



BOARD OF GOVERNORS

October 22, 2020

1:30 P.M.

Room 220

Blum Student Union



AGENDA

MISSOURI WESTERN STATE UNIVERSITY
BOARD OF GOVERNORS

October 22, 2020 - 1:30 P.M. BLUM UNION, ROOM 220

Notice is hereby given that Missouri Western State University's Board of Governors will convene a virtual Board meeting beginning with its Public Session at 1:30 p.m. on Thursday, October 22, 2020. The virtual meeting will originate from Blum 220 on the main campus of Missouri Western State University, St. Joseph, Missouri. The meeting will also be livestreamed at griff.vn/BOG102220.

Note: Due to social distancing requirements, attendance in the Board Room will be limited to Board members and required personnel.

PUBLIC SESSION

Approval of August 20, 2020 Board Meeting Minutes
Ratification of October 7, 2020 Board Poll

Division Reports

- Academic & Student Affairs (Doug Davenport)
- Athletics & University Advancement (Josh Looney)
- Marketing & Communications (Kent Heier)
- Financial Planning & Administration (Darrell Morrison)

Financial Report

- September 2020 Update
- 2021 Health Insurance Renewal
- Approval of Contract
 - Scanlon Hall Controls

Report of the Student Governor

Report of the Interim President

Other Business

- Naming of Campus Prairie

Report of the Chair

Board Member Comments/Questions

A vote will be held to close the meeting pursuant to Missouri Statutes 610.021 (1), (2), (3), and (14) to consider legal matters, real estate, personnel, other matters protected by law. This virtual meeting in executive session will also originate from Blum 220 on the main campus of Missouri Western State University.

EXECUTIVE SESSION

Personnel Matters

PUBLIC SESSION

Vote to Approve Personnel Recommendations

Adjournment

MINUTES, BOARD OF GOVERNORS
MISSOURI WESTERN STATE UNIVERSITY
August 20, 2020

Due to air conditioning issues in the Board Room, the Board of Governors meeting was moved to Fulkerson Center.

Due to COVID-19 and social distancing requirements, attendance at the Board meeting was limited to Board members and required personnel. Some Board members were in attendance virtually through Zoom (noted below). The public session of the Board meeting was live streamed on YouTube at [griff.vn/BOGAugust20](https://www.youtube.com/watch?v=griff.vn/BOGAugust20). The highest number of viewers during the meeting was 33.

The meeting was called to order at 1:37 p.m. by Chair Lee Tieman in person at Fulkerson Center and virtually via Zoom/YouTube.

UNIVERSITY REPRESENTATIVES

Board Members Present

Lee Tieman – Chair
Rick Ebersold – Vice Chair
Al Landes
Dave Liechti
Greg Mason (virtually)
Kayla Schoonover
Debbie Smith (virtually)
Hannah Berry – Student Governor

Faculty and Staff Members Present

Sarah Cravens, Vice President of Strategic Initiatives and Legal & Chief of Staff
Cori Criger, Instructional Technology Director
Doug Davenport, Provost and Vice President of Academic Affairs
Tom Flaska, Event Technology Coordinator
Crystal Harris, Interim Dean, College of Science and Health & COVID Coordinator
Elizabeth Kennedy, Interim President
Josh Looney, Vice President of Intercollegiate Athletics
Darrell Morrison, Vice President for Finance and Administration
Jomel Nichols, Director of Public Relations and Marketing
Jake Noyd, Instructional Technology Engineer
Betsy Wright, Executive Associate to the President and Secretary to the Board of Governors

Others Present

APPROVAL OF MINUTES

Chair Tieman asked for a motion to approve the minutes of the June 25, 2020 Finance Committee meeting and Board of Governors meeting and the July 7, 2020 Special Board of

Governors meeting minutes. Governor Landes made a motion to approve the minutes as presented; Governor Schoonover seconded the motion. By voice vote, motion passed 7-0. Chair Tieman asked for a motion to ratify the July 10, 2020 Board Poll (Personnel: Elizabeth Kennedy). Governor Ebersold made a motion to approve the board poll; Governor Liechti seconded the motion. By voice vote, motion passed 7-0.

DIVISION REPORTS

Doug Davenport, Provost and Vice President for Academic Affairs

- Beginning of fall semester COVID-19
 - Interesting time we are in. The number of students VP Davenport didn't physically see is "surreal." VP Davenport assisted in student move-in day and thanks to Student Affairs with precautions and protocols to make move-in a safe environment for students.
 - Center for Workforce Development is now an authorized testing center. The Center will meet the needs of employers in the region.
 - Bachelor of Science Law degree was approved with the HLC (Higher Learning Commission).
 - HLC approved the teach out plan. Each student has a teach out plan for their degree. This is with Park University & UMKC.
 - New members of VP Davenport's team. The new Interim Vice Provost is Elise Hepworth and in Student Affairs, Justin McMillian, was recently hired as the Student Development Director.
- VP Davenport took a question from the Board about current enrollment.
 - Credit hours are down 9%, head count is down 10%. Incoming freshman is down but consistent with national trends for universities. Uncertainty about COVID made the decision harder to make.
 - Retention efforts have been ongoing with phone calls and personal communication. This was a team effort by everyone.
- Question from the Board about workforce development courses being offered.
 - How many are currently enrolled? VP Davenport advised the Board that he doesn't have the exact number with him but that he's follow up with an answer.

Josh Looney, Vice President of Intercollegiate Athletics

- Athletics update
 - Since the Athletic report was printed things have developed in college sports, "postpone fall sports to January 1, 2021." This is definitely a disappointment to student-athletes and coaches.
 - Athletes are built to be resilient and can pivot. Practices have carried on with strict protocols. Voluntary workouts were held up to August 14.
 - Athletics are holding small group strength training with 10-15 student-athletes, starting at 4:30am-6:00pm.
 - Athletics focus has been on mental health, retention, academic engagement, and future recruitment measures.
 - Women's soccer team has gone through a lot recently. They had 2 head coaches in one month and a delay season. The women's soccer team have strong student-athletes who are leaders. Kudos to Leah Stringer.

- The MWSU/YWCA Charity Auction was virtual this year. This is the single biggest fundraiser for Griffon Athletics, with a portion going to the YWCA. VP Looney encouraged all listening to log on and register and bid on the items. As of the Board meeting, Athletics was only \$200 short of at the same time last year.
- Administration Update. Kudos to Emily Ludwig on reopening Recreation Services. It has gone smoothly.
- VP Looney took a question from the Board about how fall sports will conflict with spring sports.
 - VP Looney advised the Board that it will conflict but we don't know how exactly it will conflict. Football will be challenging with athletes balancing injuries with being ready for 2021. Don't know what spring sports will look like at this time.
 - Chair Tieman made a comment about the auction and encouraged everyone to donate and get involved.

Jomel Nichols, Chief Communications Officer, Marketing and Communications

- Marketing and Communications Update
 - Busy welcoming students to campus.
 - Managing and updating the COVID page.
 - Busy with recruiting packet. Jomel presented each Board member a packet of recruiting materials her team has worked on. Jomel acknowledged her team members for putting in many hours to create the pieces.
 - Marketing and Communications had two team members join them.
 - Jomel took a minute to say her farewell to the Board as she will be retiring at the end of August. She thanked the Board for their support and will miss her time at MWSU.
 - Jomel played the "Home" video that her team produced and was played during the kickoff employee virtual event.
 - The Board gave Jomel positive comments and wished her well in retirement.

Darrell Morrison, Vice President of Finance & Administration

- Administration Update
 - Parking policy has changed with mixed reviews. Students like, but faculty/staff not so much.
 - Tech services have had a challenging few months. Social distancing in classrooms has led to classrooms adjusting their capacities.
 - Grounds crew had done a great job keeping the grass mowed. VP Morrison challenged them to make campus "look nicer."
 - HR is down staff members but they are moving ahead.
- Financial Update
 - Preparing for audit and staff working on year-end.
 - VP Morrison used a power point presentation (see attached) to brief the Board about year-end figures. VP Morrison advised the Board that a power point slide was incorrect and the Board book had the correct figure. There's a 942,000 positive, not negative.
 - Discussion with the Board about the 2.5 million dollar foundation gift and if that gift was included in the figures. VP Morrison confirmed that it was included.
 - Discussion amongst the Board and VP Morrison about Total Cash & Investments and account payables and receivables.

- The Board was briefed on FY21 in regards to student credit hours being strong as VP Davenport reported compared to what was budgeted although the enrollment numbers are down compared to prior years.
- The Board was briefed on housing revenue and that it is below the budgeted amount. Number of cancellations and no-shows.
- VP Morrison updated the Board on COVID funds at the federal level. \$1.8 million was dispersed to students and \$1.8 million for institutional aid the university can use on lost revenue and COVID related expenses.
- At the state level there is \$2.6 million (three different funds totaling \$2.6 million) to be reimbursed to the university for COVID related expenses. VP Morrison was able to talk to Governor Parson while at a roundtable event in Maryville recently.
- VP Morrison pointed out to the Board there's still a budget deficit. VP Morrison is committed to have a balanced budget for FY22.

Chair Tieman asked for a motion to approve the June 30, 2020 Financial Report as presented; Governor Landes made a motion to approve the June 30, 2020 Financial Report; Governor Mason seconded the motion. Motion passed by voice vote 7-0.

VP Morrison presented bid FB21-007 Potter Hall & Fulkerson Center Air Unit Replacements. Purchasing contract with the State of Missouri allows MWSU to buy units without a bid process. The bid proposal is for installation of air units. Administration recommends acceptance of the bid from Daikin Applied Americas, Inc for \$408,582.90. Governor Smith made a motion to approve FB21-007 Potter Hall & Fulkerson Center Air Unit Replacements as presented; Governor Schoonover seconded the motion. Motion passed by voice vote 7-0.

STUDENT GOVERNOR'S REPORT

Student-Governor Hannah Berry presented her report to the Board and described the start of semester as "unique." Governor Berry is excited to be back. It's different for faculty and students, and normalcy is appreciated. Governor Berry briefed the Board that she's working to open communication for individual students by taking suggestions, questions, and concerns.

PRESIDENT'S REPORT

Dr. Kennedy is thankful to the Board for their confidence in her. She expressed her appreciation to the MWSU community. We faced challenges and made difficult decisions but the university will not just survive but thrive.

Dr. Kennedy briefed the Board on the COVID Response Plan and publically thanked all those who are serving on the committee. The Administration continues to monitor the situation daily with several members of the campus community as contact tracers. Dr. Crystal Harris is the COVID-19 Coordinator and works closely with Dr. Gary Clapp and Dr. Michael Grantham. Dr. Kennedy continues to have weekly meetings with the Department of Higher Ed and Workforce Development, while all universities are navigating through this pandemic.

Dr. Kennedy briefed the Board that student head count and credit hours are down. Many other institutions are down by double digits. Many thanks for the retention efforts of faculty and staff. A late-person registration day brought 75 additional students.

Dr. Kennedy explained to the Board the employee kick-off was virtual this year. Dr. Kennedy participated as a Griffon Greeter welcoming students to campus while social distancing.

Dr. Kennedy briefed the Board about academic initiatives in 2020-2021. The Academic Master Plan and Academic Program Review process. Dr. Kennedy has asked the Provost to lead these initiatives.

Dr. Kennedy updated the Board on the Center for Workforce Development, the Center for Service and the Center for Entrepreneurship.

Dr. Kennedy advised the Board she's working on community engagement and relations.

Dr. Kennedy corrected her written report that the gift from the Foundation is not a loan. In light of the university's financial emergency we are careful and responsible in spending.

OTHER BUSINESS

Dr. Crystal Harris presented a request to the Board to approve the naming of the simulation lab. MWSU received \$557,744 through MDHE's MoExcels workforce initiative to establish a Center of Excellence in Applied Health Care Learning (CEAHL). Mosaic Life Care, Mosaic Life Care Auxiliary, Mosaic Life Care Foundation and MWSU Foundation provided matching funds. The lab is located in Murphy Hall, Room 101. It is now complete and Mosaic has scheduled seventeen and completed seventeen classes.

In recognition of Mosaic Life Care Auxiliary donation, it is requested that the Board of Governors approve naming the simulation lab the "Mosaic Life Care Auxiliary Community Lab."

Chair Tieman expressed his appreciation to Dr. Harris on being awarded the MoExcel grant.

Governor Liechti made a motion to approve the naming of the simulation lab at Murphy Hall the "Mosaic Life Care Auxiliary Community Lab." Governor Landes seconded the motion. By voice vote, motion passed 7-0.

Conflict of Interest Ordinance

VP Sarah Cravens briefed the Board on the Conflict of Interest Ordinance and offered to answer questions.

Governor Smith made a motion to re-adopt the Conflict of Interest Ordinance; Governor Schoonover, seconded the motion. By voice vote, motion passed 7-0.

REPORT OF THE CHAIR

Chair Tieman addressed the Board on this transition period the university is going through. To answer questions about a presidential search, with the school year starting the focus is on students. Chair Tieman is pleased with Dr. Elizabeth Kennedy serving as the leader. Chair

Tieman wanted to publicly acknowledge the Board doesn't take selecting a president lightly. The Board is confident in the university's leadership.

Chair Tieman announced the formation of Board committees:

Personnel, Finance & Operations Committee

Al Landes—Chair

Dave Liechti

Greg Mason

Darrell Morrison

Academic & Student Engagement Committee:

Kayla Schoonover—Chair

Debbie Smith

Rick Ebersold

Doug Davenport

Policies & Bylaws Committee:

Debbie Smith—Chair

Kayla Schoonover

Rick Ebersold

Betsy Wright

Legal Counsel (future hire)

The Board is mindful of oversight; and they've heard others and want to reestablish confidence.

Chair Tieman provided the date of the next scheduled Board meeting, Thursday, October 22 at 1:30.

There being no additional Board comments or questions, Chair Tieman asked for a motion to meet in executive session, pursuant to Missouri Statutes 610.021 (1), (2) and (3) to consider legal matter, real estate, and personnel. Governor Liechti moved to meet in executive session; Governor Ebersold seconded the motion. By voice vote, motion passed 7-0.

EXECUTIVE SESSION – CLOSED

REGULAR SESSION RE-CONVENED

Dr. Kennedy presented personnel recommendations and Governor Liechti made a motion to approve the personnel items as submitted. Governor Landes seconded the motion. By voice vote, motion passed 6-0.

There being no further business, Chair Tieman adjourned the meeting.

Respectfully submitted,

Betsy Wright, Secretary

APPROVED:

Lee Tieman, Chair
Board of Governors

Board of Governors Financial Report and Update

August 20, 2020



Budget to Actual Comparison Fiscal Year 2019-2020

As of June 30, 2020



Budget to Actual Comparison (Unaudited / Unadjusted)

	Revised Budget	Actual	Difference	Percent
OPERATING REVENUE				
Student Tuition and Fees	\$ 35,812,444	\$ 37,379,790	1,567,346	104%
Federal grants and contracts	619,883	981,639	361,756	158%
State grants and contracts	861,105	872,631	11,526	101%
Non-governmental grants and contracts	436,762	424,365	(12,397)	97%
Sales and service of educational departments	269,048	378,639	109,591	141%
Auxiliary enterprises:				
Athletics	768,214	809,583	41,369	105%
Housing	6,242,026	5,536,169	(705,857)	89%
Food service	4,427,709	4,058,675	(369,034)	92%
Bookstore	193,065	173,077	(19,988)	90%
Other auxiliary enterprises	639,493	390,031	(249,462)	61%
Other operating revenues	236,110	443,899	207,789	188%
TOTAL OPERATING REVENUES	\$ 50,505,859	\$ 51,448,498	(\$24,875)	102%



Budget to Actual Comparison (Unaudited / Unadjusted)

	Revised Budget	Actual	Difference	Percent
OPERATING EXPENSES				
Salaries and compensation	\$ 31,737,754	\$ 30,458,866	(1,278,888)	96%
Fringe benefits	11,271,318	10,329,324	(941,994)	92%
Supplies and services	13,583,195	11,571,885	(2,011,310)	85%
Travel	1,115,985	942,259	(173,726)	84%
Utilities	2,507,422	2,237,667	(269,755)	89%
Scholarships	20,157,658	21,600,603	1,442,945	107%
Depreciation	-	-	-	-
TOTAL OPERATING EXPENSES	\$ 80,373,332	\$ 77,140,604	(8,186,656)	96%
OPERATING GAIN / (LOSS)	(29,867,473)	(25,692,106)	7,661,781	86%



Budget to Actual Comparison (Unaudited / Unadjusted)

	Revised Budget	Actual	Difference	Percent
NON-OPERATING REVENUES (EXPENSES)				
State appropriations	\$ 18,775,759	\$ 18,775,759	-	100%
Grants	8,755,839	10,567,448	1,811,609	121%
Gifts	3,401,275	4,901,079	1,499,804	144%
Investment income	200,576	183,088	(17,488)	91%
Interest on capital related debt	(1,884,238)	(1,588,549)	295,689	84%
Capital	(1,947,356)	(2,376,796)	(429,440)	122%
Other	97,000	20,669	(76,331)	21%
NET NON-OPERATING REVENUES	\$ 27,398,855	\$ 30,482,698	3,083,843	111%
INCOME (LOSS) BEFORE TRANSFERS	(2,468,618)	4,790,592	7,259,210	-194%



Budget to Actual Comparison (Unaudited / Unadjusted)

	Revised Budget	Actual	Difference	Percent
TRANSFERS IN (OUT)				
Debt service	-	-	-	-
Other	-	-	-	-
TOTAL TRANSFERS IN (OUT)	-	-	-	-
INCREASE (DECREASE) IN NET POSITION	\$ (2,468,618)	\$ 4,790,592	\$ 7,259,210	

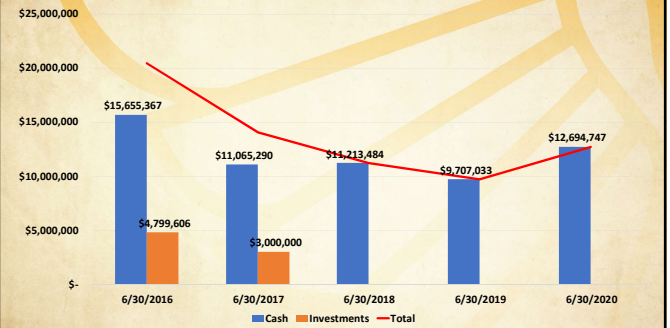


Total Cash and Investments

	6/30/2016	6/30/2017	6/30/2018	6/30/2019	6/30/2020
Unrestricted:					
Cash	\$15,195,367	\$11,065,290	\$10,453,484	\$8,696,445	\$11,595,994
Investments	4,499,606	2,240,000	-	-	-
	19,694,973	13,305,290	10,453,484	8,696,445	11,595,994
Restricted:					
Cash	460,000	-	760,000	1,010,588	1,098,753
Investments	300,000	760,000	-	-	-
	760,000	760,000	760,000	1,010,588	1,098,753
Total	\$20,454,973	\$14,065,290	\$11,213,484	\$9,707,033	\$12,694,747



Total Cash and Investments



Financial Update FY21

- Enrollment
 - Tuition Revenue
 - At Budgeted Amount
 - Housing Revenue
 - Below Budgeted Amount
- COVID Funds
 - Federal
 - \$3,906,537
 - State
 - \$2,669,210



Questions/Comments



MEMORANDUM

TO: Dr. Elizabeth Kennedy, Interim President

FROM: Dr. Douglas Davenport, Provost and Vice President for Academic and Student Affairs

DATE: October 12, 2020

SUBJECT: Report to the Board of Governors – Academic Affairs

- **September Commencement Events** - Missouri Western hosted two commencement events on Sunday, September 20, 2020. Approximately 210 graduates participated in these events, which were witnessed by over 1,000 family and friends in Spratt Stadium. Our thanks to the 75+ faculty and staff who served as volunteers, helping us to ensure that health and safety protocols were followed throughout these activities.
- **Master Academic Plan (MAP)** - Led by Interim Vice Provost Elise Hepworth, this team is engaged in a consultative process focused upon identifying future-focused strategies that align with the University's strategic plan, *Pathways to Excellence*.
- **Academic Program Review (APR)** - This team is led by Dr. Elizabeth Potts, Assistant Professor of Education and is developing a process for the on-going, systematic review of academic programs focused upon continuous improvement.
- **Center for Teaching & Learning** - From October 15th to 30th, the MWSU Center for Teaching and Learning will be hosting a campus-wide Virtual Scholarship Summit, which will feature 15 presentations from MWSU faculty members in an online format. Most presentations will be open to the public and may be accessed at www.missouriwestern.edu/ctl/
- **Fall Enrollment**
 - Total Enrollment - 4911
 - Undergraduate Enrollment – 3668
 - Early College Academy Enrollment – 1143
 - Graduate Enrollment - 194
 - Degree-Seeking Students - 3724 (75%)
 - Full-Time Students - 3086 (63%)
 - First-Time, Full-Time Students - 683 (19% of Undergraduate Enrollment)
 - This data is courtesy of Dr. Angela Grant, our Institutional Research Analyst. View the 2020 Fact Sheet here: <https://www.missouriwestern.edu/ir/wp-content/uploads/sites/169/2020/10/Fall-2020-Fact-Sheet.pdf>

College of Business and Professional Studies

Student Experience & Innovation

- Phillip Frank, along with an undergraduate student, Mallory Gonzalez, have been accepted to present at the 2020 Society for Marketing Advances Annual Conference (SMA). Their paper, A Qualitative Investigation into Multi-sensory Package: Environmental Packaging, Visual and

Haptic Packaging Appeal Among Consumers was part of an Independent Study project that the student worked with alongside Dr. Frank over the summer of 2020.

- The Center for Military & Veterans Services awarded their first Military Honors Cords at the commencement held in September.

Programs & Partnerships

- There are 85 persons taking online training courses offered by the Center for Workforce Development. Ten students have completed a free course. A student featured her course certificate of completion on a social media post and mentioned pairing the free courses with the remaining paid course to also complete the certificate. Another student did just that and received the Certificate in Innovation and Creativity.
- The Center for Workforce Development Advisory Council met on August 27. An overview of the online training courses, participation, initial trends and general updates was provided. In addition, the council members provided ideas for the next steps in promotion of the online courses and certificates offered by the center.
- Annette Weeks was invited to present for the Northwest Missouri Chamber of Commerce on September 10. In addition to discussing regional workforce needs and the increase in online learning, she also promoted the Center for Workforce Development non-credit online courses and certificates.
- The Center for Service has acquired VOMO. It is a new web-based volunteer service platform that features app-based capabilities. The online software provides ease of use for students, staff, and business partners as they initiate projects, submit time, and view overall community impact. Currently six students have registered with VOMO and are serving the community.
- The Center for Service currently has 2,518 service hours available to students. This includes American Red Cross, Mosaic, Second Harvest, St. Joseph Museums, and St. Joseph Youth Alliance.
- The Center for Military & Veterans Services have completed their office space and is outfitted with furniture, a refrigerator, microwave, and coffee.
- The Center for Military & Veterans Services has hosted a VA representative twice this semester.
- The Center for Military & Veterans Services has signed up to follow the 8 Keys to Veteran Success program and the Principles of Excellence.
- The Center for Military & Veterans Services has returned MWSU into compliance with the AF GEM program.
- Nor-Am Cold Storage is working with the Center for Workforce Development to provide training for their employees. Twenty Nor-Am employees are enrolled in Certificates in Computer Skills for the Office (8), Certificate in Finance Essentials (1) and for individual courses (33). This brings our total enrollment for the online training courses to 140 including both the free and paid courses.

