrolling Freshmen</td>
<td>105</td>
<td>101</td>
</tr>
<tr>
<td>Sophomore</td>
<td>240</td>
<td>224</td>
</tr>
<tr>
<td>Junior</td>
<td>388</td>
<td>364</td>
</tr>
<tr>
<td>Senior</td>
<td>734</td>
<td>734</td>
</tr>
<tr>
<td>Graduate/Post-Baccalaureate</td>
<td>166</td>
<td>213</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>1,640</td>
<td>1,646</td>
</tr>
</tbody>
</table>
SMALL CLASS REPORT

The following organized classes had enrollments below the established minima of ten (10) students for undergraduate classes and five (5) students for graduate classes on the twentieth class day. Where applicable, the courses are listed under the justification categories previously used by the Coordinating Board.

Summer I 2008

The following courses are required within a program area.

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Instructor</th>
<th>Course Title</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bilingual Education 4323 01 M. Garza</td>
<td>Reading and Language Arts in Bilingual Education</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Marketing 4143 01 C. Shao</td>
<td>Marketing Research</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Mathematics 1053 01 J. Schmitter</td>
<td>Contemporary Mathematics</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Music 4813 01 K. Scherler</td>
<td>Foundations of Music I</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Nursing 3211 X1 J. Leach</td>
<td>Family Health Assessment Clinical</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>3212 X1 J. Leach</td>
<td>Family Health Assessment</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>3701 X1 J. Bedoian</td>
<td>Advanced Nursing Seminar Clinical</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>3704 X1 J. Bedoian</td>
<td>Advanced Nursing Seminar</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>4042 01 M. Clark</td>
<td>Pediatric Nursing Clinical</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>4052 01 M. Clark</td>
<td>Pediatric Nursing</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Reading 4273 01 S. Camp</td>
<td>Content Reading</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>6213 01 D. Curry</td>
<td>Foundations of Reading</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>Respiratory Care 4233 X1 A. Medford</td>
<td>Educational/Administrative Concepts</td>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>

Summer II 2008

The following courses are remedial offerings and are required by state law.

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Instructor</th>
<th>Course Title</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mathematics 0003 21 T. Johnson</td>
<td>Beginning Algebra</td>
<td>8</td>
<td></td>
</tr>
</tbody>
</table>

The following courses are required within a program area.

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Instructor</th>
<th>Course Title</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Administration 1033 21 L. Petrash</td>
<td>Introduction to Business</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Criminal Justice 3723 X7 M. Stallo</td>
<td>Geographic Information Systems</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Mathematics 4933 21 M. Knox</td>
<td>Topic: Topology</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Political Science 1433 22 J. Duff</td>
<td>American Government</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>3313 21 S. Watson</td>
<td>Introduction to Political Theory</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Reading 6273 21 S. Robinson</td>
<td>Diagnostic Reading Procedures</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>
The Board of Regents, Midwestern State University, met in regular session in the Board Room, Hardin Administration Building, Wichita Falls, Texas, at 5:48 p.m., Thursday, August 7, 2008. Student Services Committee members in attendance were Ms. Charlye Farris, Chairwoman; Dr. Lynwood Givens; Dr. Carol Gunn; and Ms. Jane Spears. Other regents attending the meeting were Mr. Charles Engelman, Mr. Stephen Gustafson, Ms. Shawn Hessing, Mr. Munir Lalani, Mr. Ben Wible, and Student Regent Haley Lain.

Administrative staff members present included Dr. Jesse W. Rogers, President; Dr. Friederike Wiedemann, Provost; Mr. Juan Sandoval, Vice President for Administration and Finance; Dr. Howard Farrell, Vice President for University Advancement and Student Affairs; and Dr. Bob Clark, Vice President for Institutional Effectiveness and Enrollment Management. Other university personnel attending the meeting included Mr. Keith Lamb, Associate Vice President for Student Affairs; Mr. Charlie Carr, Director of Athletics; Mr. David Spencer, Internal Auditor; Dr. Stuart McClintock, Associate Professor of Foreign Languages and Secretary of the MSU Faculty Senate; Mr. Kyle Owen, Associate Director of Facilities Services; Ms. Cindy Ashlock, Assistant to the President; and Ms. Debbie Barrow, Executive Associate to the President. Representing the MSU Student Government Association was Mr. Ian Van Reenen, 08-09 SGA President.

Chairwoman Farris called the meeting to order at 5:48 p.m.

Reading and Approval of Minutes
08-153. The minutes of the Student Services Committee meeting May 8, 2008, were approved as presented.

Student Government Report
08-154. Student Government Association (SGA) president Ian Van Reenen reported that he was pleased to represent the student body and that this was his first meeting as the standing president. He reported that he was born and raised in South Africa and that Midwestern State University had enriched his life.

Mr. Van Reenen noted that the intercollegiate athletics fee was a student government project. The students felt this was an investment in the university’s future that should be made. He stated that Mr. Carr’s presentation earlier in the meeting concerning the proposed fee included the possibility of adding an advisor in the Academic Support Center. He commented that he worked in the Academic Support Center during Spirit Days and expressed support for additional personnel in that area to meet student demand.

He stated that an involved student is a good student and the SGA officers hope to get students more involved during the coming year.
Mr. Lamb noted that at the special Board of Regents meeting in June the board asked for information regarding housing reserves. He presented information concerning this matter as shown as Attachment 1. He reminded the board that prior to the recent bond sale, Sunwatcher Village was owned by a third party conduit, the Texas Student Housing Corporation. As part of the bond sale, MSU purchased the property and the university received proceeds from the closing totaling $416,010. These funds represented the repair and replacement account that was held by the trustee. Additional funds totaling $310,000 were also released and will be included in housing reserve funds. These are funds previously received from the trustee to operate and maintain Sunwatcher Village; these funds were carried forward in a university account.

