

**A G E N D A**  
**REGULAR SESSION**  
**Wednesday, January 15, 2020**  
**12:00 p.m.**

- I. Invocation and Pledge of Allegiance**
- II. Approval of Agenda**
  1. Consideration and Approval of Agenda
  2. Consideration and Approval of Minutes of the November Board Meeting
- III. Consideration of College Financial Report**
  1. Statement of Revenues, Expenses, and Changes in Net Assets
    - a) Monthly Financial Statements
    - b) Budget to Actual Financial Statements
  2. Cash in Bank
  3. Certificates of Deposit
  4. Checks Issued
  5. Bid Report
- IV. President's Report**
- V. Executive Session** (Permissible under guidelines of MO Rev. Statute Section 610.021.1 Legal – Legal actions, causes of action or litigation involving a public governmental body and confidential and privileged communications between a public governmental body and its attorney; Section 610.021.2 – Real Estate – Leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration therefore; Section 610.021.3 – Personnel – Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded.)
- VI. Items for Consideration, Discussion, and Vote**
  1. **Consideration and Vote for the 2025 Strategic Plan**
  2. **Consideration and Vote on College Policy GAP – 1320 Consumer Protection**
- VII. Consideration and Approval of all Personnel Actions and Associated Documents**
  1. **Acceptance of Employment**
    1. **Rebekah Carnes – Instructor, Social Science (Sociology)**
    2. **Charles L. Hower – Instructor, Information Systems Technology**
    3. **Dr. Michael Malone – Instructor, Information Systems Technology**
    4. **Barbara Nicole Roper – Science Lab Manager**

2. **Transfer of Position**
  1. **Haley Fincher – Student Services Advisor II to Assistant Director, Kennett**
  2. **Casey Julian – Assistant Director, Housing to Director, Housing**
3. **Retirement**
  1. **Kathy Ballard – Director, Kennett**
  2. **Marsha Eaton – Associate Professor, Nursing**
  3. **Laura Milligan – Director, Housing**
4. **Resignation Extension**
  1. **Kristy Niblock – Assistant professor, Social Science**
5. **Resignation**
  1. **Lisa Gray – Instructor in Reading**
  2. **Jessica Harris – Part-time Disability Services Specialist**
  3. **David Wooldridge – Mail Services/Receiving Agent**

#### **VIII. Appendix**

1. **Information Items**
  1. **SR 2140 – Student Appeals**
  2. **SR 2620 – Disciplinary Proceedings**
2. **Upcoming Events**
3. **Recent Newspaper Articles**

#### **IX. FY20 Board of Trustees Meeting Dates**

- Wednesday, February 19, 2020
- Wednesday, March 18, 2020
- Wednesday, April 15, 2020
- Wednesday, May 20, 2020
- Wednesday, June 24, 2020

#### **X. Adjournment**

“Representatives of the news media may obtain copies of this Notice by contacting Janine Heath, Executive Assistant to the President, 573-840-9698.”

**BOARD OF TRUSTEES  
THREE RIVERS COLLEGE  
November 20, 2019**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, November 20, 2019.

**CALL TO ORDER**

Those present included: Trustees: Dr. Tim Hager, chairman; Dr. Amber Richardson, vice-chairman; Gary Featherston, secretary; Chris Williams, treasurer; Eric Schalk, member; Darren Garrison, member; and college administrators: Dr. Wesley Payne, president; Charlotte Eubank, chief financial officer; Ann Matthews, dean of student services; Janine Heath, recording secretary.

**ATTENDANCE**

Trustee Garrison delivered the invocation.

**INVOCATION**

Trustee Schalk made a motion to approve the agenda as presented. On a second by Trustee Garrison, the motion passed unanimously.

**APPROVAL OF BOARD  
MEETING AGENDA**

Trustee Schalk made the motion to approve the October 2019 minutes. With a second by Trustee Williams, the motion passed unanimously.

**APPROVAL OF SEPTEMBER  
MEETING MINUTES**

Charlotte reviewed the October financials. We are 33% into the fiscal year and have recognized 48% of revenues and obligated 31% of the budgeted expenses. The Capital Budget was reviewed with Ms. Eubank outlining the projects currently underway.

**FINANCIAL REPORT AND  
BID REPORT**

Ms. Eubank reviewed the proposed budget amendments as of the end of November.

Trustee Schalk made the motion with a second by Trustee Richardson to accept the financial report. The motion passed unanimously.

Jeff Stroder with BHR presented the audit findings for FY2019. They issued an unmodified opinion and found that the college was a low-risk auditee. Charlotte and her staff were congratulated for their hard work.

**FY2019 AUDIT  
PRESENTATION**

Trustee Garrison made the motion with a second by Trustee Schalk to accept the audit as presented. The board was polled as follows: Trustee Garrison, yes;

Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

Dr. Payne presented the President's Report

#### **PRESIDENT'S REPORT**

Crisp construction is moving along. The estimated completion date of the project is June 1, 2020.

#### **CONSTRUCTION UPDATE**

The Maintenance Building and Fire Science structures are being constructed.

The lights have been installed in the Quad.

The ARC is being prepped for sealing the bricks.

The College is at the end of the 2020 Vision Strategic Plan. About 50 college employees, students, and community members began working on the 2025 Strategic Plan at the beginning of the fall semester. After reviewing data collected over the past few years and hearing from numerous areas of the college on results, we are very close to framing thematic strands for the plan.

#### **STRATEGIC PLANNING STERRING COMMITTEE**

Buddy White discussed the recent music recital. Mason German was also present representing the students that performed in the recital.

#### **HAPINESS IS SHARING MUSIC**

The Kennett Trivia night was successful. The funds raised by this event goes directly to the location to assist students with needs.

#### **KENNETT TRIVIA NIGHT**

This is one of two annual events that the college participates in for the Veterans. Wendy Spradling always directed these events. Chris Adams represented the College this year. It was one of the two largest celebration in Butler County.

#### **VETERANS DAY CEREMONY**

The Patrons of the Arts sponsors Children's Shows throughout the district in order for children to experience live theater. November 18 kicked off this year's season

#### **PATRONS CHILDREN SHOWS**

Kathy Sanders presented Library Services provide throughout the College. Included in the presentation was a review of the services, strengths of the department and the outlook for the Library.

#### **LIBRARY SERVICES PRESENTATION**

Dr. Payne presented the recent Registration Survey. The College recognized improvements in all areas. The results represented our focus on students first. We will continue to focus on areas of improvement but overall the results were outstanding.

## **REGISTRATION SURVEY RESULTS**

Dr. Payne presented the National Community College Benchmark Project. This is a system to report data on key learning outcomes and indicators of institutional effectiveness and to compare their data with national norms and data from selected peer institutions. This represents how the College compares to 218 other community colleges throughout the country. In all areas of comparison, the College maintained a 90% or better as compared to the other colleges norms.

## **NATIONAL COMMUNITY COLLEGE BENCHMARK PROJECT**

- Counselors Conference – November 22
- Thanksgiving Break – November 27 – 29
- Happiness is Holiday Celebrations – December 3
- A Christmas Carol – Live Radio Play – December 6 – 8
- PN Pinning Ceremony – December 12
- RN Pinning Ceremony – December 13
- Employee Christmas Breakfast – December 13
- Surface of Desire – December 13
- Winter/Spring Registration – Through January 13
- 11<sup>th</sup> Hour – December 16
- Christmas Break – College Closed – December 23 – January 3
- Spring Convocation – January 6

## **UPCOMING EVENTS**

Trustee Schalk made the motion to enter executive session at 1:37 p.m. With a second by Trustee Richardson the board was polled as follows: Trustee Garrison, yes; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

## **EXECUTIVE SESSION**

There were minor changes to IP 6120 – Transfer Credit and SP 2210 – Admission Requirements to align with current College practices and HLC policy.

## **APPROVAL OF COLLEGE POLICIES**

Trustee Schalk made the motion to approve the changes. With a second by Trustee Featherston the board was polled as follows: Trustee Garrison, absent; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

Trustee Featherston made the motion to adopt the resolution calling for the April 2020 election, and that Janine Heath be appointed as the election authority as outlined in the November 2019 board book on pages 33 through 31. With a second by Trustee Schalk, the board was polled as follows: Trustee Garrison, absent; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

**CONSIDERATION AND APPROVAL OF RESOLUTION CALLING FOR TRUSTEES ELECTION**

Trustee Schalk made the motion to approve all personnel action and associated documents as presented. With a second by Trustee Williams, the board was polled as follows: Trustee Garrison, absent; Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Hager, yes.

**PERSONNEL ACTIONS AND ASSOCIATED DOCUMENTS**

There being no further business, Trustee Schalk made the motion to adjourn at 2:15 p.m. and with a second by Trustee Featherston, the motion passed.

**ADJOURNMENT**

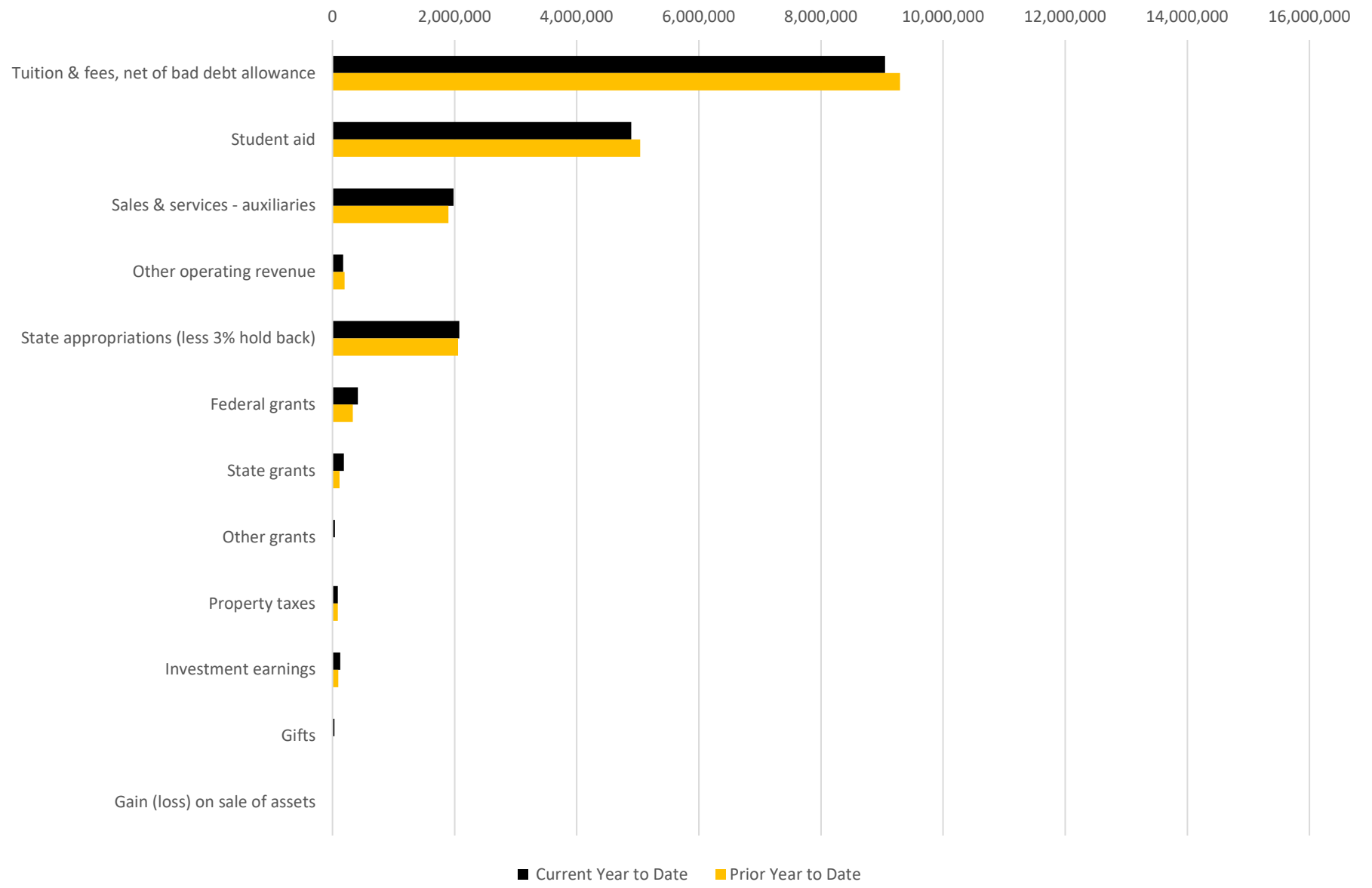
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CHAIRMAN

\_\_\_\_\_  
APPROVAL DATE

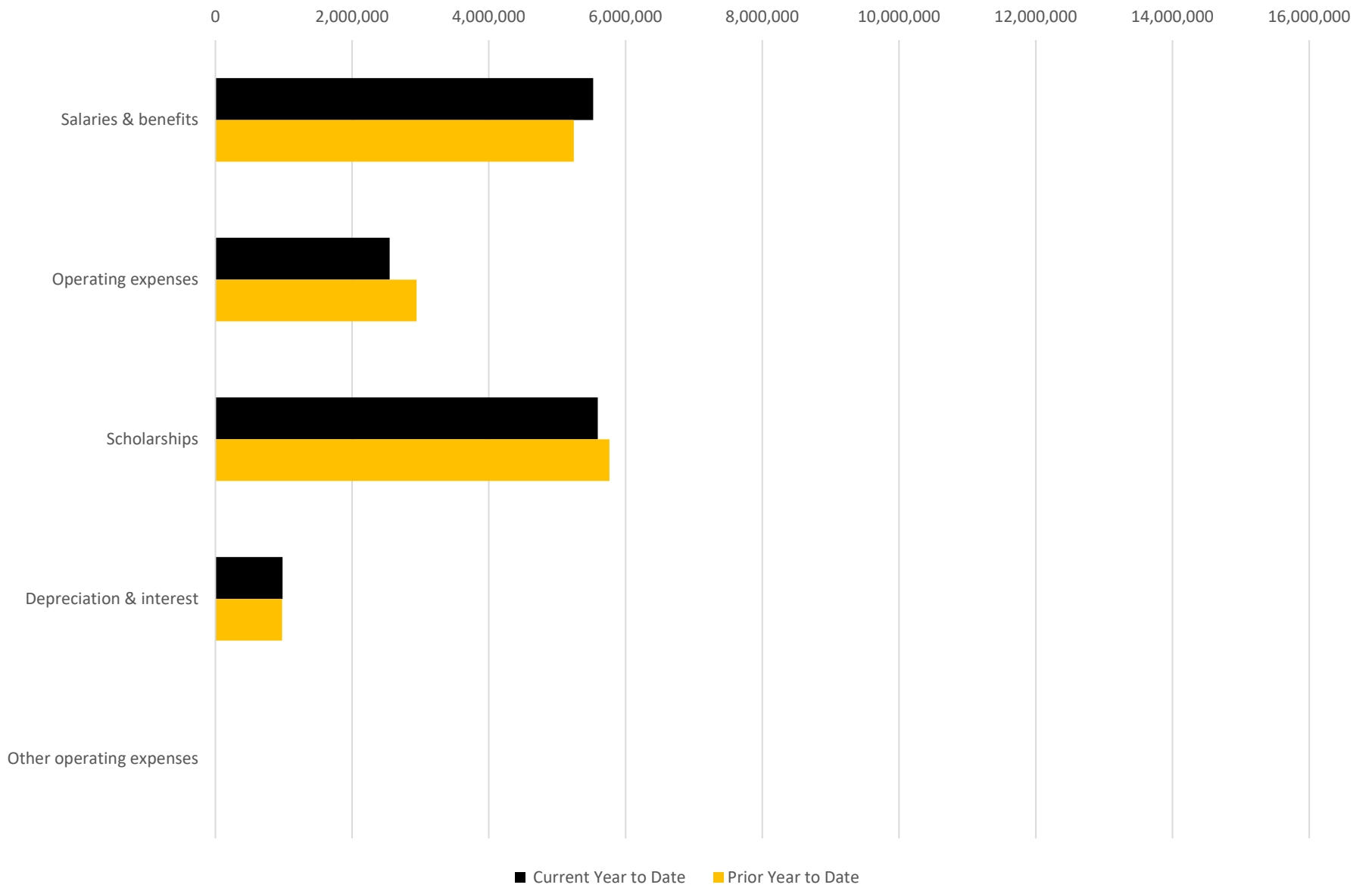
\_\_\_\_\_  
SECRETARY

\_\_\_\_\_  
APPROVAL DATE

### YTD Comparison to Previous Year 11/30/19



### YTD Comparison to Previous Year 11/30/19





YTD Comparison to Previous Year  
11/30/19

0 2,000,000 4,000,000 6,000,000 8,000,000 10,000,000 12,000,000 14,000,000 16,000,000

CHANGES IN NET POSITION



■ Current Year to Date ■ Prior Year to Date

Three Rivers College  
Statement of Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
November 30, 2019