People & Campus

- Phillip Frank had a paper accepted for the SMA 2020 conference. His paper, *The Altruistic Brand: A National Sample* will be up for best paper in the Social Marketing track.

- Bin Qiu and Michael Chiao co-authored article, "Corporate Innovation in a World of Common Ownership" (with Bin Wang) that was accepted for publication in *Managerial Finance*. According to Cabells, the acceptance rate of the journal is 20%.
- George Yang's book, *Proceedings of the 2012 International Conference on Communication, Electronics and Automation Engineering* published by Springer in 2012, was ranked among the top 25% most downloaded eBooks in its respective eBook Collection in 2019 with a total of 174,299 chapter downloads worldwide.
- Khendum (KC) V Choden served as a peer reviewer for the Global Information Technology Management Association (GITMA), 2020 and reviewed two papers which were submitted in the Cross-Cultural Issues track.
- Haruka Konishi published "The Access to Literacy Assessment System for Phonological Awareness: An Adaptive Measure of Phonological Awareness Appropriate for Children With Speech and/or Language Impairment" in *Language, Speech, and Hearing Services in Schools*. https://pubs.asha.org/doi/10.1044/2020_LSHSS-19-00006
- Engineering Technology and Criminal Justice & Legal Studies welcomes Kaitlin Smith as their new administrative assistant. Smith is a graduate from the Craig School of Business in 2019 with BSBA in Marketing.

College of Liberal Arts

Student Experience & Innovation

- Brooksie Kluge and Shawna Harris, along with 2 student co-authors, had a paper accepted for publication in the *Western Journal of Communication* titled "Sex and personality: The mediating role of sexual communication in personality's relationship with sexual satisfaction."
- Toby Lawrence was the Executive Producer for a PSA that students created for the St. Joseph Parks and Recreation Department. Students will also be creating a PSA for the St. Joseph police department. Toby was the Executive Producer of a student Tour video that is being created for Albrecht Kemper Museum of Art.
- Thomas Brecheisen started a new initiative, Fauxtoreality. Students will secure applied-learning opportunities with professional visual effects houses, as well as collaborate with graduate students from outside universities, applying visual effects contributions for current projects.
- Ed Taylor hosted virtual presidential and vice presidential debate watch events for students enrolled in American Government classes at MWSU as well as Early College Academy students.

Programs & Partnerships

- Students from the COM 415 course, Strategic Communication Campaigns, are working with two community partners this year. The Freudenthal Center for Parkinson's Disease and Saint Joseph's Sustainable Environment Advisory Committee will both receive a formal strategic communication campaign plan proposal this fall, and the students will run the communication campaign in the spring semester.

People & Campus

- Aaron Grant co-published "Reforming the Undergraduate Core Curriculum Through the Integration of Public Music Theory," in *Engaging Students, Vol 7*.

- Aaron Grant gave an invited talk to the National Assn for Music Education, called "Inclusive Pedagogical Practices in the Modern Music Classroom"
- Matt Hepworth was accepted to the National Juried Exhibit, "The Schwa Show" at Emerge Gallery, in Greenville, IL. The juror, Marlene True, selected the mixed-media assemblages, "Dead Enders" and "Lung Rust," in which 1 of 50 artists were selected out of 500 submissions.
- Matt Hepworth attended the National Art Education Association (NAEA) virtual presentation, hosted by NAEA presenters. The virtual session provided an overview of the process of how to develop ideas surrounding contemporary issues for a broader reach to a diverse audience.
- Teresa Harris had a mixed-media artwork, *Between the Lines 3*, accepted into the national juried exhibition, "2020 Center for the Contemporary Arts National Juried Competition", at the Center for Contemporary Arts in Abilene, Texas. The juror, Thomas Motley, a Dallas/Fort Worth-based painter, is a Professor Emeritus of Art and Art History at Richland College in Dallas.
- Dominic DeBrincat gave the invited presentation "In the Case of Sickness" as part of the Connecticut Old State House Landmark Legislation Program via Facebook Live.
- James M. Okapal published "Moral Luck and the Judgment of Officials" in *The Prindle Post*.
- James M. Okapal published "Harry Potter as Philosophy: Five Types of Friendship" in *The Palgrave Handbook of Popular Culture as Philosophy*.
- Kay Siebler presented on how to deliver feedback effectively via video and audio recording at the Nebraska Regional Developmental Educators Conference. She presented her talk, entitled "Do You Smell What I'm Stepping In?: Engaging Developmental Students in Feedback through Audio and Video for Greater Effect" to over 50 teachers whose work focuses on educating college students taking developmental math and writing/reading courses.
- Dawn Terrick, Brooksie Kluge, Amy Miller and Alyssa Striplin presented "Rediscovering the Role of Developmental Writing Teacher and Student: Achieving Community, Identity and Purpose in the Developmental Writing Classroom" at the annual Conference on College Composition and Communication (CCCC).
- Kaye Adkins was a plenary speaker for the annual conference of the Council for Programs in Technical and Scientific Communication. She was invited to join a panel of presenters to consider this year's conference theme: "Managing Technical, Scientific, and Professional Communication Programs in a Time of Crisis". Her presentation was titled "The Little Technical Communication That (Thought It) Could and The Big Bad Budget Crisis." CPTSC is an international organization that addresses programmatic and curriculum trends in professional communication programs.
- Jennifer Jackson co-authored an article with Natonya Blackmun Listach (Middle Tennessee State University) titled "Evolving Identities in Personal Narratives: Time is of the Essence" in the October 2020 issue of *Women & Language*. Jennifer also published a chapter, titled "Truth, Humor, and a Reality Check: Samantha Bee's 'Full Frontal' Coverage of Trump's Travel Ban Executive Order" in the edited book, *Laughter, Outrage and Resistance: Post-Trump TV Satire in Political Discourse and Dissent*.

- Teddi Deka, Jennifer Jackson, and Jordan Atkinson presented the Featured Presentation for the National Collegiate Honors Council annual meeting, titled: "Building a better brand: Marketing your honors program."
- Missouri Western State University's 24th annual Reading of Challenged and Banned Books in recognition of the American Library Association's National Banned Books Week was held virtually this year. Missouri Western students and faculty as well as members of the St. Joseph community held an hour-long reading of books that have been either banned or challenged in U.S. schools and libraries in recent years, including works by Toni Morrison, Walt Whitman, Kurt Vonnegut, Harper Lee, Angie Thomas, and more. The reading premiered on YouTube, and will be available for later viewings as well.
- Marianne Kunkel is one of 25 artists who was accepted into this year's Artist INC professional development program. Selected artists represent the visual, literary, and performing arts.
- Madeline Rislow presented at the virtual annual meeting of the Organization of Educational Historians; The Geography of Education: Spaces, Places and Sifting Educational Landscapes.
- Thomas Brecheisen presented at the University Film and Video Association Conference. The topic was how we created the BAA and built a unique modern program by blending VFX (visual effects) and Film into one degree.
- Thomas Brecheisen directed a feature film titled, "Falling for Destiny." The film is now available on Amazon.
- Toby Lawrence attended the yearly University Film & Video Association International Conference where he screened episode #1 of "Old Saint Jo". It was peer reviewed by a fellow of USC (John Chua). He also moderated and reviewed other screenings at the conference.

College of Science and Health

Student Experience & Innovation

- The Biology Gold Friday Summer Portal Showcase was held and 26 posters were presented by 35 students working with 14 Biology faculty members. Many poster presentations reflected partnerships in applied learning with organizations such as the US Forest Service, the Missouri Department of Agriculture, the Missouri Department of Conservation, and Clay County Parks.
- The Organization of Student Social Workers held its *Change for Change* event collecting loose change to benefit the Northwest Health Downtown Homeless Program. Students passed out homeless awareness flyers at the event in St. Joseph, MO.
- The Physical Therapist Assistant Club held its annual 5K fundraiser at Bode Ice Arena in St. Joseph, MO.

Strengths & Stewardship

- Governor Mike Parson participated in a ribbon cutting ceremony and toured the new Mosaic Life Care Auxiliary Community Lab and Center for Excellence in Applied Healthcare Learning (CEAHL). The enhanced facilities were funded with a MO Department of Higher Education and Workforce Development MoExcels grant and the generous support of the following partners: Mosaic Life Care, Mosaic Life Care Auxiliary, the Missouri Western State University Foundation

and the Mosaic Life Care Foundation. The event was well attended by our Board of Governors, state and local government officials, and community partners. Faculty and staff assisted with tours and demonstrations with the participation of nursing and physical therapist assistant students.

- Michael Ducey authored a successful grant proposal for \$3,000 from the American Chemical Society (ACS) to support "KChemistry on the MOVE." This award is administered through the Kansas City Section of the ACS.

Programs & Partnerships

- The Chemistry Department students and faculty conducted the annual grape harvest at the vineyard in Faucett, MO. This is the second year of partnership with Kevin Carver to use his vineyard as an outdoor laboratory. Some of the harvested grapes will be used in chemistry teaching lab experiments later this semester.
- Lori McCune is serving as the Team Lead for the Carnegie Initiative: Moving Mathematics Pathways to Normative Practice. She recently submitted the "MWSU AY2020-21 Action Plan to Scale Mathematics Pathways" to the Dana Center Mathematics Pathways. The purpose of this initiative is to enhance student success through the development of appropriate corequisites and the identification of math pathways to align with specific degree programs.

People & Campus

- Jason Baker and Kristen Walton published "Illustrating flow cytometry in an immunology lab by using a hands-on, low-tech simulation" in the *Journal of Microbiology and Biology Education*.
- Bill Russell co-presented "An Examination of Perceived Social Support in Sports Officials" and "The Power of Perception: Self Belief and Maximum Effort Weightlifting" at the virtual Association for Applied Sport Psychology Conference.
- Grey Endres has an OpEd titled "For accountable, transparent child welfare, Kansas families deserve an Office of the Child Advocate" published in the *Kansas Reflector*.
- Dawn Drake presented "Can Agriculture Survive when the Suburbs Thrive?" as a part of Missouri State University Department of Geography, Geology and Planning Colloquium Series.
- Julie Jedlicka was elected Vice President of the Association of Field Ornithologists for a two year term.
- Csengele Barta was awarded the Primarily Undergraduate Institutions Award of the American Society of Plant Biologists. This prestigious award recognizes excellence and achievements in plant science research, undergraduate student research mentorship and contributions to plant science education of faculty at primarily undergraduate serving institutions. The award also provides funding to facilitate Dr. Barta and the undergraduate research team's presentation at the International Plant Biology Meeting of the American Society of Plant Biologists.
- Michael Ducey was appointed to the St. Joseph Allied Arts Council 2021 Bicentennial Celebration Steering Committee.

Graduate School

- Munaa Mbarak, who is working toward her Master of Science in Chemistry degree, recently completed an 8-week graduate internship at Hillyard.
- Drs. Julie Baldwin and Jacklyn Gentry hosted breakout sessions, on behalf of the Graduate School, for the Virtual Career Fair held September 25th.

Honors Program

- The Honors Retreat took place on Friday, September 25. Students from Dr. DesAutels' HON195 course on freedoms and rights, and Drs. Kissock and Tushaus' HON195 course on Election Law and Voting Practices were originally slated to visit the Brown vs. Board of Education Museum, but COVID prohibited this plan. Instead, these faculty and members of the Honors Program (Dr. Bill Russell and director Dr. Teddi Deka), hosted a one-day event on campus with lunch, followed by speaker Dr. Jennifer Jackson of the Human Rights Commission for the City of St. Joseph (and assistant professor at MWSU), discussed that the committee stands for fair treatment of all individuals.

MEMORANDUM

TO: Dr. Elizabeth Kennedy, Interim President

FROM: Dr. Douglas Davenport, Provost and Vice President for Academic and Student Affairs

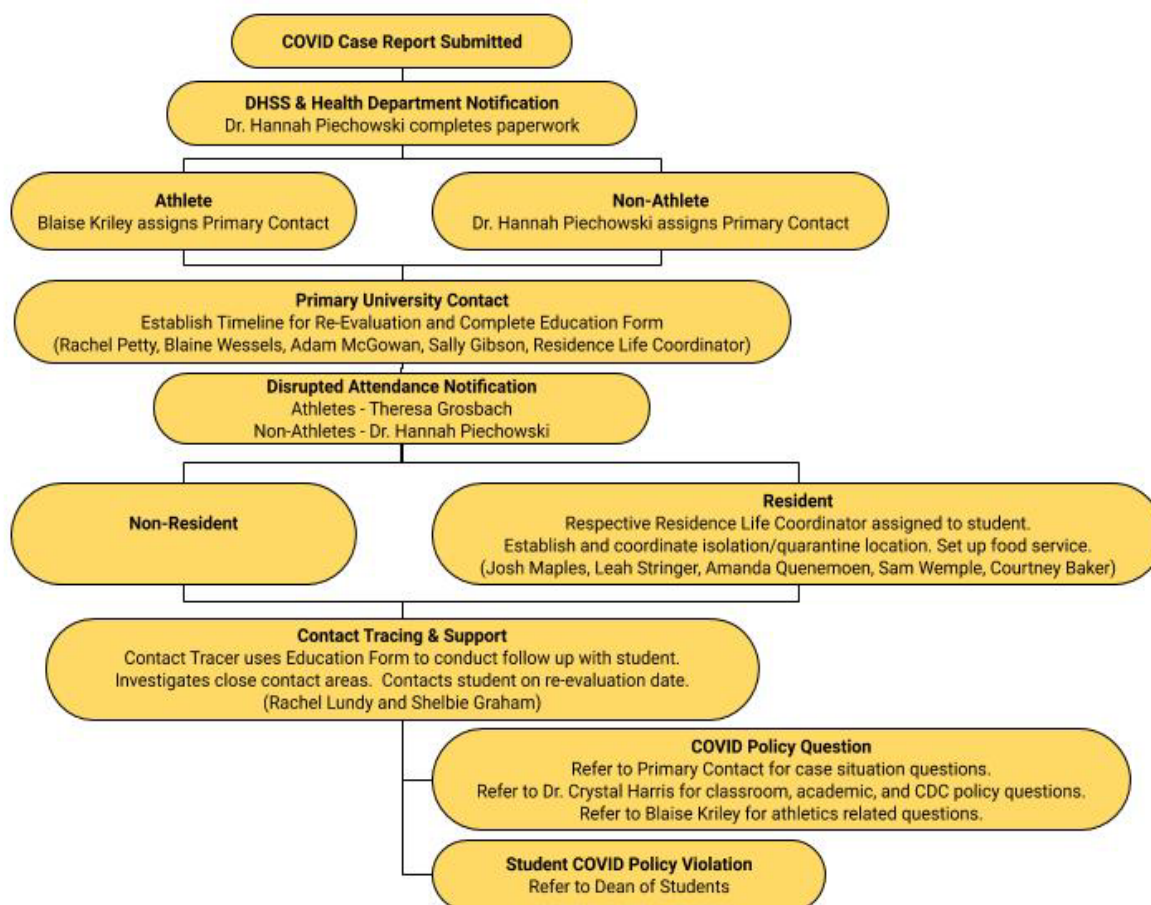
DATE: October 12, 2020

SUBJECT: Report to the Board of Governors – Student Affairs

Student Experience and Innovation

- **Student Events and Activities during COVID-19:** As traditional campus life is not the same due to COVID, Registered Student Organizations are brainstorming and thinking creatively about how to have enjoyable and engagement events that are also COVID-safe. Student Affairs has provide examples of possible activities to help RSOs reignite their planning: Recreation Services supervised events like horse-basketball tournament and 1:1 sand-volleyball tournament, virtual trivia night, outdoor movie nights, pre-packaged ice cream socials, scavenger hunts, speakers to campus, canoeing (with lifeguards), competitions, etc.
- The Esry Student Health Center implemented a Telemedicine interface on September 17 which allows for students to meet with the Nurse Practitioner by Zoom. All patients are assessed, and those at risk for COVID-19 are referred to Mosaic Urgent Care for testing. The MWSU Nurse Practitioner follows up with the patient when results are received.
- The Counseling Center continues to offer sessions by phone, video, and occasionally in-person sessions. All students who are in quarantine or isolation are provided with information about tele-health counseling. Additionally, Katie Jeffers, MWSU Counselor, gave a presentation through Zoom for students in Scanlon Hall entitled "Coping during COVID-19" on September 14. Attendees at Scanlon were socially distanced and had fun painting while listening to Katie present.
- **Student Wellbeing Survey:** In partnership with Partners in Prevention, the Counseling Center conducted the 2020 Students' Well-being Survey, designed to assess students' experiences due to the pandemic. The results of the survey will help campus administrators understand students' behaviors and needs when they come back to campus in Fall 2020. Results are expected back in mid-October.
- **Mentoring Program:** The Center for Multicultural Education launched a mentoring program for students of color. Two current students will mentor seven new students and help them adjust to life at Missouri Western.

- COVID-19 Case Management:** A multi-division team is working to manage COVID cases on and off campus. The Case Management Flow Chart below details the steps taken when a student COVID Case Report is made (Griff.vn/COVIDCase) to the University. Each student who is a positive case or a close contact is provided with information covered in a [COVID Education Script and Form](#), which is reviewed by the primary university contact assigned to each student. Students receive a copy of the completed form.



- Virtual Events:** Many events and activities have transitioned to a virtual format to engagement students. The Career Development Center launched two virtual career fairs using Handshake. Students participated in 1:1 video sessions or group presentations. The **Nursing Virtual Career Fair** on September 14 included 22 employers and 49 student attendees. The **All Majors Career Fair** on September 25 included 47 employers and 53 student employees. The Career Development Center also recorded 39 new users in Traitify and 45 new users in Big Interview. The Center for Multicultural Education hosted an event with the Harbor Institute: **"To Kneel of Not to Kneel: Kaepernick and Beyond"**. This virtual interactive educational experience featured Rasheed Ali Cromwell, Esq. Finally, the Student Government Association, in collaboration with Information Technology, has invested in the technological upgrade and overhaul of the Blum Union Private Dining Room. This project will allow SGA, Faculty Senate, Staff Senate, and any other campus organizations to have access to a quality board room with adequate video conferencing capabilities. **Fraternity and Sorority recruitment**

transitioned to a virtual format for 2020. The [National Panhellenic Council](#) instituted a partially structured recruitment that yielded seven bids for each sorority: Alpha Gamma Delta, Alpha Sigma Alpha, and Sigma Sigma Sigma. MWSU's [Interfraternity Council](#) hosted a virtual recruitment as well, with a socially distant and highly monitored Bid Day on September 3, 2020. Alpha Sigma Phi had four bids accepted and Phi Delta Kappa had seven. A final example, **Family Day 2020** went [virtual this year](#)! On September 19, all Griffons and their family members were invited to celebrate, regardless of location. Events included a welcome from Interim President Kennedy, virtual photo and tailgate challenges, streaming of a classic Missouri Western Football game, and several virtual games.

Strengths and Stewardship

- **Campus Cupboard:** Students continue to utilize the Campus Cupboard to supplement their needs. Deliveries from the cupboard have also been made to students in quarantine or isolation. As such, the Campus Cupboard is in need of donations! Specifically: pudding cups, cereal and mini-cereal boxes, tuna, mac & cheese, chips, pasta noodles, bread, frozen pizzas, frozen meals, hot dogs, hot dog buns, lunch meat, cheese slices, eggs, individual milk, string cheese, apples, and oranges. The cupboard now has a fridge and freezer in order to store items and expand their offerings to students. Donations can be delivered to Blum 228 and must not be expired.
- **Career Closet Launch:** The Career Closet provides professional attire for those in need. The launch will be an upcoming feature in the Griffon News. Additionally, the Communications Department and James Carviou are hosting a professional clothing drive throughout the month of October.
- **Griffon Media Support:** The SGA, in an effort to preserve normalcy and promote a strong campus culture, has elected to financially support the Griffon Media program. With Griffon Media facing severe financial regression due to university budget cuts, the SGA has intervened to provide \$20,000 in funding to invest in the program. This will be used to assist Griffon Media in the purchasing of a phone application used throughout the industry.
- **School Supply Drive:** SGA's Griffs Give Back program hosted a school supply drive to help support the Saint Joseph School District. In total, 4,751 items were donated, including pencils, books, binders, and more.

Programs and Partnerships

In addition to those previously shared, the following are selected highlights from Student Affairs:

- **Summer Griff-Cation:** SGA has led the charge to provide a sense of normalcy to the student experience, holding COVID-19 safe in person events like "[Summer Griff Cation](#)".
- **2020 Student Health Fair:** Taking place on October 7, 2020, the 2020 Student Health Fair provided free flu vaccines and t-shirts. Several health and wellness education tables were staged. Over 300 students attended, and over 260 flu shots were administered. This annual event is sponsored by Esry Student Health Center, Recreation Services, and Nursing Services.
- **Blood Drive:** The Center for Student Involvement, the Center for Multicultural Education, and Fraternity and Sorority Life at Missouri Western teamed up to do a mobile Blood Drive on campus on October 7 from 8:00am to 5:00pm.

- **Ally Pledge:** For the week of October 5 through 9, the Center for Multicultural Education encouraged people to take the [Ally Pledge](#) during [Solidarity Week](#). The pledge outlines what allies pledge to do to support and encourage the LGBTQIA+ community.

Telling Our Story

- Students serving on the SGA Executive Board, as Resident Assistants, and in Greek Life leadership contributed to a [MWSU Facebook Video](#) promoting mask wearing and the Griffon Pledge.
- The Student Government Association's public relations team conducted a "[Ultimate Griffon Starter Pack Giveaway](#)" where three lucky students received prizes such as a new Chromebook, Smart TVs, and Griffon gear. This initiative led to immense growth in SGA's social media pages, gaining 800% in followers on Twitter over last year's growth.
- The Division of Student Affairs has also been featured in local media:
 - [Missouri Western Takes Career Fairs Virtual](#) - NewsPress
 - [Residents at MWSU Prepare for Fall Classes and Pandemic](#) - KQ2
 - [MWSU Students Return to Dorms Amid Pandemic](#) - KQ2

People and Campus

- **Teresa Crist**, Administrative Coordinator for Student Affairs, retired on September 30, 2020. Teresa served MWSU for 12 years, and coordinated the function of the Student Affairs office and student employees, the Campus Cupboard, Student Conduct, and Advocate student conduct software system.
- **Sam Wemple**, Residence Life Coordinator, departed Missouri Western on October 9, 2020 for a position at Texas Wesleyan University. RLCs Leah Stringer and Courtney Baker will assist in supervision of Scanlon Hall until a new RLC is hired.
- **Open Positions and Searches**
 - The search for MWSU's next **Director of Counseling and Health Services** is wrapping up. Two candidates were selected for on-campus interviews.
 - The search for the **Assistant Director of Housing and Residence Life** did not successfully result in finalists. The position being reposted with a new consideration date of October 16, 2020.
 - The position of **Residence Life Coordinator** has been posted to fill the vacancy created by Sam Wemple, as well as **Administrative Coordinator for Student Affairs**.