Mr. Lamb noted that the proposed MSU operating budget includes a line item of $125,000 for repair and replacement in housing. Additionally, the administration estimates $155,000 in operating income during the 2008-2009 fiscal year. Given these various amounts, it is thus estimated that by August 31, 2009 the available balance in housing reserves will be $1,006,910. Mr. Lamb added that the administration plans to continue budgeting at least $125,000 each year to add to this account for repair and replacement of housing facilities.

Mr. Lalani asked how much had been spent during the last few years for repair and maintenance of Sunwatcher Village. Mr. Lamb responded that he did not have the figures handy, but could provide them. He stated that the size of the carry-forward amount would indicate that the anticipated repair and replacement costs were lower than originally thought. Mr. Lalani asked about the age of Sunwatcher Village. Mr. Lamb responded that the facility opened in the fall 2003. Mr. Lalani asked Mr. Lamb if he anticipated major expenditures within the next two years that would require utilization of a large portion of these reserves. Mr. Lamb indicated that he did not. Mr. Lalani asked Mr. Lamb if he felt the reserves were adequate. Mr. Lamb responded that he would feel more comfortable if the amount was larger and that he was pleased the administration had committed to continue to build the reserve. Dr. Farrell noted that although $1 million sounds like a large amount of money, it can go very quickly. He indicated that there are currently some humidity issues in Killingsworth Hall that will need to be addressed. Mr. Lalani noted that the reserve will no longer be limited to Sunwatcher Village, but will rather be available for the total housing system. Mr. Lamb reported that in his nine years at MSU the university has maintained $200,000 in reserve for the housing system, outside of Sunwatcher Village. He indicated that compared to the last nine years, this is a tremendous increase. He added that $125,000 was an adequate number that could hopefully be increased each year.

Mr. Engelmann asked Mr. Lalani if the hotel industry has a formula that is used to estimate repair and replacement costs. Mr. Lalani responded that in his extended-stay business he sets aside approximately 3% of the yearly revenue. However, in university housing it would likely need to be a bit higher. Mr. Sandoval noted that when housing bonds are retired the money used to make the bond payments could be shifted into the reserve account.
Student Wellness Center and Vinson Health Center Project Update
08-156. Mr. Lamb reported that the project is going very well and the facility should be complete by the beginning of February.

Adjournment
The Student Services Committee discussion concluded at 6:03 p.m.

Reviewed for submission:

Charlye O. Farris, Chairwoman
Midwestern State University
Board of Regents Student Services Committee

ATTACHMENT:
1. Student Housing Reserves Report
<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sunwatcher refinance: Proceeds previously held by the trustee</td>
<td>$416,910</td>
</tr>
<tr>
<td>Restricted reserves held locally</td>
<td>$310,000</td>
</tr>
<tr>
<td>Budgeted reserve for FY 2009</td>
<td>$125,000</td>
</tr>
<tr>
<td>Estimated balance from FY 2009 operations net of reserves</td>
<td>$155,000</td>
</tr>
<tr>
<td>Estimated available balance</td>
<td>$1,006,910</td>
</tr>
</tbody>
</table>

August 31, 2009

Estimated Housing Reserves
November 2008
Minutes Attachment 09-32

MINUTES
MIDWESTERN STATE UNIVERSITY
BOARD OF REGENTS

University Development Committee
August 7, 2008

The Board of Regents, Midwestern State University, met in regular session in the Board Room, Hardin Administration Building, Wichita Falls, Texas, at 6:03 p.m., Thursday, August 7, 2008. University Development Committee members in attendance were Mr. Stephen Gustafson, Chairman; Mr. Charles Engelman, Ms. Charlye Farris, and Ms. Jane Spears. Other regents attending the meeting were Dr. Lynwood Givens, Dr. Carol Gunn, Mr. Shawn Hessing, Mr. Munir Lalani, Mr. Ben Wible, and Student Regent Haley Lain.

Administrative staff members present included Dr. Jesse W. Rogers, President; Dr. Friederike Wiedemann, Provost; Mr. Juan Sandoval, Vice President for Administration and Finance; Dr. Howard Farrell, Vice President for University Advancement and Student Affairs; and Dr. Bob Clark, Vice President for Institutional Effectiveness and Enrollment Management. Other university personnel attending the meeting included Mr. Keith Lamb, Associate Vice President for Student Affairs; Mr. Charlie Carr, Director of Athletics; Mr. David Spencer, Internal Auditor; Dr. Stuart McClintock, Associate Professor of Foreign Languages and Secretary of the MSU Faculty Senate; Mr. Kyle Owen, Associate Director of Facilities Services; Ms. Cindy Ashlock, Assistant to the President; and Ms. Debbie Barrow, Executive Associate to the President.

Chairman Gustafson called the meeting to order at 6:03 p.m.

Reading and Approval of Minutes
08-157. The minutes of the University Development Committee meeting May 8, 2008, were approved as presented.

Summary of Gifts, Grants and Pledges 9/1/07 - 7/11/08
08-158. This report was presented as a point of information as shown in the agenda document.

Dr. Farrell noted the following major gifts that had been received since the last report to the board.

1. MSU received the second of three installments of $166,667 from the McCoy Foundation for the engineering building.

2. Mr. and Mrs. D. Phil Bolin donated $75,000 for the purchase of a replica of the Liberty Bell for MSU. The installation and beautification expenses will also be paid by Mr. and Mrs. Bolin.