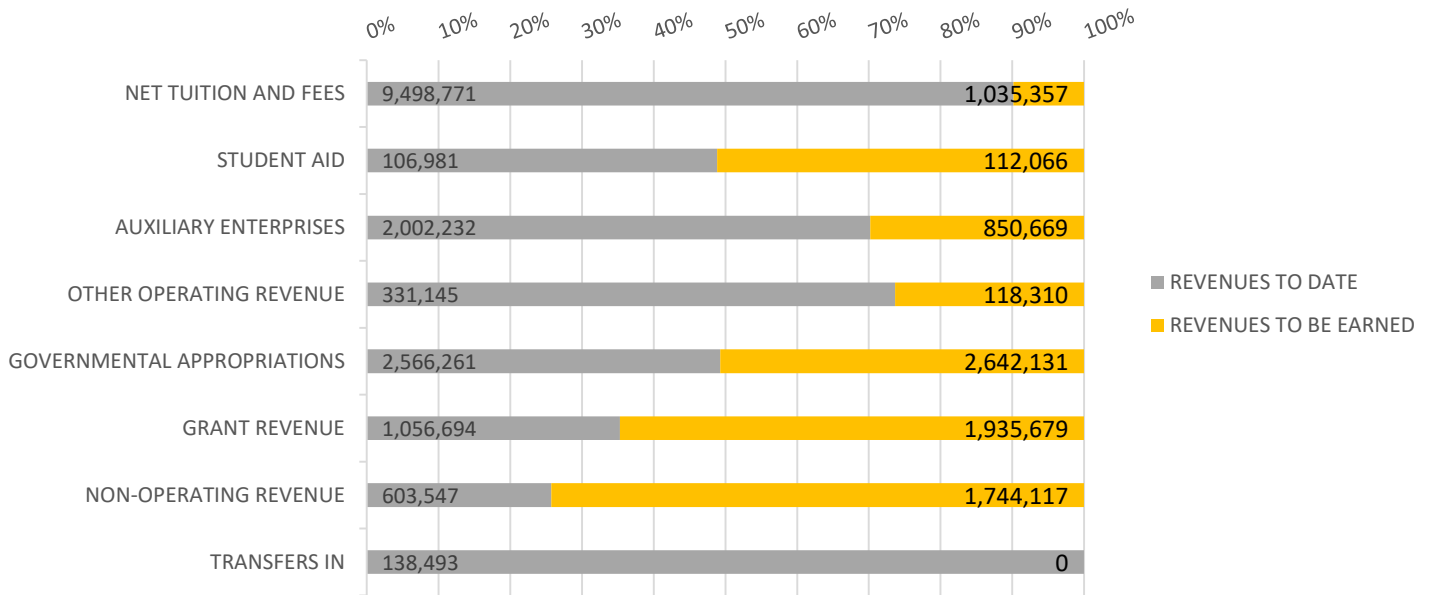
<b>ASSETS AND DEFERRED OUTFLOWS</b>	
<b>CURRENT ASSETS</b>	
Cash & Cash Equivalents	14,615,198
Student Account Receivables, net	6,752,373
Property Tax Receivable	125,569
Other Receivables	5,531,550
Investments	0
Inventory	141,505
Prepaid Expenses	179,826
<b>Total Current Assets</b>	<u><u>27,346,020</u></u>
<b>NON-CURRENT ASSETS</b>	
Land	5,490,786
Capital assets	69,387,585
Plus: Current year additions to capital assets	585,885.05
Accumulated Depreciation	(30,079,234)
Unamortized Bond Issue Costs	0
<b>Total Non-Current Assets</b>	<u><u>45,385,022</u></u>
<b>DEFERRED OUTFLOWS</b>	<u><u>6,567,789</u></u>
 <b>TOTAL ASSETS AND DEFERRED OUTFLOWS</b>	 <u><u><u>79,298,832</u></u></u>

<b>LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	
<b>CURRENT LIABILITIES</b>	
Accounts Payable	446,022
Accrued Vacation	327,505
Student Deposits	31,709
Deferred Tuition & Fees	158,173
Scholarships	(427,937)
<b>Total Current Liabilities</b>	<u><u>535,472</u></u>
<b>NON-CURRENT LIABILITIES</b>	
Retirement Incentive Payable	0
Other Post Employment Benefits	15,051,278
Bonds, Notes and Leases Payable	20,547,728
Accrued Interest	0
Agency	339,007
<b>Total Non-Current Liabilities</b>	<u><u>35,938,012</u></u>
 <b>Total Liabilities</b>	 <u><u>36,473,485</u></u>
 <b>DEFERRED INFLOWS</b>	 <u><u>9,558,657</u></u>
<b>NET POSITION</b>	
Beginning Balance	28,855,406
Changes in Net Position	4,411,283
<b>Total Net Position</b>	<u><u>33,266,690</u></u>
 <b>TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	 <u><u><u>79,298,832</u></u></u>

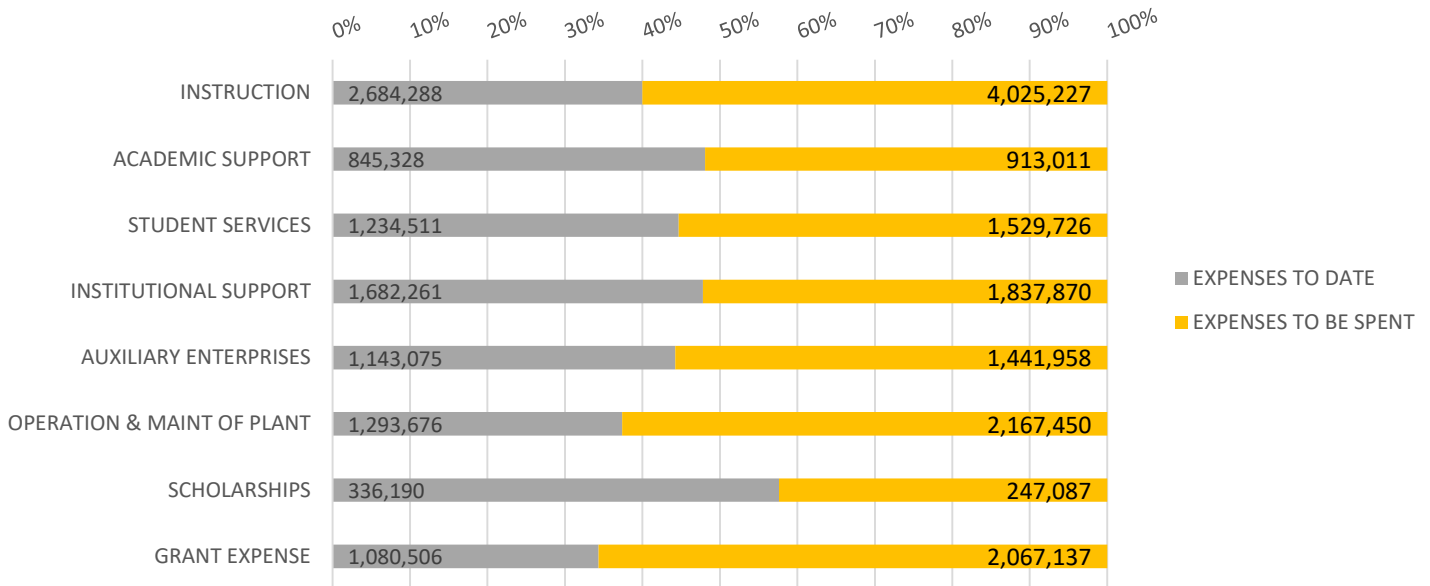
Three Rivers College  
Statement of Revenues, Expenses and Changes in Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
November 30, 2019

	July	August	September	October	November	Current Year to Date	Prior Year to Date	\$ Change	% Change
<b>OPERATING REVENUE</b>									
Tuition & fees, net of bad debt allowance	5,344,063	122,188	(216,824)	2,146,180	1,655,630	9,051,238	9,296,034	(244,797)	(2.63)%
Student aid	178,937	21,526	3,861,653	683,438	147,762	4,893,316	5,039,066	(145,750)	(2.89)%
Sales & services - auxiliaries	849,503	213,381	276,901	224,729	416,657	1,981,172	1,897,148	84,023	4.43%
Other operating revenue	50,563	114,692	2,904	1,392	4,962	174,513	198,733	(24,220)	(12.19)%
<b>Total Operating Revenue</b>	<b>6,423,066</b>	<b>471,788</b>	<b>3,924,634</b>	<b>3,055,739</b>	<b>2,225,010</b>	<b>16,100,238</b>	<b>16,430,982</b>	<b>(330,744)</b>	<b>(2.01)%</b>
<b>OPERATING EXPENSES</b>									
Salaries & benefits	961,021	1,208,105	1,104,859	1,124,633	1,127,997	5,526,614	5,242,980	283,635	5.41%
Operating expenses	574,979	482,219	557,068	544,907	389,345	2,548,518	2,942,341	(393,823)	(13.38)%
Capital equipment	1,879	19,880	111,533	109,652	342,941	585,885	665,840	(79,955)	(12.01)%
Less: Transfer to capital assets	(1,879)	(19,880)	(111,533)	(109,652)	(342,941)	(585,885)	(665,840)		
Scholarships	263,141	46,341	4,267,476	781,742	235,722	5,594,423	5,763,233	(168,811)	(2.93)%
Depreciation & interest	(11,119)	162,878	840,687	(179,825)	170,556	983,178	975,238	7,939	0.81%
Other operating expenses	0	0	0	0	0	0	(55,000)	55,000	(100.00)%
<b>Total Operating Expenses</b>	<b>1,788,022</b>	<b>1,899,544</b>	<b>6,770,090</b>	<b>2,271,456</b>	<b>1,923,620</b>	<b>14,652,732</b>	<b>14,868,792</b>	<b>(296,015)</b>	<b>(1.99)%</b>
<b>NON-OPERATING REVENUE (EXPENSES)</b>									
State appropriations (less 3% hold back)	415,253	415,253	415,255	415,253	415,253	2,076,267	2,055,975	20,292	0.99%
Federal grants	45,939	151,611	109,175	177,285	(68,620)	415,389	332,647	82,742	24.87%
State grants	150	76,381	24,764	57,667	27,400	186,363	116,202	70,161	60.38%
Other grants	3,152	0	37,946	0	0	41,098	0	41,098	0.00%
Property taxes	22,639	17,942	21,460	9,019	15,727	86,787	88,369	(1,583)	(1.79)%
Investment earnings	12,888	29,575	12,650	59,650	12,663	127,426	96,671	30,755	31.81%
Gifts	1,448	200	27,500	1,000	300	30,448	(69,108)	99,557	(144.06)%
Gain (loss) on sale of assets	0	0	0	0	0	0	0	0	0.00%
<b>Total Non-Operating Revenues (Expenses)</b>	<b>501,469</b>	<b>690,962</b>	<b>648,750</b>	<b>719,873</b>	<b>402,723</b>	<b>2,963,777</b>	<b>2,620,756</b>	<b>343,021</b>	<b>13.09%</b>
<b>CHANGES IN NET POSITION</b>	<b>5,136,512</b>	<b>(736,793)</b>	<b>(2,196,706)</b>	<b>1,504,157</b>	<b>704,113</b>	<b>4,411,283</b>	<b>4,182,946</b>	<b>308,292</b>	<b>7.37%</b>

### Budget to Actual Revenues 12/31/2019 (50%)



### Budget to Actual Expenses 12/31/2019 (50%)



Three Rivers College  
Statement of Revenues, Expenses and Changes In Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
December 31, 2019  
Fiscal Year Benchmark: 50%

REVENUES	BUDGET	REVENUES TO DATE		REVENUES TO BE EARNED
		REVENUES TO DATE	%	
NET TUITION AND FEES <i>Tuition, Student Registration Fees, Net of Bad Debt &amp; Scholarship Allowances</i>	10,534,128	9,498,771	90%	1,035,357
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	219,047	106,981	49%	112,066
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing &amp; Assessment, Tinnin Center Operations, License Bureau Rental</i>	2,852,901	2,002,232	70%	850,669
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	449,454	331,145	74%	118,310
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. &amp; Repair</i>	5,208,392	2,566,261	49%	2,642,131
GRANT REVENUE <i>State Grants, Federal Grants</i>	2,992,373	1,056,694	35%	1,935,679
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	2,347,664	603,547	26%	1,744,117
TRANSFERS IN <i>General funds-prior year transfers in (Reserves), current year transfers from capital</i>	138,493	138,493	100%	0
<b>TOTAL REVENUES</b>	<b>24,742,453</b>	<b>16,304,124</b>	<b>66%</b>	<b>8,438,329</b>

NOTE: We have recognized a total of 66% of budgeted revenues. We have recognized 90% of our budgeted revenues from tuition and fees, comprised of fall 2019 and spring 2020 registrations and portions of summer 2019, net of estimated bad debt. The operating budget includes transfers in from prior year reserves to support one-time projects which do not meet criteria for inclusion in the capital budget.

EXPENSES	BUDGET	EXPENSES TO DATE		EXPENSES TO BE SPENT
		EXPENSES TO DATE	%	
INSTRUCTION <i>Business, Education, Math, Science, Technology, Humanities, Social Science, Health &amp; Human Services</i>	6,709,515	2,684,288	40%	4,025,227
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,758,339	845,328	48%	913,011
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	2,764,237	1,234,511	45%	1,529,726
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	3,520,131	1,682,261	48%	1,837,870
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing &amp; Assessment, License Bureau Rental</i>	2,585,033	1,143,075	44%	1,441,958
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	3,461,126	1,293,676	37%	2,167,450
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	583,277	336,190	58%	247,087
GRANT EXPENSE <i>State Grants, Federal Grants</i>	3,147,642	1,080,506	34%	2,067,137
<b>TOTAL EXPENSES</b>	<b>24,529,301</b>	<b>10,299,835</b>	<b>42%</b>	<b>14,229,466</b>

NOTE: We have obligated 42% of our budgeted expenses at 50% into the fiscal year. December payroll and credit card expense are NOT INCLUDED as they were not yet available at the time of this report. Budgeted increase in Net Position is a result of awarded funding sources exceeding budget estimates.

<b>CHANGES IN NET POSITION</b>	<b>213,152</b>	<b>6,004,289</b>
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Three Rivers College  
 Capital Budget - Unaudited  
 December 31, 2019  
 Fiscal Year Benchmark: 50%

	FUNDING SOURCES		SOURCES TO DATE		SOURCES TO BE EARNED
			BUDGET	SOURCES TO DATE	
RESTRICTED					
<i>State appropriations (Crisp)</i>	2,400,000	0	0%		2,400,000
UNRESTRICTED					
<i>General funds - prior year transfers in (Reserves)</i>	517,831	234,734	45%		283,097
<i>General funds - current year transfers in</i>			#DIV/0!		0
TOTAL FUNDING SOURCES	<u>2,917,831</u>	<u>234,734</u>	<u>8%</u>		<u>2,683,097</u>
	USES OF FUNDS		USES TO DATE		USES UNSPENT
	BUDGET	USES TO DATE	USES TO DATE %		
<i>Libla Family Sports Complex</i>	100,000	10,269	10%		89,731
<i>Crisp Technology Center addition and remodel</i>	2,400,000	274,719	11%		2,125,281
<i>Westover Administration Building repairs</i>	211,614	93,783	44%		117,831
<i>Academic Resource Commons exterior</i>	20,000	16,548	83%		3,452
<i>Landscaping and Lighting</i>	28,822	15,380	53%		13,442
<i>Student Housing repairs</i>	53,213	10,650	20%		42,563
<i>Campus safety improvements</i>	3,478	0	0%		3,478
<i>Fleet vehicles</i>	100,704	77,454	77%		23,250
TOTAL EXPENSES	<u>2,917,831</u>	<u>498,803</u>	<u>17%</u>		<u>2,419,028</u>
<b>NET SURPLUS (DEFICIT)</b>	<u>0</u>	<u>(264,069)</u>			

**THREE RIVERS COLLEGE  
CASH IN BANKS**

January 6, 2020

	<u>12/03/19</u>	<u>01/06/20</u>
<b>CURRENT FUND</b>		
<i>Cash Funds</i>		
Bookstore	1,800.00	1,800.00
Petty Cash	200.00	200.00
Vending Machines	224.55	224.55
Business Office	1,888.00	1,888.00
<i>Total Cash Funds</i>	4,112.55	4,112.55
<i>General Accounts</i>		
Southern Bank - General Funds	5,451,112.41	5,357,989.01
Southern Bank - Credit Cards	126,212.14	142,172.91
<i>Total General Accounts</i>	5,577,324.55	5,500,161.92
<i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	21,514.56	21,514.56
Federal Clearing Account	116,632.47	(225,317.03)
Flexible Spending Account	10,011.46	9,987.46
<i>Total Restricted Accounts</i>	148,158.49	(193,815.01)
<b>TOTAL CURRENT FUND</b>	<b>5,729,595.59</b>	<b>5,310,459.46</b>
<b>HOUSING FUND</b>		
<i>General Accounts</i>		
Rivers Ridge Account - Southern Bank	327,030.34	297,236.25
<i>Total General Accounts</i>	327,030.34	297,236.25
<b>TOTAL HOUSING FUND</b>	<b>327,030.34</b>	<b>297,236.25</b>