Title IX

- The Department of Education released new Title IX regulations that established how education programs that receive federal funding must respond to sex discrimination, including sexual harassment and strongly safeguards the rights of all students, including the right to due process. This has created new training obligations and required new roles in the university's Grievance Resolution Process. Adam McGowan, Title IX Coordinator, met with nine university employees who have agreed to serve in new roles. Additional training sessions and opportunities are currently planned for the coming weeks.

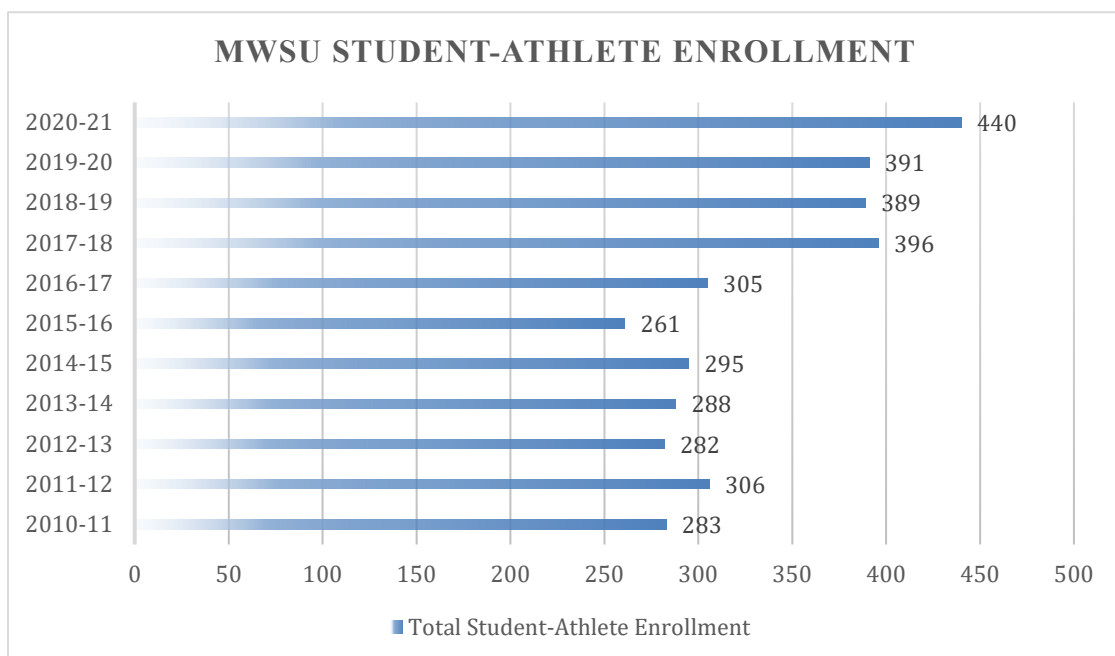
- McGowan and Sara Freemyer, Director of Human Resources and Deputy Title IX Coordinator, hosted four overview and question and answer sessions on the new policy and procedures. Twenty-seven students registered for the sessions on September 2 and 9, and 99 faculty and staff registered for the September 3 and 10 sessions. The September 10 session was recorded and McGowan is working with Information Technology to post the recording in Panopto so that those who could not attend can view the session.
- Missouri Western continues to use EVERFI for online training courses on sexual violence awareness and prevention. McGowan sent the training course to all incoming students as in past years. This year the course is also included as an assignment in the University 101 course, helping to ensure that a large group of students complete the training. A refresher course has been offered to all returning students who completed the training in previous years as an ongoing training opportunity. A course dedicated to the Student-Athlete experience was sent to all of our returning Student-Athletes as part of their NCAA required annual training on sexual violence prevention. New Student-Athletes will complete the course sent to all new students.

MEMORANDUM

To: MWSU Board of Governors
From: Dr. Josh Looney, Vice President of Intercollegiate Athletics
Date: October 12, 2020
Re: BOG Report (Athletics, Esports and Recreation Services)

Programs & Partnerships

- **MWSU Partners with City of St. Joseph and YMCA to Expand Aquatics Programming; Adds Additional Partnership with Mosaic Life Care.** Recreation Services worked diligently to provide services to the YMCA that allowed the organization to continue their aquatic programming at MWSU's Thomas Eagleton Pool, following the closure of the downtown YMCA location. The agreement with the YMCA allows for water exercise class(es), as well as lap swim access for their members. The first water exercise class began on October 5th. A lot of positive feedback has been received from the community regarding this agreement, and the members who utilize these services are very grateful for the chance for them to continue. In addition, MWSU recently partnered with Mosaic Life Care to host Arthritis & Rheumatology Aquatic Therapy sessions to begin in October. Area swim teams continue to utilize the Thomas Eagleton Indoor Pool on an almost daily basis. Their continued efforts have now led to purchasing new starting blocks, funded by Central High School. The pool now has its most external community partners since the space underwent renovations several years ago.
- **Athletics Welcomes Record 440 Student-Athletes.** The number of Missouri Western student-athletes reached an all-time high this fall. The 440 student-athletes represent a 12.5% increase from 2019-20. Below, a graph displays the growth of MWSU student-athlete enrollment since 2010-11. These figures do not include Esports or the Mystics Dance Team, which also report to the athletic department.



- **MIAA Partners Form Alliance to Usher in 2020 Football Games.** On September 22nd, Missouri Western, the University of Nebraska-Kearney and Pittsburg State University announced a non-conference scheduling alliance that will allow the three Mid-America Intercollegiate Athletics Association member institutions to play a partial 2020 football schedule beginning in late October. The "scheduling alliance" was created following the cancellation of the 2020 football season by the MIAA and the 2020 NCAA Division II fall championships by the NCAA to create an avenue for the Griffons, Lopers and Gorillas to play a limited number of games this fall. Athletics secured external partnerships and funding to secure regular COVID-19 PCR testing of Griffon student-athletes and the department will follow all NCAA Resocialization of Sport requirements.

The 2020 football schedule currently includes four games with attendance protocols to be announced soon.

- Saturday, October 31st: at Central Arkansas (NCAA Division I; Conway, AR)
 - Saturday, November 7th: vs. Pittsburg State (St. Joseph, MO)
 - Saturday November 14th: at West Texas A&M (Canyon, TX)
 - Saturday, November 21st: at Nebraska-Kearney (Kearney, NE)
 - Saturday, November 28th: TBD
- **Cross Country Announces October Return.** As Missouri Western athletics continues on the path to a return, cross country will lead the pack. Head Coach Cody Ingold announced an abbreviated 2020 schedule which includes two October dates, both serving as qualifiers for a Division II "National Invitational" event in November. The schedule was created following the cancellation of the 2020 cross country season by the MIAA and the 2020 NCAA Division II Fall championships.
 - Friday, October 16th: Indian Hills Invitational (Ottumwa, IA)
 - Friday, October 30th: Newman Team Invitational (Wichita, KS)
 - Saturday, November 14th: DII National Invitational (Lubbock, TX)
- **Esports Competition Underway.** 31 students are currently enrolled in varsity esports as the inaugural program continues to grow. In addition to the varsity squad, two club teams are in the process of forming and 160 students have engaged in the MWSU Discord server to participate in casual gaming events. The four varsity teams have competed in seven competitions this semester as the upstart program focuses on smaller leagues and tournaments this fall. Griffon Esports intends to engage larger league and tournaments in the spring semester.
- **Volleyball and Soccer Eye Spring Seasons.** Griffon volleyball and soccer postponed their traditional fall schedules to the spring and await conference information on the regular season format for each sport. As a result, both programs utilized their 45-day "spring seasons" this fall with volleyball hosting an intrasquad scrimmage in the MWSU Fieldhouse on October 8th while soccer will host a scrimmage at Spratt Stadium on October 22nd.
- **Status of Winter Sports.** At the present time, MIAA schools are planning to begin the college basketball season as scheduled on October 15th with MIAA games scheduled to

tip-off on November 18th and 19th. The MIAA also agreed to continue to monitor NCAA, CDC, and local government guidance on COVID-19 testing protocols and resources. MWSU plans to begin its indoor track and field season after January 1st.

- **NCAA Division II Women's Basketball National Championship Coming to St. Joseph in 2023 and 2024.** Missouri Western Athletics, partnered with the St. Joseph Sports Commission, will host the 2023 & 2024 NCAA Division II Women's Basketball National Championship at the St. Joseph Civic Arena. The 2023 event will take place March 21st & 22nd with the quarterfinals and semifinals only with the National Championship Game being held at the Division I site in Dallas, Texas. In 2024, all seven games will be contested in St. Joseph over the dates of March 26th, 27th & 29th. This will mark the fifth & sixth time the Elite Eight has been held at Civic Arena as the venue previously hosted the championship in 2003, 2004, 2010 & 2011.

Student Experience

- **Recreation Services Collaborates to Host Student Health Fair.** On October 7th, the annual Student Health Fair was held. The event was drastically scaled back due to COVID-19, but it was still very well received. The collaboration on the event by Recreation Services, Esry Student Health Center, and the Nursing Department has continued to grow and make the event even better. The nursing students who participated received excellent first-hand experience in administering vaccinations; measuring body composition; educational presentation; and COVID-19 screening. The event tallied 309 students in attendance, with 260 students getting their annual flu vaccination.
- **Update on Esports Arena Construction.** The transition of the former Blum Union bookstore location into a collegiate esports arena has been ongoing throughout the fall semester. Furniture, fixtures and equipment have been ordered to accommodate the new space and the review of branding concepts is underway. The arena is anticipated to be available for utilization at the start of the spring semester, with a formal dedication expected for February 2021.

People and Campus

- **Damian Macias Named Head Women's Soccer Coach.** Macias comes to the Griffons after a three-year stint as an assistant at the University of North Dakota, an NCAA Division I institution. He was elevated to associate head coach in 2019. During his coaching tenure in Grand Forks, the Fighting Hawks posted their three most successful seasons as a Division 1 member. Missouri Western will mark Macias' first opportunity as a collegiate head coach, but his coaching experience spans more than two decades at multiple levels – including high school, club and all three NCAA divisions (I, II and III). Prior to his tenure at North Dakota, Macias spent two year with the prestigious St. Louis Scott Gallagher Soccer Club, serving as premier director for both boys and girls programs. As a military spouse, Damian is well traveled, with global experience coaching soccer in Germany and Japan.

- **More Academic Accolades for MWSU Athletes.** Missouri Western student-athletes continued record-breaking academic success for a fifth consecutive semester in the Spring of 2020. In addition to posting the highest athletic department GPA in school history and earning more MIAA academic accolades than ever before, Griffon student-athletes also established record-breaking academic marks on the national scene. Seventy-two student-athletes were awarded Division II Athletic Director's Association Academic Achievement Awards for their academic success in 2019-20. The 72 Griffons represent a 9% increase in honorees from 2018-19 and an incredible 60% increase in honorees since the department's record-breaking academic streak began in 2017-18.

To be eligible for the award, student-athletes must have a cumulative grade point average of 3.5 or higher on a 4.0 scale; have completed two years (four semesters) of college level work at a two-year and/or four-year institution; and have been an active member of an intercollegiate team during his or her last academic year.

Telling our Story

- **Griffon Athletics Announces 2020 Hall of Fame Class.** The Hall of Fame Committee is pleased to announce the newest members of the Missouri Western Athletics Hall of Fame induction class of 2020, presented by Rogers Pharmacy. This year's Hall of Fame inductee class consists of three former MWSU student-athletes, a current head coach, and one team.
 - Roger Allen, football (2005-08)
 - Jen Bagley Trotter, head softball coach (2002-present)
 - Jackie Bishop, softball (2011-14)
 - Brandon Simmons, baseball (2010-13)
 - 1997-98 Griffon Men's Basketball Team

Strength & Stewardship

- **Record Year for MWSU Athletics Charity Auction and Golf Classic.** Griffon Athletics, in partnership with the YWCA Shelter of Greater St. Joseph, recently completed the 18th Annual Charity Golf Classic & Auction in which the event enjoyed record success! Normally held in June, but moved to August due to the COVID-19 pandemic, proceeds from this year's event eclipsed over \$104,000. The auction portion of the event took on a new look this year with a mobile bidding feature and live stream which aided tremendously with the record results. Bidding on items, which included: trips, sports memorabilia, golf packages, pub decor, MWSU items and theme baskets began on August 15th and closed the evening of August 24th. Then participants took to the links on Monday, August 24th at St. Joseph Country Club for a day of golf on one of the area's best courses. In all, 34 foursomes participated in the event.
- **Athletics Raises more than \$200k to kickstart fall semester.** From September 1st to October 9th, Griffon Athletics received 519 gifts from 125 donors totaling \$203,670.25 (\$175,320.25 in cash and \$28,350 in pledges). The total was a department-wide effort that including team-specific initiatives and a football alumni golf tournament, in addition to annual corporate and individual giving.

MEMORANDUM

To: MWSU Board of Governors
From: Dr. Josh Looney, Interim Vice President of Advancement
Date: October 12, 2020
Re: BOG Report (University Advancement and the MWSU Foundation)

Programs & Partnerships

- **2019-20 Foundation Audit Finalized.** The MWSU Foundation Audit Committee met September 3rd to review the FY20 Foundation financial audit report prepared by CliftonLarsonAllen. The audit went smoothly and the auditors issued a “clean” opinion with no material weakness in internal controls noted. Total assets at June 30th totaled \$53.1 million.
- **Financial Position.** Total Foundation assets as of September 30th approximate at \$55 million. Increases are largely due to investment performance. In addition, preparation for the annual 990 filing is underway and will be finalized before the November 15th deadline.

People and Campus

- **Bill Grimwood Elected Chair of MWSU Foundation.** The Foundation Executive Committee recently met to discuss upcoming elections. The slate of officers was discussed and Bill Grimwood accepted the role of Chair of the MWSU Foundation Board of Directors for 2020-2021. Grimwood succeeds Dennis Rosonke as Chair.

The full slate of 2020-21 officers includes: Bill Grimwood (Chair), Pat Modlin '88, Susan Pettigrew '83 and Bob Wollenman.
- **Michele Chambers '98 Joins Foundation Staff.** Chambers was named assistant director and financial officer of the MWSU Foundation on October 12th. An accounting/marketing major at MWSU, she brings more than 17 years of financial management and leadership experience to the Foundation after spending the past 12 years as factory controller at Nestle Purina Pet Care's Denver location. Chambers has also served as factory controller at Nestle Purina Pet Care's Zanesville, OH location and as a financial accounting manager at the St. Joseph, MO facility. Chambers fills the role vacated by Andrew Molloy in September.
- **Alumni Award Winners to be Honored at November 7th Football Game.** The Virtual Alumni Award Ceremony will be premiered on YouTube on November 6th with Award winners being recognized in Spratt Stadium at halftime of the football game on November 7th.

Student Experience/Telling our Story

- **Scholarship Recipient Engagement.** The Foundation staff worked with the University Registrar to re-vamp the process and improve the timing of delivering donor “Thank You” letters from student scholarship recipients. A student scholarship event is being planned for spring to build increased engagement between scholarship donors and scholarship recipients.
- **Alumni Board Retreat.** The Alumni Board held a retreat August 29th. By-laws were reviewed and revised, while new guidelines that outline board expectations were adopted.

Strength & Stewardship

- **Western League Sets \$300k Goal.** Development officer Chrissy McCan is heading up an all-hands on deck initiative to engage volunteers to participate in an Olympic Membership Rally to enroll additional individuals and businesses into the Western League for Excellence (MWSU’s unrestricted giving society). The competition will be stiff with members of the Alumni Board competing against members of the Foundation Board to form teams of volunteers who make a commitment to two hours of calling on December 8th or 9th. The goal is to raise an additional \$300,000 yearly in unrestricted dollars. These are not pledges but annual commitments that can be discontinued at any time. As part of this initiative, the Western League certificates, pins and window clings are being updated with a fresh new design. Let us know if you would like to volunteer!
- **MWSU Foundation Annual Fund Updates.** A series of initiatives accounted for more than \$23,000 in unrestricted donations during September 2020. The Founders Day social media campaign raised \$7,610 of unrestricted funds. Donors who gave at certain levels were rewarded with a branded face masks and other MWSU items. In addition, a September direct mail piece featuring Zack and Mary Workman garnered another \$3,577 in unrestricted gifts. The next Direct Mail piece will be sent to 22,000 alumni and friends in the middle of November. It will feature Merle Phillips ’20, a recent graduate who is attending Harvard this fall.

Two students have been making calls to alumni to update records and talk to them about Missouri Western, with the ultimate goal of obtaining a donation. To date the students have raised over \$5,000 in gifts and pledges. Finally, \$7,200 was raised for the Center for Military and Veteran Services, mostly from businesses who usually sponsor the Convocation on Critical Issues.

Memorandum

To: Missouri Western State University Board of Governors
From: Kent Heier, Assistant Director of Marketing and Communications
Date: Oct. 12, 2020
RE: Board of Governors Report

It has been my pleasure to work alongside my colleagues in Marketing and Communications for many years, and it is an honor to provide leadership while we search for a permanent replacement for the recently retired Jomel Nichols. The team truly is remarkable.

Student Experience

We continue to emphasize student stories in our social media storytelling and strategic digital content on a number of channels. Our presence on social media continues to rise. Below are the metrics for the first three months of the current fiscal year, compared to the same period a year ago).

- Facebook: Fans 13,899 (up 7.5%), Engagement 34,398 (up 15.1%), Impressions 2.6 million (up 3.7%), Brand Awareness Score 740 (up 273.7%)
- Instagram: Followers 4,362, Engagement 4,181 (up 38%), Impressions 90,233 (down 51%), Brand Awareness Score 112 (up 77.8%)
- LinkedIn: Followers 19,386, Engagement 2,586 (up 3442.5%), Impressions 60,634 (up 3266.7%)
- Twitter: 8,576 (up 0.4%), Engagement 1,430 (down 68%), Brand Awareness Score 412 (up 86%)

In addition to our student stories, our most engaging content in the first quarter included reminders to the campus community to follow **COVID-19 safety protocols**, the opening of the **new bookstore** in the Hearn Center, **Dr. Kennedy's** start as interim president, Dr. Elise Hepworth's selection as a quarterfinalist for the **GRAMMY music educator award**, the start of the **new school year** and the **rescheduled spring commencement**.

Partnerships

- Marketing and Communications has worked closely with various individuals and departments on campus to provide the latest information in regards to the **COVID-19** outbreak. Most notably, we added a dashboard to the COVID webpage (missouriwestern.edu/covid-19/) so that the campus and the community can track our progress in fighting the spread of the disease.
- The Fall 2020 issue of **MWSU Magazine**, a collaboration between Marketing and Communications, Development and Alumni Relations, was emailed to alumni and friends of the University on Sept. 18. A small number of hard copies were printed as well.

Programs

- The Marketing and Communications team worked with the Provost to create a digital presence and communication plan for the new Wintersession courses that will be offered over winter break to give students an opportunity to stay on track toward their degree.
- Marketing and Communications worked with the staff of the new Center for Excellence in Applied Healthcare Learning to upgrade the CEAHL's website and create graphics for the exterior door in Murphy Hall that served as the backdrop for Gov. Mike Parson's visit to the new facility in October.

MEMORANDUM

To: MWSU Board of Governors

From: Darrell R. Morrison, VP Finance & Administration

Date: October 12, 2020

Subject: BOG Report

Financials

The Accounting Department has been very busy compiling data and documents requested by auditors during our recent annual financial audit.

The Business Office is currently working on building the tuition tables for next semester as preregistration will be occurring soon.

Banner Self Service Finance training manuals were developed and distributed.

Employees in the Finance Department attended four days of functional consulting via zoom for Strata Information Group. This company was engaged to aid MWSU in the review of the Banner Finance module to provide enhanced services and work efficiencies.

Monitoring of COVID funding is ongoing. The university has spent approximately \$5.3M of our awarded \$6.5M of various COVID funding sources. The funds have been allocated for a wide array of technology service to aid in distance learning and work from home abilities, PPE (personal protective equipment), loss of revenues, unemployment, food service contracts, campus air filtration, water filling stations, signage, thermal check in stations, emergency sick and family leave as well as student refunds.

People and Campus

Congratulations to University Police Officer Tyler Ball on being awarded *Officer of the Year* by the Optimist Club for his work with Special Olympics.

The Physical Plant continues working on renovating the old book store in Blum Union. Removing walls, upgrading lighting and power, building new spaces, painting, and new carpeting along with other improvements. MWSU crews are transforming this area into what is the new Esports Arena.

Wilson Hall recently had a roof replacement due to age and leakage issues. The successful bid was awarded to Seaman and Schuske Metal Works & Roofing and the work was completed the first part of September.

Potter Hall has received new HVAC equipment and soon Blum Union/Fulkerson will have a new chiller installed.

Work has been completed on Lot H and McCarthy Drive storm drain repairs.

The University Police Department has issued 2,412 student parking passes and 456 employee parking passes. The CPD has worked diligently on realigning the current parking structure to allow students and staff to have "open parking" on campus. Employees were given the option of purchasing a regular parking pass for \$25 or a reserved parking spot in the lot of their choice for a fee of \$200.

New signage has been placed across campus identifying parking lots, reserved parking, and special parking such as 30 minute and 1 hour spaces. This project has been led by Bruce Parsley and others from Physical Plant.

With the restructure of several positions around campus, Physical Plant has been instrumental in moving and renovating offices to accommodate the needs of those requests.

Month to date totals for Financial Aid through October 5, 2020 are as follows;

- Over 6,300 FAFSA's received
- Packaged students (Federal Aid) over 5,000
- Disbursed Funds over \$17,400
- Total number of Financial Aid Recipients is over 3,200

Human Resources recently:

- Rehired 9 physical plant employees who were previously on layoff
- Hired 9 staff and 4 faculty employees
- Transferred 11 employees to different departments and/or positions
- Hired approximately 280 student employees (including Graduate Assistants)

MWSU recently completed our 2020 onsite Wellness Screening and Flu Shot Event on October 7th and 8th. Those participating were given the following incentives of a MWSU Gaiter Mask and a 30oz MWSU Stainless Steel Tumbler.

Open enrollment will be November 9-20 for MWSU employees. CBIZ is our new Benefits Consultants. HR continues to finalize benefit plan renewals for 2021 (Health, Dental, Vision, Life/LTD).

Title IX compliance training for all employees has begun and is being coordinated by HR and Adam McGowan, Title IX Coordinator. Title IX training is mandatory due to the release of new federal regulations.

Tech Support

Testing for Banner Self Service 9 Finance is complete and has been placed into the production environment.

Technology Services continue to evaluate current network infrastructure to identify and prioritize upgrades, redundancy, and deferred maintenance projects to create a more resilient network in order to handle increased remote work and virtual instruction workload.

Researching support technologies to convert traditional classrooms into better tools for presentation of hybrid or pure virtual instruction.

Upgraded wired network infrastructure equipment in Beshears, Juda, and Leaverton residence halls to replace aging equipment.

Implemented an upgrade to Griffon GPS (advising and academic program progress tool) to keep the system current and provide a better experience for both advisors and students.

Human Resources continues to utilize PeopleAdmin as the applicant tracking system for all university job postings (full-time faculty and staff, part-time, and student).

COVID Response

COVID guidelines are going well on campus and we continue to find ways to manage normal business activities while social distancing. This past month the Budget Office offered zoom training sessions to campus employees; sharing information on how to access budget information within Banner, how to better understand university budgets and how to complete budget transfers. These training sessions were recorded and will be provided to employees as part of our onboarding process and training as we try to minimize face to face contact.