3. Family and friends of Juanita and Ralph Harvey donated another $119,375 to the Juanita and Ralph Harvey Art Endowment.

Dr. Farrell reported that donations through the annual fund total over $400,000 this year, which is a new record. Additionally, the phonathon exceeded $100,000 in contributions for the first time. He announced that MSU's alumni participation
percentage has surpassed that of the majority of Texas public institutions, with the exception of Texas A&M University, the University of Texas at Austin, and Texas Tech University.

Legacy Walk Recommendations

08-159. Mr. Gustafson presented the administration’s recommendation to include Kay Dillard in Legacy Walk. He noted that Ms. Dillard’s generosity has greatly enhanced Midwestern State University, particularly through her gift to support the College of Business Administration. The Dillard gift has enabled the college to successfully pursue its mission to prepare students for successful career entry, mobility, and leadership within a supportive environment characterized by meaningful interaction between faculty and students. The gift has propelled the college toward realizing its vision as a regional leader of excellence in business education and service, and achieving the strategic initiative of AACSB International accreditation.

Ms. Farris moved approval of this recommendation and Mr. Engelman seconded the motion.

Mr. Engelman asked if the addition of Ms. Dillard to Legacy Walk would include recognition of her deceased husband, A. R. Dillard, Jr. Mr. Gustafson commented that when the contribution for the Dillard College was made, Ms. Dillard made it clear that the gift was from the Dillard Family. Dr. Rogers stated that he would visit with Ms. Dillard and determine how she would like the Legacy Walk stone to read. He added that the ceremony would be held on Thursday during Homecoming Week.

The motion was approved unanimously.

Adjournment

The University Development Committee discussion concluded at 6:13 p.m.

Reviewed for submission:

[Signature]
Stephen A. Gustafson, Chairman
Midwestern State University
Board of Regents University Development Committee
MINUTES
MIDWESTERN STATE UNIVERSITY
BOARD OF REGENTS
Athletics Committee
August 7, 2008

The Board of Regents, Midwestern State University, met in regular session in the Board Room, Hardin Administration Building, Wichita Falls, Texas, at 6:13 p.m., Thursday, August 7, 2008. Athletics Committee members in attendance were Mr. Ben Wible, Chairman; Mr. Charles Engelman; Mr. Stephen Gustafson; and Mr. Shawn Hessing. Other regents attending the meeting were Ms. Charlye Farris, Dr. Carol Gunn, Dr. Lynwood Givens, Mr. Munir Lalani, Ms. Jane Spears, and Student Regent Haley Lain.

Administrative staff members present included Dr. Jesse W. Rogers, President; Dr. Friederike Wiedemann, Provost; Mr. Juan Sandoval, Vice President for Administration and Finance; Dr. Howard Farrell, Vice President for University Advancement and Student Affairs; and Dr. Bob Clark, Vice President for Institutional Effectiveness and Enrollment Management. Other university personnel attending the meeting included Mr. Keith Lamb, Associate Vice President for Student Affairs; Mr. Charlie Carr, Director of Athletics; Mr. David Spencer, Internal Auditor; Dr. Stuart McClintock, Associate Professor of Foreign Languages and Secretary of the MSU Faculty Senate; Mr. Kyle Owen, Associate Director of Facilities Services; Ms. Cindy Ashlock, Assistant to the President; and Ms. Debbie Barrow, Executive Associate to the President.

Chairman Wible called the meeting to order at 6:13 p.m.

Reading and Approval of Minutes
08-160. The minutes of the Athletics Committee meeting May 8, 2008, were approved as presented.

Athletics Status Report
08-161. Mr. Charlie Carr presented information concerning the athletics program.

1. Fall student athletes (soccer, cross country, volleyball, and football) will report to campus Sunday, August 10.

2. Chad Hennings, former Dallas Cowboys player, will speak at a dinner Sunday, August 17.

3. A dinner will be held Sunday, August 24, for the female student athletes. Ms. Charlye Farris will be the featured speaker.

4. Plans are underway to reconnect with former MSU student athletes and to develop an active Letterman’s Club. A 20th year reunion of the 1988 football team is scheduled during Homecoming.

Addition of Women’s Sport
08-162. Mr. Carr presented the administration’s recommendation to add women’s golf as an intercollegiate sport beginning with the fall 2009 semester. The following timetable and budget were also recommended for approval.
Time Table
- Summer 2008 – current men’s coach begins identifying student prospects
- Fall 2008 – identification & approval of playing and practice facilities
- Spring 2009 (March-May) – search for head coach
- Summer 2009 – recruiting student athletes
- Fall 2009 – fall competition and continued recruiting
- Spring 2010 – first traditional season (February-May)

2009–2010 Budget Estimate
Coach’s salary $40,000
Team travel 10,000
Maintenance & Operations 16,000
Scholarships (5.4 scholarships) 60,000
Facility expenses 8,000
Total $134,000

Mr. Carr noted that this is the first priority in the university’s Title IX initiative. He indicated his hope that the addition of this sport would add 10-15 student athletes to MSU. Dr. Rogers stated that athletics is a great recruiting tool. He reported that several years ago MSU did not have a single student from Rockwall, Texas. A basketball player from Rockwall was recruited to MSU and approximately 30 students from that community will attend MSU in the fall.

Dr. Rogers stated that funding for this addition could be available from the proposed intercollegiate athletics fee. However, even if the fee is not in place this recommendation would stand and funding would be identified from existing funds. He added that the university must find a way to fund the start up of a sport until the students enroll and the university begins receiving credit hour production funding from the state. Dr. Farrell added that community individuals would likely provide monetary support for this sport, particularly those involved with the local Women’s Golf Association.