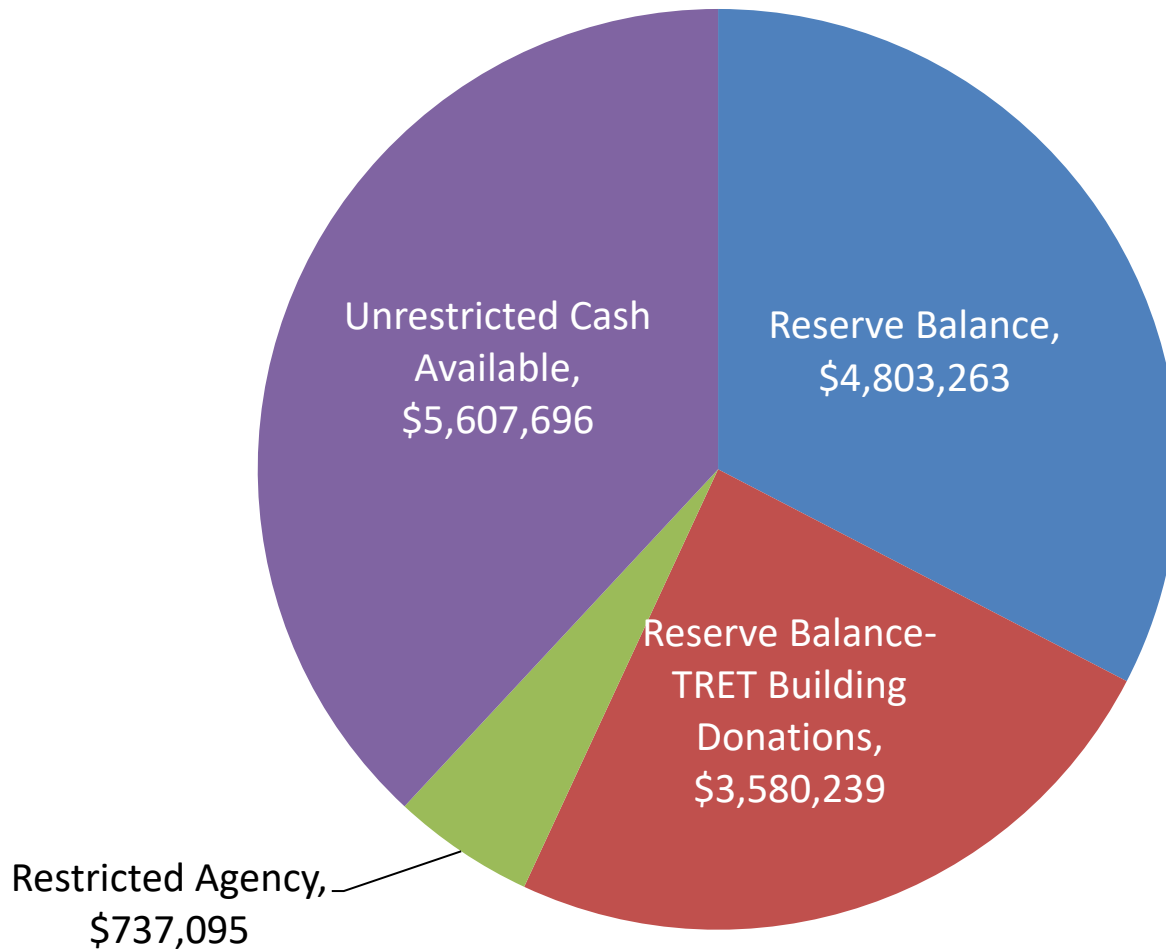
**THREE RIVERS COLLEGE  
CASH IN BANKS**

January 6, 2020

	<u>12/03/19</u>	<u>01/06/20</u>
<b>PLANT FUND</b>		
<i>Bank Accounts</i>		
Plant Fund - Southern Bank	2,749,233.50	2,749,233.50
<i>Total Bank Accounts</i>	2,749,233.50	2,749,233.50
<i>Certificates of Deposit</i>		
Bank of Grandin #16126	146,227.35	146,227.35
First Missouri State Bank #22132	107,376.90	107,376.90
Bank of Grandin #17101	1,521,809.59	1,521,809.59
Bank of Grandin #17103	1,521,809.59	1,521,809.59
First Missouri State Bank #22223	1,000,000.00	1,000,000.00
Bank of Grandin #17002	1,337,045.94	1,337,045.94
<i>Total Certificates of Deposit</i>	5,634,269.37	5,634,269.37
<b>TOTAL PLANT FUND</b>	<b>8,383,502.87</b>	<b>8,383,502.87</b>
<b>AGENCY FUND</b>		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	372,668.31	364,982.01
<i>Certificates of Deposit</i>		
Restricted CD's & Savings	372,113.37	372,113.37
<b>TOTAL AGENCY FUND</b>	<b>744,781.68</b>	<b>737,095.38</b>



**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT  
\$14,728,293 AS OF 01/06/20**



THREE RIVERS COLLEGE  
CERTIFICATES OF DEPOSIT

**CERTIFICATES OF DEPOSIT AS OF December 31, 2019**

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
16126	Bank of Grandin	3.50	02/22/20	12 mths	146,227.35	Contingency
17101	Bank of Grandin	2.90	04/01/20	12 mths	1,521,809.59	Contingency
17103	Bank of Grandin	2.90	04/01/20	12 mths	1,521,809.59	Contingency
22223	First Missouri State Bank	2.92	04/02/20	12 mths	1,000,000.00	Contingency
17002	Bank of Grandin	2.60	08/14/20	12 mths	1,337,045.94	Contingency
22132	First Missouri State Bank	2.35	11/01/20	12 mths	107,376.90	Contingency
Total Unrestricted Designated Reserves					\$ 5,634,269.37	

**SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF December 31, 2019**

423135367	Regions Bank	0.10	11/18/04	11/18/19	1,106.64	Betty Waldrop
2213401	First Midwest Bank of P.B.	0.85	01/08/98	01/08/20	10,000.00	Jerome Burford
423137157	Regions Bank	1.24	01/14/85	01/14/20	2,500.00	Dr. Miller
21031513	US Bank of Poplar Bluff	0.25	01/19/95	01/19/20	12,868.64	Kim Mosley
2012008112	Commerce Bank	0.30	08/11/92	02/11/20	1,000.00	Myra C. Hays
352394707389	US Bank of Poplar Bluff	0.25	08/19/88	02/18/20	2,061.55	James Warren
63761112	US Bank of Poplar Bluff	0.25	02/23/89	02/22/20	2,500.00	A. Garner
2224601	First Midwest Bank of P.B.	1.05	02/25/98	02/25/20	1,658.87	Missy Braden
2136801	First Midwest Bank of P.B.	1.05	03/05/97	03/05/20	5,000.00	Thelma Jackson
2017004363	Commerce Bank	0.30	03/30/88	03/30/20	10,000.00	Myrtle Corbett
423137249	Regions Bank	0.01	05/12/88	04/04/20	2,833.00	Combined Sch
423137256	Regions Bank	0.01	05/12/88	04/04/20	1,024.34	Fred Morrow
5017843040	Commerce Bank	0.30	05/01/97	04/07/20	2,900.00	Miles Hays
20205	First Missouri State Bank	1.10	04/21/10	04/21/20	20,403.81	ICHE Scholarship
21033372	US Bank of Poplar Bluff	0.25	05/01/96	05/01/20	1,000.00	Kim Mosley
9525	First Missouri State Bank	1.10	05/06/93	05/06/20	2,000.00	Carl Wiseman
25103	First Midwest Bank of P.B.	1.74	05/14/99	05/14/20	5,000.00	Thelma Jackson
2016007496	Commerce Bank	0.25	05/14/90	05/14/20	3,835.00	Bill Vinson
21031218	US Bank of Poplar Bluff	0.25	05/15/94	05/15/20	2,192.00	Greg Starnes
2038701	First Midwest Bank of P.B.	1.30	05/16/96	05/16/20	5,000.00	Thelma Jackson
21028105	US Bank of Poplar Bluff	0.25	05/22/91	05/22/20	29,782.32	Myrtle Rutland
21028106	US Bank of Poplar Bluff	0.25	05/22/91	05/22/20	20,000.00	Myrtle Rutland
7236	First Missouri State Bank	1.10	05/26/89	05/26/20	16,350.00	Jackie Watson
110260320	Southern Bank	0.85	06/02/86	06/02/20	1,000.00	Hulen Spencer
2016012267	Commerce Bank	0.25	06/04/92	06/04/20	2,350.00	Bill Vinson
5016848212	Commerce Bank	0.25	06/23/98	06/23/20	7,843.17	Louise Spradling
21030291	US Bank of Poplar Bluff	0.25	07/07/93	07/07/20	1,405.00	Joshua Bowman
2170801	First Midwest Bank of P.B.	1.74	07/11/97	07/30/20	10,925.00	Mabel Swindel
21024477	US Bank of Poplar Bluff	0.25	08/22/89	08/22/20	10,000.00	Myrtle Rutland
8036	First Missouri State Bank	1.10	08/23/90	08/23/20	4,000.00	Jackie Watson
1721901	First Midwest Bank of P.B.	1.74	08/25/92	08/25/20	3,000.00	Odd Fellows
110270576	Southern Bank	1.15	08/27/85	08/27/20	5,000.00	Belle Hinrichs
14776	First Missouri State Bank	1.10	08/28/02	08/28/20	5,000.00	Helvey-Miller
218101	First Midwest Bank of P.B.	1.24	09/22/98	09/22/20	5,000.00	Jerome Burford
24325	First Midwest Bank of P.B.	0.65	10/15/99	10/15/20	10,324.77	Norman Gamblin
2197201	First Midwest Bank of P.B.	0.65	10/31/97	10/31/20	1,065.00	Gertrude Cox
23353	First Midwest Bank of P.B.	1.24	11/06/00	11/06/20	4,000.00	Coll. Achievement

THREE RIVERS COLLEGE  
CERTIFICATES OF DEPOSIT

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
21028354	US Bank of Poplar Bluff	0.40	12/03/91	12/03/20	2,310.00	C.T. McDaniel
10369	First Missouri State Bank	1.10	12/05/95	12/05/20	5,000.00	Helvey-Miller
451038849	US Bank of Poplar Bluff	0.40	12/08/99	12/08/20	1,110.00	C.T. McDaniel
2016012160	Commerce Bank	0.25	12/11/91	12/11/20	7,700.00	Bill Vinson
43712	First Midwest Bank of P.B.	0.85	04/27/09	12/14/20	67,447.79	Holder-Rowland
5016847453	Commerce Bank	0.25	12/22/97	12/22/20	10,000.00	Harold Prim
110239662	Southern Bank	1.00	01/05/91	01/05/21	1,412.53	Bulow Mem.
63760768	US Bank of Poplar Bluff	1.24	03/06/89	03/05/21	6,468.04	Butler Co Co-op
63760695	US Bank of Poplar Bluff	1.73	04/04/85	04/05/21	1,001.63	Lonnie Davis
2018004893	Commerce Bank	0.35	04/10/88	04/10/21	3,000.00	Myra C. Hays
2012008906	Commerce Bank	0.30	05/11/81	05/11/21	4,526.11	P.C. Hays, Sr.
63760632	US Bank of Poplar Bluff	1.54	07/02/89	07/01/21	1,226.80	A. Garner
2017004259	Commerce Bank	0.30	12/09/89	12/09/21	1,000.00	P.I. Church
423137173	Regions Bank	0.15	12/09/85	12/09/21	5,000.00	Mary Hinrichs
1014001	First Midwest Bank of P.B.	1.00	11/06/89	05/06/22	5,000.00	Charlotte Stone
423135383	Regions Bank	1.49	12/04/04	06/04/22	1,650.00	R. Couperus
110274305	Southern Bank	0.90	05/30/86	06/30/22	5,200.00	Mabel Swindel
2019003547	Commerce Bank	0.40	07/08/90	07/08/22	4,000.00	P.C. Hays, Jr.

Total Endowment CD's

\$ 364,982.01

Three Rivers College  
CD Report  
As of December 31, 2019

Investment CDs

**Bank Account Interest Rate**

Bank	Account	Interest Rate
Southern Bank	all except Federal Funds	1.50%

**CDs Maturing**

Bank	Certificate Number	Maturity Date	Amount
First Missouri State Bank	22132	11/1/2019	106,600.38

**Responses**

Bank	People's Community	Bank of Grandin	First Missouri State Bank	Southern Bank
<b>Contact</b>	Erica Moore	Teresa Hoefer	Renea King	Dan Sanderson
<b>Comment</b>				
<b>Amount</b>				
<b>3 months</b>				
<b>6 months</b>				
<b>9 months</b>				
<b>10 months</b>				
<b>1 year</b>	1.85%	2.10%	2.35%	1.80%

**CDs Transferred**

\$107,376.90 renewed with First Missouri State Bank @ 2.35% for 12 months.

Endowment CDs Transferred to Endowment Trust

**CDs Maturing**

Bank	Certificate Number	Endowment	Maturity Date	Amount
US Bank	451034787	William Becker	12/9/2019	1,000.00
First MO State Bank	11129	Kim Mosley	12/12/1996	6,131.36
<b>Total</b>				<b>7,131.36</b>

**THREE RIVERS COMMUNITY COLLEGE**  
**Summary of Checks Issued**  
**Months of November & Decemberr 2019**

Current Fund:	General Fund - Southern Bank	\$ 2,112,847.69
	Electronic Student Refunds - Higher One	<u>164,517.98</u>
	Total Current Fund	<u>2,277,365.67</u>
Housing Fund:	Rivers Ridge - Southern Bank	39,013.69
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>37,498.95</u>
	Grand Total	<u><u>\$ 2,353,878.31</u></u>

This is to certify that the above is supported by invoices, purchase orders, and other pertinent data on file in the College Financial Service Office. Approved by the Board of Trustees, this 15th day of January 2020.

\_\_\_\_\_ Chairman, Board of Trustees

\_\_\_\_\_ Secretary, Board of Trustees

**THREE RIVERS COLLEGE  
 BID REPORT  
 AS OF JANUARY 8, 2020**

**Westover Window Replacement**

Status: Closed  
 Open Date: 11/8/2019  
 Close Date: 11/25/2019  
 Funding Source: Reserves  
 Bids Submitted:

Brown Window, Inc.	Poplar Bluff, MO
The Wilson Group	Greenwood, MO

Bid Awarded: No

**Athletic Insurance**

Status: Closed  
 Open Date: 12/13/2019  
 Close Date: 1/7/2020  
 Funding Source: General Revenue  
 Bids Submitted:

Gallagher Student Health and Special Risk	Quincy, MA
Cypress Risk Management	Sioux Falls, SD
Associated Insurance Plans International	Bruce Crossing, MI

Bid Awarded: No

Recommendation: Gallagher Student Health and Special Risk \$98,376

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## CONSIDERATION OF APPROVAL FOR ATHLETIC TEAMS INSURANCE

### BACKGROUND INFORMATION

#### HISTORY

The College advertised for bids for both Basic Sports Accident and Catastrophic Sports Accident policies. Responses were received as follows:

Bidders Meeting Bid Specifications:

<u>Name of Broker</u>	<u>Company</u>	<u>Deductible</u>	<u>Basic Sports Accident Policy</u>	<u>Catastrophic Sports Accident Policy</u>
<b>Gallagher Student Health &amp; Special Risk</b>				
	Catlin Insurance Co.	\$0	\$ 92,768.00	
	Guarantee Trust	\$0	\$93,000.00	
	Zurich	\$0	\$ 105,023.00	
	Mutual of Omaha			\$ 5,608.00
	AIG			\$7,552.00
<b>Cypress Risk Management</b>				
	Aspen American Ins. Co.	\$0	\$114,146.00	\$ 7,600.00
<b>Associated Insurance Plans International</b>				
	Ameritas	\$0	\$ 93,500.00	
				No Quote

### FINANCIAL IMPLICATIONS

Our current policy has a zero deductible and premiums for the 12-month period for 2019 were \$83,000.00 for the Basic Sports Accident Policy and \$4,939.00 for the Catastrophic Policy, totaling \$87,939.00. Gallagher Student Health & Special Risk's total submitted bid, with a zero deductible, would result in a \$10,437.00 annual increase.

### ADMINISTRATIVE RECOMMENDATIONS

As Gallagher Student Health & Special Risk is the incumbent and they are offering the best, comparative pricing, based on a zero deductible, it is recommended that the College accept the Basic Sports Accident policy bid from Gallagher Student Health & Special Risk through Caitlin Insurance Company (\$92,768.00) as well as their proposed Catastrophic Sports Accident policy through Mutual of Omaha Insurance Company (\$5,608.00).