Physical Plant has been very engaged in helping to keep MWSU safe and healthy for our students, faculty, and staff. Some of those efforts include sanitizing and disinfecting all areas of campus, fulfilling supply requests and reordering as needed; Distributing PPE, installing safety equipment such as plexiglass and distancing barriers as well as

touchless water bottle fillers, and strategically placing signage in several areas across campus as reminders of the COVID Policy put into place locally and recommended by the CDC.

Most offices throughout the Finance & Administration Department has had plexiglass barriers installed at their desks. Following protocol of wearing masks, social distancing and having hand sanitizer readily available is a common sight around campus.

Financial Aid forms were moved to an online submission format in the fall of 2019. As a result, there has been no disruption in our students' ability to complete required forms and upload documents securely. Currently all high school financial aid nights are being conducted via Zoom

IT staff continue to work remotely as able, or are maintaining social distance and hygiene requirements. Staff are coordinating on-site projects so that there are minimal exposure to other campus constituents whenever possible, preferably when no one else is present in the physical space. Although this can sometimes lengthen the time to address issues or complete projects, we feel it is in the best interest of the campus population. Our staff is also free to flex their time in accordance with their activities and potential contact with others to maximize social distance. There is evidence of situation fatigue beginning to appear, and so we will be looking for methods to take mental breaks or engage in non-work activities to alleviate that issue.

HR continues to track all COVID sick/family leave for federal reimbursements through CARES ACT. Providing employee guidance with COVID-19 regulations (i.e. COVID sick/family leave, remote work approvals), keeping up to date with COVID regulations (FFCRA, CARES, etc.), as well as keeping up with CDC guidelines with respect to COVID.

Campus Kudos

SGA and Student Governor Hannah Berry recently surprised the staff at Physical Plant with cookies in honor of all their hard working in keeping our campus sanitized and clean during this COVID pandemic.

**FINANCE AND ADMINISTRATION**

Missouri Western State University
Popplewell 217
St. Joseph, MO 64507

Office (816) 271-4226
Fax (816) 271-4522
morrison@missouriwestern.edu

October 14, 2020

To: Missouri Western State University Board of Governors

 From: Darrell R. Morrison, Vice President for Finance and Administration

Subject: Financial Information – Board Meeting, October 22, 2020

Please find the following financial documents for the period ending September 30, 2020 pertaining to fiscal year 2021 for your review:

- Attachment #1 – “Statement of Budget Changes and Comparison of Budget to Actual”
 - This document reflects the current reconciliation of changes made to the total University budget for fiscal year 2021 and a comparison of actual items to the current year revised budget.
- Attachment #2 – “Schedule of Funds Invested”
- Attachment #3 – “Statement of Cash Position”

Also, please find the following unaudited financial statements for the year ending June 30, 2020:

- Attachment #4 – “Statement of Net Position”
-
- Attachment #5 – “Statement of Revenues, Expenses and Changes in Net Position”

Additionally, you will find in the Board Book contracts for your review and approval regarding the University’s health care plan and to replace HVAC controls in Scanlon Hall.

Thank you for your attention to these documents and let me know if you have any questions or concerns.

Missouri Western State University
Statement of Budget Changes and Comparison of Budget to Actual
For the Year Ending June 30, 2021
(As of September 30, 2020)

Attachment #1

Educational & General (Undesignated)					
	Original Budget	Adjustments	Revised Budget	Actual	Percentage of Total
OPERATING REVENUE					
Student Tuition and Fees	\$ 33,353,517	\$ (334,054)	\$ 33,019,463	\$ 16,389,063	49.6%
Less: Institutional scholarships					
Less: Other scholarship allowances					
Federal grants and contracts					
State grants and contracts					
Non-governmental grants and contracts					
Sales and service of educational departments	173,100	2,028	175,128	60,316	34.4%
Auxiliary enterprises:					
Athletics					
Less: Scholarship allowances					
Housing					
Less: Scholarship allowances					
Food service					
Less: Scholarship allowances					
Bookstore					
Less: Scholarship allowances					
Other auxiliary enterprises					
Less: Scholarship allowances					
Other operating revenues	56,200	-	56,200	964	1.7%
TOTAL OPERATING REVENUES	33,582,817	(332,026)	33,250,791	16,450,343	49.5%
OPERATING EXPENSES					
Salaries and compensation	24,182,651	124,814	24,307,465	4,936,016	20.3%
Fringe benefits	8,755,702	127,186	8,882,888	1,902,116	21.4%
Supplies and services	5,522,082	(245,104)	5,276,978	2,803,783	53.1%
Travel	445,225	7,000	452,225	2,232	0.5%
Utilities	1,442,997	400	1,443,397	212,746	14.7%
Scholarships	8,162,906	-	8,162,906	4,106,308	50.3%
Depreciation	-				
TOTAL OPERATING EXPENSES	48,511,563	14,296	48,525,859	13,963,201	28.8%
OPERATING GAIN / (LOSS)	(14,928,746)	(346,322)	(15,275,068)	2,487,142	-16.3%
NON-OPERATING REVENUES (EXPENSES)					
State appropriations	17,751,987	-	17,751,987	4,714,965	
Grants				-	
Gifts	1,531,106	190,846	1,721,952	462,100	26.8%
Investment income	146,702	-	146,702	7,270	
Interest on capital related debt				-	
Capital	(185,500)	(2,000)	(187,500)	(108,654)	57.9%
Other					
NET NON-OPERATING REVENUES	19,244,295	188,846	19,433,141	5,075,681	26.1%
INCOME (LOSS) BEFORE TRANSFERS	4,315,549	(157,476)	4,158,073	7,562,823	181.9%
TRANSFERS IN (OUT)					
Debt service	(499,977)	-	(499,977)		
Other	(602,743)	340,912	(261,831)	(197,878)	75.6%
Transfer to Aux from E&G	-				
TOTAL TRANSFERS IN (OUT)	(1,102,720)	340,912	(761,808)	(197,878)	26.0%
INCREASE (DECREASE) IN NET POSITION	3,212,829	183,436	3,396,265	7,364,945	216.9%
OTHER					
Prior year funds	-	-	-		
	\$ 3,212,829	\$ 183,436	\$ 3,396,265	\$ 7,364,945	217%

Missouri Western State University
Statement of Budget Changes and Comparison of Budget to Actual
For the Year Ending June 30, 2021
(As of September 30, 2020)

Attachment #1

Educational & General (Designated)					
	Original Budget	Adjustments	Revised Budget	Actual	Percentage of Total
OPERATING REVENUE					
Student Tuition and Fees	\$ 1,397,887	\$ 241,525	\$ 1,639,412	\$ 722,296	44.1%
Less: Institutional scholarships					
Less: Other scholarship allowances					
Federal grants and contracts					
State grants and contracts					
Non-governmental grants and contracts					
Sales and service of educational departments	66,400	-	66,400	57,794	87.0%
Auxiliary enterprises:					
Athletics					
Less: Scholarship allowances					
Housing					
Less: Scholarship allowances					
Food service					
Less: Scholarship allowances					
Bookstore					
Less: Scholarship allowances					
Other auxiliary enterprises					
Less: Scholarship allowances					
Other operating revenues	237,480	(3,000)	234,480	4,844	2.1%
TOTAL OPERATING REVENUES	1,701,767	238,525	1,940,292	784,934	40.5%
OPERATING EXPENSES					
Salaries and compensation	299,871	68,016	367,887	82,909	22.5%
Fringe benefits	68,301	1,941	70,242	21,136	30.1%
Supplies and services	1,851,781	27,298	1,879,079	299,037	15.9%
Travel	221,180	(11,250)	209,930	1,304	0.6%
Utilities	10,430	252	10,682	1,083	10.1%
Scholarships	60,500	-	60,500	29,005	47.9%
Depreciation	-				
TOTAL OPERATING EXPENSES	2,512,063	86,257	2,598,320	434,474	16.7%
OPERATING GAIN / (LOSS)	(810,296)	152,268	(658,028)	350,460	-53.3%
NON-OPERATING REVENUES (EXPENSES)					
State appropriations				-	
Grants				-	
Gifts	237,133	17,015	254,148	34,774	13.7%
Investment income				-	
Interest on capital related debt				-	
Capital	(28,000)	(2,750)	(30,750)	(35)	0.1%
Other					
NET NON-OPERATING REVENUES	209,133	14,265	223,398	34,739	15.6%
INCOME (LOSS) BEFORE TRANSFERS	(601,163)	166,533	(434,630)	385,199	-88.6%
TRANSFERS IN (OUT)					
Debt service					
Other	688,853	(314,410)	374,443	208,189	55.6%
Transfer to Aux from E&G					
TOTAL TRANSFERS IN (OUT)	688,853	(314,410)	374,443	208,189	55.6%
INCREASE (DECREASE) IN NET POSITION	87,690	(147,877)	(60,187)	593,388	-98.6%
OTHER					
Prior year funds		137,780	137,780		
	\$ 87,690	\$ (10,097)	\$ 77,593	\$ 593,388	765%

Missouri Western State University
Statement of Budget Changes and Comparison of Budget to Actual
For the Year Ending June 30, 2021
(As of September 30, 2020)

Attachment #1

	Auxiliary				Percentage of
	Original Budget	Adjustments	Revised Budget	Actual	Total
OPERATING REVENUE					
Student Tuition and Fees					
Less: Institutional scholarships					
Less: Other scholarship allowances					
Federal grants and contracts					
State grants and contracts					
Non-governmental grants and contracts					
Sales and service of educational departments					
Auxiliary enterprises:					
Athletics	\$ 989,580	\$ 1,000	\$ 990,580	\$ 166,102	16.8%
Less: Scholarship allowances					
Housing	5,543,004	365,139	5,908,143	3,100,058	52.5%
Less: Scholarship allowances					
Food service	3,894,217	-	3,894,217	1,796,028	46.1%
Less: Scholarship allowances					
Bookstore	173,200	-	173,200	476	0.3%
Less: Scholarship allowances					
Other auxiliary enterprises	164,458	-	164,458	17,789	10.8%
Less: Scholarship allowances	-				
Other operating revenues	-				
TOTAL OPERATING REVENUES	10,764,459	366,139	11,130,598	5,080,453	45.6%
OPERATING EXPENSES					
Salaries and compensation	2,864,777	(75,286)	2,789,491	626,569	22.5%
Fringe benefits	1,211,582	(50,260)	1,161,322	267,127	23.0%
Supplies and services	5,210,723	(85,619)	5,125,104	935,708	18.3%
Travel	359,400	(12,135)	347,265	3,341	1.0%
Utilities	1,107,509	-	1,107,509	204,074	18.4%
Scholarships	3,550,031	-	3,550,031	1,660,609	46.8%
Depreciation					
TOTAL OPERATING EXPENSES	14,304,022	(223,300)	14,080,722	3,697,428	26.3%
OPERATING GAIN / (LOSS)	(3,539,563)	589,439	(2,950,124)	1,383,025	-46.9%
NON-OPERATING REVENUES (EXPENSES)					
State appropriations	-			-	
Grants	-			-	
Gifts			-	-	
Investment income	279,500	-	279,500	2,929	1.0%
Interest on capital related debt				-	
Capital	(5,000)	(132,195)	(137,195)	(127,058)	92.6%
Other					
NET NON-OPERATING REVENUES	274,500	(132,195)	142,305	(124,129)	-87.2%
INCOME (LOSS) BEFORE TRANSFERS	(3,265,063)	457,244	(2,807,819)	1,258,896	-44.8%
TRANSFERS IN (OUT)					
Debt service	(3,995,473)	-	(3,995,473)	(2,662,802)	66.6%
Other	(195,604)	1,989	(193,615)	255,243	-131.8%
Transfer to Aux from E&G	-				
TOTAL TRANSFERS IN (OUT)	(4,191,077)	1,989	(4,189,088)	(2,407,559)	57.5%
INCREASE (DECREASE) IN NET POSITION	(7,456,140)	459,233	(6,996,907)	(1,148,663)	16.4%
OTHER					
Prior year funds					
	\$ (7,456,140)	\$ 459,233	\$ (6,996,907)	\$ (1,148,663)	16%

Missouri Western State University
Statement of Budget Changes and Comparison of Budget to Actual
For the Year Ending June 30, 2021
(As of September 30, 2020)

Attachment #1

	Restricted				Percentage of
	Original Budget	Adjustments	Revised Budget	Actual	Total
OPERATING REVENUE					
Student Tuition and Fees					
Less: Institutional scholarships					
Less: Other scholarship allowances					
Federal grants and contracts	\$ 295,781	\$ 846,070	\$ 1,141,851	\$ 9,601	0.8%
State grants and contracts	24,395	2,567,546	2,591,941	-	0.0%
Non-governmental grants and contracts	13,000	540,900	553,900	35,750	6.5%
Sales and service of educational departments					
Auxiliary enterprises:					
Athletics					
Less: Scholarship allowances					
Housing					
Less: Scholarship allowances					
Food service					
Less: Scholarship allowances					
Bookstore					
Less: Scholarship allowances					
Other auxiliary enterprises					
Less: Scholarship allowances					
Other operating revenues					
TOTAL OPERATING REVENUES	333,176	3,954,516	4,287,692	45,351	1.1%
OPERATING EXPENSES					
Salaries and compensation	89,238	23,573	112,811	36,137	32.0%
Fringe benefits	27,119	6,252	33,371	10,715	32.1%
Supplies and services	163,049	58,998	222,047	148,760	67.0%
Travel	10,478	750	11,228	-	0.0%
Utilities		540	540	82	15.2%
Scholarships	8,417,774	(15,000)	8,402,774	3,525,698	42.0%
Depreciation					
TOTAL OPERATING EXPENSES	8,707,658	75,113	8,782,771	3,721,392	42.4%
OPERATING GAIN / (LOSS)	(8,374,482)	3,879,403	(4,495,079)	(3,676,041)	81.8%
NON-OPERATING REVENUES (EXPENSES)					
State appropriations				-	
Grants	8,764,988	-	8,764,988	3,175,000	36.2%
Gifts				-	
Investment income					
Interest on capital related debt					
Capital		(7,000)	(7,000)	(6,535)	93.4%
Other	-				
NET NON-OPERATING REVENUES	8,764,988	(7,000)	8,757,988	3,168,465	36.2%
INCOME (LOSS) BEFORE TRANSFERS	390,506	3,872,403	4,262,909	(507,576)	-11.9%
TRANSFERS IN (OUT)					
Debt service					
Other	(390,506)	(3,915,198)	(4,305,704)	(237,063)	5.5%
Transfer to Aux from E&G					
TOTAL TRANSFERS IN (OUT)	(390,506)	(3,915,198)	(4,305,704)	(237,063)	5.5%
INCREASE (DECREASE) IN NET POSITION	-	(42,795)	(42,795)	(744,639)	1740.0%
OTHER					
Prior year funds		42,795	42,795		
	\$ -	\$ -	\$ -	\$ (744,639)	

Missouri Western State University
Statement of Budget Changes and Comparison of Budget to Actual
For the Year Ending June 30, 2021
(As of September 30, 2020)

Attachment #1

	Plant				Percentage of Total
	Original Budget	Adjustments	Revised Budget	Actual	
OPERATING REVENUE					
Student Tuition and Fees					
Less: Institutional scholarships					
Less: Other scholarship allowances					
Federal grants and contracts					
State grants and contracts					
Non-governmental grants and contracts					
Sales and service of educational departments					
Auxiliary enterprises:					
Athletics					
Less: Scholarship allowances					
Housing					
Less: Scholarship allowances					
Food service					
Less: Scholarship allowances					
Bookstore					
Less: Scholarship allowances					
Other auxiliary enterprises					
Less: Scholarship allowances					
Other operating revenues					
TOTAL OPERATING REVENUES	-	-	-	-	
OPERATING EXPENSES					
Salaries and compensation					
Fringe benefits					
Supplies and services	\$ 10,000	\$ 324,000	\$ 334,000	\$ 45,003	13.5%
Travel					
Utilities					
Scholarships					
Depreciation					
TOTAL OPERATING EXPENSES	10,000	324,000	334,000	45,003	13.5%
OPERATING GAIN / (LOSS)	(10,000)	(324,000)	(334,000)	(45,003)	13.5%
NON-OPERATING REVENUES (EXPENSES)					
State appropriations					
Grants					
Gifts					
Investment income					
Interest on capital related debt	(1,814,543)	-	(1,814,543)	(473,457)	
Capital	(300,000)	(2,894,784)	(3,194,784)	(77,250)	2.4%
Other	(2,680,907)	-	(2,680,907)		
NET NON-OPERATING REVENUES	(4,795,450)	(2,894,784)	(7,690,234)	(550,707)	7.2%
INCOME (LOSS) BEFORE TRANSFERS	(4,805,450)	(3,218,784)	(8,024,234)	(595,710)	7.4%
TRANSFERS IN (OUT)					
Debt service	4,495,450	-	4,495,450	2,662,802	59.2%
Other	500,000	3,886,707	4,386,707	(28,491)	-0.6%
Transfer to Aux from E&G					
TOTAL TRANSFERS IN (OUT)	4,995,450	3,886,707	8,882,157	2,634,311	29.7%
INCREASE (DECREASE) IN NET POSITION	190,000	667,923	857,923	2,038,601	237.6%
OTHER					
Prior year funds		42,795	42,795		
	\$ 190,000	\$ 710,718	\$ 900,718	\$ 2,038,601	226.3%

Missouri Western State University
Statement of Budget Changes and Comparison of Budget to Actual
For the Year Ending June 30, 2021
(As of September 30, 2020)

Attachment #1

TOTAL - ALL FUNDS					
	Original Budget	Adjustments	Revised Budget	Actual	Percentage of Total
OPERATING REVENUE					
Student Tuition and Fees	34,751,404	(92,529)	\$ 34,658,875	\$ 17,111,359	49.4%
Less: Institutional scholarships					
Less: Other scholarship allowances					
Federal grants and contracts	295,781	846,070	1,141,851	9,601	0.8%
State grants and contracts	24,395	2,567,546	2,591,941	-	0.0%
Non-governmental grants and contracts	13,000	540,900	553,900	35,750	6.5%
Sales and service of educational departments	239,500	2,028	241,528	118,110	48.9%
Auxiliary enterprises:					
Athletics	989,580	1,000	990,580	166,102	16.8%
Less: Scholarship allowances					
Housing	5,543,004	365,139	5,908,143	3,100,058	52.5%
Less: Scholarship allowances					
Food service	3,894,217	-	3,894,217	1,796,028	46.1%
Less: Scholarship allowances					
Bookstore	173,200	-	173,200	476	0.3%
Less: Scholarship allowances					
Other auxiliary enterprises	164,458	-	164,458	17,789	10.8%
Less: Scholarship allowances					
Other operating revenues	293,680	(3,000)	290,680	5,808	2.0%
TOTAL OPERATING REVENUES	46,382,219	4,227,154	50,609,373	22,361,081	44.2%
OPERATING EXPENSES					
Salaries and compensation	27,436,537	141,117	27,577,654	5,681,631	20.6%
Fringe benefits	10,062,704	85,119	10,147,823	2,201,094	21.7%
Supplies and services	12,757,635	79,573	12,837,208	4,232,291	33.0%
Travel	875,603	145,045	1,020,648	6,877	0.7%
Utilities	2,560,936	1,192	2,562,128	417,985	16.3%
Scholarships	20,351,891	(175,680)	20,176,211	9,321,620	46.2%
Depreciation	-	-	-	-	
TOTAL OPERATING EXPENSES	74,045,306	276,366	74,321,672	21,861,498	29.4%
OPERATING GAIN / (LOSS)	(27,663,087)	3,950,788	(23,712,299)	499,583	-2.1%
NON-OPERATING REVENUES (EXPENSES)					
State appropriations	17,751,987	-	17,751,987	4,714,965	26.6%
Grants	8,764,988	-	8,764,988	3,175,000	36.2%
Gifts	1,768,239	207,861	1,976,100	496,874	25.1%
Investment income	426,202	-	426,202	10,199	2.4%
Interest on capital related debt	(1,814,543)	-	(1,814,543)	(473,457)	26.1%
Capital	(518,500)	(3,038,729)	(3,557,229)	(319,532)	9.0%
Other	(2,680,907)	-	(2,680,907)	-	0.0%
NET NON-OPERATING REVENUES	23,697,466	(2,830,868)	20,866,598	7,604,049	36.4%
INCOME (LOSS) BEFORE TRANSFERS	(3,965,621)	1,119,920	(2,845,701)	8,103,632	-284.8%
TRANSFERS IN (OUT)					
Debt service	-	-	-	-	
Other	-	-	-	-	
Transfer to Aux from E&G	-	-	-	-	
TOTAL TRANSFERS IN (OUT)	-	-	-	-	
INCREASE (DECREASE) IN NET POSITION	(3,965,621)	1,119,920	(2,845,701)	8,103,632	-284.8%
OTHER					
Prior year funds	-	223,370	223,370	-	0.0%
	\$ (3,965,621)	\$ 1,343,290	\$ (2,622,331)	\$ 8,103,632	-309.0%

Missouri Western State University
Schedule of Funds Invested
9/30/2020

OPERATING FUND	YIELD	AMOUNT	BANK
Checking Account	0.50%	13,579,469	Citizens Bank
Miscellaneous Petty Cash/Change Funds	0.00%	<u>4,850</u>	Campus Locations
<i>TOTAL OPERATING, AUXILIARY & AGENCY FUNDS</i>		<u><u>13,584,319</u></u>	
 AUXILIARY SYSTEM REVENUE BONDS			
Escrow Bond Refunding Account	0.00%	5,582	Commerce Bank
Repair & Replacement Reserve	0.50%	<u>300,000</u>	Citizens Bank
<i>TOTAL AUXILIARY SYSTEM REVENUE BOND FUNDS</i>		<u><u>305,582</u></u>	
 INSTITUTIONAL LOAN FUND			
Checking Account	0.50%	<u>82,483</u>	Citizens Bank
<i>TOTAL LOAN FUNDS</i>		<u><u>82,483</u></u>	
 TOTAL FUNDS INVESTED		 <u><u>\$ 13,972,384</u></u>	

Average Interest Rate

September 2020 - 0.50%

September 2019 - 1.97%

Missouri Western State University
Statement of Cash Position
September 30, 2020

<u>Fund</u>	<u>09/30/2020 Available Balance</u>	<u>09/30/2019 Available Balance</u>	<u>09/30/2018 Available Balance</u>
Operating, Auxiliary, Agency, Payroll, & Petty Cash	\$ 13,589,901	\$ 11,370,421	\$ 12,125,925
Auxiliary System Revenue Bond Funds	300,000	310,582	300,000
Loan Funds	82,483	82,483	60,860
TOTAL FUNDS INVESTED	<u><u>\$ 13,972,384</u></u>	<u><u>\$ 11,763,486</u></u>	<u><u>\$ 12,486,785</u></u>

Missouri Western State University
Statement of Net Position
June 30, 2020, 2019, and 2018
(Unaudited)