Mr. Gustafson moved approval of the recommendation as presented. Mr. Hessing seconded the motion and it was approved.

Adjournment
There being no further business, the Athletics Committee discussion concluded at 6:25 p.m.

Reviewed for submission:

Ben F. Wible, Chairman
Midwestern State University
Board of Regents Athletics Committee
The Board of Regents, Midwestern State University, met in regular session in the Board Room, Hardin Administration Building, Wichita Falls, Texas, at 1:30 p.m., Thursday, August 7, 2008. Regents in attendance were Mr. Munir Lalani, Chairman; Mr. Charles Engelman; Ms. Charlye Farris; Dr. Lynwood Givens; Dr. Carol Gunn; Mr. Stephen Gustafson; Mr. Shawn Hessing; Ms. Jane Spears; Mr. Ben Wible; and Student Regent Haley Lain.

Administrative staff members present included Dr. Jesse W. Rogers, President; Dr. Friederike Wiedemann, Provost; Mr. Juan Sandoval, Vice President for Administration and Finance; Dr. Howard Farrell, Vice President for University Advancement and Student Affairs; and Dr. Bob Clark, Vice President for Institutional Effectiveness and Enrollment Management. Other university personnel attending the meeting included Mr. Keith Lamb, Associate Vice President for Student Affairs; Mr. Charlie Carr, Director of Athletics; Mr. David Spencer, Internal Auditor; Dr. Stuart McClintock, Associate Professor of Foreign Languages and Secretary of the MSU Faculty Senate; Ms. Gail Ferguson, Controller; Mr. Kyle Owen, Associate Director of Facilities Services; Mr. Michael Dye, Director of Information Systems; Ms. Cindy Ashlock, Assistant to the President; and Ms. Debbie Barrow, Executive Associate to the President. Representing the MSU Student Government Association was Mr. Ian Van Reenen, 08-09 SGA President. Representing the news media was Ms. Ann Work, reporter for the Wichita Falls Times Record News.

Chairman Lalani called the meeting to order at 1:30 p.m. Dr. Clark presented the invocation and Ms. Ashlock introduced the guests.

Opening Comments
Mr. Lalani welcomed everyone to the meeting. He noted that this was the first regular board meeting for Ms. Jane Spears and Ms. Haley Lain. He asked Ms. Spears and Ms. Lain to introduce themselves.

Public Comment Period
Mr. Lalani stated that in accordance with the Board of Regents By-Laws, MSU Policy 2.22, members of the public are invited to address the Board of Regents. He noted that no one signed up to speak during this time.

Resolution of Appreciation
08-127. A Resolution of Appreciation was presented for Jason York, retiring student regent (see Attachment 1). Ms. Parris moved approval of the resolution as presented. Mr. Gustafson seconded the motion and it was approved.

Adjournment
There being no further business, the meeting adjourned at 1:36 p.m.
Attachment
1. Resolution of Appreciation – Jason York, Retiring Student Regent
MIDWESTERN STATE UNIVERSITY
RESOLUTION OF APPRECIATION
August 7, 2008

WHEREAS, Jason York was appointed by Texas Governor Rick Perry to serve as Student Regent as part of the MSU Board of Regents, the highest position a student can be appointed to while enrolled in Texas public higher education, and

WHEREAS, Jason completed his one-year term, serving from February 1, 2007 until May 31, 2008, and

WHEREAS, he was given the opportunity to represent the students of Midwestern State University in discussions of key issues in higher education and to provide input in decisions affecting the future of the university,

NOW THEREFORE BE IT RESOLVED that the members of the Board of Regents and President of Midwestern State University hereby express their appreciation to Jason York for his service, and

BE IT FURTHER RESOLVED that this Resolution be made a part of the permanent minutes of this Board and that a copy be presented to Mr. York as a token of the university's gratitude and appreciation.

Munir A. Lalani, Chairman
Carol Gunn, Vice Chair
Stephen A. Gustafson, Secretary

Jesse W. Rogers, President
The Board of Regents, Midwestern State University, met in regular session in the Board Room, Hardin Administration Building, Wichita Falls, Texas, at 9:00 a.m., Friday, August 8, 2008. Regents in attendance were Mr. Munir Lalani, Chairman; Mr. Charles Engelman; Ms. Charlye Farris; Dr. Lynwood Givens; Dr. Carol Gunn; Mr. Stephen Gustafson; Ms. Jane Spears; Mr. Shawn Hessing; Mr. Ben Wible; and Ms. Haley Lain, Student Regent.

Administrative staff members present included Dr. Jesse W. Rogers, President; Dr. Friederike Wiedemann, Provost; Mr. Juan Sandoval, Vice President for Administration and Finance; Dr. Howard Farrell, Vice President for University Advancement and Student Affairs; and Mr. Keith Lamb, Associate Vice President for Student Affairs. Other university personnel attending the meeting included Mr. Charlie Carr, Director of Athletics; Mr. David Spencer, Internal Auditor; Ms. Janus Buss, Director of Public Information and Marketing; Ms. Gail Ferguson, Controller; Ms. Cindy Ashlock, Assistant to the President; and Ms. Debbie Barrow, Executive Associate to the President. Representing the news media were reporters Ms. Ann Work, Wichita Falls Times Record News, and Ms. Erin Shryock, KAUZ-TV 3.

Chairman Lalani called the meeting to order at 9:07 a.m. Dr. Farrell presented the invocation and Ms. Buss introduced the guests.