## **January 2020 President's Report**

- Construction Update
  - Crisp Technology Center Expansion
  - Welcome Center Sign
  - Electronic Sign at Westwood Center
- Christmas Breakfast
- PN Pinning Ceremony
- RN Pinning Ceremony
- Spring 2020 Convocation
- Program Advisory Committee Meetings
- 1<sup>st</sup> day of Spring Semester
  
- Upcoming Events
  - Strategic Planning Session – January 24
  - FBLA District Conference – January 30 and 31
  - Hall of Fame Banquet – January 31
  - Alumni Reunion Pancake Breakfast – February 1
  - Alumni Star Reception – February 1
  - Alumni Reunion Basketball games – February 1
  - POTA – Russian Ballet – Sleeping Beauty – February 3
  - ETS STEM Day – February 7
  - Jazz Festival – February 13 and 15
  - POTA – Jubilation Jazz – February 14



**A G E N D A**  
**Executive Session**  
**Wednesday, January 20, 2020**

**I. Executive Session**

1. Personnel and any other matters covered by RSMo Section 610.021
2. Real Estate/Property and other matters covered by RSMo Section 610.021.2
3. Legal and other matters covered by RSMo Section 610.021.1

**II. Adjournment**

## **V1. Consideration and approval of the 2025 Strategic Plan**

### **BACKGROUND INFORMATION--HISTORY**

Three Rivers College operates under a five-year strategic plan. The current strategic plan, 2020 Vision, will close at the end of the current fiscal year.

During the fall semester, a steering committee of over 50 people came together to develop the next five-year strategic plan for the College. The committee consisted of members of the College team from across the College as well as adjunct faculty, community members, and students. The team worked nearly every Friday afternoon, reviewing institutional data, listening to presentations from functional departments of the College, and examining Strengths, Weaknesses, Opportunities and Threats. This work resulted in a draft of the next five-year strategic plan that was then edited based on committee discussion and feedback. Strategic planning steering committee members worked diligently to ensure that everyone in their departments and others at the College were informed and involved as the plan was developing and would bring back ideas and suggestions to each meeting.

The result of the work done is now presented to the Board of Trustees for consideration with a recommendation from the Strategic Planning Steering Committee that this plan be adopted for the coming fiscal year as the guiding planning document.

### **POSSIBLE ALTERNATIVES**

Return to the steering committee unapproved and request further development.

### **FINANCIAL IMPLICATIONS**

The submitted strategic plan will serve as the primary planning document for the College for the next five years and will be the basis on which the annual planning priorities and continuous improvement plans for each College unit will be developed. As such, this document will guide the allocation of funds each year as the budget is developed through the planning process.

### **ADMINISTRATIVE RECOMMENDATIONS**

Approve the strategic plan as submitted.

**V1. Consideration and approval of College Policy GAP 1320 Consumer Protection**

**BACKGROUND INFORMATION--HISTORY**

This policy was initially approved on August 21, 2019. This revision is the addition of Student Complaint Processes, including information regarding the NC-SARA Complaint Process

**POSSIBLE ALTERNATIVES**

None

**FINANCIAL IMPLICATIONS**

None

**ADMINISTRATIVE RECOMMENDATIONS**

Adopt the changes to the policy as presented.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION POLICY**

Section: 1000 General Administration	
Sub Section: 1300 Public Relations and Information	
Title: GAP 1320 Consumer Protection	Page 1 of 4
Associated Regulations: GAR 1310 College Communications; GAR 1315 Social Media; SR 2210 Admission Requirements; SR 2740 Student Rights and Responsibilities; FR 3109 Student Refunds; SR 2750 Return of Title IV Information; SR 2140 Student Appeals; SR 2130 Student Grievance	
Associated Policy: GAP 1200 Equal Opportunity	
References: Higher Learning Commission Policy on Student Consumer Protection 9/1/2019; National Council for State Authorization Reciprocity Agreements (NC-SARA) Complaint Process; Missouri Department of Higher Education	
Supersedes: NA	
Responsible Administrator: Chief Technology Officer; Chief Student Services Officer	
Initial Approval: 08-21-2019	Last Revision: 01-15-2020

Three Rivers College ensures that accurate, appropriate, and timely information is available to current and prospective students, as well as members of the College community. The college further commits itself to the policy that there shall be no unlawful discrimination against any person because of race, color, religion, sexual orientation, disability, age, gender, or national origin. The College treats its students ethically, respectfully, and professionally in marketing, recruiting, and admissions practices so students may make informed enrollment decisions without undue pressure. Prior to enrolling a prospective student, the College ensures students have sufficient time to review the institution’s policies and procedures, to understand the amount of federal, state, and institutional financial aid the student is eligible to receive, and to learn how many credits, if any, will transfer and whether they will be applied. The College maintains compliance with all accreditation, state, federal, regional, and local regulatory requirements regarding public relations and communications information for higher education.

Three Rivers College does not use aggressive or unfair marketing and recruiting practices. The College prohibits the use of high pressure tactics to induce a prospective student to register by a specific deadline with the promise of free cash, goods, or services outside of regular scholarship funds, institutional fee waivers, financial aid, or other normal institutional offerings; nor does the College provide prospective students with any guarantees of employment directly related to a student’s education.

College publications that include recruiting information containing job placement, salary, or student outcomes data must cite the source of the information and relevant explanatory information that makes the data clear to understand. Citations for student outcomes and surveys must clearly indicate the class and/or cohort and the publication date. All such information is maintained by the institution in the event that the Higher Learning Commission or other agency requests the data.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION POLICY**

Section: 1000 General Administration	
Sub Section: 1300 Public Relations and Information	
Title: GAP 1320 Consumer Protection	Page 2 of 4
Associated Regulations: GAR 1310 College Communications; GAR 1315 Social Media; SR 2210 Admission Requirements; SR 2740 Student Rights and Responsibilities; FR 3109 Student Refunds; SR 2750 Return of Title IV Information; SR 2140 Student Appeals; SR 2130 Student Grievance	
Associated Policy: GAP 1200 Equal Opportunity	
References: Higher Learning Commission Policy on Student Consumer Protection 9/1/2019; National Council for State Authorization Reciprocity Agreements (NC-SARA) Complaint Process; Missouri Department of Higher Education	
Supersedes: NA	
Responsible Administrator: Chief Technology Officer; Chief Student Services Officer	
Initial Approval: 08-21-2019	Last Revision: 01-15-2020

In no case may College personnel complete or sign an application on behalf of a prospective student. Students have the sole responsibility to register for each academic semester or term in which they are enrolled (SR 2210 Admission Requirements; SR 2740 Student Rights and Responsibilities). In no case does the College personnel complete a class registration for a student nor shall College initiate an “automatic” registration for the next semester without a student’s consent, and must allow the student the option to cancel prior to being assessed tuition or fees for that semester/term (FR 3109 Student Refunds). The College honors a request from any prospective student to remove personal contact information such as the student’s name, physical address, email address, phone number, or text information that was collected through the admissions/recruiting process.

The Communications Department has a process for the development and review of the electronic and printed forms of marketing, promotional, and recruitment materials; college publications; and other public-facing information. This process ensures that all such information is accessible, accurate, and transparent to prospective students and the College community. Additionally, it must be approved by the Communications Department prior to dissemination. College information is made available through, but not limited to, the College Catalog, website, social media, academic program handbooks, advertising, and all marketing and recruitment materials (GAR 1310 College Communications, GAR 1315 Social Media).

The Communications Department coordinates all press releases and announcements concerning Three Rivers College. Additionally, Communications is responsible for College media relations, including the initial fielding of phone calls for the Office of the President from the media and reporters addressing questions regarding College activities, events, and issues. Permission to send mass emails using the “everyone” email groups must be approved by the Office of the President or his/her designee.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION POLICY**

Section: 1000 General Administration	
Sub Section: 1300 Public Relations and Information	
Title: GAP 1320 Consumer Protection	Page 3 of 4
Associated Regulations: GAR 1310 College Communications; GAR 1315 Social Media; SR 2210 Admission Requirements; SR 2740 Student Rights and Responsibilities; FR 3109 Student Refunds; SR 2750 Return of Title IV Information; SR 2140 Student Appeals; SR 2130 Student Grievance	
Associated Policy: GAP 1200 Equal Opportunity	
References: Higher Learning Commission Policy on Student Consumer Protection 9/1/2019; National Council for State Authorization Reciprocity Agreements (NC-SARA) Complaint Process; Missouri Department of Higher Education	
Supersedes: NA	
Responsible Administrator: Chief Technology Officer; Chief Student Services Officer	
Initial Approval: 08-21-2019	Last Revision: 01-15-2020

Three Rivers College is dedicated to providing fair and impartial resolution of student complaints. It is the practice of the College to resolve student complaints at the lowest possible level through informal action by either using the Student Complaint Portal or by contacting Student Services. When a complaint is not resolved at this level, the student will be given the option to file an appeal with the Chief Student Services Officer please refer to College regulation SR 2140 Student Appeals for details.

In rare cases when all other forms of resolution have failed and the student believes their status at the College has been adversely affected by an incorrect or inappropriate decision or behavior, the student can file a grievance. Please refer to College regulation SR 2130 Student Grievance for details.

If a concern cannot be resolved to the student’s satisfaction through the College’s Student Appeals process or, if applicable, the College’s Grievance process, the student may seek additional assistance by filing a complaint with the Missouri Department of Higher Education or the Higher Learning Commission.

Distance Education students who believe their concerns have not been sufficiently addressed through the College’s appeal and/or grievance procedures and who are taking online courses through the College and reside in NC-SARA states may file with the National Council for State Authorization Reciprocity Agreements (NC-SARA) Complaint Process or the Missouri Department of Higher Education. Online students residing in California or Massachusetts should follow those states’ complaint resolution guidelines.

**THREE RIVERS COLLEGE  
GENERAL ADMINISTRATION POLICY**

Section: 1000 General Administration	
Sub Section: 1300 Public Relations and Information	
Title: GAP 1320 Consumer Protection	Page 4 of 4
Associated Regulations: GAR 1310 College Communications; GAR 1315 Social Media; SR 2210 Admission Requirements; SR 2740 Student Rights and Responsibilities; FR 3109 Student Refunds; SR 2750 Return of Title IV Information; SR 2140 Student Appeals; SR 2130 Student Grievance	
Associated Policy: GAP 1200 Equal Opportunity	
References: Higher Learning Commission Policy on Student Consumer Protection 9/1/2019; National Council for State Authorization Reciprocity Agreements (NC-SARA) Complaint Process; Missouri Department of Higher Education	
Supersedes: NA	
Responsible Administrator: Chief Technology Officer; Chief Student Services Officer	
Initial Approval: 08-21-2019	Last Revision: 01-15-2020

**DOCUMENT HISTORY:**

- 08-21-2019:** Initial approval of Policy GAP1320 Consumer Protection.
- 01-15-2020:** Addition of Student Complaint Process, including information regarding the NC-SARA Complaint Process.

Consideration of Personnel Action  
Employment of Personnel  
Instructor, Social Science (Sociology)

**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer

\_\_\_\_\_ Professional Staff

X  Faculty – replacement for Kristy Niblock; resignation approved 08/21/19

\_\_\_\_\_ Support Staff

\_\_\_\_\_ Federal Program: \_\_\_\_\_

\_\_\_\_\_ Special Program \_\_\_\_\_

NAME:  Rebekah J. Carnes

POSITION TITLE:  Instructor, Social Science (Sociology)

SALARY:  \$38,940

FULL-TIME  X  PART-TIME: \_\_\_\_\_

9 months  X  10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months \_\_\_\_\_

Other:  Non-tenure track

STARTING DATE:  August 10, 2020

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
BA	University of Kansas Lawrence, KS	Anthropology African Studies
MA	Kansas State University Manhattan, KS	Sociology

EXPERIENCE

<u>2019 - present</u>	<u>Kansas State University Kansas City, MO</u>	<u>Graduate Research Assistant</u>
<u>2017 – 2019</u>	<u>Kansas State University Manhattan, KS</u>	<u>Graduate Teaching Assistant</u>
<u>2015 – 2017</u>	<u>Kansas State University Manhattan, KS</u>	<u>KSU Peace Corps Representative</u>

(01/15/2020)



Consideration of Personnel Action  
 Employment of Personnel  
 Instructor, Information Systems Technology  
**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer  
 \_\_\_\_\_ Professional Staff  
 X  Faculty – new position  
 \_\_\_\_\_ Support Staff  
 \_\_\_\_\_ Federal Program: \_\_\_\_\_  
 \_\_\_\_\_ Special Program \_\_\_\_\_

NAME:  Charles L. Hower

POSITION TITLE:  Instructor/Coordinator CDL Program

SALARY:  \$36,105

FULL-TIME  X  PART-TIME: \_\_\_\_\_

9 months \_\_\_\_\_ 10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months  X

Other:  Non-tenure track

STARTING DATE:  January 6, 2020

QUALIFICATIONS:

Degree   Ed. Institution   Major

EXPERIENCE

2010 - present	MCI Cores St. Louis, MO	OTR Truck Driver
1985	Kaskaskia College Centralia, IL	Coordinator/Instructor Truck Driver Training
1980	Three Rivers College Poplar Bluff, MO	Adjunct Faculty Traffic Laws/Accident Investigation
1976 - 1980	Poplar Bluff Police Department Poplar Bluff, MO	Police Officer

(01/15/2020)

Consideration of Personnel Action  
Employment of Personnel  
Instructor, Information Systems Technology

**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer

\_\_\_\_\_ Professional Staff

X  Faculty – replacement for Greg Hicks (retired 2014)

\_\_\_\_\_ Support Staff

\_\_\_\_\_ Federal Program: \_\_\_\_\_

\_\_\_\_\_ Special Program \_\_\_\_\_

NAME:  Michael Malone

POSITION TITLE:  Instructor, Information Systems Technology

SALARY:  \$40,767

FULL-TIME  X  PART-TIME: \_\_\_\_\_

9 months  X  10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months \_\_\_\_\_

Other:  Non-tenure track

STARTING DATE:  August 10, 2020

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
BS	University of State of the State of New York Albany, NY	Computer Software
MS	NOVA Southeastern University Fort Lauderdale, FL	Computer Information Systems
PhD	Capella University Minneapolis, MN	Organization and Management

EXPERIENCE

<u>2015 - present</u>	<u>Department of Veterans Affairs</u>	<u>Senior IT Analyst</u>
	<u>Poplar Bluff, MO (Region)</u>	
<u>2008 - 2015</u>	<u>John J Pershing VA Medical Center</u>	<u>Chief, Customer Support/</u>
	<u>Poplar Bluff, MO</u>	<u>IT Specialist/IT Specialist Intern</u>
<u>7/1991 – 7/2008</u>	<u>Libla Industries, Inc./Mid-Continent Nail</u>	<u>Programmer/IT Manager</u>
	<u>Poplar Bluff, MO</u>	

(01/15/2020)

Consideration of Personnel Action  
Employment of Personnel  
Science Lab Manager

**PERSONNEL DATA SHEET**

\_\_\_\_\_ Administrative Officer

\_\_\_\_\_ Professional Staff

\_\_\_\_\_ Faculty

X Support Staff – replacement for Traven Crocker; transfer approved 08/21/19

\_\_\_\_\_ Federal Program: \_\_\_\_\_

\_\_\_\_\_ Special Program \_\_\_\_\_

NAME: Barbara Nicole Roper

POSITION TITLE: Science Lab Manager

SALARY: \$15.00/hour

FULL-TIME X PART-TIME: \_\_\_\_\_

9 months \_\_\_\_\_ 10 months \_\_\_\_\_ 11 months \_\_\_\_\_ 12 months X

Other: \_\_\_\_\_

STARTING DATE: January 6, 2020

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
BS	Southern Illinois University Carbondale, IL	Zoology

EXPERIENCE

<u>02/2016 - present</u>	<u>Southern Illinois University</u>	<u>Lab Manager/Researcher I</u>
	<u>Carbondale, IL</u>	
<u>01/2015 – 01/2016</u>	<u>Foxy Manufacturing</u>	<u>Warehouse Manager</u>
	<u>Poplar Bluff, MO</u>	
<u>09/2013 – 01/2015</u>	<u>Southern Illinois University</u>	<u>Laboratory Technician</u>
	<u>Carbondale, IL</u>	

(01/15/2020)

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
Student Services Advisor II to Assistant Director, Kennett

## **BACKGROUND INFORMATION**

### **HISTORY**

With the upcoming retirement of the Director in Kennett, the opportunity became available to review the structure in Kennett to align with the other external locations with an Assistant Director. This will also allow time for adequate training to better serve students as we redefine roles. Ms. Fincher served in a Facilitator role at the Kennett location for approximately a year and a half before transferring to an advising role here on the main campus.

In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Haley Fincher to this position. Ms. Fincher will assume the duties, effective January 1.

## **FINANCIAL IMPLICATIONS**

This is a twelve-month, exempt staff position.

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Haley Fincher.

(01/15/2020)

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
Assistant Director, Housing to Director, Housing

## **BACKGROUND INFORMATION**

### **HISTORY**

With the upcoming retirement of the Director of Housing, the opportunity became available to transition the Assistant Director into the Director role as of July 1. This will also allow time for adequate training to better serve students as we redefine roles. Casey Julian has served full-time in an assistant role in housing since 2014.

In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Casey Julian to this position. Mr. Julian will assume the duties, effective July 1, 2020.

## **FINANCIAL IMPLICATIONS**

This is a twelve-month, exempt staff position.

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Casey Julian.

(01/15/2020)

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Request for Retirement  
Director, Kennett

## **BACKGROUND INFORMATION** **HISTORY**

Kathy Ballard has been employed as the Director in Kennett since August 2014. Prior to Kennett, Ms. Ballard served in advising and disability services roles. She has been with the College in a full-time capacity since 1998. Ms. Ballard has submitted her request for retirement, effective July 1, 2020.