Attachment #4

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Assets and Deferred Outflows of Resources			
Current Assets			
Cash and cash equivalents	\$ 10,109,131	\$ 8,696,445	\$ 10,453,484
Accounts receivable, net of allowance of \$1,219,399 in 2020, \$1,192,809 in 2019, and \$1,233,441 in 2018	4,048,611	2,825,934	3,274,506
Prepaid expenses	398,299	737,882	670,267
Restricted cash and cash equivalents	<u>305,582</u>	<u>1,010,588</u>	<u>760,000</u>
Total current assets	<u>14,861,623</u>	<u>13,270,849</u>	<u>15,158,257</u>
Non-current Assets			
Capital assets, net	<u>112,133,172</u>	<u>113,316,552</u>	<u>115,266,554</u>
Total noncurrent assets	<u>112,133,172</u>	<u>113,316,552</u>	<u>115,266,554</u>
TOTAL ASSETS	<u>126,994,795</u>	<u>126,587,401</u>	<u>130,424,811</u>
Deferred Outflows of Resources			
Deferred losses on debt refundings	917,052	991,917	1,066,779
Contributions to MOSERS subsequent to the measurement date	4,140,013	4,116,920	3,957,427
Proportionate share of MOSERS pension related items	7,592,683	12,329,009	14,595,776
Other post employment benefits related items	<u>184,836</u>	<u>41,912</u>	<u>-</u>
Deferred outflows of resources	<u>12,834,583</u>	<u>17,479,758</u>	<u>19,619,982</u>
Total assets and deferred outflows of resources	<u><u>\$139,829,378</u></u>	<u><u>\$144,067,159</u></u>	<u><u>\$150,044,793</u></u>

Missouri Western State University
Statement of Net Position
June 30, 2020, 2019, and 2018
(Unaudited)

Attachment #4

Liabilities and Deferred Inflows of Resources	2020	2019	2019
Current Liabilities			
Accounts payable and accrued liabilities	\$ 4,417,602	\$ 4,443,673	\$ 3,941,847
Accrued compensated absences	771,551	771,684	692,955
Unearned revenue	1,715,887	1,149,607	1,231,276
Interest payable	439,718	450,187	480,069
Long-term debt - current portion	2,711,939	2,120,274	2,014,465
Total current liabilities	<u>10,056,698</u>	<u>8,935,425</u>	<u>8,360,612</u>
Noncurrent Liabilities			
Accrued compensated absences	585,943	716,422	835,861
Unearned revenue	1,241,376	1,687,227	1,288,290
Net other postemployment benefit liability	1,267,372	1,164,776	1,090,495
Net pension liability	63,881,653	59,509,567	55,559,507
Long-term debt, net	45,065,821	47,675,783	49,479,698
Total noncurrent liabilities	<u>112,042,164</u>	<u>110,753,775</u>	<u>108,253,851</u>
Total Liabilities	<u>122,098,862</u>	<u>119,689,200</u>	<u>116,614,463</u>
Deferred Inflows of Resources			
Proportionate share of MOSERS pension related items	1,042,858	1,463,515	1,154,883
Other post employment benefits related items	92,009	27,057	32,040
TOTAL DEFERRED INFLOWS OF RESOURCES	<u>1,134,867</u>	<u>1,490,572</u>	<u>1,186,923</u>
Total liabilities and deferred inflows of resources	<u>123,233,729</u>	<u>121,179,772</u>	<u>117,801,386</u>
Net Position			
Net investment in capital assets	59,853,702	64,553,506	64,359,101
Restricted	433,753	454,439	959,305
Unrestricted	<u>(43,691,806)</u>	<u>(42,120,558)</u>	<u>(33,074,999)</u>
Total Net Position	<u>\$ 16,595,650</u>	<u>\$ 22,887,387</u>	<u>\$ 32,243,407</u>

Missouri Western State University
Statement of Revenues, Expenses and Changes in Net Position
Years Ended June 30, 2020, 2019, and 2018
(Unaudited)

Attachment #5

	2020	2019	2018
Operating Revenues			
Tuition and fees, net	\$ 25,047,081	\$ 25,242,244	\$ 24,641,238
Federal grants and contracts	421,889	544,774	504,743
State grants and contracts	872,631	442,782	473,333
Nongovernmental Grants and Contracts	135,600	-	-
Interest on student loans receivable	25,244	37,632	78,251
Sales and services of educational activities	631,386	471,295	442,913
Auxiliary enterprises, net	7,169,203	8,318,825	7,855,278
Other operating revenues	550,976	633,171	518,163
Total operating revenues	<u>34,854,010</u>	<u>35,690,723</u>	<u>34,513,919</u>
Operating Expenses			
Salaries and wages	31,463,312	32,683,566	32,548,984
Fringe benefits	19,133,597	17,215,157	16,058,752
Supplies and other services	14,266,656	14,894,366	14,171,304
Scholarships and fellowships	4,613,509	3,991,681	4,023,423
Depreciation	5,398,317	5,504,358	5,463,445
Utilities	2,035,094	2,164,888	2,315,426
Total operating expenses	<u>76,910,485</u>	<u>76,454,016</u>	<u>74,581,334</u>
Operating loss	<u>(42,056,475)</u>	<u>(40,763,293)</u>	<u>(40,067,415)</u>
Non-Operating Revenues (Expenses)			
State appropriations	18,775,759	20,609,352	20,609,352
Federal grants	11,752,111	8,717,853	8,918,275
Federal interest rebate	257,495	256,787	261,798
Contributions	5,322,311	1,706,301	1,832,368
Interest income	158,177	298,778	252,406
Loss on disposal of capital assets	(105,950)	(55,196)	(341,033)
Loss on retirement of bonds	-	(25,041)	-
Interest on capital asset-related debt	(1,961,256)	(2,018,106)	(2,115,067)
Net non-operating revenues	<u>34,198,647</u>	<u>29,490,728</u>	<u>29,418,099</u>
Loss before Other Changes	<u>(7,857,828)</u>	<u>(11,272,565)</u>	<u>(10,649,316)</u>
Other Changes in Net Position			
Capital appropriations	-	-	1,080,444
Capital Contributions (Non-Cash)	1,566,090	1,916,545	1,237,300
Total other changes in net position	<u>1,566,090</u>	<u>1,916,545</u>	<u>2,317,744</u>
Decrease in Net Position	<u>(6,291,738)</u>	<u>(9,356,020)</u>	<u>(8,331,572)</u>
Net Position, Beginning of Year	<u>22,887,387</u>	<u>32,243,407</u>	<u>40,574,979</u>
Net Position, End of Year	<u><u>\$ 16,595,649</u></u>	<u><u>\$ 22,887,387</u></u>	<u><u>\$ 32,243,407</u></u>



Kansas City

Confirmation of Coverage	
Group Name:	Missouri Western State University
Offer Name:	2021 Renewal
Group Number:	34607000
State:	Missouri
Effective Date:	01/01/2021
Important Notes:	Adding 3 lines of life for 1/1/21
Offer-Related Information	
A. General Information	
Contract Term:	12 Months
Subsequent Renewal Terms:	12 Months
Renewal Notification:	120 Days
Annual Enrollment Period Start:	30 Days prior to Group Anniversary Date
Annual Enrollment Period End:	15 Days after Group Anniversary Date
Waiting Period:	0 Days
Eligibility Rule:	First Day of Month Following Waiting Period
Termination Rule:	Last day of month following termination
Leave of Absence Term:	Not applicable
Dependent Limiting Age:	26 Years
Dependent Limiting Age Termination:	EOY following birthday
Is Employer subject to ERISA?:	No
Are Section 125 Enrollment Changes Allowed?:	Yes
HSA Bank Selection:	UMB
Reinstatement Fee:	\$500
B. Medical Programs and Services	
AHY (subscribers/spouse with medical):	AHY (100+)
AHY Standard Buyup (employees with no medical):	No
Wellness Stipend:	\$20,000
24-Hour Nurse Line:	Yes
Healthy Companion:	Yes
Virtual Care:	Yes
Livongo Program:	Yes

Genetic Testing:	Yes
APEA:	Yes
Rx Personal Medication Coach:	Yes
Rx Savings Solution:	Yes
Rx Carve-in Credits:	Yes Rx Carve-in Credit Level: 2 / \$14.00 – PMPM
C. Blue KC Vision Coverage	
Blue Vue Base:	No
Blue Vue 10/100:	No
Blue Vue 10/130:	No
Blue Vue 10/150:	No
Blue Vue 10/200:	No
Blue Vue 0/130:	No
Blue Vue 0/150:	No
Blue Vue 0/200:	No
Blue Vue Non-Standard:	No
D. USAbLe Coverage	
Term Life:	No
AD&D:	No
Blue KC Provided Billing Service:	
E. Principal Coverage	
Group Term Life:	No
Voluntary Life:	No
Long Term Disability (LTD):	No
Short Term Disability (STD):	No
Critical Illness:	No
Accident:	No
Dental:	No
Vision:	No

Offer Summary and Signatures	
Plans included in this Offer:	
For details about the plans included in this offer, please see the attached Plan information.	
Preferred-Care Blue PPO BlueSaver Plan (C6JC)	
Preferred-Care Blue PPO Base Plan (C6JD)	

Confirmed by: Missouri Western State University

Signature

Title

Date

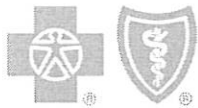
Accepted by Blue Cross and
Blue Shield of Kansas City:

Signature

Title

Date

This page intentionally left blank



Kansas City

Plan Information	
Group Name:	Missouri Western State University
Plan Name:	Preferred-Care Blue PPO BlueSaver Plan
Group Number:	34607000
State:	Missouri
Effective Date:	01/01/2021
Important Notes:	
For Internal Use Only:	Package: 1227420680 XREF: C6JC Medical: 1228070935 Rx: 1317500233
1. General Plan Information	
Benefit Period	Calendar Year
Funding	Cost Plus
Grandfathered Status	Non-Grandfathered
Consumer-Driven Health Plan (CDHP)	HSA
Spira Care Plan?	No
Religious Employer?	N/A
Classification of Eligible Employees	All full-time employees actively working 30 hours per week; Retirees and their Dependents who are eligible in accordance with the Employer's Employee Benefits Program
Eligibility	
Min % of Eligible Employees	75%
% Threshold of Total Employee Enrollment	90%
Minimum Employer Contribution – Eligible Employees	75%
Minimum Employer Contribution – Total Account Premium	50%
COBRA Billing	Employer
Are Domestic Partners Covered?	No
Are Same Sex Spouses Covered?	Yes
Insurance Coverage Creditable (Medicare Part D)	Yes
Blue Connect	Blue Connect not included
Compass	Compass not included
2. Network	
Local Medical Network	Preferred-Care Blue
Out-of-Area Medical Network	BlueCard PPO/EPO
Pharmacy	See Pharmacy (Sections 5 & 6)

3. Cost Sharing		
Medical Deductible - Calendar Year, Embedded All INN & OON Cross Accum	In-Network	Out-of-Network
Individual	\$3,000	\$3,000
Family	\$6,000	\$6,000
Pharmacy Deductible	Combined with Medical	
Medical Coinsurance	In-Network	Out-of-Network
Member Pays	30%	50%
Plan Pays	70%	50%
Out-of-Pocket Limit - Calendar Year, Embedded All INN & OON Cross Accum The Out-of-Pocket limit includes all Deductibles, Coinsurance, and Copayments a member pays during the Benefit Period.	In-Network	Out-of-Network
Individual	\$4,000	\$8,000
Family	\$8,000	\$16,000
Pharmacy Out-of-Pocket Limit	Combined with Medical	
Annual First Dollar Coverage	Does not apply	Does not apply
Annual Maximum	Does not apply	Does not apply
Lifetime Maximum	Does not apply	Does not apply
4. Benefits		
Professional Services	In-Network	Out-of-Network
Primary Care Physician Office Visit - An internist, family practitioner, general practitioner, or pediatrician.	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Total Care Primary Care Physician Office Visit	Does not apply	Not applicable
Specialist Physician Office Visit - Doctors of Medicine (MD), Doctors of Osteopathy (DO), except Primary Care Physicians, and other medical practitioners such as optometrists, psychologists and chiropractors.	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Urgent Care Office Visit	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Total Care Urgent Care Office Visit	Does not apply	Not applicable
Blue KC Virtual Care - Office Visit Virtual care provided by Blue KC virtual care partner(s). All other virtual care services subject to applicable cost sharing.	30% Coinsurance after Deductible	Not applicable

Blue KC Virtual Care - Behavioral Health Therapy Virtual care provided by Blue KC virtual care partner(s). All other virtual care services subject to applicable cost sharing.	30% Coinsurance after Deductible	Not applicable
Designated Health Clinic	Does not apply	Not applicable
Other Benefits (in alphabetical order)	In-Network	Out-of-Network
ABA Services ABA Services Age Limits: Mandated Limits ABA Services Hours Limits: Mandated Limits	Subject to Applicable Cost Shares	Subject to Applicable Cost Shares
Abortion	Not covered	Not covered
Acupuncture	Not covered	Not covered
Allergy Testing	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Allergy Treatment	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Ambulance - Air Air Ambulance Allowable Option: Billed Charges	30% Coinsurance after Deductible	30% Coinsurance after In-Network Deductible
Ambulance - Ground Ground Ambulance Allowable Option: 150% of Medicare	30% Coinsurance after Deductible	30% Coinsurance after In-Network Deductible
Assisted Reproductive Services	Not covered	Not covered
Autism-Related Services No limits	Subject to Applicable Cost Shares	Subject to Applicable Cost Shares
Bariatric Services	Not covered	Not covered
BDC+ Surgery	Not covered	Not covered
Chiropractic Services Office Visit	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Cranial Remodeling Devices No limits Required to follow Blue KC Medical Policy?: Yes	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Dental Anesthesia Maximum age limit of 5 Years	Missouri/Kansas Default	Missouri/Kansas Default
Diabetic Equipment and Supplies Prior Authorization Policy Applies	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Diabetic Footwear	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Diabetic Pump	Covered as Durable Medical Equipment (DME)	Covered as Durable Medical Equipment (DME)
Diabetic Self Management Education/Training (DSMT)	Deductible, then no charge	50% Coinsurance after Deductible
Durable Medical Equipment (DME) Prior Authorization Policy Applies No limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Elective Male Sterilization	Deductible, then no charge	50% Coinsurance after Deductible
Emergency Services	30% Coinsurance after Deductible	30% Coinsurance after In-Network Deductible
Food and Food Products for PKU No limits	Covered	Covered
Foot Orthotics	Not covered	Not covered

Other Benefits (in alphabetical order)	In-Network	Out-of-Network
Gender Dysphoria-Related Services Prior Authorization Policy Applies Gender Dysphoria Cost Shares Apply to Cosmetic Surgery: No Gender Dysphoria Cost Shares Apply to Non-Surgical Services: Yes Gender Dysphoria Cost Shares Apply to Reassignment Surgery: Yes	Subject to Applicable Cost Shares	Subject to Applicable Cost Shares
Hearing Aids	Not covered	Not covered
Hearing Aids - Bone Anchored Hearing Aids	Not covered	Not covered
High Tech Radiology (MRI, MRA, PET, CT) Prior Authorization Policy Applies	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Home Health Care Prior Authorization Policy Applies Maximum benefit of 60 Visit(s)/Calendar Year for In-Network and Out-of-Network	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Home Hospice	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Immunizations - Not Routine Preventive	Not covered	Not covered
Infertility and Impotency Diagnosis & Treatment	Not covered	Not covered
Inpatient Hospice Prior Authorization Policy Applies Maximum benefit of 14 Day(s)/Lifetime for In-Network and Out-of-Network	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Inpatient Hospital Facility (including Physician Services billed by Facility) Prior Authorization Policy Applies	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Inpatient Physician Services	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Labs Performed in Office / Independent Lab	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Maternity Dependent Daughters Maternity Covered?: Yes	Covered	Covered
Mental Health and Substance Abuse Services - Inpatient Hospital Facility (including Physician Services billed by Facility) Prior Authorization Policy Applies	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Mental Health and Substance Abuse Services - Inpatient Physician Services	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Mental Health and Substance Abuse Services - Office Visit	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Mental Health and Substance Abuse Services - Outpatient Therapy in a Facility	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Mental Health and Substance Abuse Services - Outpatient Therapy in a Provider's Office	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Nutritional Counseling	Not covered	Not covered

Other Benefits (in alphabetical order)	In-Network	Out-of-Network
Organ Transplant Services Prior Authorization Policy Applies	Subject to Applicable Cost Shares	Subject to Applicable Cost Shares
Organ Transplant Travel Expenses	Not covered	Not covered
Other Services Performed in Office	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Physician Services	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Surgery Prior Authorization Policy Applies	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Cardiac Therapy No limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Cognitive Therapy	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Hearing Therapy in a Facility Combined with Hearing Therapy in a Provider's Office Limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Hearing Therapy in a Provider's Office Combined with Speech Therapy Limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Occupational Therapy in a Facility Combined with Occupational Therapy in a Provider's Office Limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Occupational Therapy in a Provider's Office Combined with Physical Therapy Limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Physical Therapy in a Facility Combined with Physical Therapy in a Provider's Office Limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Physical Therapy in a Provider's Office Maximum benefit of 60 Visit(s)/Calendar Year for In-Network and Out-of-Network	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Pulmonary Therapy No limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Speech Therapy in a Facility Combined with Speech Therapy in a Provider's Office Limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Speech Therapy in a Provider's Office Maximum benefit of 20 Visit(s)/Calendar Year for In-Network and Out-of-Network	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Penile Prostheses/Implant	Not covered	Not covered
Private Duty Nursing Combined with Home Health Care Limits	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Routine Preventive Care Diabetes Prevention Program (DPP): Covered Preventive Schedule: PPACA+ (Women's Preventive)	No member cost share	50% Coinsurance after Deductible

Other Benefits (in alphabetical order)	In-Network	Out-of-Network
Skeletal Manipulation performed in a Chiropractic Office Prior Authorization Policy Applies Out-of-Network	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Skilled Nursing Facility (SNF) Prior Authorization Policy Applies Maximum benefit of 30 Day(s)/Calendar Year for In-Network and Out-of-Network	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Sports Physicals by a Physician	Not covered	Not covered
Temporomandibular Joint (TMJ) No limits TMJ Diagnosis and Surgical Treatment (for accidental injury, fracture, tumors): Yes TMJ Non-surgical Treatment: No TMJ Orthognathic Surgery: No	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Vision Exam-Routine Maximum benefit of 1 Exam/Calendar Year for In-Network and Out-of-Network	30% Coinsurance after Deductible	50% Coinsurance after Deductible
Vision Hardware	Not covered	Not covered
Weight Loss Drugs (see Pharmacy cost shares)	Not covered	Not covered
Weight Management - Naturally Slim	Not covered	Not covered
Wigs	Not covered	Not covered
X-Rays and Radiology	30% Coinsurance after Deductible	50% Coinsurance after Deductible
5. General Pharmacy Information		
Pharmacy Network(s)	Network 1: RxPremier	
Prescription Drug List Learn more about the drugs covered by your plan, drug category/tier, prior authorization and step therapy by reviewing your prescription drug list on MyBlueKC.com	Blue KC Preferred Formulary	
Outpatient Prescription Drug Deductible You must pay all the costs up to the Deductible amount before this plan begins to pay for covered services.	In-Network Combined with Medical Deductible	Out-of-Network Combined with Medical Deductible
Outpatient Prescription Drug Out-of-Pocket Limits The Out-of-Pocket Limit is the most you could pay during the Calendar Year for your share of the cost of covered services.	In-Network Combined with Medical Out-of-Pocket	Out-of-Network Combined with Medical Out-of-Pocket

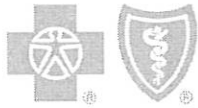
Maintenance Medication Program	Not applicable
Generics Program	Not Applicable
Copay Credit Accumulator Adjustment (CCAA): Specialty drug copay card dollars will not be included in your deductible and/or out-of-pocket limits. Only your true out-of-pocket costs will be applied to your deductible and/or out-of-pocket totals.	No
Variable Copay Solution (VCS): When you use a drug copay card, Specialty prescription drugs may be subject to a new plan benefit cost share. This new cost share will not impact you or the price you pay.	No
Rx Savings Solutions A team of pharmacists and pharmacy technician will help you make sure you're getting the best possible pricing for your medicines. Member support is available Monday – Friday, 7 a.m. to 7 p.m. CST.	Register online at MyBlueKC.com and stay up-to-date on cost saving opportunities. Email: info@rxsavingsllc.com PH: 1-800-268-4476

6. Plan Benefits – Pharmacy

	In-Network	Out-of-Network
Retail Pharmacy (Short-term supply: Up to 34 Days) Drug Tier 1: Generic / Generic Specialty	RxPremier: Deductible, then \$12 Copay/Fill	Deductible, then \$12 Copay/Fill, then 50% Coinsurance
Drug Tier 2: Preferred Brand / Non-Preferred Generic / Preferred Brand Specialty	RxPremier: Deductible, then \$60 Copay/Fill	Deductible, then \$60 Copay/Fill, then 50% Coinsurance
Drug Tier 3: Non-Preferred Brand / Non-Preferred Brand Specialty	RxPremier: Deductible, then \$100 Copay/Fill	Deductible, then \$100 Copay/Fill, then 50% Coinsurance
Retail Pharmacy (Long-term supply): Drug Tier 1: Generic / Generic Specialty	RxPremier: Deductible, then \$24 Copay/Fill	Deductible, then \$24 Copay/Fill, then 50% Coinsurance
Drug Tier 2: Preferred Brand / Non-Preferred Generic / Preferred Brand Specialty	RxPremier: Deductible, then \$120 Copay/Fill	Deductible, then \$120 Copay/Fill, then 50% Coinsurance
Drug Tier 3: Non-Preferred Brand / Non-Preferred Brand Specialty	RxPremier: Deductible, then \$200 Copay/Fill	Deductible, then \$200 Copay/Fill, then 50% Coinsurance
Mail Order Pharmacy (Mail Order supply: Between 35-102 Days) Drug Tier 1: Generic	Deductible, then \$24 Copay/Fill	Deductible, then \$24 Copay/Fill, then 50% Coinsurance
Drug Tier 2: Preferred Brand / Non-Preferred Generic	Deductible, then \$120 Copay/Fill	Deductible, then \$120 Copay/Fill, then 50% Coinsurance
Drug Tier 3: Non-Preferred Brand	Deductible, then \$200 Copay/Fill	Deductible, then \$200 Copay/Fill, then 50% Coinsurance

Preventive Drugs Retail Drug Tier 1: Generic / Generic Specialty	RxPremier: Deductible, then \$12 Copay/Fill	Deductible, then \$12 Copay/Fill, then 50% Coinsurance
Retail Drug Tier 2: Preferred Brand / Non-Preferred Generic / Preferred Brand Specialty	RxPremier: Deductible, then \$60 Copay/Fill	Deductible, then \$60 Copay/Fill, then 50% Coinsurance
Retail Drug Tier 3: Non-Preferred Brand / Non-Preferred Brand Specialty	RxPremier: Deductible, then \$100 Copay/Fill	Deductible, then \$100 Copay/Fill, then 50% Coinsurance
Mail Order Drug Tier 1: Generic / Generic Specialty	Deductible, then \$24 Copay/Fill	Deductible, then \$24 Copay/Fill, then 50% Coinsurance
Mail Order Drug Tier 2: Preferred Brand / Non-Preferred Generic / Preferred Brand Specialty	Deductible, then \$120 Copay/Fill	Deductible, then \$120 Copay/Fill, then 50% Coinsurance
Mail Order Drug Tier 3: Non-Preferred Brand / Non-Preferred Brand Specialty	Deductible, then \$200 Copay/Fill	Deductible, then \$200 Copay/Fill, then 50% Coinsurance
Weight Loss Drugs	Not covered	Not covered