Public Comment
Mr. Lalani stated that in accordance with the Board of Regents By-Laws, MSU Policy 2.22, members of the public are invited to address the Midwestern State University Board of Regents through written and oral testimony. He noted that no one signed up to speak during this time.

Reading and Approval of Minutes
08-163. The minutes of the regular Board of Regents meeting May 8, 2008, were approved as presented.

Reading and Approval of Minutes
08-164. The minutes of the regular Board of Regents meeting May 9, 2008, were approved as presented.

Reading and Approval of Minutes
08-165. The minutes of the special Board of Regents meeting June 20, 2008, were approved as presented.

Executive Committee Report
Mr. Lalani presented the report from the Executive Committee.

Executive Committee Consent Agenda
The following items were approved by the Executive Committee and placed on the Consent Agenda for consideration by the board.
08-128. Outside Counsel Agreement 2008-2009 – authorized the administration to extend the 2007-2008 agreement with Roger Lee of Gibson Hotchkiss Roach & Davenport through the 2008-2009 fiscal year under the same terms and conditions set forth.

08-129. D. L. Ligon Coliseum Construction Manager at Risk – authorized the administration to negotiate a contract with Electra Construction Company to serve as Construction Manager at Risk for this project.

08-130. Wichita Falls Museum of Art at Midwestern State University Advisory Board of Directors – approved the following appointments to the Museum Board:

Public Members (2008-2011)
Linda Wilson (Reappointment)
Dale Brock

MSU Members (2008-2009)
Juan Sandoval (Reappointment)
Friederike Wiedemann (Reappointment)
Richard Ash

Further authorized Dr. Rogers to work with the Chairman of the Board of Regents to appoint two additional public members to serve on the Museum Board.

08-131. Legislative Appropriations Request (LAR) – approved the Administrator’s Statement and the Exceptional Items as presented.

Mr. Lalani asked if there were items any member wanted to remove from the Consent Agenda. There being none, Mr. Gustafson moved approval of the Consent Agenda. Mr. Wible seconded the motion and it was approved.

Finance and Audit Committee Report
Mr. Lalani noted the items presented at the Finance and Audit Committee Meeting for committee approval and for information only. Information concerning these items can be found in the minutes of the Finance and Audit Committee Meeting held August 7, 2008.

Item Presented for Committee Approval Only

08-132. Committee Minutes, 5/8/08 – approved by committee as presented.

Item Presented for Information Only

08-141. Institutional Effectiveness Report/Accreditation Fee

Finance and Audit Committee Consent Agenda
The following items were approved by the Finance and Audit Committee and placed on the Consent Agenda for consideration by the board.
Items Approved by Committee and Placed on Consent Agenda

08-133. Review and Acceptance of Financial Reports – accepted the April, May, and June, 2008, financial reports as presented.

08-134. Financial Disclosure Statements – accepted the 2007 Financial Disclosure Statements for the President, the Vice President for Administration and Finance, and the Controller.

08-135. Internal Audit Plan -2008-2009 – approved the plan as presented.

08-136. Investment Policy – approved the continuance of the current policy.

08-137. Approval of Brokers/Dealers, Investment Vehicles, and Asset Holding Accounts – approved the list as presented.

08-138. Salary/Title/Position Change in FY 07-08 Budget Approved per Board Authorization – ratified change as presented.

08-139. Non-Resident Tuition (International Students) – authorized the administration to expand the program for qualified international students, which allows them to pay resident tuition plus $75 per semester credit hour, by 100 students effective with the fall 2008 semester.

08-140. Intercollegiate Athletics Fee – authorized the administration to pursue legislative action to initiate an Intercollegiate Athletics Fee as presented.

08-142. Tuition Guarantee Policy – authorized that the current tuition guarantee be expanded to guarantee that tuition and fees, with the exception of student initiated fees, will not be increased by more than 5% per year through the 2011-2012 fiscal year.

08-143. Operating Budget for Fiscal Year 2009 – approved the $76,234,670 operating budget as presented.

Mr. Lalani asked if there were items any member wanted to remove from the Consent Agenda. There being none, Mr. Engelman moved approval of the Consent Agenda. Mr. Hessing seconded the motion and it was approved.

Personnel and Curriculum Committee Report
Dr. Gunn noted the items presented at the Personnel and Curriculum Committee Meeting for committee approval and information only. Information concerning these items can be found in the minutes of the Personnel and Curriculum Committee Meeting held August 7, 2008.

Item Presented for Committee Approval Only

08-144. Committee Minutes, 5/8/08 – approved by committee as presented.
Items Presented for Information Only

08-145. Faculty Report

08-146. Enrollment Reports – Summer 2008

08-147. Small Class Reports – Summer 2008


08-149. Review of Personnel Reports for FY 07-08 Budget

Personnel and Curriculum Committee Consent Agenda

The following items were approved by the Personnel and Curriculum Committee and placed on the Consent Agenda for consideration by the board.

08-150. List of August 2008 Candidates for Graduation – approved the list of candidates for graduation as presented with the provision that they meet all requirements as prescribed by the faculty and administration.

08-151. MSU Policies and Procedures Manual Changes – approved changes to the following policies as presented:

   A. Policy 2.338 – Graduate Council, and Academic Technology, Budget Oversight, Student Success, Teaching and Learning Resource Center, and University Assessment committees.
   B. Policy 3.127 – Faculty Workload Policy
   C. Policy 3.349 – Employee Background Checks

08-152. Emeritus Status for Retiring Faculty – approved emeritus status for Jewett Johnson, assistant professor of nursing, 13 years.