## **FINANCIAL IMPLICATIONS**

This is a twelve-month, institutionally funded staff position.

## **ADMINISTRATIVE RECOMMENDATION**

Accept Ms. Ballard's request for retirement and proceed with review of the position and the appropriate replacement process.

(01/15/2020)



# THREE RIVERS COLLEGE

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Three Rivers - Kennett  
1002 Great West Dr. | Kennett, MO 63857  
Phone: 573-888-6381 | Toll Free: 877-879-8722  
trcc.edu

December 13, 2019

Ann Matthews  
Dean of Students  
Three Rivers College  
2080 Three Rivers Blvd.  
Poplar Bluff, MO 63901

Dean Matthews,

In 1998, I started my career at Three Rivers College as the Director of Job Placement. After 21 years of service to the college, I have decided to retire from my current position as Director of the Kennett Center, effective June 30, 2020.

Over the years, the college has provided our family with a stable income and helped put two of my children through the first two years of their under-graduate degree. The administration, faculty and staff gave me the support and gratitude I needed as an employee. I truly appreciate the respect shown to me over the last 21 years of service.

Moving forward, I plan to spend more time with my husband, children and grandchildren in the years to come. I will always have Three Rivers College in my heart and continue to assist those with their educational needs. Thank you again, for the honor of being a Three Rivers College retiree.

Sincerely,

Kathy Ballard  
1076 Pleasant View Lane  
Piggott, AR 72454

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Request for Retirement  
Associate Professor, Nursing

## **BACKGROUND INFORMATION** **HISTORY**

Marsha Eaton has been employed as a nursing faculty member since July 2000. Ms. Eaton served in the Sikeston program before moving to the Poplar Bluff campus in 2015. She has submitted her request for retirement, effective July 1, 2020.

## **FINANCIAL IMPLICATIONS**

This is a ten-month, institutionally funded faculty position.

## **ADMINISTRATIVE RECOMMENDATION**

Accept Ms. Eaton's request for retirement and proceed with review of the position and the appropriate replacement process.

(01/15/2020)



Marsha Eaton MSN RN  
P O Box 734  
Dexter MO 63841  
November 25, 2019

Dr. Staci Foster PhD RN CNE  
Department Chair, Nursing and Allied Health  
Three Rivers College  
2080 Three Rivers Blvd  
Poplar Bluff MO 63901

Dear Dr. Foster:

It is with great apprehension and excitement that I would like to tender my retirement from Three Rivers College, and the Department of Nursing, effective June 30, 2020.

I am grateful for the many opportunities I have been given as a Three Rivers employee and to be part of what I believe to be one of the best nursing programs in Missouri. I will certainly miss my colleagues, but feel the time is right for this move. I wish nothing but the best for this program and those who are carrying on behind me.

Sincerely,

*Marsha Eaton MSN RN*

Marsha Eaton MSN RN  
Associate Professor - Nursing

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Request for Retirement  
Director, Housing

## **BACKGROUND INFORMATION** **HISTORY**

Laura Milligan has been employed as the Director of Housing since March 2016. Prior to, Ms. Milligan served in financial aid as well as a previous term in housing. She has been with the College in a full-time capacity since 2002. Ms. Milligan has submitted her request for retirement, effective July 1, 2020.

## **FINANCIAL IMPLICATIONS**

This is a twelve-month, institutionally funded staff position.

## **ADMINISTRATIVE RECOMMENDATION**

Accept Ms. Milligan's request for retirement and proceed with review of the position and the appropriate replacement process.

(01/15/2020)



# THREE RIVERS COLLEGE

Poplar Bluff Campus  
2080 Three Rivers Blvd. | Poplar Bluff, MO 63901  
Phone: 573-840-9600 | Toll Free: 877-879-8722  
trcc.edu

November 15, 2019

Dr. Wesley Payne  
President  
Three Rivers College

Dr. Payne,

I have been thinking long and hard about this and have come to the final decision of retiring as Director of Student Housing at Three Rivers College. This letter will serve as my formal notice of retirement, effective June 30, 2020.

Retiring from Three Rivers after almost 18 years has been a very difficult decision to make. I have been afforded many great personal and professional experiences in those years. I have always felt at home here, together with some of the most respectable and capable people on the planet. I am very thankful to all my colleagues who have made my time at Three Rivers even more enjoyable and fulfilling.

I am excited about my impending retirement but wanted to take this opportunity to thank you for all of the opportunities I have experienced working at Three Rivers College. I have genuinely enjoyed my employment and will miss you and my coworkers when my retirement begins.

Respectfully,

Laura Milligan  
Director of Student Housing

cc: K. McDaniel  
A. Matthews

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Request for Resignation - REVISED  
Assistant Professor, Social Science

### **BACKGROUND INFORMATION** **HISTORY**

Kristy Niblock submitted a request for resignation to be effective at the end of the fall semester. This request was approved by the Board of Trustees on August 21, 2019. However, Ms. Niblock has agreed to extend her resignation date to the end of the spring 2020 semester and complete the current academic year. A full-time replacement has been recommended to begin employment with the fall 2020 semester.

### **FINANCIAL IMPLICATIONS**

This is a nine-month, institutionally funded faculty position.

### **ADMINISTRATIVE RECOMMENDATION**

Approve Ms. Niblock's extension of resignation to Commencement 2020.

(01/15/2020)

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Resignation  
Instructor in Reading

## **BACKGROUND INFORMATION** **HISTORY**

Ms. Lisa Gray has been employed as a full-time faculty member since August 2015. Prior to full-time, she served as an adjunct faculty member in 2014. Ms. Gray has submitted her resignation, effective January 6, 2020.

## **FINANCIAL IMPLICATIONS**

This is a full-time, nine-month, faculty position.

## **ADMINISTRATIVE RECOMMENDATION**

Accept Ms. Gray's resignation and proceed with review of the position and the appropriate replacement process.

(01/15/2020)

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Resignation  
Part-time Disability Services Specialist

## **BACKGROUND INFORMATION** **HISTORY**

Ms. Jessica Harris has been employed as a Part-time Disability Services Specialist since November 2017. Ms. Harris has submitted her resignation, effective December 19, 2019.

## **FINANCIAL IMPLICATIONS**

This is a part-time, twelve-month, staff position.

## **ADMINISTRATIVE RECOMMENDATION**

Accept Ms. Harris' resignation and proceed with review of the position and the appropriate replacement process.

(01/15/2020)

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Resignation  
Mail Services/Receiving Agent

## **BACKGROUND INFORMATION** **HISTORY**

Mr. David Wooldridge has been employed as a Mail Services/Receiving Agent since August 2015. Mr. Wooldridge has submitted his resignation, effective December 3, 2019.

## **FINANCIAL IMPLICATIONS**

This is a full-time, twelve-month, staff position.

## **ADMINISTRATIVE RECOMMENDATION**

Accept Mr. Wooldridge's resignation and proceed with review of the position and the appropriate replacement process.

(01/15/2020)

November 19, 2019

Dear Ms. Halcumb:

Please accept this letter as formal notification that I am resigning from my position as Mail Services/Receiving Agent at Three Rivers College. My last day will be Tuesday, December 3, 2019.

Thank you so much for the opportunity to work in this position for the last 4 ½ years. I have enjoyed and appreciated the opportunities I have had while employed here and the relationships I have made over the last several years.

I wish Three Rivers College continued success and I hope to stay in touch in the future.

Sincerely,

David Wooldridge



**THREE RIVERS COLLEGE  
STUDENTS REGULATION**

Section: 2000 Students	
Sub Section: 2100 Nondiscrimination and Student Rights	
Title: SR 2140 Student Appeals	Page 1 of 17
Primary Policy: SP 2140 Student Appeals	
Associated Policies: SP 2130 Student Grievance; GAP 1320 Consumer Protection	
Associated Regulations: SR 2130 Student Grievance; SR 2140 Student Appeals	
References: Title VII of the Civil Rights Act, Title IX of the Higher Education Act of 1972, section 504, of the Rehabilitation Act of 1973, as amended on the ADA Act of 1992; TRC Student Complaint Portal; National Council for State Authorization Reciprocity Agreements (NC-SARA) Complaint Process	
Addendums: A - Student Academic Appeals Procedure; B - Student Service and Financial Appeal Procedure; C - Student Appeals Intake Form	
Supersedes: NA	
Responsible Administrator: Chief Financial Officer; Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 08-24-2016	Last Revision: 01-15-2020

Three Rivers College is committed to providing an educational climate conducive to the personal and professional development of each individual. The College is dedicated to providing fair and impartial resolution of student complaints. It is the practice of the College to resolve student complaints at the lowest possible level through informal action by either using the Student Complaint Portal or by contacting Student Services. When a complaint is not resolved at this level, the student will be given the option to file an appeal with the Chief Student Services Officer.

**Right to Appeal**

Students have the right to seek an appeal after the student has attempted to resolve the issue with the appropriate instructor or office. If the issue remains unresolved, the student may file a formal appeal with the Chief Student Services Officer.

Students must appeal in writing, using the Student Appeals Intake Form found in the Office of the Chief Student Services Officer. Each written appeal must be dated and include the student's name, ID number, signature, what is being requested and for what semester, any extenuating circumstances, and why the request should be considered. All documentation of evidence should be included with the written request. **The burden of proof falls on the student. Lack of knowledge is not grounds for a student to appeal.**

**Appeal Process**

Students must have completed the initial process by discussing the issue with the related office prior to submitting an appeal. Students have 20 business days after notification of the initial decision to file an appeal. The appropriate appeals form and all written documentation must be submitted. The Chief Student Services Officer shall review the written requests and documentation, and route the student appeal to the appropriate office for processing. Students

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Addendums: A - Student Academic Appeals Procedure; B - Student Service and Financial Appeal Procedure; C - Student Appeals Intake Form	
Supersedes: NA	
Responsible Administrator: Chief Financial Officer; Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 08-24-2016	Last Revision: 01-15-2020

who fail to file an appeal within the time limit may request an exception “in writing” however, the exception shall be granted only under extraordinary circumstance.

**Types of Appeals**

**1. Academic Appeal**

An academic appeal may be filed in relation to a grade or programmatic discrepancy, or other academic related issues. The college shall make every effort to resolve a student academic appeal within its authority as it relates to college and programmatic policy.

**2. Financial Appeal**

A financial appeal may be filed in relation to miscellaneous billing discrepancies, tuition, college fines and fees, as well as disbursement of credit balances. The college shall make every effort to resolve a student financial appeal within its authority as it relates to college, state and federal policy.

**3. Student Services Appeal**

A student services appeal may be filed in relation to issues regarding student advising, admissions, student suspension, transcript evaluation, placement testing, and financial aid related issues that may or may not be institutional in nature or any matter that is student service related. The college shall make every effort to resolve a student services appeal within its authority as it relates to college policy.

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STUDENTS REGULATION**

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Sub Section: 2100 Nondiscrimination and Student Rights	
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Supersedes: NA	
Responsible Administrator: Chief Financial Officer; Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 08-24-2016	Last Revision: 01-15-2020

**Appeal Criteria**

**1. Medical Reasons**

Documentation of an illness, accident, injury, or situation which could not be influenced, planned for, or prevented by the student and which subsequently caused a change in the class schedule. This applies to student or immediate family only. Immediate family includes spouse, children, step-children, foster children, parent, siblings, step-parent, grandparent, grandchild, step-grandparent, and any other members of the family who reside in the house of the student.

**2. Institutional Error**

Institutional error must be demonstrated by written documentation of substantiated circumstances involving deadlines where a student has, in good faith, relied on information provided by a named College official, or the official's interpretations of the text of a College document or publication, and was consequently misled or mistaken about its terms.

**3. Job Transfer**

The transfer must be to a location in which Three Rivers continued attendance would present an undue hardship. Notification of transfer and actual move must occur prior to final exams. Documentation must be provided and show date of notification to student and date of actual transfer. Documentation must also be on company letterhead and have a supervisor's signature and phone number for verification.

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Supersedes: NA	
Responsible Administrator: Chief Financial Officer; Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 08-24-2016	Last Revision: 01-15-2020

**4. Work Schedule Conflict**

Work schedule must be in direct time conflict for class which the adjustment is being requested. Documentation from supervisor must be provided and must be on company letterhead indicating the date the change occurred and the new hours. Documentation must also include supervisor’s signature and phone number for verification.

**5. Military Orders**

Military orders must indicate dates within the semester in question.

**6. Grading Issues that impact the Final Course Grade**

Grading issues at stake must impact the final course grade. A course grade appeal may not be filed until the semester has ended and a final course grade has been assigned. The student believes the final course grade was assigned contrary to procedures as specified in the course syllabus or was based on bias, caprice, or computational or clerical error.

**7. Acts of Nature (Fire, Tornado, Earthquake, Flood, Etc.)**

Acts of Nature adjustment requests must be accompanied by documentation that proves a student would have had an undue hardship, had the student continued his/her current class schedule.

**8. Other Criteria**

Extenuating circumstances and other criteria may be considered to allow a student to be given the option to file an appeal.

**THREE RIVERS COLLEGE  
STUDENTS REGULATION**

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Supersedes: NA	
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Initial Approval: 08-24-2016	Last Revision: 01-15-2020

**Process**

Any student seeking to file an appeal must begin the process by completing the Student Appeals Form and submit to the Office of the Chief Student Services Officer as described within this regulation. Refer to the attached addendums for the appeals processes for each type of appeal and the form. Each appeal will be reviewed and considered on a case by case basis. Each appeal will be subject to the guidelines within this regulation, college rules and the respective committees' process and the timeliness of the committees' schedule. Retaliation against a person who files a complaint or persons who participate in the appeals process is prohibited.

When a complaint is not resolved at this level, the student will be given the option to file an appeal with the Chief Student Services Officer. Please refer to College regulation SR 2140 Student Appeals for details. In rare cases when all other forms of resolution have failed and the student believes their status at the College has been adversely affected by an incorrect or inappropriate decision or behavior, the student can file a grievance. Please refer to College regulation SR 2130 Student Grievance for details.

If a concern cannot be resolved to the student's satisfaction through the College's Student Appeals process or, if applicable, the College's Grievance process, the student may seek additional assistance by filing a complaint with the Missouri Department of Higher Education or the Higher Learning Commission.

Distance Education students who believe their concerns have not been sufficiently addressed through the College's appeal and/or grievance procedures and who are taking online courses through the College and reside in NC-SARA states may file with the National Council for State Authorization Reciprocity Agreements (NC-SARA) Complaint Process or the Missouri

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Supersedes: NA	
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Initial Approval: 08-24-2016	Last Revision: 01-15-2020

Department of Higher Education. Online students residing in California or Massachusetts should follow those states' complaint resolution guidelines.

**THREE RIVERS COLLEGE  
STUDENTS REGULATION**

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Addendums: A - Student Academic Appeals Procedure; B - Student Service and Financial Appeal Procedure; C - Student Appeals Intake Form	
Supersedes: NA	
Responsible Administrator: Chief Financial Officer; Chief Academic Officer; Chief Student Services Officer	
Initial Approval: 08-24-2016	Last Revision: 01-15-2020

**DOCUMENT HISTORY:**

- 08-24-2016:** Initial approval of regulation SR2140 Student Appeals.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 01-15-2020:** Clarification of Student Complaint Process, including information regarding the NC-SARA Complaint Process.

## **Addendum A**

### **Academic Appeal Procedure**

Three Rivers College students have the right to seek an academic appeal after the student has attempted to resolve the issue with the appropriate instructor or office. If the issue remains unresolved, the first step is for the student to file a formal appeal with the Chief Student Services Officer in writing, using the Student Appeals Intake Form. Once the Student Appeals Intake Form has been reviewed, the student may be required to submit additional paperwork and documents to support their claim. The appropriate department(s) will then be notified of the student's appeal and the initial paperwork will be forwarded to that office for processing.

### **Academic Appeal**

An academic appeal may be filed in relation to a grade or programmatic discrepancy, or other academic related issues. The college shall make every effort to resolve a student academic appeal within its authority as it relates to college and programmatic policy.

The Three Rivers College Student Academic Appeal Procedure is based on the following principles:

- A student has a right to appeal a grade; programmatic discrepancy, or other academic related issues that the student believes was contrary to procedures as specified in the course syllabus, programmatic discrepancy or was based on bias, caprice, or computational or clerical error.
- A student's grade should reflect the student's mastery of the subject matter of the course.
- Students are entitled to a fair and impartial evaluation of their work or program.
- Students and faculty should communicate regularly and openly about course/program requirements, assignments, tests, grading procedures, and grades.
- The college faculty is responsible for creating the curriculum and establishing the standards by which students will be evaluated in each course/program.
- Faculty members are entitled to the presumption that the grades they assign are an accurate reflection of the performance of the students in their courses.
- A course grade may only be changed by the course instructor or by the recommendation of an Academic Appeals Committee. College administrators may not change grades.