This page intentionally left blank



Kansas City

Plan Information	
Group Name:	Missouri Western State University
Plan Name:	Preferred-Care Blue PPO Base Plan
Group Number:	34607000
State:	Missouri
Effective Date:	01/01/2021
Important Notes:	
For Internal Use Only:	Package: 1233200893 XREF: C6JD Medical: 1233590764 Rx: 1320200255
1. General Plan Information	
Benefit Period	Calendar Year
Funding	Cost Plus
Grandfathered Status	Non-Grandfathered
Consumer-Driven Health Plan (CDHP)	N/A
Spira Care Plan?	No
Religious Employer?	N/A
Classification of Eligible Employees	All full-time employees actively working 30 hours per week; Retirees and their Dependents who are eligible in accordance with the Employer's Employee Benefits Program
Eligibility	
Min % of Eligible Employees	75%
% Threshold of Total Employee Enrollment	90%
Minimum Employer Contribution – Eligible Employees	75%
Minimum Employer Contribution – Total Account Premium	50%
COBRA Billing	Employer
Are Domestic Partners Covered?	No
Are Same Sex Spouses Covered?	Yes
Insurance Coverage Creditable (Medicare Part D)	Yes
Blue Connect	Blue Connect not included
Compass	Compass not included
2. Network	
Local Medical Network	Preferred-Care Blue
Out-of-Area Medical Network	BlueCard PPO/EPO
Pharmacy	See Pharmacy (Sections 5 & 6)

3. Cost Sharing		
Medical Deductible - Calendar Year, Embedded All INN & OON Cross Accum	In-Network	Out-of-Network
Individual	\$2,750	\$2,750
Family	\$5,500	\$5,500
Pharmacy Deductible	No Pharmacy Deductible	
Medical Coinsurance	In-Network	Out-of-Network
Member Pays	20%	50%
Plan Pays	80%	50%
Out-of-Pocket Limit - Calendar Year, Embedded All INN & OON Cross Accum The Out-of-Pocket limit includes all Deductibles, Coinsurance, and Copayments a member pays during the Benefit Period.	In-Network	Out-of-Network
Individual	\$6,000	\$18,000
Family	\$12,000	\$36,000
Pharmacy Out-of-Pocket Limit	Combined with Medical	
Annual First Dollar Coverage	Does not apply	Does not apply
Annual Maximum	Does not apply	Does not apply
Lifetime Maximum	Does not apply	Does not apply
4. Benefits		
Professional Services	In-Network	Out-of-Network
Primary Care Physician Office Visit - An internist, family practitioner, general practitioner, or pediatrician.	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Total Care Primary Care Physician Office Visit	Does not apply	Not applicable
Specialist Physician Office Visit - Doctors of Medicine (MD), Doctors of Osteopathy (DO), except Primary Care Physicians, and other medical practitioners such as optometrists, psychologists and chiropractors.	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Urgent Care Office Visit	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Total Care Urgent Care Office Visit	Does not apply	Not applicable
Blue KC Virtual Care - Office Visit Virtual care provided by Blue KC virtual care partner(s). All other virtual care services subject to applicable cost sharing.	20% Coinsurance after Deductible	Not applicable

Blue KC Virtual Care - Behavioral Health Therapy Virtual care provided by Blue KC virtual care partner(s). All other virtual care services subject to applicable cost sharing.	20% Coinsurance after Deductible	Not applicable
Designated Health Clinic	Does not apply	Not applicable
Other Benefits (in alphabetical order)	In-Network	Out-of-Network
ABA Services ABA Services Age Limits: Mandated Limits ABA Services Hours Limits: Mandated Limits	Subject to Applicable Cost Shares	Subject to Applicable Cost Shares
Abortion	Not covered	Not covered
Acupuncture	Not covered	Not covered
Allergy Testing	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Allergy Treatment	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Ambulance - Air Air Ambulance Allowable Option: Billed Charges	20% Coinsurance after Deductible	20% Coinsurance after In-Network Deductible
Ambulance - Ground Ground Ambulance Allowable Option: 150% of Medicare	20% Coinsurance after Deductible	20% Coinsurance after In-Network Deductible
Assisted Reproductive Services	Not covered	Not covered
Autism-Related Services No limits	Subject to Applicable Cost Shares	Subject to Applicable Cost Shares
Bariatric Services	Not covered	Not covered
BDC+ Surgery	Not covered	Not covered
Chiropractic Services Office Visit	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Cranial Remodeling Devices No limits Required to follow Blue KC Medical Policy?: Yes	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Dental Anesthesia Maximum age limit of 5 Years	Missouri/Kansas Default	Missouri/Kansas Default
Diabetic Equipment and Supplies Prior Authorization Policy Applies	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Diabetic Footwear	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Diabetic Pump	Covered as Durable Medical Equipment (DME)	Covered as Durable Medical Equipment (DME)
Diabetic Self Management Education/Training (DSMT)	No member cost share	50% Coinsurance after Deductible
Durable Medical Equipment (DME) Prior Authorization Policy Applies No limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Elective Male Sterilization	No member cost share	50% Coinsurance after Deductible
Emergency Services Copay Waiver Rule: Copay Waived if Admitted	\$150 Copay/Visit, then Deductible, then 20% Coinsurance	\$150 Copay/Visit, then In-Network Deductible, then 20% Coinsurance
Food and Food Products for PKU No limits	Covered	Covered
Foot Orthotics	Not covered	Not covered

Other Benefits (in alphabetical order)	In-Network	Out-of-Network
Gender Dysphoria-Related Services Prior Authorization Policy Applies Gender Dysphoria Cost Shares Apply to Cosmetic Surgery: No Gender Dysphoria Cost Shares Apply to Non-Surgical Services: Yes Gender Dysphoria Cost Shares Apply to Reassignment Surgery: Yes	Subject to Applicable Cost Shares	Subject to Applicable Cost Shares
Hearing Aids	Not covered	Not covered
Hearing Aids - Bone Anchored Hearing Aids	Not covered	Not covered
High Tech Radiology (MRI, MRA, PET, CT) Prior Authorization Policy Applies	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Home Health Care Prior Authorization Policy Applies Maximum benefit of 60 Visit(s)/Calendar Year for In-Network and Out-of-Network	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Home Hospice	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Immunizations - Not Routine Preventive	Not covered	Not covered
Infertility and Impotency Diagnosis & Treatment	Not covered	Not covered
Inpatient Hospice Prior Authorization Policy Applies Maximum benefit of 14 Day(s)/Lifetime for In-Network and Out-of-Network	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Inpatient Hospital Facility (including Physician Services billed by Facility) Prior Authorization Policy Applies	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Inpatient Physician Services	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Labs Performed in Office / Independent Lab	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Maternity Dependent Daughters Maternity Covered?: Yes	Covered	Covered
Mental Health and Substance Abuse Services - Inpatient Hospital Facility (including Physician Services billed by Facility) Prior Authorization Policy Applies	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Mental Health and Substance Abuse Services - Inpatient Physician Services	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Mental Health and Substance Abuse Services - Office Visit	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Mental Health and Substance Abuse Services - Outpatient Therapy in a Facility	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Mental Health and Substance Abuse Services - Outpatient Therapy in a Provider's Office	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Nutritional Counseling	Not covered	Not covered

Other Benefits (in alphabetical order)	In-Network	Out-of-Network
Organ Transplant Services Prior Authorization Policy Applies	Subject to Applicable Cost Shares	Subject to Applicable Cost Shares
Organ Transplant Travel Expenses	Not covered	Not covered
Other Services Performed in Office	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Physician Services	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Surgery Prior Authorization Policy Applies	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Cardiac Therapy No limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Cognitive Therapy	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Hearing Therapy in a Facility Combined with Hearing Therapy in a Provider's Office Limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Hearing Therapy in a Provider's Office Combined with Speech Therapy Limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Occupational Therapy in a Facility Combined with Occupational Therapy in a Provider's Office Limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Occupational Therapy in a Provider's Office Combined with Physical Therapy Limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Physical Therapy in a Facility Combined with Physical Therapy in a Provider's Office Limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Physical Therapy in a Provider's Office Maximum benefit of 60 Visit(s)/Calendar Year for In-Network and Out-of-Network	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Pulmonary Therapy No limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Speech Therapy in a Facility Combined with Speech Therapy in a Provider's Office Limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Outpatient Therapy - Speech Therapy in a Provider's Office Maximum benefit of 20 Visit(s)/Calendar Year for In-Network and Out-of-Network	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Penile Prostheses/Implant	Not covered	Not covered
Private Duty Nursing Combined with Home Health Care Limits	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Routine Preventive Care Diabetes Prevention Program (DPP): Covered Preventive Schedule: PPACA+ (Women's Preventive)	No member cost share	50% Coinsurance after Deductible

Other Benefits (in alphabetical order)	In-Network	Out-of-Network
Skeletal Manipulation performed in a Chiropractic Office Prior Authorization Policy Applies Out-of-Network	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Skilled Nursing Facility (SNF) Prior Authorization Policy Applies Maximum benefit of 30 Day(s)/Calendar Year for In-Network and Out-of-Network	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Sports Physicals by a Physician	Not covered	Not covered
Temporomandibular Joint (TMJ) No limits TMJ Diagnosis and Surgical Treatment (for accidental injury, fracture, tumors): Yes TMJ Non-surgical Treatment: No TMJ Orthognathic Surgery: No	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Vision Exam-Routine Maximum benefit of 1 Exam/Calendar Year for In-Network and Out-of-Network	20% Coinsurance after Deductible	50% Coinsurance after Deductible
Vision Hardware	Not covered	Not covered
Weight Loss Drugs (see Pharmacy cost shares)	Not covered	Not covered
Weight Management - Naturally Slim	Not covered	Not covered
Wigs	Not covered	Not covered
X-Rays and Radiology	20% Coinsurance after Deductible	50% Coinsurance after Deductible
5. General Pharmacy Information		
Pharmacy Network(s)	Network 1: RxPremier	
Prescription Drug List Learn more about the drugs covered by your plan, drug category/tier, prior authorization and step therapy by reviewing your prescription drug list on MyBlueKC.com	Blue KC Preferred Formulary	
Outpatient Prescription Drug Deductible You must pay all the costs up to the Deductible amount before this plan begins to pay for covered services.	In-Network Does Not Apply	Out-of-Network Does Not Apply
Outpatient Prescription Drug Out-of-Pocket Limits The Out-of-Pocket Limit is the most you could pay during the Calendar Year for your share of the cost of covered services.	In-Network Combined with Medical Out-of-Pocket	Out-of-Network Combined with Medical Out-of-Pocket

Maintenance Medication Program	Not applicable
Generics Program	Not Applicable
Copay Credit Accumulator Adjustment (CCAA): Specialty drug copay card dollars will not be included in your deductible and/or out-of-pocket limits. Only your true out-of-pocket costs will be applied to your deductible and/or out-of-pocket totals.	No
Variable Copay Solution (VCS): When you use a drug copay card, Specialty prescription drugs may be subject to a new plan benefit cost share. This new cost share will not impact you or the price you pay.	No
Rx Savings Solutions A team of pharmacists and pharmacy technician will help you make sure you're getting the best possible pricing for your medicines. Member support is available Monday – Friday, 7 a.m. to 7 p.m. CST.	Register online at MyBlueKC.com and stay up-to-date on cost saving opportunities. Email: info@rxsavingsllc.com PH: 1-800-268-4476

6. Plan Benefits – Pharmacy

	In-Network	Out-of-Network
Retail Pharmacy (Short-term supply: Up to 34 Days) Drug Tier 1: Generic / Generic Specialty	RxPremier: \$12 Copay/Fill	\$12 Copay/Fill, then 50% Coinsurance
Drug Tier 2: Preferred Brand / Non-Preferred Generic / Preferred Brand Specialty	RxPremier: \$60 Copay/Fill	\$60 Copay/Fill, then 50% Coinsurance
Drug Tier 3: Non-Preferred Brand / Non-Preferred Brand Specialty	RxPremier: \$100 Copay/Fill	\$100 Copay/Fill, then 50% Coinsurance
Retail Pharmacy (Long-term supply): Drug Tier 1: Generic / Generic Specialty	RxPremier: \$24 Copay/Fill	\$24 Copay/Fill, then 50% Coinsurance
Drug Tier 2: Preferred Brand / Non-Preferred Generic / Preferred Brand Specialty	RxPremier: \$120 Copay/Fill	\$120 Copay/Fill, then 50% Coinsurance
Drug Tier 3: Non-Preferred Brand / Non-Preferred Brand Specialty	RxPremier: \$200 Copay/Fill	\$200 Copay/Fill, then 50% Coinsurance
Mail Order Pharmacy (Mail Order supply: Between 35-102 Days) Drug Tier 1: Generic	\$24 Copay/Fill	\$24 Copay/Fill, then 50% Coinsurance
Drug Tier 2: Preferred Brand / Non-Preferred Generic	\$120 Copay/Fill	\$120 Copay/Fill, then 50% Coinsurance
Drug Tier 3: Non-Preferred Brand	\$200 Copay/Fill	\$200 Copay/Fill, then 50% Coinsurance
Weight Loss Drugs	Not covered	Not covered

This page intentionally left blank

Blue Cross and Blue Shield of Kansas City

COST-PLUS ADDENDUM

This Cost-Plus Addendum amends and is incorporated into and made a part of the Group Contract(s) entered into by and between Blue Cross and Blue Shield of Kansas City, on behalf of itself and its subsidiary, Good Health HMO, Inc., d/b/a Blue-Care, if applicable (collectively, "BCBSKC") and MISSOURI WESTERN STATE UNIVERSITY ("Employer"). This Addendum shall be effective January 1, 2021 (the "Effective Date").

WHEREAS, the parties have entered into the Group Contract(s) numbered 34607000 and the associated Health and, if applicable, Dental Benefit Certificate(s) (collectively, the "Group Contract(s)"), pursuant to which BCBSKC has agreed to arrange for the provision of certain health care services and/or dental care to Employer's eligible Employees and their covered Dependents in accordance with the terms, conditions, limitations and exclusions specified in the Group Contract(s);

WHEREAS, the parties desire to implement an alternative funding arrangement for the Group Contract(s), as set forth herein; and

WHEREAS, this Addendum, while implementing an alternative funding arrangement, does not alter any terms or conditions of the benefits covered under the Group Contract(s).

NOW, THEREFORE, in consideration of the foregoing, the mutual promises and agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereby agree as follows:

Article 1
Employer's Obligations

- 1.1 Funding under Group Contracts. Employer agrees that the funding for coverage under the Group Contract(s) shall be determined as set forth in this Addendum.
- 1.2 Fixed Premium. Employer shall pay BCBSKC, on a monthly basis, the Fixed Premium in accordance with Article 3.2.
- 1.3 Employer's Claims Obligations. In order to fulfill the Employer's total financial obligations under the terms of this Addendum, the Employer shall make payments to BCBSKC as set forth herein and in accordance with Article 3.1. For each month that this Addendum is in effect, Employer shall pay to BCBSKC an amount set forth in (a) and (b) below:
 - (a) the lesser of:
 - i. the Cumulative Paid Claims; or
 - ii. the Cumulative Monthly Claims Limit.

LESS

- (b) the Cumulative Prior Payment Amount.

Example:

	January	February	March	April
Paid Claims	70	80	110	90
Cumulative Paid Claims	70	150	260	350
Monthly Claims Limit	100	100	100	100
Cumulative Monthly Claims Limit	100	200	300	400
Cumulative Prior Payment Amount	0	70	150	260
Actual Payment Owed	70	80	110	90

Notwithstanding the foregoing: (1) Paid Claims in excess of the Individual Pooling Limit for any Covered Person will not be counted as Paid Claims for the purposes of the calculation set forth above; and (2) the Cumulative Monthly Claims Limit for the full Contract Period shall not be less than the Minimum Annual Claims Limit set forth in Exhibit A (Cost Plus Provisions).

1.4 Statutory Assessments. To the extent BCBSKC is required to pay any Statutory Assessments, Employer will pay BCBSKC an amount equal to the Statutory Assessments based upon BCBSKC's determination of such amounts. BCBSKC shall bill the Employer the applicable portion of these Statutory Assessments on the Monthly Settlement Report, and the Employer shall pay such Statutory Assessments in accordance with Article 3. If BCBSKC determines, in its sole and reasonable discretion, that its methodology for paying the Health Insurance Providers Fee (aka HIT Tax) was incorrect (e.g., BCBSKC required Employer to pay the HIT Tax on all amounts paid by Employer to BCBSKC, but BCBSKC subsequently determines that a portion of the amounts paid by Employer are not subject to the HIT Tax, or vice versa), resulting in an underpayment or overpayment by Employer of the HIT Tax, then BCBSKC shall notify Employer of the shortfall or excess, and: (a) Employer shall promptly pay to BCBSKC such shortfall; or (b) BCBSKC shall reimburse Employer for such excess (which may include, at BCBSKC's option, applying a credit to subsequent Employer invoices), as applicable. Notwithstanding the foregoing, BCBSKC's determination of the HIT Tax percentage set forth in Exhibit B (Rate Exhibits) is not subject to this Article 1.4

Article 2 **BCBSKC Rights and Obligations**

2.1 Benefit Determinations. For the purpose of this Addendum, BCBSKC shall have the right to determine the amount of Benefits, if any, payable for any Covered Person. Employer delegates to

BCBSKC discretionary authority to construe, interpret and apply the Plan for purposes of processing claims and appeals. BCBSKC, as claims fiduciary, has the full, final, binding and exclusive discretion to construe, interpret and apply the terms of the Plan as may be necessary in order to process claims and make determinations on appeal of claims. BCBSKC shall determine the extent of the benefits (if any) to which any Participant is entitled under the Plan. Decisions by BCBSKC shall be complete, final and binding on all parties. Such determination shall be on the same basis as would be applicable under the Group Contract(s) in the absence of this Addendum. In the event of legal action against BCBSKC, by or on behalf of a Covered Person for Benefits under the Group Contract(s) with respect to a denied claim, BCBSKC, at its own expense, shall undertake the defense of such action and shall pay any judgment rendered therein. BCBSKC shall have the right to settle any such action. The Employer shall reimburse BCBSKC for the portion of any such judgment or settlement which is for a Paid Claim under the Group Contract(s), and such Paid Claim shall be administered in accordance with the terms of this Addendum, including Articles 1 and 3.

Article 3

Payment Due Dates, Grace Periods and Payment Changes

3.1 Monthly Settlement. Monthly payments for Paid Claims, Access Fees, Statutory Assessments and related charges, as indicated on the Monthly Settlement Report, are due and payable by the Employer within 31 calendar days following delivery to Employer by BCBSKC of the Monthly Settlement Report. The Employer shall have no grace period for such monthly payment.

3.2 Fixed Premium. The Fixed Premium is due and payable by the Employer the first day of each month; provided, that any Statutory Assessments and Access Fees will be due and payable by Employer with the Monthly Settlement as set forth in Article 3.1. The Employer shall have a grace period of 31 calendar days for such monthly Fixed Premium.

3.3 Changes in Employer's Obligation. BCBSKC reserves the right to change any and all fees, charges and factors upon a 31 calendar day written notice prior to the end of a Contract Period, to be effective for the following Contract Period.

3.4 Late Payment Charge. BCBSKC reserves the right to charge a late payment fee of \$4,113.93 in each instance in which Employer fails to timely pay any amount due to BCBSKC in accordance with this Article 3.

Article 4

Amendments

4.1 General. Except as provided in Article 3.3, BCBSKC may amend any other term or condition of this Addendum upon 60 calendar days written notice to conform to statutes of the state in which this Addendum is issued for delivery.

4.2 Notice. Notice of an amendment may be in the form of a new Addendum, a rider, or an amendment to this Addendum or otherwise as BCBSKC may elect.

Article 5
Termination

5.1 Term. The term of this Addendum shall begin on the Effective Date and shall continue until terminated as set forth in this Article 5.

5.2 Termination by Either Party. This Addendum may be terminated by BCBSKC or the Employer provided such party gives the other party written notice of its election to terminate the Addendum at least 30 calendar days prior to the end of the then current Contract Period. This Addendum and the underlying Group Contract(s) shall automatically terminate on the date of termination of the Group Contract(s).

5.3 Termination Due to Material Default. Except as provided in Article 5.4 below, either party may terminate this Addendum for cause upon written notice if the other party materially defaults in the performance of a provision of this Addendum and such default continues for a period of 60 calendar days after written notice to the defaulting party from the aggrieved party stating the specific default.

5.4 Termination Due to Non-Payment. Notwithstanding anything to the contrary herein, if Employer fails to pay BCBSKC in accordance with Article 3, this Addendum and the underlying Group Contract(s) may be terminated by BCBSKC, effective retroactively to the last day of the month in which all amounts owed to BCBSKC for such month were paid by the Employer.

5.5 Runout.

(a) Runout Claims and Services. Upon termination of this Addendum, and except in the event of Employer's material breach of this Addendum (including Employer's non-payment), BCBSKC shall provide Runout Services for Runout Claims.

(b) Runout Services Fee and Claims Obligation. Monthly payments for Runout Claims and the Runout Services Fee are due and payable by Employer for each month during the Runout Period within 31 calendar days following delivery to Employer by BCBSKC of the Monthly Settlement Report. The Employer shall have no grace period for such payments. Unless Employer purchases Terminal Liability Coverage as set forth in Article 5.6 below, Employer shall have the total obligation for Runout Claims.

(c) Statutory Assessments for Runout Claims and/or Runout Services. To the extent that any Statutory Assessments apply to Employer's payment obligations under Article 5.5 and/or 5.6, as determined by BCBSKC in its sole and reasonable discretion, then Employer shall pay to BCBSKC an amount equal to such Statutory Assessments.

5.6 Terminal Liability Coverage. Employer may choose to purchase, at the time of execution of this Addendum, Terminal Liability Coverage; provided, that there is no Individual Pooling Limit with respect to Runout Claims. If Employer purchases Terminal Liability Coverage, the following shall apply:

(a) Terminal Liability Coverage Charges. Terminal Liability Coverage Charges will be included with the Pooling Charges and paid by the Employer in accordance with Article 3.2.

(b) Terminal Liability Factors. The Employer's obligation for Runout Claims is limited to the amounts set forth in the "Terminal Liability Factors" section of Exhibit B (Rate Exhibits) for each Coverage Class and Product Type combination, multiplied by the number of such Coverage Class and Product Type combinations, based on the greater of:

1. enrollment during the last month of the final Contract Period; or
2. the average enrollment during the last three (3) months of the final Contract Period.

5.7 Late Payment. BCBSKC reserves the right to charge a late payment fee of \$4,113.93 in each instance in which Employer fails to timely pay any amount due to BCBSKC in accordance with this Article 5.

Article 6

General Provisions

6.1 Modification of Group Contracts. The provisions of the Group Contract(s) are amended to the extent necessary to be consistent with the provisions set forth in this Addendum and to that extent the provisions of this Addendum shall govern notwithstanding anything in the Group Contract(s) to the contrary.

6.2 Waiver. Neither the failure nor any delay by either party to exercise any right, power or privilege hereunder shall operate as a waiver thereof, nor shall any single or partial exercise of any such right, power or privilege preclude any other or further exercise thereof, or the exercise of any other right, power or privilege. In the event that a party does waive any breach of any provision of this Addendum, such waiver shall not be deemed or construed as a continuing waiver of any breach of the same or different provision.