Mr. Lalani asked if there were items any member wanted to remove from the Consent Agenda. There being none, Dr. Gunn moved approval of the Consent Agenda. Ms. Spears seconded the motion and it was approved unanimously.

Student Services Committee Report

Ms. Farris noted the items presented at the Student Services Committee Meeting for committee approval and information only. Information concerning these items can be found in the minutes of the Student Services Committee Meeting held August 7, 2008.

Item Presented for Committee Approval Only

08-153. Committee Minutes, 5/8/08 – approved by committee as presented.

Items Presented for Information Only

08-154. Student Government Report
University Development Committee Report
Mr. Gustafson noted the items presented at the University Development Committee Meeting for committee approval and information only. Information concerning these items can be found in the minutes of the University Development Committee Meeting held August 7, 2008.

Item Presented for Committee Approval Only

08-157. Committee Minutes, 5/8/08 – approved by committee as presented.

Item Presented for Information Only

08-158. Summary of Gifts, Grants, and Pledges 9/1/07 – 7/11/08

University Development Committee Consent Agenda
The following item was approved by the University Development Committee and placed on the Consent Agenda for consideration by the board.

08-159. Legacy Walk Recommendation – approved honoring Kay Dillard and the Dillard Family through inclusion in Legacy Walk.

Mr. Lalani asked if anyone wanted to remove this item from the Consent Agenda. There being no response, Mr. Gustafson moved approval of the Consent Agenda. Mr. Engelman seconded the motion and it was approved unanimously.

Athletics Committee Report
Mr. Wible noted the items presented at the Athletics Committee Meeting for committee approval and information only. Information concerning these items can be found in the minutes of the Athletics Committee Meeting held August 7, 2008.

Item Presented for Committee Approval Only

08-160. Committee Minutes, 5/8/08 – approved by committee as presented.

Item Presented for Information Only

08-161. Athletics Status Report

Athletics Committee Consent Agenda
The following item was approved by the Athletics Committee and placed on the Consent Agenda for consideration by the board.
08-162. Addition of Women’s Sport – approved the addition of women’s golf as an intercollegiate sport beginning with the fall 2009 semester. The timetable and budget were also approved as presented.

Mr. Lalani asked if anyone wanted to remove this item from the Consent Agenda. There being no response, Mr. Wible moved approval of the Consent Agenda. Mr. Gustafson seconded the motion and it was approved unanimously.

Other Business

Board of Regents Meeting Dates – 2008-2009
08-166. Mr. Lalani presented the proposed dates for the 2008-2009 quarterly Board of Regents meetings as shown below:

November 13 and 14, 2008
February 12 and 13, 2009
May 14 and 15, 2009
August 6 and 7, 2009

Mr. Lalani asked if any board member had conflicts with this proposed schedule. There being none, the meeting dates were set as presented.

Seven Breakthrough Solutions for Higher Education Update
08-167. Mr. Lalani reported that this item was placed on the agenda in the event another conference call was scheduled and an update could be presented. He noted that no additional meetings had been scheduled and there was nothing to report.

President’s Report and Discussion
08-168. Dr. Rogers presented information to the board concerning various university matters.

A. Energy Conservation – Dr. Rogers reported on projects that have been undertaken to conserve energy on campus. He noted that two high-efficiency chillers, a new cooling tower, and a new boiler were installed. Additionally, 12,000 40 kilowatt light bulbs and ballasts were replaced throughout the campus with new high-efficiency 32 kilowatt bulbs. These changes have made a difference in the university’s energy consumption. The art department kilns were replaced with kilns that have a software management system; this will save the university a tremendous amount of natural gas. Building construction for the recreation center, McCoy Engineering Hall, the new band hall, Ligon, and Martin Hall will all incorporate demand-based ventilation controls, economizer controls, and motion detector light switching. Additionally, the administration has asked the State Energy Conservation Office to do an energy audit of the campus.

Dr. Rogers noted that the Academic Council, Student Government, Administrative Council, and others will review and discuss the possibility of a four-day class schedule in the future. While university offices would remain open five days a week, it is possible that an abbreviated schedule for classes would help commuting students given the high price of gasoline. He added that he had met with Dr.
Wiedemann and Dr. Pam Morgan, Director of Extended Education, to discuss the possibility of working with faculty to offer additional blended courses. These are standard academic courses in which students spend time in the classroom and time on the computer.

B. Strategic Plan Update – Dr. Rogers asked Dr. Wiedemann to update the board on the MSU Strategic Plan. Dr. Wiedemann reported that she came to MSU in 2002 and Dr. Rogers asked her to lead the strategic planning effort. She indicated that the university community came together and the board approved the plan in November 2004. Dr. Rogers then identified priorities and the university worked on those targeted areas. The steering committee will meet in the fall to assess what has been accomplished and recommend changes to the plan. Dr. Rogers will then identify additional priorities. She noted that the faculty, administration, alumni, student body, and board of regents are represented on the committee.