Both students and faculty members have rights and responsibilities in the grading/programmatic process:

- Students who wish to appeal a final grade or programmatic discrepancy are responsible for demonstrating that the grade they received was contrary to procedures as specified in the course syllabus/program specifics or was based on bias, caprice, or computational or clerical error.
- Faculty members have a responsibility to provide their students with syllabi and program information that clearly delineate the bases on which student grades or major will be assigned.
- Faculty members are responsible for providing their students with timely feedback on their performance on tests, papers, projects, and other graded assignments.
- Faculty members are responsible for keeping course records, final exams, and other materials on which grades are based (that have not been returned to students) for a year.
- Faculty members have a right to have the grades they assign upheld unless it is clearly demonstrated that a grade was contrary to procedures as specified in the course syllabus/program or was based on bias, caprice, or computational or clerical error.
- Both faculty members and students have a right to have grade and programmatic appeals resolved in a timely fashion (as prescribed in the timelines given herein).
- Both faculty members and students have a responsibility to attempt to resolve grade and programmatic disputes informally.

### **Grading and Programmatic Disputes during a Semester**

Faculty members and students should communicate regularly and openly about all grading and/or programmatic issues. A student who is dissatisfied with an instructor's grading decision during a semester should discuss the issue with the instructor and attempt to resolve the matter informally. A student who believes that a grading issue has not been satisfactorily resolved should speak with the instructor's department chair about the matter. The department chair should work with both the student and the instructor to address any academic issue.

Students may not file a formal academic appeal during the semester. Grading or programmatic issues that remain unresolved during the semester may become the basis for a formal academic appeal once the semester has ended and a final course grade has been assigned. The formal process may be used only for grading or programmatic issues that impact the final course grade or programmatic outcome. For example, if a student disagrees with a grade given on a particular assignment but changing the grade on that particular assignment will not affect the student's final course grade, then the issue is not appropriate for a formal appeal. In this situation, the student may lodge a verbal or written complaint about the instructor's grading practices with the department chair but may not file a formal academic appeal.

## **Disputes over Final Course Grades and Programmatic Discrepancies**

Disputes over final course grades and programmatic discrepancies may reflect disagreements that have carried over from the semester or new issues that have arisen as the result of a late-semester project, test, final exam, or a discrepancy within the designated program. A student who is dissatisfied with a grading decision should attempt to resolve the matter by contacting the instructor. The student may wish to contact the department chair to facilitate communication between the student and the instructor and to mediate the dispute.

### **Grounds for a Formal Academic Appeal**

A student may file a formal appeal regarding course grade or programmatic discrepancy if the following conditions are met:

- The student has attempted to resolve the dispute informally.
- The grading issues at stake impact the final course grade. (A course grade appeal may not be filed until the semester has ended and a final course grade has been assigned.)
- The student believes that his or her final course grade was assigned contrary to procedures as specified in the course syllabus or was based on bias, caprice, or computational or clerical error.
- Students unhappy with their instructor's grading system, grade assignment practices, or program may complain verbally or in writing to the department chair even if the issue does not qualify for a formal academic appeal.

### **Filing the Formal Academic Appeal**

A student may file a formal academic appeal by completing the Student Appeals Intake Form and submitting it to the appropriate department chair. The form asks the student to provide a written statement that clearly and specifically states the grounds on which the grade appeal is based. The student must explain why he or she believes that the assigned grade or program decision was contrary to procedures as specified in the course syllabus, or college catalog or was based on bias, caprice, or computational or clerical error. The student should attach supporting documentation to the form (that may include the Student Appeals Intake Form, such as the following:

- A copy of the course syllabus or program specific information from the college catalogue
- A copy of the graded assignment or applicable program guide on which the formal academic appeal is centered if it is available.
- A portfolio of the student's program and other graded work from the course, including papers, projects, homework, tests, and other assignments, if these materials are available.

- Any other documents the student believes are relevant to the resolution of the academic appeal.
- Students must have completed the initial process by discussing the issue with the related office prior to submitting an appeal. Students have 20 business days after notification of the initial decision to file an appeal. Students who fail to file an appeal within the time limit may request an exception “in writing” however, the exception shall be granted only under extraordinary circumstance.

### **Informal Resolution**

Upon receipt of a Student Appeals Intake Form, the department chair should contact both the student and the instructor involved to attempt to resolve the dispute informally. The faculty member shall act in good faith and keep in mind that the goal is to resolve the grading dispute fairly. The instructor may agree to resolve the dispute informally if he or she believes it is appropriate. For example, if the dispute involves a computational or clerical error and the faculty member or program manager agrees with the student, he or she may simply complete the appropriate change form to change the grade or programmatic circumstance rather than force a the Faculty Academic Appeal Panel to resolve the issue.

If the faculty member or program manager is no longer with the college or is unavailable, the department chair shall appoint another instructor to represent faculty interests in the appeal. In such cases, no informal resolution is allowed and the issue shall be presented to the Academic Appeal Panel.

### **Instructor Response**

If the dispute is not resolved informally, the department chair shall give the faculty member a copy of the appropriate Student Appeals Intake Form submitted by the student and request a written response to the appeal. The instructor’s response should include the following:

- A copy of the course syllabus or programmatic reference.
- A copy of any relevant graded assignments that had not been returned to the student.
- A written statement responding to the issues raised by the student.
- A statement indicating whether the instructor or program manager wishes to appear in person before the Faculty Academic Appeal Panel.
- Any other documents the instructor or program manager believes are relevant to the resolution of the appeal.

The department chair should continue to pursue a formal resolution to the dispute if he or she believes that a resolution is possible. The department chair may share the instructor’s response with the student in hopes of finding common ground between the two. If appropriate, the chair may wish to give the student the opportunity to address issues raised in the instructor’s response that the student has not previously addressed.

## **The Academic Appeal Panel**

If attempts at informal resolution of the grading dispute fail, the Chief Academic Officer shall appoint a Faculty Academic Appeal Panel to consider the appeal. The panel shall consist of at least three full-time faculty members. The instructor or program manager involved in the dispute is not eligible to serve on the panel. The Chief Academic Officer will appoint one of the members of the panel to serve as its chair.

The chair of the Faculty Academic Appeal Panel is responsible for ensuring that the appeal process is completed in a timely fashion. Unless there are exceptional circumstances (as determined by the Chief Academic Officer), the appeal process must be completed before the end of the semester in which it is filed. The chair is also responsible for ensuring that the instructor has at least a week to prepare a response to the academic appeal and that both the student and the instructor have at least a week's advance notice of the time and location for appearing before the Faculty Appeal Panel in person if they have requested an appearance.

### **Panel Review**

The Faculty Academic Appeal Panel is responsible for determining the facts in the dispute and making a judgment on the merits of the appeal. The panel shall review the materials submitted both by the student and the instructor/program manager. The panel may request any other information it deems necessary, including additional instructor records and input from third parties.

Both the student the program manager and the faculty member have the right to appear in person before the Faculty Academic Appeal Panel if they request the opportunity. If both parties appear before the panel, they should be heard separately. If neither party requests to appear in person, the panel should complete its review based on the written materials supplied by the parties and whatever other information the panel may request.

The panel's deliberations, including hearing testimony from the parties involved and third parties, shall take place in private. Neither the student, program manager nor the faculty may be accompanied by an advisor.

The student has the burden of proof. The student must present clear evidence that a grade or program discrepancy was contrary to procedures as specified in the course syllabus, program or was based on bias, caprice, or computational or clerical error. The instructor's grade stands unless the Faculty Academic Appeal Panel determines by the preponderance of the evidence that the grade or program was contrary to procedures as specified in the course syllabus, program requirement, or was based on bias, caprice, or computational or clerical error.

Once the members of the Faculty Academic Appeal Panel have determined that they have sufficient information to make a decision, they will vote either to grant or reject the appeal. A simple majority is sufficient to decide the issue. If the panel grants the appeal, it determines the appropriate course grade or program change for the student. The panel chair shall prepare a

written report stating the panel's decision and the justification for that decision. Copies of the report must be conveyed to the student, the instructor, the department chair, and the Chief Academic Officer. If the panel determines that the student's grade shall be changed, the chair of the Faculty Academic Appeal Panel will prepare the appropriate change form and submit it to the Chief Academic Officer for processing with the panel report attached. The stated reason for the change of grade will be "the recommendation of a Faculty Academic Appeal Panel." The chair of the Faculty Academic Appeal Panel will sign the form instead of the course instructor or program manager.

Sometimes an Academic appeal raises issues that go beyond the resolution of grading or programmatic issues. These issues could include questions about compliance with ADA guidelines, concerns about an instructor's following departmental or programmatic requirements, or questions of a student's academic integrity. At its discretion, the Faculty Academic Appeal Panel may prepare a supplementary report addressing those issues and present it to the Chief Academic Officer.

### **Appealing the Panel's Decision**

There is a limited right to appeal the decision of the Faculty Academic Appeal Panel. The appeal may be based only on procedural rather than substantive grounds. If a party believes that the appeals process was not properly followed and as a result he or she was treated unfairly, then he or she may file a written appeal with the Chief Academic Officer. The appeal may only be based on procedural errors that compromised the fundamental fairness of the process. Minor procedural errors that do not materially affect the outcome of the process are not grounds for appeal.

The Chief Academic Officer will review the appeal and conduct whatever investigation he or she deems appropriate. If the Chief Academic Officer determines that the academic appeal process was not properly followed and that the failure to follow proper procedures biased the result of the appeal, then the Chief Academic Officer will vacate the judgment of the faculty academic appeal panel and direct that the process be repeated with a different panel. If the Chief Academic Officer rejects the appeal, the decision of the Faculty Academic Appeal Panel is final.

## Addendum B

### Student Service and Financial Appeal Procedure

Students have the right to seek an appeal after the student has attempted to resolve the issue with the appropriate office. If the issue remains unresolved, the first step is for the student to file a formal appeal with the Chief Student Services Officer in writing, using the **Student Appeals Intake Form**. Once the **Student Appeals Intake Form** has been reviewed, the student may be required to submit additional paperwork and documents to support their claim.

Through the Student Service and Financial Appeal Procedure, a student may appeal an advising, admissions, student suspension, transcript evaluation, placement testing, financial aid, billing or other decisions is an option available to applicants. All appeal requests will be reviewed thoroughly.

Students must have completed the initial process by discussing the issue with the related office prior to submitting an appeal. Students have 20 business days after notification of the initial decision to file an appeal. Students who fail to file an appeal within the time limit may request an exception "in writing" however, the exception shall be granted only under extraordinary circumstance.

### General Appeal Information

Appeals must be in written form, submitted according to the requirements and within the time frame delineated in this process.

- The physical presence on campus of the prospective student (or enrolled student) or advocates of the prospective student (or enrolled student) will not influence the outcome of the appeal.
- Knowingly providing false information will result in the denial of the appeal.
- The requirements of this appeals process will be rigorously applied.
- The applicant presenting an appeal has the full burden of satisfying the standards and criteria set forth in this document.

An appeal is submitted by completing the **Student Appeals Intake Form**.

#### Student:

1. The form can be obtained from the Office of Student Services, the Welcome Center, external location offices, and is available online at [trcc.edu/academics/forms](http://trcc.edu/academics/forms).
2. Include the reason(s) for the appeal and a short written statement supporting the request for reconsideration.
3. The form and any documentation can be submitted to the Office of Student Services via email [studentservices@trcc.edu](mailto:studentservices@trcc.edu) or in person.

4. The student will be notified of their appeal date and time a minimum of 48 hours prior to the appeal hearing.
5. Students are not required to attend the appeal but may attend if desired. Any questions may be directed to the Office of Student Services.
6. Notification of appeal decisions will be sent to the student in writing within 10 business days of the appeal review.
7. Appeal Committee decision is final.

**Committee:**

1. An Ad-hoc appeal committee shall be appointed by the Chief Student Services Officer which will consist of at least one faculty, one staff and one student.
2. The college shall make every effort to convene a committee within 10 business days from receipt of Student Appeal Intake Form.
3. Office(s) involved shall be interviewed by the committee during the appeal meeting.
4. The student has the option to be present and to be interviewed by the committee. The student advisor can attend meeting but will not be able to make comments during the interview.
5. Notification of appeal decisions will be sent to the student in writing within 10 business days of the appeal review.
6. Appeal Committee decision is final.

# Addendum C



## THREE RIVERS COLLEGE

### Student Appeals Intake Form

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Student ID#: \_\_\_\_\_

Print Name: \_\_\_\_\_ Phone Number: (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

Address: \_\_\_\_\_

Year and Semester Appealing: \_\_\_\_\_ Year Semester: (circle one) Fall Winter Spring Summer

(if applicable) Course Title/Number \_\_\_\_\_

**REQUEST: PLEASE PRINT YOUR EXACT REQUEST IN THIS BOX. WHAT ACTIONS YOU WISH TO TAKE PLACE WITH THIS COURSE?**

**APPEAL: PLEASE ATTACH A STATEMENT OR USE THE SPACE BELOW TO DESCRIBE THE REASON YOU ARE REQUESTING AN APPEAL OR WHY YOU FEEL AN APPEAL SHOULD BE GRANTED. INCLUDE ANY EXTENUATING CIRCUMSTANCES AND SUPPORTING DOCUMENTATION.**

**DESCRIBE THE ATTEMPTS YOU HAVE MADE TO RESOLVE THIS MATTER: (Attach documentation of attempt)**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Return to the Office of Student Services: E-mail: [studentservices@trcc.edu](mailto:studentservices@trcc.edu) Phone: 573.840.9669  
Mail: 2080 Three Rivers Blvd., Poplar Bluff, MO 63901





# THREE RIVERS COLLEGE

## Student Appeals Intake Form (Office Use Only)

Type of Appeal:  Academics  Financial  Student Services  Other: \_\_\_\_\_

Appeal Sent to Committee Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

**APPEAL INVESTIGATION: INCLUDE INFORMATION RELATED TO ISSUE. (Attach additional documentation as necessary)**

**APPEAL CONCLUSION:**

Student Notified Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Dean of Students Notified Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Signature: _____	Signature: _____
Chief of Student Services	Chief Academic Officer
Signature: _____	Signature: _____
Chief Financial Officer (if required)	President (if required)

Return to the Office of Student Services: E-mail: [studentservices@trcc.edu](mailto:studentservices@trcc.edu) Phone: 573.840.9669  
 Mail: 2080 Three Rivers Blvd., Poplar Bluff, MO 63901

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STUDENTS REGULATION**

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References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 01-15-2020

The Three Rivers College Board of Trustees reserves the right to take necessary and appropriate action to protect the safety and wellbeing of the College community and shall address all violations of the Student Code that occur on College property, while attending a College sanctioned event, as a representative of the College or property controlled by the College. The purpose of this regulation is to establish disciplinary procedures to guide the fair and uniform enforcement of the responsibilities outlined in the Three Rivers College, Student Code of Conduct found in College Regulation, SR 2610 Student Code of Conduct (to be referred as Student Code within this Regulation).

The following procedures are applicable to any student or student organization when charged with a violation of the responsibilities. This regulation allows for fact-finding and decision-making in the context of the educational community and encourages students to accept responsibility for their own actions. The intent is to provide adequate procedural safeguards to protect the rights of the individual student, and the legitimate interests of the College.

**Jurisdiction**

All students are members of Three Rivers College community. The term “student” includes all persons taking courses at the College, either full-time or part- time. Persons who withdraw after allegedly violating the Student Code, who are not officially enrolled for a particular term but who have a continuing relationship with the College or who have been notified of their acceptance for admission are considered “students.” The Student Code applies at all locations of the College.

The College reserves the right to take necessary and appropriate action to protect the safety and wellbeing of the College community and will address all violations of the Student Code that occur on College property, while attending a College sanctioned event as a representative of the College or property controlled by the College. Students, faculty, staff, and individuals not associated with the College may submit complaints regarding alleged violations that may have

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occurred on campus or off campus for review and action by the College. Complaints of alleged violation of the Student Code may be made through the Student Complaint Portal found on our website or in writing to the Chief Student Services Officer.

The term “College premises” includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the College (including adjacent streets and sidewalks).

The College may initiate judicial proceedings for off-campus incidents when:

1. Hazing is involved. Hazing is defined as an act which endangers the mental or physical health or safety of a person, subjects a person to public humiliation or ridicule, or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership; or
2. The violation is committed while participating in a College sanctioned or sponsored activity; or
3. The victim of the violation is a member of the College community; or
4. The violation constitutes a felony under State or Federal Law; or
5. The violation adversely affects the function of the College.

The Chief Student Services Officer is authorized by the College President to be responsible for the administration of the Student Code and shall decide whether the Student Code is applied to conduct occurring off campus, on a case- by-case basis, at their discretion. When appropriate, the College President may, at their discretion, appoint a designee to fulfill student conduct responsibilities

The Chief Student Services Officer is authorized by the College President to impose sanctions upon

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any student(s) found to have violated the Student Code. The Chief Student Services Officer may appoint a designee to fulfill student conduct responsibilities when necessary.

**Failure to Comply**

Failure to comply/respond as directed by the Chief Student Services Officer on any matter including, but not limited to, a request to meet concerning an issue or a notice concerning or alleging a violation of the Student Code may result in the immediate placement of a hold on the involved student’s records. Further, sanctions up to and including expulsion may be imposed in the student’s absence. Failure to comply with sanctions imposed by the Chief Student Services Officer will be a further violation of the Student Code.