6.3 Assignment. BCBSKC shall have the right to assign or delegate its duties and obligations under this Addendum to its affiliated companies. Any other assignment of this Addendum or, of any rights contained in this Addendum, by either party, will be void and of no force or effect, unless agreed upon in writing by the parties.

6.4 BlueCard Fees. Employer understands and agrees: (a) to pay certain fees and compensation to BCBSKC which BCBSKC is obligated under BlueCard to pay to Licensees, to the Blue Cross and Blue Shield Association, or to the BlueCard vendors; and (b) that fees and compensation under BlueCard may be revised from time to time without Employer's prior approval in accordance with the standard procedures for revising fees and compensation under BlueCard. Some of these fees and compensation are charged each time a claim is processed through BlueCard and include, but are not limited to, access fees, administrative expense allowance fees, Central Financial Agency Fees, and ITS Transaction Fees. Other fees include, but are not limited to, an 800 number fee and a fee for provider directories. Employer may contact BCBSKC if Employer would like an updated listing of these types of fees. These fees are included in the Fixed Costs Fees and are guaranteed for the term of this Addendum.

6.5 BlueCard Recoveries. Under BlueCard, recoveries from a Licensee or from participating providers of a Licensee can arise in several ways, including, but not limited to, anti-fraud and abuse audits, provider/hospital audits, credit balance audits, utilization review refunds, and unsolicited refunds. In some cases, the Licensee will engage third parties to assist in discovery or collection of recovery

amounts. The fees of such a third party are netted against the recovery. Recovery amounts, net of fees, if any, will be applied in accordance with applicable BlueCard policies, which generally require correction on a claim-by-claim or prospective basis. Unless otherwise agreed to by the Licensee, BCBSKC may request adjustments from the Licensee for full provider refunds due to the retroactive cancellation of membership only for one year after the Inter-Licensee financial settlement process date of the original claim. In some cases, recovery of claim payments associated with a retroactive cancellation may not be possible if the recovery conflicts with the Licensee's state law, provider contracts or jeopardizes its relationship with its providers.

6.6 BCBSKC Recoveries. BCBSKC may pursue recoveries of Paid Claims in accordance with its rules and procedures (including via the use of third parties acting on BCBSKC's behalf), which may arise in several ways, including but not limited to, anti-fraud and abuse audits, provider/hospital audits, utilization review refunds, and class action settlement, mass tort, or other litigation recoveries from health care providers and manufacturers of health care or other products or services. Any recovery will be credited to the Employer, subject to the terms of this Addendum, as described in 6.6.1; provided, that BCBSKC may charge the Employer a fee of up to 30% of the gross recovery including any third party fees and expenses for such recoveries, which will be netted against any such recovery. The recovery fee may exceed 30% if the applicable recovery vendor's fee exceeds that percentage. BCBSKC shall have the right to retain any net recovery not exceeding \$500 if 3 years have elapsed since this Addendum terminated.

6.6.1 In the event the BCBSKC obtains, directly or through a third party, recoveries that relate to Paid Claims, the following will apply:

- a. Employer shall first reimburse BCBSKC directly a pro rata portion of such recovery;
- b. Such portion shall not exceed the amount BCBSKC has paid under the Agreement;
- c. Such portion will be net of BCBSKC's portion of recovery fees;
- d. Allocation of the recovery fees will be based upon the amount related to such recovery that was paid by BCBSKC and Employer; and
- e. Employer will retain or receive the remaining portion of such recovery net of its portion of recovery fees.

6.6.2 Any amounts recovered by BCBSKC shall not apply to and shall not be used to satisfy the Individual Pooling limit.

6.7 Medical Value Payments. Employer acknowledges that BCBSKC may have value-based payment arrangements with providers participating in certain health care delivery programs, including but not limited to patient-centered medical homes, accountable care organizations or episode-based provider payments. These providers are known as "Blue Distinction Total Care" providers. Pursuant to such health care delivery programs, Blue Distinction Total Care providers may be eligible for alternative payments, in lieu of or in addition to, traditional fee-for-service reimbursement, including but not limited to, withholds, bonuses, incentive payments, provider credits and member management fees (collectively, "Medical Value Payments"). The amount of Medical Value Payments Blue Distinction Total Care providers receive is specific to the Blue Distinction program and/or provider and may or may not be directly related to Employer, any Covered Person, or any other group or individual. Employer acknowledges that Medical Value Payments payable to any one or more Blue Distinction Total Care providers (a) will be included in Paid Claims, (b) may include compensation for services that are related to Covered Services, including, but not limited to, coordination of care, and (c) may include

compensation in recognition of Blue Distinction Total Care provider's achievement of stated performance objectives, including, but not limited to, quality of care, patient outcomes or cost.

6.8 BCBSKC Prescription Drug Program BCBSKC contracts with a pharmacy benefit manager ("PBM") for certain prescription drug administrative services, including prescription drug rebate administration and pharmacy network contracting services.

Under the agreement, PBM obtains rebates from drug manufacturers based on the utilization of certain prescription products by Covered Persons, and PBM retains the benefit of the rebate funds prior to disbursement. In addition, pharmaceutical manufacturers may pay administrative fees to PBM in connection with PBM's services of administering, invoicing, allocating, and/or collecting rebates, and the PBM retains the benefit of such amounts prior to disbursement. PBM may also receive other service fees or discounts from manufacturers as compensation for various services unrelated to rebates or rebate-associated administrative fees.

In addition, BCBSKC and PBM also contract with pharmacies to provide prescription products at discounted rates for BCBSKC members. The discounted rates paid by PBM and BCBSKC to these pharmacies differ among pharmacies within a network, as well as between networks. For pharmacies that contract with the PBM, the amount paid by BCBSKC pays a uniform discount rate to PBM under the BCBSKC contract with the PBM may vary from regardless of the various discount rates PBM pays to the pharmacies. Thus, where the BCBSKC rate exceeds the rate the PBM negotiated with a particular pharmacy, the PBM will realize a positive margin on the applicable prescription. The reverse may also be true, resulting in negative margin for the PBM. In addition, when the PBM receives payment from BCBSKC before payment to a pharmacy is due, the PBM retains the benefit of the use of these funds between these payments. BCBSKC is guaranteed a minimum level of discount whether through the PBM or where BCBSKC directly contracts with network pharmacies, which could result in the amount paid by Employer being more or less than the amount PBM and/or BCBSKC pay to pharmacies.

Employer acknowledges and agrees for itself and its Covered Persons that BCBSKC is not acting as a fiduciary with respect to rebate administration, pharmacy network management, or the prescription drug plan. Employer further acknowledges for itself and its Covered Persons that BCBSKC receives rebates from the PBM and may receive positive margin in connection with the pharmacy network, as well as other financial credits, administrative fees and/or other amounts from network pharmacies, drug manufacturers or the PBM (collectively "Financial Credits"). Employer acknowledges and agrees for itself and its Covered Persons that, except as specifically provided in section 6.7 for certain pharmacy carve-in credits, BCBSKC shall retain sole and exclusive right to all Financial Credits, which constitute BCBSKC property (and are not plan assets), and BCBSKC may use such Financial Credits in its sole and absolute discretion, including without limitation to help stabilize BCBSKC's overall rates and to offset expenses, and BCBSKC does not share Financial Credits with the Employer.

Without limitation to the foregoing, Employer acknowledges and agrees to the following ("Financial Credit Rules") for itself and its Covered Persons that: (1) Employer and/or Covered Persons shall have no right to receive, claim or possess any beneficial interest in any Financial Credits, except as specifically provided in section 6.7 ; (2) Applicable drug benefit copayments, coinsurance, outpatient prescription drug deductible, deductible and/or maximum allowable benefits (including without limitation Calendar Year Maximum and Lifetime Maximum benefits) shall in no way be adjusted or otherwise affected as a result of any Financial Credits, except as may be required by law; (3) Any deductible and/or coinsurance required for prescription drugs shall be based upon the allowable charge at the pharmacy, and shall not change as a result of any Financial Credits, except as may be required by

law; and (4) Amounts paid to pharmacies or any prices charged at pharmacies shall in no way be adjusted or otherwise affected as a result of any Financial Credits.

6.8.1 Pharmacy Carve-In Credits. BCBSKC agrees to provide Employer with pharmacy carve in-credits as provided in this section. The carve-in credit shall be \$14.00 per member per month, and shall be paid on a quarterly basis through a credit against amounts invoiced and due from Employer. The number of members shall be determined from the actual enrollment in the health plans with prescription drug coverage.

BCBSKC has the right, upon notice, to make an equitable adjustment to the carve-in credit amount in the event there is:

- (a) a material change in the conditions or assumptions utilized in providing the carve-in credit;
- (b) a material change in the size or demographic's of the Employer's membership;
- (c) Employer takes an action that has the effect of lowering the amount of Financial Credits available to BCBSKC; or
- (d) A material change in law or the pharmacy benefit industry that adversely impacts BCBSKC's ability to obtain Financial Credits.

In order to be eligible for and receive the carve-in credits, Employer's this Addendum must be in effect at the time payment of such carve-in credits are to be made.

Employer agrees to fully and accurately disclose and report pharmacy carve-in credits and any other discount, rebate, or other credit received by Employer or retained by BCBSKC and/or its PBM, as required by law.

6.9 Audit of BCBSKC. During the term of this Addendum, Employer may, without charge by BCBSKC, perform an audit once during a Contract Period for the sole purpose of auditing BCBSKC's performance of certain of its obligations under this Addendum. To the extent an audit occurs, BCBSKC agrees only to the following two audit methodologies: (a) testing up to a statistically valid random sample, based upon a 95% confidence level (plus or minus 3% precision) and 97% expected performance; or (b) testing a targeted sample, up to a number of sample items equivalent to that which would result from the above random sample approach. Whether the audit is performed during the term of the Agreement or following termination and regardless of the methodology used, referenced in (a) and (b) above, such samples may only include those claims that were processed by BCBSKC no more than six months prior to the effective date for which the Employer requested the sample. For example, if a sample is requested to be drawn effective as of June 30 of a given year, it could only include claims processed between June 30 and January 1 of the same year. Employer may not request a retroactive effective date for the sample.

Employer may engage a third party to perform any or all of the audit on its behalf upon BCBSKC's prior written consent, not to be unreasonably withheld. Any such third party may not be reimbursed by Employer on a contingency or other method based on identification or value of errors. If Employer engages a third party to perform all or any part of an audit, such third party shall, upon BCBSKC's request (and Employer shall cause such third party to), enter into a data extraction agreement with BCBSKC prior to, and as a condition of, conducting any function of the audit. BCBSKC shall provide BCBSKC with at least thirty (30) business days' notice of its desire to conduct an audit, and the parties (including the third party engaged by Employer, as applicable) shall execute a Records Audit

Agreement, which will set forth in detail the terms and conditions of the audit. Notwithstanding anything to the contrary in this Addendum or the Records Audit Agreement, in no event will provider reimbursement or other proprietary information under the control of BCBSKC be subject to audit unless BCBSKC, in its sole discretion, permits access to such information.

6.10 Entire Agreement. This Addendum and the Group Contract(s) constitute the entire Agreement between the parties concerning this subject matter and supersede all other agreements, representations or communications, oral or written, between the parties or their predecessors relating to the transactions contemplated by or which are the subject matter of this Addendum, and both parties understand and agree that prior agreements, practices or statements inconsistent with the language, terms and conditions of this Addendum are of no force or effect.

Article 7 **Definitions**

Access Fee The amount paid by Employer to BCBSKC for network management and access, determined as set forth in Exhibit A (Cost Plus Provisions) Exhibit B (Rate Exhibit) for each Coverage Class and Product Type combination, multiplied by the number of such Coverage Class and Product Type combinations in effect as of the first day of such month.

Contract Period The current contract term specified in the Group Contract(s) (which may be referred to in the Group Contract(s) as “Contract Year”).

Coverage Class The level of coverage selected by an Employee as set forth in Exhibit B (Rate Exhibits) (e.g., “Individual”, “Family”, etc.).

Covered Person(s) Those individuals as defined in the Group Contract(s).

Covered Services Those services, supplies, equipment and care as defined in the Group Contract(s).

Cumulative Monthly Claims Limit The amount of Paid Claims for all Covered Persons’ Covered Services for a Contract Period at which Employer has no further obligation, calculated as the sum of the Monthly Claims Limit for each month of the Contract Period to date.

Cumulative Paid Claims The sum of Paid Claims for each month of the Contract Period to date.

Cumulative Prior Payment Amount The sum of the amounts paid by Employer under Article 1.3 for each prior month (i.e., excluding the current month in question) of the Contract Period to date.

Fiduciary as used in this Addendum means fiduciary as defined in ERISA at 29 U.S.C. 1002 (21)(A).

Fixed Cost Fees The amount of money to be paid by the Employer to BCBSKC for services under the Group Contract including such services as claims processing and investigation, utilization management, claims management, production and distribution of member identification cards, wellness services, web-based member services, brokerage fees, BlueCard fees and other general services. For any month during the Contract Period, Fixed Cost Fees shall equal the amounts set forth in the Fixed Cost Fees section of Exhibit B (Rate Exhibit) for each Coverage Class and Product Type combination, multiplied by the number of such Coverage Class and Product Type combinations in effect as of the first day of such month.

Fixed Premium The Fixed Cost Fees, Pooling Charges, Access Fees and Statutory Assessments as set forth in Exhibit A (Cost-Plus Provisions) and/or Exhibit B (Rate Exhibits), as applicable; provided, that the Access Fees and any Statutory Assessments shall be billed with the Monthly Settlement Report.

Group Contract(s) Those Group Contract(s) identified in Exhibit A (Cost Plus Provisions).

Individual Pooling Limit The amount at which any Paid Claims for a Covered Persons' Covered Services in excess of such amount during a Contract Period are not counted as Paid Claims for purposes of determining Employer's claims obligations under Article 1.3 during such Contract Period. The Individual Pooling Limit does not include any capitated payments associated with any Paid Claims or Covered Services. Capitated payments include, but are not limited to, Medical Value and Payments. Medical Value and Payments are value-based payment arrangements with providers participating in certain health care delivery programs, including patient-centered medical homes, accountable care organizations or episode-based medical management.

Monthly Claims Limit For any month during the term of this Addendum, the amounts set forth in the Monthly Claims Limit section of Exhibit B (Rate Exhibit) for each Coverage Class and Product Type combination, multiplied by the number of such Coverage Class and Product Type combinations in effect as of the first day of such month.

Monthly Settlement Report The Employer claims, network access and other obligations as reported for a given month by BCBSKC. The Monthly Settlement Report may include Paid Claims, Access Fees and Statutory Assessments, and, during the Runout Period, Runout Services Fee, as applicable.

Paid Claims All payments for Covered Services during the Contract Period and the Runout Period for claims that were incurred between 1/1/2020 and 12/31/2021 for the Individual Pool Limit and between 1/1/2020 and 12/31/2021 for the Monthly Claims Limit, including Medical Value Payments and other provider charges, such as capitation, when applicable. Paid Claims are those amounts paid to a provider, which the provider has agreed to accept as payment in full at the time of claim payment for Covered Services provided to Covered Persons. Paid Claims are not reduced by any administration fees, network management fees, provider and pharmaceutical rebates, incentive arrangements, or any other reductions or credits a provider may periodically give BCBSKC, or any other amounts that a provider may pay BCBSKC for services such as administration, marketing, managed care or quality improvement programs performed by BCBSKC for the provider. BCBSKC retains these amounts and they do not reduce the amount of Paid Claims. All services are deemed to be incurred on the date the service was actually rendered. A claim shall be deemed to be paid when a valid draft for payment of such benefit has been issued to the person or persons authorized for such purpose by agreement of the Employer and BCBSKC.

Plan Sponsor as used in as used in this Addendum means plan as defined in ERISA at 29 U.S.C. 1002(3).

Pooling Charges The amount payable by the Employer to BCBSKC for limiting the Employer's claims obligation under the terms of the Cumulative Monthly Claims Limit and Individual Pooling Limit, and, if applicable, for Terminal Liability Coverage. For any month during the Contract Period, Pooling Charges shall equal the amounts set forth in the Pooling Charges section of Exhibit B (Rate Exhibit) for each Coverage Class and Product Type combination, multiplied by the number of such Coverage Class and Product Type combinations in effect as of the first day of such month.

Product Type The type of product(s) offered by Employer to Covered Persons, as set forth in Exhibit B (Rate Exhibits) (e.g., Blue Advantage, Blue Care, Dental, etc.).

Runout Claims Claims for Covered Services incurred by Covered Persons prior to the termination of this Addendum but paid by BCBSKC during the Runout Period. For purposes of clarification, Runout Claims do not include claims incurred after termination of this Addendum.

Runout Period The first twelve (12) months following termination of this Addendum.

Runout Services The services provided by BCBSKC for Runout Claims after termination of this Addendum.

Runout Services Fee The fee payable by Employer to BCBSKC for Runout Services, which is equal to the sum of: (a) ten percent (10%) of Runout Claims during the month; and (b) ten percent (10%) of the difference between billed charges and the Allowable Charge for all Runout Claims (i.e., 10% of network discounts) during the month.

Statutory Assessments Governmental entities assess a variety of fees, taxes, surcharges and/or assessments on employer-sponsored health coverage. These include, but are not limited to, state premium taxes, Affordable Care Act (ACA) assessments, as well as miscellaneous state or local assessments.

Terminal Liability Coverage Coverage for Runout Claims exceeding a specified maximum at termination of this Addendum.

Terminal Liability Coverage Charges The cost associated with the purchase of Terminal Liability Coverage.

Other Defined Terms Any other capitalized term used in this Addendum and not specifically defined herein, shall have the meaning ascribed to it in the Group Contract(s).

IN WITNESS WHEREOF, BCBSKC and Employer have caused this Addendum to be executed effective as of the Effective Date.

MISSOURI WESTERN STATE UNIVERSITY

Blue Cross and Blue Shield of Kansas City

BY: _____

BY: _____

NAME: _____

NAME: _____

TITLE: _____

TITLE: _____

DATE _____

DATE: _____

Exhibit A
Cost Plus Provisions

1. This Addendum shall be applicable to:

 X Employer's Group Health Contract: Group Number(s) 34607000
 Employer's Group Dental Contract: Group Number(s)

2. The Individual Pooling Limit per Covered Person shall be \$125,000

3. The Access Fee is due and payable with the Monthly Settlement Report and shall be:

\$15.69 per employee per month annual cumulative cap

Employee	\$13.02
Employee & Spouse	\$25.01
Employee & Child(ren)	\$21.36
Family	\$32.04

4. Minimum Annual Claims Limit:

The greater of: (a) \$3,637,168.02 or (b) 90% of the amounts set forth in the Monthly Claims Limit section of Exhibit B (Rate Exhibit) for each Coverage Class and Product Type combination, multiplied by the number of such Coverage Class and Product Type combinations for the first month of the Contract Period, times the number of months of the Contract Period as defined in Article 7.

Exhibit B
Rate Exhibits

Fixed Premium

1. The Fixed Cost Fees are as follows:

Employee	\$30.26
Employee & Spouse	\$58.10
Employee & Child(ren)	\$49.62
Family	\$74.44

2. Pooling Charges (including Terminal Liability Coverage Charges, if applicable) are as follows:

Employee	\$130.27
Employee & Spouse	\$250.13
Employee & Child(ren)	\$213.65
Family	\$320.47

3. Access Fees are as follows:

Employee	\$13.02
Employee & Spouse	\$25.01
Employee & Child(ren)	\$21.36
Family	\$32.04

Rate Factors

1. Monthly Claims Limit Factors are as follows:

	BASE	H.S.A.
Employee	\$639.60	\$547.56
Employee & Spouse	\$1,228.03	\$1,051.30
Employee & Child(ren)	\$1,048.94	\$898.00
Family	\$1,573.43	\$1,347.01

2. Terminal Liability Factors are as follows:

	BASE	H.S.A.
Employee	\$959.39	\$821.33
Employee & Spouse	\$1,842.05	\$1,576.96
Employee & Child(ren)	\$1,573.40	\$1,347.00
Family	\$2,360.14	\$2,020.51



Kansas City

COMMISSION DISCLOSURE

Company Name: Missouri Western State University

Commission Summary

Blue KC uses a **standard** commission schedule to compensate our agents and brokers. We currently pay brokers on a sliding 10% scale. Commissions are not paid on ACA-related taxes and fees.

Medical/Stop Loss

- ☒ **Standard** ☐ **Non-Standard**
- ☒ Flat \$2,206 per month
- ☐ Flat \$_____per employee per month
- ☐ Flat or ☐ Sliding 10%: equivalent of _____% of premium excluding ACA taxes which equates to _____% of premium including ACA taxes
- ☐ NET of Commission

These Medical products are a part of a private exchange powered by Liazon

- ☐ Yes
☒ No

Funding Type: Cost Plus

Dental

- ☐ **Standard** ☐ **Non-Standard**
- ☐ Flat \$_____per month
- ☐ Flat \$_____per employee per month
- ☐ Flat or ☐ Sliding 10%: equivalent of _____% of premium excluding ACA taxes with equates to _____% of premium including ACA taxes
- ☐ NET of Commission

These Dental products are a part of a private exchange powered by Liazon

- ☐ Yes
☐ No

Funding Type: _____

Employer Information

Client Name: Missouri Western State University

Client Signature: _____

Date: _____

Broker Information

Name: Eric Munninghoff

Agency: CBIZ

Agent Code: _____

Signature: Eric Munninghoff

Date: 9-29-20

FOR INTERNAL USE ONLY

Effective Date: January 1, 2021

Territory #: 09

Group #: 34607000

Sales and Marketing: _____

Date: _____

Underwriting: _____

Date: _____



Kansas City

**Missouri Western State University
Rate Confirmation**

Active Rates	PCB H.S.A	PCB Base
Employee	See Cost Plus Agreement	
Employee & Spouse		
Employee & Child(ren)		
Family		
Family		

Retiree Rates Under 65	PCB H.S.A	PCB Base
Employee	\$678.09	\$765.75
Employee & Spouse	\$1,301.94	\$ 1,470.26
Employee & Child(ren)	\$1,112.08	\$1,255.83
Family	\$1,668.13	\$ 1,883.77

Confirmed by:
Missouri Western State University:

Approved by:
Blue Cross and Blue Shield of
Kansas City

Signature

Signature

Title

Title

Date

Date

SCANLON HALL CONTROLS

Project Background:

During the COVID-19 pandemic, it was realized that the air quality in Scanlon Hall was not at the recommended standards in many areas. HVAC control upgrades include chiller and individual AHU controls. Missouri Western State University has standardized all HVAC heating and cooling units on campus by purchasing its units directly from Daikin Applied Americas Inc. This purchase is for all equipment necessary to provide proper air circulation in all of Scanlon Hall. These upgrades will allow the student's individual rooms and other common areas to be better controlled to ensure proper air flow, ventilation and filtration in all areas of Scanlon Hall.