C. University Resources – Dr. Rogers presented a table entitled “Total Academic Charges (Including all Fall 2007 Assessments and Special Items)” as shown in Attachment 1. He indicated that the table shows the difference in funding among 34 of the 35 public senior institutions of higher education. He noted that one institution was not included in the table because it is funded as a health science center. He reported that universities are funded from the state through a formula that is driven by semester credit hours produced. MSU receives the same funding for an undergraduate economics class as does the University of Texas at Austin. The table does not include formula funding since each institution is treated the same. Higher Education Assistance Fund (HEAF) and Permanent University Fund (PUF) dollars are also not included since they are not funds that can be used for operational expenses. The table shows what is currently collected from a student taking 15 semester credit hours (tuition and fees) at each institution. Another column shows the general revenue appropriation provided to each institution as institutional enhancement funds. Dr. Rogers noted that these funds have been allocated each year since the mid-1990’s when special item funding was rolled into this line item appropriation. At that time Midwestern received approximately $2 million per year in special item funding while other universities the size of MSU and smaller had special items as large as $18 million per year. This funding has remained fairly constant since that time. The end result is that $770 million is earmarked from the state for these 34 public senior institutions before any other funding is determined during the legislative process. The table indicated that the institution receiving the most funding per 15 semester credit hours receives $4,831. MSU receives $3,059 per 15 semester credit hours. This ranks MSU 29th out of the 34 schools in the amount of state funding received per full-time student. Dr. Rogers noted that while he would never advocate that funding be taken away from schools, the system must somehow be changed so that funding is more equitable.

Adjournment
There being no further business, the meeting was adjourned at 9:45 a.m. The next regularly scheduled meetings of the Board of Regents will be Thursday and Friday, November 13 and 14, 2008.
I, Stephen Gustafson, the fully appointed and qualified Secretary of the Midwestern State University Board of Regents, hereby certify that the above and foregoing is a true and correct copy of the minutes of the Midwestern State University Board of Regents meeting August 8, 2008.