**Initiation of Complaint of Alleged Violations**

1. Complaint of alleged violations may be submitted through the Student Complaint Form found on our website [www.trcc.edu](http://www.trcc.edu) or in writing to the Office of Student Services.
2. Complaints must be submitted within twenty College business days after the occurrence of an alleged violation unless special conditions for delay can be documented.
3. The Complaint Form must include sufficient facts: specific names(s), date(s), locations, and descriptions of the alleged act(s) of misconduct to enable the Chief Student Services Officer to make a determination as to whether further investigation is necessary.
4. Where the alleged misconduct is related to sexual misconduct, the Chief Student Services Officer will refer to SR 2120 Title IX for Students and shall determine whether further investigation is warranted.

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5. Where the complaint is related to academic misconduct SR 2140 Addendum (A) must be followed.

**Follow-up of report of Alleged Violations**

- 1) Following receipt of the report, the Chief Student Services Officer will:
  - a. Review initial report to determine if a violation of the Student Code has occurred and further investigation is warranted, or
  - b. Determine if violation of the Student Code has or has not occurred but extenuating circumstances, may warrant no action, or
  - c. Declare the matter closed if determined there is insufficient information of a violation of the Student Code.
- 2) Any interview the Chief Student Services Officer decides to conduct includes:
  - a. All parties have the right to be interviewed.
  - b. All parties may have an advocate present.
  - c. All parties may submit a list of witnesses/evidence directly involved with the reported incident.
- 3) During the interview process the Chief Student Services Officer may:
  - a. Find sufficient evidence the Student Code has been violated;
  - b. Terminate the meeting, exonerating the responding party(s)

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- c. Dismiss the case after providing counseling and any advice which may be appropriate
- 4) If it is determined sufficient evidence produced from the interview exists to warrant violations of Student Code with sanctions, the Chief Student Services Officer will provide a notification of the violation(s) and arrange a meeting with the responding party. Responding student may be accompanied by an advocate. The role of the advocate is passive and limited. *In the case of a charge(s) potentially criminal in nature, the charged student must notify the Chief Student Services Officer three (3) College business days in advance of the consultation if he/she plans to have an attorney present as his/her advocate. Failure to notify the Chief Student Services Officer will result in the consultation being rescheduled.*
  - At this meeting, the responding student is informed of all due process rights and disciplinary procedures.
    - i. Provided with a written copy of the violation(s);
    - ii. Given an opportunity to review charges and evidence and to respond to the violations.
    - iii. During meeting with the responding party, the Chief Student Services officer may:
      - 1. Impose a disciplinary warning, which is an official written reprimand not subject to student’s right to appeal;
      - 2. Advise the responding party of the nature of any sanctions to be invoked, which are subject to student’s right to appeal.
- 5) The responding party must advise the Chief Student Services Officer either at the meeting

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or within one (1) College business day of the meeting of their acceptance of violation.

- 6) If responding party does not accept decision of violating the Student Code, they may file an appeal as described in the college regulation SR 2140 Student Appeals within three (3) business days of the decision.
- 7) If the responding party fails to appear at the scheduled meeting without prior notification or evidence of extenuating circumstances, the Chief Student Services Officer may impose any sanctions authorized and the responding party shall be bound by the findings.

Student complaints alleged against the Chief Student Services Officer may be filed with the Chief Student Services Officer's Supervisor.

**Special Procedures for Adjudicating Cases Involving Recognized Student Organizations (RSO)**

Should a complaint be filed against an RSO, the Chief Student Services Officer will conduct an investigation, and the Chief Student Services Officer may impose the following sanctions, if necessary:

1. Cancellation of recognized status,
2. Imposition of monetary fines, withholding or withdrawal of allocated funds
3. Imposition of restitution for damages,
4. Removal of any of the RSO's officers or members from the RSO or its activities,
5. Restriction of any of the privileges or rights enjoyed by the RSO.

An RSO may file an appeal to any finding and/or sanction imposed provided relevant grounds for appeal are cited as described in College Regulation SR 2140 Student Appeals. The right of provisional organizations to operate may be revoked upon an adverse finding by the Chief Student

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Services Officer. In cases of revocation of provisional status, an institutional appeal is not permitted.

**Notification**

In all cases relative to written notification to students, such notification will be considered complete upon sending communication via U.S. Postal Service, Three Rivers College student email, or hand delivered by either the Chief Student Services Officer or their designee.

**Sanctions**

The following disciplinary sanctions may be imposed upon the student. This list is not exhaustive, and the College reserves the right to modify or enlarge the list at any time depending on the nature of the violation(s).

Upon imposition of a sanction, the student is notified either by the U.S. Post Office to the student’s mailing address contained at Three Rivers College, sent to student’s Three Rivers College email or the notification is hand delivered by either the Chief Student Services Officer or their designee. In cases of suspension or expulsion, the parents of a minor will be notified by mail.

**1. Disciplinary Warning**

A disciplinary warning is an official written reprimand.

**2. Disciplinary Probation**

Disciplinary probation is a period of time during which further violations of the rules and regulations of the College may result in suspension or expulsion. Probation may be imposed for a period of time ranging from the remainder of the semester in which the violation occurred to the remainder of the student's matriculation at the College. Restrictions may be imposed in conjunction with probation and may include:



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- a. *A Fee Assessment* – \$100 Fee payable immediately at the Student Accounts office (no checks) and receipt of payment must be returned to the Chief Student Services Officer.
- b. *Community Service Hours* – Students may be required to complete work at a designated location for a specified number of hours or may pay a fine.
- c. *Educational Programs* – Students may be required to attend programs on special topics related to the offense. This does not include academic courses for credit.
- d. *Restricted presence on campus* – Students may be restricted on campus except to attend classes or complete coursework.
- e. *Special Projects* – Students may be required to write papers and/or present programs on topics related to the offense.
- f. *Substance Abuse Assessment* – Students may be required to submit to an assessment for substance abuse. Periodic drug testing, not to exceed two (2) random tests per semester for a minimum of three (3) semesters, may be required.
- g. *Restitution* – Students may be required to reimburse the College or other persons, groups, or organizations for damages incurred as a result of a violation of the Student Code.
- h. *Confiscation* – The College reserves the right to confiscate goods used or possessed in violation of the Student Code.

**3. Loss of Student Office/Leadership Position**

Students in elected/appointed positions may lose the position as a result of a violation of the Student Code.

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**4. Forced Withdrawal**

Students may be withdrawn from the academic course(s) within which the violation of the Student Code occurred without receiving academic credit for the course(s) or refund.

**5. Change of Grade**

Students found in violation of the Student Code may receive a change in grade for the course, test, paper, and/or work in which an academic irregularity occurred.

**6. Interim Suspension**

- a. At any time following the submission of a written complaint, the Chief Student Services Officer may suspend a student for an interim period prior to resolution of the disciplinary proceeding if the Chief Student Services Officer believes the information supports the allegations of misconduct is reliable and determines the continued presence of the student on the College campus poses a threat to any individual, property, or College function.
- b. The decision to suspend a student for an interim period shall be communicated in writing to the student and shall become effective immediately upon sending the notice.
- c. The interim suspension shall remain in effect until a final decision has been made on the pending charges or until the Chief Student Services Officer determines the reasons for imposing the interim suspension no longer exist.
- d. A student who is suspended for an interim period will be provided an opportunity to respond to the allegations of misconduct no later than five (5) College business days following the effective date of the interim suspension.

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Associated Regulations: SR 2610 Student Code of Conduct; SR 2140 Student Appeals; SR 2415 Confidentiality of Student Records; SR 2120 Title IX for Students; SR 2310 Withdrawal Procedures; GAR 1206 Alcohol/Drug-Free Work/Learning Place; GAR 1410 Record Retention and Destruction	
References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 01-15-2020

- e. The student will be granted a hearing opportunity, if warranted, as soon as possible following such response but no later than five (5) College business days.

**7. Suspension**

A decision of suspension terminates the student's status as an enrolled student for a specific period of time and prohibits the student from attending classes. A suspended student may not participate in College sponsored activities or be present on campus without specific authorization from the Chief Student Services Officer. The Chief Student Services Officer may further impose a summary suspension in cases where a suspended student chooses to violate the terms of his/her suspension. Suspended students may not receive any academic credit from another institution if earned during their period of suspension from the College. Students will not receive a refund of fees.

**8. Expulsion**

A decision of expulsion constitutes a permanent severance of the student's relationship with the College. An expelled student may not enter any part of the campus without specific authorization from the Chief Student Services Officer. Students will not receive a refund of fees.

**9. Revocation of Admission and/or Degree**

Admission to or a degree awarded from the College may be revoked for fraud, misrepresentation, or other violation of College standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.

**10. Withholding Degree**

The College may withhold awarding a degree otherwise earned until the completion of the

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Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 01-15-2020

process set forth in this Student Code, including the completion of any sanctions imposed.

A student responsible for any type of violation of the Student Code will not be permitted to avoid sanction by withdrawing from a class or the College.

Other than expulsion or revocation or withholding of a degree, disciplinary sanctions shall not be made part of the student’s permanent academic record, but shall become part of the student’s disciplinary record, maintained by the Chief Student Services Officer.

**The Appeal Process**

If the responding party does not accept the disciplinary decision of the Chief Student Services Officer, they may file an appeal as described in College Regulation SR 2140 Student Appeals. When using the College appeal process in this case, the student has three (3) business days to file the appeal. The findings and sanctions of the Student Appeals Committee are final.

**Administrative Withdrawal**

Students may be administratively withdrawn from classes and/or the College when, in the judgment of the Chief Academic Officer or the Chief Student Services Officer, after consultation with appropriate College personnel, it is determined because of physical, mental, emotional, or psychological health conditions, the student:

- a. poses a significant danger or threat of physical harm to the student or to the person or property of others, or
- b. the student interferes with the rights of other members of the College community or with the exercise of any proper activities or functions of the College or its personnel, or

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Supersedes: 9.3.2	
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- c. the student is unable to meet institutional requirements for continued enrollment as defined in this Student Code or other publications of the College.

Students may make a request “in writing” for an appropriate hearing prior to the final decision concerning continued enrollment through the Chief Academic Officer and/or the Chief Student Services Officer as appropriate.

**Records Management**

Student disciplinary records, except those pertaining to suspension or expulsion, will be maintained for five (5) years after the student’s date of graduation or last date of attendance. Records involving suspension or expulsion will be retained permanently (GAP/GAR 1410 Record Retention and Destruction).

**Interpretation and Revision**

Any question of interpretation or application of the Student Code shall be referred to the Chief Student Services Officer or their designee for final determination, unless otherwise determined by the College President or the Board of Trustees.

The Student Code shall be reviewed every three (3) years under the direction of the Chief Student Services Officer. Any revisions shall be subject to the approval of the faculty, the Board of Trustees and the College President.

**THREE RIVERS COLLEGE  
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References: MO. Statue Section 178.835; MO. Secretary of State, RS.MO. 109, Public and Business Records	
Supersedes: 9.3.2	
Responsible Administrator: Chief Student Services Officer	
Initial Approval: 07-21-2010	Last Revision: 01-15-2020

**DOCUMENT HISTORY:**

- 07-21-2010:** Initial approval of regulation SR 2620 Disciplinary Proceedings.
- 09-16-2015:** Revision of position title Vice President of Student Success to Chief Student Services Officer.
- 09-21-2016:** The College Board of Trustees approved the name change of the College from Three Rivers Community College to Three Rivers College.
- 08-23-2017:** Updated for clarification of Student Services processes.
- 11-20-2019:** Revised to align with College operations specific to student disciplinary proceedings.
- 01-15-2020:** Clarification to the Student Complaint Process

# UPCOMING EVENTS

**Studies in Oil** by local artist Steve Whitworth, January 24-February 14, Tinnin Gallery; artist lecture 12 p.m. January 24, PLST 108; free. There will also be a reception from 1-3 p.m. January 26, Tinnin Gallery; free.

**Alumni Reunion 2020:** February 1. There will be a pancake breakfast from 7-10 a.m. in the Bess Activity Center. Tickets are \$5; children 3 and under are free. Alumni will be admitted free to the basketball games at 5 and 7 p.m. at the Libla Family Sports Complex.

**Alumni Star Recipient:** Join us in honoring our first Alumni Star recipient—Christy Frazier-Moore, 2-4 p.m. Feb. 1, Tinnin Fine Arts Center. Those wishing to attend the reception should RSVP with Michelle Reynolds at [michellereynolds@trcc.edu](mailto:michellereynolds@trcc.edu) or 573-840-9077.

**Russian National Ballet performing Sleeping Beauty**, 7 p.m. February 3, Tinnin Theater; tickets are on sale now and are \$15. Direct from Moscow, this world-famous Russian ballet troupe performs the enchanting ballet Sleeping Beauty.

**Annual Jazz Festival, Happiness is Embracing Tradition**, 7 p.m. February 13 and 15, Tinnin Theater; free. TRC Music Department's tribute to jazz featuring junior high, high school, and college groups on February 13 and the all-district jazz band and TRC Jazz Band on February 15.

**Jubilation Jazz**, 7 p.m. February 14, Tinnin Theater; tickets are \$15 and go on sale January 17. A diverse group of musicians from across the state of Arkansas share the gospel through big band music.

**TRET Trivia Night**, 6 p.m. February 27 (dinner at 5) at the Holiday Inn, Poplar Bluff. Cost is \$120/team (up to 6 players-dinner included); sponsorships are available. To register contact Michelle Reynolds at 573-840-9077 or [michellereynolds@trcc.edu](mailto:michellereynolds@trcc.edu); deadline to register for sponsorships or as teams is February 20.

## Women's Basketball @Libla Family Sports Complex

Lady Raiders vs. Arkansas State Mid-South, 5 p.m. Jan. 15

Lady Raiders vs. Arkansas Baptist College, 6 p.m. Jan. 21

Lady Raiders vs. Moberly Area Community College, 5 p.m. Jan. 25

Lady Raiders vs. Jefferson College, 5 p.m. Jan. 29

Lady Raiders vs. State Fair Community College, 5 p.m. Feb. 1

Lady Raiders vs. St. Louis Community College, 5 p.m. Feb. 4

Lady Raiders vs. Mineral Area College, 5 p.m. Feb. 15

Lady Raiders vs. Crowder College, 2 p.m. Feb. 22

## Men's Basketball @Libla Family Sports Complex

Raiders vs. Arkansas State Mid-South, 7 p.m. Jan. 15  
Raiders vs. Moberly Area Community College, 7 p.m. Jan. 25

Raiders vs. State Fair Community College, 7 p.m. Feb. 1

Raiders vs. St. Louis Community College, 7 p.m. Feb. 4

Raiders vs. Missouri State University-West Plains, 7 p.m. Feb. 8

Raiders vs. Mineral Area College, 7 p.m. Feb. 15

Raiders vs. Arkansas Baptist College, 7 p.m. Feb. 20

Raiders vs. West Kentucky CTC, 7 p.m. Feb. 22

## Softball @ Rains Field

Lady Raiders vs. Arkansas State University, 1 and 3 p.m. Feb. 9

## Baseball @ Pattillo Field

Raiders vs. North Central Missouri College, 12 and 2 p.m. Feb. 15 and 12 p.m. Feb. 16

For the most current information on upcoming events, view the College Calendar at [www.trcc.edu](http://www.trcc.edu).



# November 23, 2020

# Daily American Republic

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## Geffrard dominant as Raiders win

By **SCOTT BORKGREN**  
Sports Writer

WEST PLAINS, Mo. — Three Rivers has been focusing on getting the ball in the post.

On Friday, Lydell Geffrard reaped the benefits.

Geffrard was nearly unstoppable as Three Rivers had 36 points in the paint in a 96-64 win over Neosho County on Friday in the MSU-West Plains Classic in West Plains, Mo.

“We beat a nice team here. This little team here is going to beat a lot of teams. They are hard to guard and really well coached,” Three Rivers coach Gene Bess said.

Geffrard was 6 for 7 shooting and a rebound shy of a double-double. The Raider forward even sank his first 3-pointers of the season and was 4 for 5 on free throws.

With him in the post, 3-point shooters Hayden Sprenkel and Willie Lucas found enough room for a double-digit game. Sprenkel was 3 for 5 on 3s and had 11 points while Lucas was 3 for 4 on 3s and 4 for 5 overall for 12 points.

Austin Parker added 15 points and five rebounds in 16 minutes off the bench. He shot 50 percent from the floor and was 6 for 6 on free throws.

“I really liked the way Lydell Geffrard played early. I thought Jay Hines played well, he just got into foul trouble. Austin Parker played better than he’s played all year,” Bess said.

As a whole, the Raiders (5-3) shot 20 percent better than Neosho and were 18 for 23 (78.3%) on free throws after going 15 for 29 (51.7) in a loss to Kennedy-King on Saturday.

“We used that as reinforcements. We didn’t want to do that again,” Bess said of the Loss.

It was Geffrard who powered through the defense for a bucket to give the Raiders a 10-point lead midway through the first half.

Rains soon sank a 3 that pushed the lead to 16 points as Three Rivers went on a 10-2 run, and the Raiders went into halftime with a 42-31 lead.