Project Equipment:

Equipment purchased from Thermal Mechanics, Inc. a member of Daikin group in Lenexa, KS

<u>Scanlon Hall</u>	<u>\$188,240</u>
<ul style="list-style-type: none">• Taycon TMi Building Management System<ul style="list-style-type: none">○ Control modules, relays and other components○ Hardware, software and licensing○ Start-up and check-out○ One (1) year parts & Labor warranty• Taycon-TMi JAE 8000 Frontend Controller<ul style="list-style-type: none">○ Includes power supply, enclosure and assembled control panel○ Open Protocol Tridium Niagara N4 Web Controller with extended memory○ Integrate to MWSU's exiting IT network for remote access• Additional Components<ul style="list-style-type: none">○ (1) Chilled Water System○ (10) VAV Terminal Units with Hot Water Retreat○ (2) ERUs○ (4) exhaust fans○ (133) Fan coil units	

Pricing was obtained from Thermal Mechanics, Inc. a member of Daikin utilizing OMNIA Partners Cooperative Purchasing Contract based in Franklin, TN. OMNIA Partner contracts are competitively solicited by a thorough Request for Proposal (RFP), evaluated and awarded by OMNIA Partners. Missouri Western State University is a participating member of OMNIA Partners. Using the OMNIA Partners Cooperative Purchasing Contract is allowable under state law as an alternative to the formal bidding process.

The Administration recommends acceptance of the quote of \$188,240 for Scanlon Hall from Daikin Applied Americas, Inc. who provided us pricing from OMNIA Partners Cooperative.

This project will be paid for through Buchanan County COVID Relief funds.

Report of the Student Governor
14 October 2020

The fall semester continues to be a unique learning experience for on our campus. Students are settled into online learning, socially distanced in-person, and hybrid learning formats. These learning tiers allow for versatility given the ongoing Covid-19 pandemic. Online learning this semester has brought about new challenges for students such as 'zoom fatigue,' the importance of utilizing diverse in learning spaces, wifi and connectivity issues, and maintaining focus in an online platform. Faculty are continuously flexible when it comes to navigating these student issues and maintaining quality education throughout a semester full of new experiences.

Student Government Association (SGA) continues to look for ways to better serve students during this unique semester. Cultivating campus culture in a cautious, safe, and socially distanced manner has been the biggest challenge given the circumstances. We are continually brainstorming various "Covid-friendly" ways in which we can engage and serve Griffons.

This month I partnered with SGA and Student Affairs to create the Griffs Bake Gratitude initiative. This initiative is aimed at spreading kindness and gratitude across campus by recognizing various departments' hard work and successes. On October 7th the Physical Plant was recognized for their hard work and dedication to Missouri Western. SGA appreciates the Physical Plant staff and their efforts to maintain safety, comfort, and charm on our campus. On October 14th, the Nursing Department will be recognized as a part of this initiative. This department was nominated by student Brett Shanks for faculty's dedication and flexibility with regard to student safety during the Covid-19 pandemic, but also for their amazing educators. Shanks individually recognized his professor Stephanie Stewart for her character and support this semester. Shanks states, "Dr. Stewart meets students where we're at and tells us daily that 'I want you to succeed, I want you to be the best nurses you can be, that's why I am hard on you, that's why I expect so much from you.'" SGA looks forward to this continued initiative this semester.

Over the past several months SGA has conducted an intensive review of its' Financial Oversight Committee policies and protocols. These efforts paid off on October 9th, when SGA

passed its Financial Reform Act. This legislation is aimed to better Student Organizations' (RSO's) access to funding and services through SGA. The purpose is a more student-oriented approach and we are excited to see how this enriches RSO's experience on campus. The week prior on September 25th, SGA passed legislation showing continued support to Missouri Western's Griffon Media team. This legislation provides funding for necessary upgrades and will allow Griffon Media to better serve and inform students and other readers. Griffon media is an integral member of Missouri Western's campus and SGA is proud to sponsor their group this semester.



Report of the Interim President to the Board of Governors

October 22, 2020

Introduction

The week of October 19th – 23rd marks the tenth week of this academic term and, at its end, will represent completion of two-thirds of our fall semester. Our campus is open, and our students, faculty, and staff are engaged in the various activities and endeavors which make up our educational enterprise. Although hardly noteworthy in year's past, the University's ability to create and maintain a safe, healthy, and educationally relevant, vital environment while addressing the multitude of challenges produced by the COVID-19 pandemic denotes a significant accomplishment. I am proud of the hard work, creativity, resiliency, flexibility, and manifest dedication to our institution that our faculty, staff, and students have demonstrated to get us to this point. I am confident that we will continue with our very best efforts through the semester's end.

Missouri Western is moving forward, stronger and with sure purpose. Against this backdrop, I am pleased to provide a sample of updates, new information, and notable highlights in the following areas.

Fall Enrollment Post-Census

As of Census Day / September 28, 2020, fall enrollment at MWSU is down (overall) 9.8% in Head Count (HC) and 10.2.% in Student Credit Hours (SCH). As mentioned in my August 20, 2020 Board of Governors report, MW experienced a precipitous drop in new student / freshmen enrollment, which is down 27.8% in HC.

Using a Fall 2020-to-Fall 2019 comparison, analyses of the freshmen cohort revealed concerning deficits both in terms of the number of admitted and the number of enrolled students (e.g., - 750 and -259 students, respectively). The largest enrollment declines were experienced from the Saint Joseph (-70 students) and Kansas City (-34 students) communities. As witnessed in many universities across the nation, some portion of the decline in new freshmen numbers can be most reasonably attributed to the impact of COVID-19; the desire to attend college by last year's senior high school students may have been dampened by a host of experiences resulting from living through a global pandemic. That aside, understanding potential sources and causes attributable for such a large drop are critical.

In analyzing this data, it was noted that demographic data did not differ significantly between the two fall cohorts (e.g., HS GPA, ACT/SAT scores, gender). However, scholarships as a prime decision-making factor, particularly the A+ scholarship program, seemed to be impactful on students' choice of university. For example, while the overall 2020 freshmen yield rate (e.g., the percentage of the number of students enrolled / the number of students admitted) was down 2.6%, yield rates for A+ eligible students were down 6.1% in the same timeframe. Anecdotal reports from our own Admissions Counselors supported these findings. Therefore, on September 29, I zoom-met with all the high school guidance counselors from the Saint Joseph School District to gain their perspectives on our recruitment and enrollment processes – ranging from scholarships to recruitment / marketing materials to information way-finding. Our conversation

provided important qualitative data which will be helpful during our next recruitment cycle. Addressing ways to reverse our enrollment declines is priority number one, and we are actively working with Admissions to that end.

Fall 2020 Break and a Way to Show Gratitude

Initial planning for the Fall 2020 semester conducted during the summer of 2020 involved ending classes on November 19, completing final exams on November 24, and holding Winter Commencement on November 25. With the current status of the COVID-19 pandemic in our area, the decision to cancel Winter Commencement was made late-September. Considering the painful spring semester that the campus experienced, coupled with the tireless efforts and dedicated hard work of so many which enabled the campus to reopen for the fall semester and remain so thus, and in consultation with the Provost and VP Finance and Administration, I have determined to award November 25 as an extra holiday for staff and faculty as a gesture of gratitude for their service to the University. Fall 2020 Break will run from November 25 through December 2, 2020.

Spring 2021 Semester Planning

At this writing, spring semester is scheduled to begin on January 19, 2021, pending, of course, any new developments in the COVID-19 pandemic which would impact our ability to start as scheduled, with classes ending on April 30, 2021 and finals finishing on May 7, 2021. The decision to start the semester as originally planned was made following conversations with the Missouri Department of Higher Education and Workforce Development (MDHEWD) Commissioner, Zora Mulligan and presidents of other four-year institutions in the state, as well as in consultation with Cabinet. We are working to reinstate return-to-campus screening processes conducted at the start of this fall semester (see also MWSU COVID-19 Response below). Additionally, spring break will be held as is typical but will be moved back to week ten of the semester, which provides better alignment with our scheduled midterms and would give the University a bit more flexibility should the need to induce a COVID-campus pivot in operations arise.

Staffing and Structure Plan Updates

Assembly of the Cabinet continues. The search for a Chief Communications Officer was not fruitful. In consideration of the history of the position (e.g., a very recent elevation of the position to Cabinet-level, the previous title had been “Director” for which duties of this position could be realigned), a re-worked job description was developed. Dr. Looney has agreed to serve again as Search Committee Chair, as have all members of the search committee agreed to continue their work. The position was posted in the past week, and I am hopeful for a wider pool of applicants who are seeking an opportunity at this level, which will result in a successful search.

On a more positive note, we are nearing completion of the search for a Vice President of Enrollment Management. The search for the University Counsel is underway with candidates coming to campus beginning the week of October 19th.

University Initiatives

Programs and Partnerships; Student Experience; People and Campus

Winter Intersession (“Wintersession”) Courses will be offered during our elongated winter break between December 10, 2020 – January 15, 2021. Five courses will be part of this intersession and were selected for inclusion based upon each course’s: a) high un-met student demand / limited capacity issues; b) relatively high W/D/F rates; and/or c) completion allows students to progress more quickly through their degree program. Further, we have seen enrollment interest from additional student populations such as the active military at the 139th Airborne (we have had four from the base enroll to date). The [Wintersession Course Website](#) provides additional information about this initiative.

Efforts to promote and engage our **Center for Service (CFS)** are forging ahead. The CFS has created promotional materials to be displayed strategically around campus and at student-centric locations and is developing greater community awareness by participating in media outlets, such as the Barry Birr’s *The Hotline* radio program and [NewsPressNow print articles](#) and TV programs. The CFS has also established a virtual presence by developing an online Student Orientation experience through our Canvas learning management system and partnering with VOMO, a volunteer engagement software platform which greatly facilitates connections with students and our community partners. There are currently 14 dedicated and short-term projects with over 2,518 service hours available to students. Our current major business partners with available projects and service hours include the American Red Cross, Mosaic, Second Harvest, St. Joseph Museum and St. Joseph Youth Alliance.

The **Center for Workforce Development (CWD)** has been establishing its presence in the workforce development arena since launching in July ’20 ([MWSU CWD News Press Now](#)). To date over 140 learners have participated in at least one of its online course offerings, and efforts to promote corporate partnerships are underway. For example, Nor-Am Cold Storage of Saint Joseph recently agreed to provide for the enrollment of 24 of their employees in 36 courses and eight certificate programs. The CWD Advisory Board has also been established.

The **Center for Military and Veterans Services (CMVS)** represents another integral piece to the University’s strategic expansion of programs and partnerships. With the addition of Joe Midgley as Director, the CMVS has established monthly, on-campus VA Counselor sessions and obtained approval from the VA to assign up to 3,900 student worker hours (i.e., work study) for our student veterans. In conjunction with the 139th Airborne, Director Midgley has been recruiting members of the National Guard for our Winter Intersession course offerings. A celebration of the Center’s new location will be conducted as a ribbon cutting ceremony, which has been scheduled for November 11th (Veteran’s Day).

The University has applied to become a **Project Lead the Way (PLTW) Partner Institution**, one of only a handful of partner institutions in our region including Missouri S&T, Kansas State University, the University of Nebraska, and Wichita State University. PLTW provides transformative STEM focused learning experiences for PreK-12 students and teachers by creating an engaging, hands-on classroom environment and empowering students to develop in-

demand knowledge and skills they need to thrive. There are currently more than 14,000 PLTW programs in 11,500 schools nationwide. Within our region over 880 Missouri Secondary Schools offer PLTW courses and programming and many more do in the surrounding states. Colleges and Universities that serve as PLTW partners benefit in a number of ways, but especially through the promotion of the university and related student opportunities on PLTW's website, network portal, and at teacher training events via opportunities to engage with secondary teachers and K-12 students. As a PLTW Partner Institution, MWSU will be better connected to k-12 teachers and counselors and will enrich the pipeline of STEM-interested students who choose our institution for the college careers.

To-date, the University has supported nine **Gold Fridays**, during which a variety of engagement, service, and applied learning opportunities for students, faculty, and staff have occurred. Some of the more notable events include the Chemistry Department's offering *Gold 'Au' Friday* events including workshops in sample preparation and liquid chromatography which serve to provide additional technical skills to students as well as to supplement some of the laboratory related skills students missed when the institution moved to 100% online last spring. The Biology Department continues its *Gold Friday Research PORTAL* with more than 25 students conducting research for credit. The Department hosted a PORTAL Showcase on September 11, 2020, with a second Gold Friday PORTAL Showcase tentatively scheduled for mid-November. Plans are to continue Gold Friday Portal in the Spring semester. Student Affairs has taken a strong lead in developing and identifying activities and events that occur regularly on Fridays, such as the Student Government Association's Executive Board Meetings and the Student Government Association Senate Meetings. Meetings are offered in person (following COVID-19 protocols), by Zoom, and on YouTube. In order to move the Gold Fridays Initiative forward, particularly during the pandemic, I have directed that: a) additional interdisciplinary collaborations be developed to increase the number of Gold Friday opportunities for our students (e.g., the Gold Fridays' AHEAD program, a collaboration between Missouri Western's departments of [Biology](#), [Chemistry](#), [Health/Physical Education/Recreation](#), and the [School of Nursing and Health Professions](#) and the [Northwest Missouri Area Health Education Center](#)); b) unique 1 – 2 credit course offerings which emphasize applied learning be piloted for the spring semester (e.g., a "The Business of Brewing" course is under development in partnership with River Bluff Brewery; the CSB is offering a Six Sigma Green Belt course for students in our business programs); c) a comprehensive calendar of events be established and maintained; and d) assessment of the program at the student, faculty, and staff levels be conducted for continuous improvement purposes.

Dental Medicine has been added to our **3+3 Early Matriculation Partnership program with the Kansas City University of Medicine and Biosciences**. These agreements allow qualified MWSU students to enter one of these medical programs following completion of their junior year at MWSU. Successful completion of their first year of medical school is then articulated as credit for their senior year at MWSU and thus allows students to graduate one year early. Our partnership programs began in 2004 with the following sequence: Kansas City University of Medicine and Biosciences Osteopathic Medicine; AT Still University - Kirksville College of Osteopathic Medicine; UMKC school of medicine; MU School of Medicine - Bryant Scholars

Program (which is aimed at young people from rural backgrounds); Palmer College of Chiropractic; and just this year Logan University - college of chiropractic. So far, 25 of our MWSU graduates are on track to complete medical school through one of these partnerships. Dr. Justin Baker, MWSU Biology, has been instrumental in shepherding this initiative and is working with our Marketing and Communications Department to further promote these partnerships.

In mid-September, it was announced that **an abbreviated fall sports season for Football and Cross Country would be held**. Missouri Western, the University of Nebraska-Kearney and Pittsburg State University created a non-conference scheduling alliance to allow the three Mid-America Intercollegiate Athletics Association (MIAA) member institutions to play a partial 2020 football schedule beginning in late October. Our Cross-Country team's first meet was held on Friday, Oct. 16th. Importantly, athletics secured external partnerships and funding to provide regular COVID-19 PCR testing of Griffon student-athletes in alignment with all NCAA Resocialization of Sport requirements.

Governor Parson, along with First Lady Parson and staff, attended our **Center for Excellence in Allied Health Learning (CEAHL) Ribbon Cutting Ceremony** on Oct. 6, 2020. Due to COVID-19 protocols, attendees were limited in number but did include several of our strong community leaders, legislators, and supporters.

MWSU's COVID-19 Response Plan

The [Coronavirus COVID-19 Response](#) plan provides the blueprint by which the University has been working under in order to maintain a safe, healthy, and educationally relevant environment during the fall semester. Further, we continue to engage in ongoing monitoring of new guidelines and updated information about the virus from local and national public health agencies in order to make adjustments to our campus operations as necessary. Our COVID-19 Dashboard provides a transparent accounting of the campus' positive cases as well as weekly trend data related to average daily new cases and change in average daily new cases. The dashboard is updated on Mondays, Wednesdays, and Fridays.

At this writing, we are accessing CARES funding provided at the state, and county levels for ongoing COVID-19 purchases (e.g., PPE, cleaning supplies, hand sanitizers, etc.), to continue to support COVID-19 related personnel (e.g., COVID Response Coordinator, Contact Tracers, COVID Response Data Task Force), and to address air handling infrastructure upgrades to improve ventilation. Our most recent website update includes information regarding [MWSU Decision Triggers](#) should the COVID-19 situation require a change in campus operations.

Additionally, we are coordinating with MDHEWD Commissioner Mulligan, who is working with the Governor's office, regarding the anticipated distribution of a state-provided 1) COVID-19 Vaccine and 2) Antigen/Abbott BinaxNOW testing. While these distributions are in the very early stages of planning and many details have not been finalized, we are working to establish the requested planning components. I will communicate information about these two distributions when finalized

Community Engagement and Relations

Strength and Stewardship

I am working diligently to connect with others across various entities and agencies to promote and enhance our University. As such, I invited Steve Johnston to return to MW in his former role as Director of External Relations, which he did on September 1, 2020. Although Steve is working on a part-time basis, he has kept me extremely busy. During the first 20 days of his return, I was engaged with over 25 appointments. He has provided introductions to our key legislators (senators and representatives), Saint Joseph's Mayor, City Manager, our Buchanan County Commissioners, as well as leaders from Mosaic, the Mosaic Foundation, the Commander of the 139th Airborne and the Superintendent and CFO of the Saint Joseph School District, including also significant community, business and industry leaders in our city and region. These introductions have allowed me to re-engage the University in important community, regional, and state-wide relationships. I would be remiss if I did not note Steve's instrumental efforts in securing Governor Parson's attendance at the CEAHL Ribbon Cutting, along with our other notable guests who were present for the event. The opportunities to promote MWSU and highlight the success of our MoExcel grant at this event were extremely important

Additionally, Steve has assisted in my work with the **St. Joseph Legislative Partnership** (e.g., SJ Chamber of Commerce, City of St Joseph, and Buchanan County Commissioner's Office) in conjunction with our lobbyists Trent Watson and Mark Rhodes to foment priorities and plans for the upcoming 2021 legislative session. I am very pleased to report that the top priority among all others listed by the Legislative Partnership centered on MWSU as an imperative to request that the State maintain core funding levels for the university. Further, conversations with our state senators and representatives have given me the opportunity to discuss ways to prioritize MWSU's needs during their upcoming legislative budget planning and allocation sessions. Travel plans to Jefferson City post the November 3 election are being finalized, and I am confident our visits there will bring benefit to the University.

I have also worked to **spread the good news of MWSU** by speaking to organizations such as the Saint Joseph Kiwanis Club, the Eastside Rotary, the United Way Leadership Class of 2020, and our own Alumni Board at its annual retreat. I have been interviewed by Barry Birr for his *Hot Line* radio program and have appeared on Marcus Clem's Education Segment for News-Press Now Sunday evening TV broadcast.

Financial Situation

As the Board is aware, the University remains in a state of Financial Emergency. We have seen some improvement in our overall cash position, thanks in very large part to the dedicated work of VP Morrison and his team (please see his report for more detail) and coupled with prudent budgeting measures being employed across campus units. We also anticipate some return of the State's core funding withhold in the near future, based upon Governor Parson's recently announced plan to lift approximately \$14 million in core operating appropriations among the state's four-year public universities. The details of that specific allocation for MWSU are still unfolding, but it will undoubtedly help fill the gap of our projected \$4 million-dollar budget

deficit. Nonetheless, we are maintaining a position of budgetary oversight among all units on campus to help achieve that necessary goal. Further, I am pleased to report that a **Budgeting and Planning Committee** has been created, led by VP Morrison and consisting of members from our staff and faculty across campus. This committee will assist in our budget education efforts which promote greater understanding of both our current financial situation and the University's budgeting processes and realities. Feedback about the work of this committee and its importance to our commitment to shared governance has been very positive.

Summary

As I complete my second month as Interim President of MWSU, my belief in the University's ability to withstand the challenges it now faces, to not only survive but, more importantly, to thrive, grow stronger with each passing day. Staying true to our strategic plan, focusing on our mission of serving our students and promoting their achievements, and working together so that we are all pulling in the same direction forward are the essential strategies which will lead to our stability and our success in the coming months. I believe that, united, our efforts will enable us to achieve these goals.

To: Dr. Josh Loony, VP for University Advancement

Dr. Elizabeth Kennedy, President

MWSU Board of Governors

From: Dr. Mark Mills, Professor and Chair, Dept. of Biology

Subject: Naming the MWSU Prairie in honor of Professor Emeritus, Dr. John Rushin

Date: 24 Sept. 2020

The idea of re-establishing a native prairie ecosystem on campus was the vision and hope of Dr. John Rushin, Professor Emeritus, since his arrival at Missouri Western as a new faculty member in 1979. His advocacy and enthusiasm for this project infected and excited other biologists and students in the biology department, and in 2014 students interested in creating a campus prairie worked with faculty to achieve formal recognition of a plan to be included in the Master Plan (see <https://www.missouriwestern.edu/about/wp-content/uploads/sites/12/2017/06/MasterPlan.pdf>). In partnership with the Missouri Department of Conservation and other external partners (e.g., The Nature Conservancy), the prairie restoration has moved forward and received its first planting in January 2020. Then in September 2020, the savannah area on the north end of the prairie received its first tree planting, done by MDC personnel, MWSU faculty, students, and a member of the Board of Governors. We therefore want to move forward with the formal naming of the prairie and the staging of a grand opening to introduce our new outdoor learning landscape to the general public.

Over the last few years, the Biology Department discussed several potential names for the campus prairie and decided to honor Dr. John Rushin by naming the prairie the **John Rushin Teaching and Research Prairie**. We feel that John has shown "*significant contribution of good deeds or exemplary service*" to the university in many ways. The following is a short list of John's accomplishments to illustrate his legacy as an outstanding professor and community servant:

- John has mentored and influenced thousands of MWSU students over his 33 year career.
- John taught BIO 101, botany and other plant courses, ornithology, biology teaching courses and more at Missouri Western from 1979 to 2012.
- John was awarded three conservation grants from MO Dept. of Conservation and the MWSU Foundation to develop and establish the Otoe Creek Nature Area to include a self-interpretive nature trail and the prairie area. John and a series of students along with the Master Naturalist Program developed and published an interpretive trail guide for the nature trail that is still being used today and is freely available to the public.
- In 1985 John established the first prairie restoration project on about ½ acre within the Otoe Creek Natural Area here on campus.
- John was instrumental in initiating the Wildlife and Conservation program at MWSU, which has gone on to become a very successful, award-winning program at MWSU.
- John and students gave numerous presentations on prairie ecosystems in professional and community settings.
- John and co-authors published two scientific papers on prairies.

- John played a key role in the establishment of the Northwest Regional Office of MDC on our campus. No other university in Missouri has a MDC office on their campus! This has been a tremendous asset to both faculty and students at MWSU.

The new prairie restoration project builds on the impressive legacy of John Rushin. Therefore, the Biology Department unanimously proposes that the MWSU Campus Prairie be named the **John Rushin Teaching and Research Prairie** in honor of Dr. John Rushin, Professor Emeritus.

Sincerely,

A handwritten signature in blue ink, reading "Mark S. Mills". The signature is fluid and cursive, with the first name "Mark" and last name "Mills" clearly legible, and "S." as a middle initial.

Mark S. Mills Ph.D.

Chairperson, Department of Biology

Policy Guide Language concerning naming of campus "elements":

B. Non-Gift/Non-Donor Considerations: University Elements may also be named in honor of an individual or group without consideration of a gift, when a significant contribution of good deeds or exemplary service has been made to the University or to the State of Missouri and who are of recognized accomplishment and character.