ATTACHMENT:
1. Table of Academic Charges
<table>
<thead>
<tr>
<th>Rank</th>
<th>Institution</th>
<th>Percent Change</th>
<th>Fall 2003</th>
<th>Fall 2007</th>
<th>Actual Dollar Increase</th>
<th>Special Item Appropriation per Year</th>
<th>Special Item Income per 15 SCH</th>
<th>Total Adjusted Income per 15 SCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The University of Texas at Dallas</td>
<td>66%</td>
<td>$2,622</td>
<td>$4,355</td>
<td>$1,733</td>
<td>$5,029,917</td>
<td>$276</td>
<td>$4,631</td>
</tr>
<tr>
<td>2</td>
<td>The University of Texas at Austin</td>
<td>49%</td>
<td>$2,721</td>
<td>$4,065</td>
<td>$1,344</td>
<td>$3,255,389</td>
<td>$450</td>
<td>$4,515</td>
</tr>
<tr>
<td>3</td>
<td>The University of Texas of the Permian Basin</td>
<td>43%</td>
<td>$1,749</td>
<td>$2,500</td>
<td>$751</td>
<td>$9,491,519</td>
<td>$1,821</td>
<td>$4,321</td>
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<tr>
<td>4</td>
<td>Texas A&amp;M University</td>
<td>65%</td>
<td>$2,357</td>
<td>$3,895</td>
<td>$1,538</td>
<td>$32,594,273</td>
<td>$415</td>
<td>$4,310</td>
</tr>
<tr>
<td>5</td>
<td>Prairie View A&amp;M University</td>
<td>74%</td>
<td>$1,854</td>
<td>$3,220</td>
<td>$1,366</td>
<td>$13,781,990</td>
<td>$1,010</td>
<td>$4,230</td>
</tr>
<tr>
<td>6</td>
<td>University of Houston</td>
<td>66%</td>
<td>$2,266</td>
<td>$3,767</td>
<td>$1,501</td>
<td>$23,318,123</td>
<td>$426</td>
<td>$4,193</td>
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<tr>
<td>7</td>
<td>Texas Tech University</td>
<td>41%</td>
<td>$2,525</td>
<td>$3,563</td>
<td>$1,038</td>
<td>$22,264,342</td>
<td>$442</td>
<td>$4,005</td>
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<tr>
<td>8</td>
<td>Sul Ross State University</td>
<td>39%</td>
<td>$1,717</td>
<td>$2,389</td>
<td>$672</td>
<td>$4,880,829</td>
<td>$1,614</td>
<td>$4,033</td>
</tr>
<tr>
<td>9</td>
<td>The University of Texas at Arlington</td>
<td>62%</td>
<td>$2,366</td>
<td>$3,822</td>
<td>$1,456</td>
<td>$4,495,501</td>
<td>$1,119</td>
<td>$3,941</td>
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<tr>
<td>10</td>
<td>Texas A&amp;M International University</td>
<td>51%</td>
<td>$1,661</td>
<td>$2,511</td>
<td>$850</td>
<td>$10,867,899</td>
<td>$200</td>
<td>$3,911</td>
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<tr>
<td>11</td>
<td>Texas A&amp;M University-Galveston</td>
<td>62%</td>
<td>$1,868</td>
<td>$3,027</td>
<td>$1,159</td>
<td>$2,658,403</td>
<td>$1,423</td>
<td>$3,934</td>
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<tr>
<td>12</td>
<td>The University of Texas at San Antonio</td>
<td>63%</td>
<td>$2,222</td>
<td>$3,621</td>
<td>$1,399</td>
<td>$12,888,879</td>
<td>$200</td>
<td>$3,911</td>
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<td>13</td>
<td>Texas A&amp;M University-Texarkana</td>
<td>30%</td>
<td>$1,435</td>
<td>$1,864</td>
<td>$429</td>
<td>$3,235,503</td>
<td>$1,884</td>
<td>$3,748</td>
</tr>
<tr>
<td>14</td>
<td>Texas A&amp;M University-Kingsville</td>
<td>27%</td>
<td>$1,928</td>
<td>$2,452</td>
<td>$524</td>
<td>$13,671,624</td>
<td>$1,287</td>
<td>$3,739</td>
</tr>
<tr>
<td>15</td>
<td>The University of Texas at Tyler</td>
<td>55%</td>
<td>$1,756</td>
<td>$2,775</td>
<td>$1,020</td>
<td>$8,688,966</td>
<td>$999</td>
<td>$3,794</td>
</tr>
<tr>
<td>16</td>
<td>The University of Texas at Brownsville</td>
<td>63%</td>
<td>$1,460</td>
<td>$2,423</td>
<td>$933</td>
<td>$6,031,494</td>
<td>$1,145</td>
<td>$3,568</td>
</tr>
<tr>
<td>17</td>
<td>Texas A&amp;M University-Corpus Christ</td>
<td>41%</td>
<td>$1,952</td>
<td>$2,759</td>
<td>$807</td>
<td>$11,350,053</td>
<td>$787</td>
<td>$3,546</td>
</tr>
<tr>
<td>18</td>
<td>Stephen F. Austin State University</td>
<td>61%</td>
<td>$1,735</td>
<td>$3,135</td>
<td>$1,400</td>
<td>$9,271,883</td>
<td>$595</td>
<td>$3,531</td>
</tr>
<tr>
<td>19</td>
<td>University of Houston-Victoria</td>
<td>31%</td>
<td>$1,885</td>
<td>$2,476</td>
<td>$591</td>
<td>$3,272,375</td>
<td>$995</td>
<td>$3,471</td>
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<tr>
<td>20</td>
<td>University of North Texas</td>
<td>41%</td>
<td>$2,366</td>
<td>$3,336</td>
<td>$970</td>
<td>$5,626,077</td>
<td>$104</td>
<td>$3,440</td>
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<tr>
<td>21</td>
<td>Texas Southern University</td>
<td>58%</td>
<td>$1,866</td>
<td>$2,939</td>
<td>$1,073</td>
<td>$8,873,028</td>
<td>$489</td>
<td>$3,427</td>
</tr>
<tr>
<td>22</td>
<td>Sam Houston State University</td>
<td>46%</td>
<td>$1,970</td>
<td>$2,867</td>
<td>$897</td>
<td>$15,883,314</td>
<td>$554</td>
<td>$3,421</td>
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<tr>
<td>23</td>
<td>Texas State University-San Marcos</td>
<td>57%</td>
<td>$2,072</td>
<td>$3,253</td>
<td>$1,181</td>
<td>$9,659,461</td>
<td>$149</td>
<td>$3,402</td>
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<tr>
<td>24</td>
<td>Tarleton State University</td>
<td>47%</td>
<td>$1,787</td>
<td>$2,621</td>
<td>$834</td>
<td>$9,749,378</td>
<td>$828</td>
<td>$3,247</td>
</tr>
<tr>
<td>25</td>
<td>Texas Woman's University</td>
<td>50%</td>
<td>$1,865</td>
<td>$2,843</td>
<td>$948</td>
<td>$7,056,392</td>
<td>$403</td>
<td>$3,246</td>
</tr>
<tr>
<td>26</td>
<td>The University of Texas at El Paso</td>
<td>57%</td>
<td>$1,837</td>
<td>$2,877</td>
<td>$1,040</td>
<td>$10,276,136</td>
<td>$345</td>
<td>$3,222</td>
</tr>
<tr>
<td>27</td>
<td>West Texas A&amp;M University</td>
<td>60%</td>
<td>$1,621</td>
<td>$2,500</td>
<td>$879</td>
<td>$6,398,091</td>
<td>$542</td>
<td>$3,142</td>
</tr>
<tr>
<td>28</td>
<td>Angelo State University</td>
<td>42%</td>
<td>$1,793</td>
<td>$2,555</td>
<td>$762</td>
<td>$5,544,152</td>
<td>$518</td>
<td>$3,073</td>
</tr>
<tr>
<td>29</td>
<td>Midwestern State University</td>
<td>56%</td>
<td>$1,792</td>
<td>$2,800</td>
<td>$1,008</td>
<td>$2,671,829</td>
<td>$259</td>
<td>$3,089</td>
</tr>
<tr>
<td>30</td>
<td>Lamar University</td>
<td>60%</td>
<td>$1,747</td>
<td>$2,790</td>
<td>$1,043</td>
<td>$4,165,362</td>
<td>$255</td>
<td>$3,045</td>
</tr>
<tr>
<td>31</td>
<td>University of Houston-Clear Lake</td>
<td>48%</td>
<td>$1,858</td>
<td>$2,741</td>
<td>$883</td>
<td>$2,612,025</td>
<td>$263</td>
<td>$3,004</td>
</tr>
<tr>
<td>32</td>
<td>Texas A&amp;M University-Commerce</td>
<td>42%</td>
<td>$1,821</td>
<td>$2,584</td>
<td>$763</td>
<td>$3,590,510</td>
<td>$269</td>
<td>$2,853</td>
</tr>
<tr>
<td>33</td>
<td>The University of Texas-Pan American</td>
<td>58%</td>
<td>$1,561</td>
<td>$2,462</td>
<td>$901</td>
<td>$10,479,762</td>
<td>$355</td>
<td>$2,818</td>
</tr>
<tr>
<td>34</td>
<td>University of Houston-Downtown</td>
<td>53%</td>
<td>$1,015</td>
<td>$2,468</td>
<td>$853</td>
<td>$2,502,275</td>
<td>$152</td>
<td>$2,620</td>
</tr>
</tbody>
</table>

STATEWIDE AVERAGE

52%  $1,913  $2,909  $996  $10,079,051  $856  $3,565