Geffrard scored on a third-chance try after an offensive rebound to open the second half. Moments later, he sank his first 3

of the season — officially making him a 33.3% 3-point shooter — and had Neosho calling for a timeout.

Later in the second half, Dionte Raines, appearing in his third game of the season for the Raiders, joined the fun and made his first 3 of the season and is now 1 for 4 on the year.

Sprenkel, a more regular 3-point shooter at a team-high 6.4 attempts per game, made a couple from long range as the Raiders pushed their lead to more than 30 points.

Torey Carco led Neosho with 11 points while Johathan Breland Jr. and Corbett Kimberlin each had 10.

Three Rivers will play Cowley at 5 p.m. Saturday to conclude its schedule in the Classic. Cowley is currently averaging 110.4 points per game and scored a season high 131 points against Minnesota Prep.

“We’re going to have to attack them. We can’t let their fast play mesmerize us,” Bess said. “We’re going to need to get our ballhandling at their best.”



# November 23, 2020

# Daily American Republic

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## Three Rivers loses following 26 lead changes

By **SCOTT BORKGREN**  
Sports Writer

SEDALIA, Mo. — The normally prolific Raider offense wasn't quite the same against Region XVI competition.

Averaging 92.8 points through six games this season, including a 101-point performance on opening night, Three Rivers scored 21 points in the first half as Mineral Area beat the Raiders 61-60 in the Region XVI Showdown on Friday in Sedalia, Mo.

"Running through the Region like we did last year, not losing a game, was as much motivation for Mineral Area as it was for everyone else in the Region," Three Rivers coach Jeff Walk said. "We have to be at our best every game because we are going to get everyone else's best."

The largest lead of the game was just seven points, and even two-possession leads were rare in a game that featured 26 lead changes and 15 ties.

Tied at 58 with under a minute to go, the Cardinals (5-1) drove and scored a layup with 37 seconds on the clock.

Three Rivers (5-2), ranked 20th in the nation heading into the game, brought the ball back up the court and called a timeout with 16 seconds left.

Hannah Thurmon inbounded the ball to Chaylea Mosby, who drove baseline, drew a foul with 12 seconds left and swished both free throws.

The Cardinals inbounded the ball with 10 seconds left and drew a foul with 0.4 on the clock.

As Mineral Area stepped to the free-throw line. Mineral Area made the first, missed the second, and Three Rivers called timeout immediately. By rule, 0.3 seconds have to come off the clock in a late timeout, leaving Three Rivers with 0.1 and forcing them to try for a volleyball style tip-in to win.

The Raiders, down a point and inbounding from their own side of the court, tried for a long lob that missed everyone and landed out of bounds, and the Cardinals inbounded the ball to end the game.

"I wouldn't say this was our best game of the year. I wouldn't say it was our worst. They forced us into a bunch of turnovers,"

Walk said, highlighting that the Raiders made 23 turnovers against a team that wasn't pressing.

Deanay Watson led Three Rivers with 18 points on 50 percent shooting and Jordan Little had 10 points and five rebounds.

While Three rivers shot 28.6% in the first half, Mineral Area wasn't much better at 32.0%.

Mineral Area went on a small run late in the second quarter to take a seven point lead, the biggest of the game.

Mosby swished a 3 as the clock ticked under the 2-minute mark to cut the Cardinal lead to two points, and the Cardinals went into halftime with a 23-31 lead.

"Our offense has kind of been sputtering the last few games, Walk said. "I think we played pretty hard throughout."

Three Rivers tied the game to open the third quarter, soon took the lead, but both teams traded buckets and a one-possession lead throughout the second half.

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Mineral Area had three players in double figures with Rionne Papa leading the team with 16 points. Masyn McWilliams and Natalia Lalic each had 13.

Three Rivers will play Crowder at 1 p.m. Saturday to conclude its schedule in the Region XVI Showdown.

“I think we’re going to go back running and gunning and see what happens,” Walk said. “I’m tired of coming out of the gates slow.”

# November 26, 2020

# Daily American Republic

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**WOMEN: Raiders 89, Crowder 61**

## Better start lifts Raiders over 'Riders

By **SCOTT BORKGREN**  
Sports Writer

SEDALIA, Mo. — After a slow start against Mineral Area on Friday, the Raiders ran through Crowder on Saturday.

Three Rivers went from 12 points in the first quarter to 27 points a day later en route to an 89-61 win in the Region XVI Showdown.

Three Rivers pressed through the first three quarters, and eventually backed out of it when it built a 30-point lead.

Katelyn South came off the bench and led the team in both steals (4) and points (27). She was 11 for 15 shooting, including 3 for 6 on 3-pointers to go with three rebounds.

Chaylea Mosby also came off the bench and had 15 points and eight rebounds, including four offensive rebounds, in 15 minutes. Mosby grabbed three steals, as well, and was 6 for 9 shooting and 3 for 5 on 3-pointers.

Autumn Dodd made it three with 10 points, five assists and two steals off the bench on 50% shooting.

Jordan Little was the lone starter to score in double figures. She finished with 11 points, four assists, two steals and two rebounds.

Myia Yelder led Three Rivers with seven assists and wasn't far away from a triple-double with eight points and six rebounds in 21 minutes.

All 11 Raiders played at least 11 minutes and the team shot 46.7% from the field and 31.3% on 3-pointers.

The Raiders had 16 steals and forced 25 turnovers.

Makayla White led Crowder with 18 points after going 8 for 8 on free throws while Ashley Reichert and Maia Wright each had 10 points.

Three Rivers coach Jeff Walk said the newly created Region XVI Showdown will be a benefit for the team with about six weeks to go until the region season starts.

In its first year, the Showdown does not count toward region standings, but gives the freshmen an early look at what the increased intensity of a region game is like. In the past, Walk has relied on the sophomores to convince the freshmen that region games are more intense than many of Three Rivers' games against non-region opponents, but it often takes those first couple of region games for them to believe it.

Following a last-second loss to Mineral Area, the Raiders fell out of the NJCAA national rankings this week.

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# Daily American Republic

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## TRC library focuses on academic, course supplemental materials

By **MICHAEL SHINE**  
Staff Writer

The Three Rivers College library system is seeing results after a shift in focus to match course offerings.

Student satisfaction in the Three Rivers College library has increased over the last few years. Of fall 2019 graduates who completed their graduation survey, 100% rate the library as “satisfied” or “very sat-

isfied” compared to 97% in fall 2015.

Dr. Wesley Payne, college president, said over 50% of graduates take the survey and it is a “very reliable sample.”

Since 2014, the library has seen an increase in the number of physical books, DVDs and audio, and e-books, but a decrease in the number of databases available.

“I have always been an

advocate of having a variety of resources available to students because I believe that they all learn differently,” Library Director Kathy Sanders said. “What one person may want in her hand or his hand to study, another might be very comfortable with an e-book. I have never been an advocate of an either or approach.”

There are currently over

See TRC/Page 2

14,490 physical books at the TRC library, which is an increase of over 4,000 since 2014. Media, DVDs and audio, has seen an increase of over 200 titles to over 1,611. E-books have seen the largest growth by over 91,000 titles. Sanders said these numbers don’t tell the whole story.

Since she took over as library director, Sanders has been working on making the collection of resources more focused on supplementing the classroom topics covered at the school and giving the library a more academic structure.

Sanders said when she first started in February 2013, there were piles of books around the building “thigh-high that were going out the door.”

“There was a movement at one point to eliminate a lot of the book collections in favor of electronics,” Sanders said.

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Instead of continuing in that direction, she evaluated every book waiting to be gotten rid of and ended up keeping most of them. Sanders also looked through other parts of the collection to see what was needed.

“I got rid of the graphic novels collection, not because it isn’t a good collection, but because we don’t teach a course in graphic novels,” she said. “I got rid of the cookbooks. We don’t have a culinary school. I got rid of a lot of fiction that was old and wasn’t in curriculum.”

Of those that did leave the TRC library, Sanders said she tried to re-home as many as possible with pieces such as the graphic novels going to the Poplar Bluff Municipal Library. Despite the cuts, Sanders has been working to re-grow the collection with a focus on what materials can help students with their studies, the courses offered and the programs taught. These changes,

she said, have given the collection a whole “different tone.”

In addition to the pieces housed at the TRC library, students also have access to over 27 million items through the library’s MOBIUS Consortium membership. Through this program, the libraries in the system are able to request

and borrow items from each other. TRC library is also part of the Prospector Consortium in Colorado through MOBIUS, which has 30 million items available.

“There is no excuse for a student to say ‘we didn’t have it here and I couldn’t get it,’” she said.

Despite more books being available to students, there’s been a slight decrease in circulation since 2014. Sanders said this isn’t abnormal at libraries now since more people are using online resources.

“It doesn’t disturb me at all,” she said. “I’d like

for it to be greater and we always work for it to be greater.”

Sanders also went through the 82 databases the library subscribed to. She found that several of them were not true databases, but rather linked out to websites. This fact, along with the number of databases available, she said, was confusing and students didn’t know what to do with them.

“They don’t really know what a database is,” Sanders said.

Currently, students have access to 62 databases, which are more focused on true databases and is more targeted toward what students need for classes.

Looking at the numbers, this change has been beneficial to the students. In 2014, there were around 16,300 uses of the databases. So far in 2019, there have been over 25,400 uses of the databases.

Sanders said she attributes this to the decreased

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number available and a program the library does of promoting one database a month to encourage student use.

The most growth of the collection has been e-books, with over 244,000 available. In 2014, information wasn't available about e-book usage, but so far this year there have been almost 3,000 uses.

"It's a slow thing," Sanders said. "We have a lot of students who say 'I don't want an e-book. I want something I can hold onto. I want something I can take home.' A lot of the time textbooks and other books have a great deal of graphic detail in them, such as tables, charts, maps and pictures, and it's too much to store on an e-book."

The TRC library is open 56 hours a week, with staff members available over the phone or text to answer questions. Sanders said there's been a focus on program outreach and literacy ses-

sions. The library has an employee who travels to the different locations as well as high schools in Dexter, Malden, Kennett and Piedmont to go over information about using the library.

"We did not want the students who were not at Poplar Bluff to feel slighted in anyway that they were not getting instruction on how to use library resources," Sanders said.

Looking forward, Sanders said she believes space is going to become an issue as the collections continue to grow, students and faculty being behind on computer skills and a need to keep up with technology.

Sanders said the online catalog will be searched differently soon, with more of a search engine style interface. It will be able to search through what the library owns and the databases available.

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## NJCAA BASKETBALL

MEN: Cowley (Kan.) 102, Raiders 97

# Turnovers trip up 3R in setback

By **SCOTT BORKGREN**  
Sports Writer

WEST PLAINS, Mo. — Against an opponent that likes to run and press, Three Rivers ended up running and turning the ball over.

The Raiders committed 25 turnovers Saturday in a 102-97 loss to Cowley (Kan.) in the MSU-West Plains Challenge.

In a back-and-forth game, Three Rivers ultimately ended up minus-9 on turnovers and minus-8 on offensive rebounds, two areas Three Rivers coach Gene Bess is keen to see improvement on.

"We had way too many turnovers," Bess said. "They were a really aggressive little team and they shot the 3s real well and trapped us a lot. We ended up playing their game."

The Raiders (5-4) scored 14 points more than their season average of 83.4 while holding Cowley (8-2) eight points under their season average of 110. Cowley currently leads the nation in total points and field goal attempts per game.

Cowley is also third in the nation in steals per game at 17.4, and had 18 steals against the Raiders.

"They got every loose ball, so I'm sure we got us back to reality. I'm hoping that our kids start realizing that we are going to have to get our share of loose balls and rebounds," Bess said. "They're going to have to start playing harder. It is just one of those things you work through. We weren't ready for a full-court press as much as anything else."

Three Rivers shot 39.4% on 3-pointers in the game, led by Hayden Sprengel and Willie Lucas.

Sprengel was 7 for 13 on 3s and led the Raiders with 25 points. Lucas was 3 for 5 and finished with 11 points. Tallon Fonda made a pair of 3s and had 19 points off the bench while Brahm Harris was 7 for 12 shooting and got 16 points.

Lydell Geffard had 14 rebounds, 11 of them defensive, to go with eight points. It was the third game in a row the Raider forward finished just shy of earning his first double-double of the season. He grabbed nine rebounds in each of the previous two games.

Poplar Bluff alum Dominique Hardimon led Three Rivers with four offensive rebounds and had seven total rebounds to go with eight points, but he also committed a team-high six turnovers.

"He's a worker. He didn't have his best game Saturday night, but I can always count on him to play hard," Bess said.

Three Rivers will next host its annual Thanksgiving Classic, which will be the first held at the Libla Family Sports Complex.

The Raiders will play at 7 p.m. Thursday, Friday and Saturday, and will face Roane State on Thanksgiving, followed by Southern Arkansas University Tech and finally Northeastern Oklahoma A&M.

"Our kids are resilient. They've got high expectations and they'll be ready to play," Bess said.

Roane State (3-5) ranks 39th in the nation in 3s per game (9.6) and is 38th in 3-point attempts per game (26.5), but are 69th in 3-point percentage (36.3).

A flip side of taking so

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many 3s and scoring 70 points per game is Roane State doesn't get to the free-throw line much. And when it does, it doesn't do well. Roane State is averaging 16.1 free throws per game with 10 makes for a 62% rate.

Kavon Hill is taking nearly six 3s a game and leads Roane State in scoring (15.8) while freshman forward Elijah Cobb is shooting 66.2% from the field and scoring 14.3 points.

Southern Arkansas (5-3), a Division II school, is averaging 84.9 points and shooting 47.3% as a team. It is in the top 40 in 3s per game (8.8), rebound margin (13.5) and field goal percentage, but struggles with turnovers (18.1) and fouls (22.9).

Southern Arkansas has four players in double figures with Sheldon Stevens leading the team with 25.3 points per game. Stevens is shooting 10 3-pointers a game while making 44.3% of them.

NEO (5-4), meanwhile, is committing fewer than 11 turnovers per game and ranks 17th in the nation in that category. It is also limit-

ing opponents to 66.2 points while averaging 84 points itself to go with 20.6 assists per game and 17.8 rebound margin.

Sophomore point guard Rudi Williams leads NEO with 20.3 pointers per game and Samkelo Cele is averaging 15.0. The duo are both shooting near 50% from the field and 85% on free throws.



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## TRC board hears clean audit report

By **MICHAEL SHINE**  
Staff Writer

The Three Rivers College Board of Trustees heard a clean audit report during its monthly meeting Wednesday afternoon.

Jeffrey C. Stroder with Beussink, Hey, Roe and Stroder LLC, presented the independent auditors' report.

During the audit report, Stroder said, there were no findings that required corrective action.

The audit looked at the net position of the school, changes to the net position including revenues and expenses, and the cash flows for the 2018-19 fiscal year, which ended June 30.

According to the report, total liabilities decreased while total assets increased. For net position, the total at the end of the fiscal year was

\$28,855,607.

When looking at the changes in net position, the report states, tuition and fees decreased by approximately \$471,000. The audit cites this decrease was due to an overall decrease in enrollment. There was a decrease of approximately 5% in tuition and fees due to this change.

There was also a decrease of \$247,000 from state aid and grants due to the expiration of a campus improvement grant.

However, according to audit documents, these decreases were mitigated by an increase of \$632,000 in other state grants.

Non-operation expenses totalled \$975,161 and operation expenses totalled \$22,910,434, according to

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## TRC

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audit documents.

The cash flow, which looks at the cash activity of the college, saw a slight decrease in what remains in savings. The 2017-18 fiscal year ended with \$15,363,941 while the 2018-19 year ended with \$14,865,598.

According to the audit report, the college has a total of \$20.8 million in outstanding debt, which is a decrease of \$1,044,061 from the previous year.

The auditors concluded that the financial condition of the college remains sound with "adequate fund balances and reserves."

Nothing needed to be reported or corrected and no material weaknesses or significant deficiencies were identified.

"That's kind of rare in my world," Stroder said.

Stroder said he experienced no problem with estimates, there were no disagreements with management and he had no reason to believe there was any "opinion shopping" during the process.

The college will retain its status as a low-risk auditee, which it has held for

about 10 years.

### National Community College Benchmark Project

TRC received a report from the National Community College Benchmark Project, which compares data to 218 community colleges around the U.S.

Dr. Wesley Payne, college president, said the results of the report were good with the college placing in the "middle of the pack" or higher in all categories looked at in comparison to five other similar colleges.

"We are really doing well in our peer group," he said.

Payne said one of the categories that stuck out was the number of students completed, transferred or continuing.

This looks at the number of students doing one of the above between one year and the next. According to the report, 79% of TRC students fall into this category.

For the college's retention rate, which is the number of students who continue taking or return to classes, was 77% for the next term and 52% for the next fall semester.

The report also looks at

the percentage of students who pass their developmental math and writing classes. For math, this is 86% and for writing it is 87%. This is the highest rate among the colleges TRC was compared to.

Payne said part of the success in this category has been a shift in how these courses are graded to become more rigorous.

"You may look at that data and go 'that's just completion rate, they passed the class. Couldn't you just make the class easier and do that?' You could, but that's not what we did," Payne said. "These courses are now designed so you have to be competent in every knowledge domain to pass the class."

Before, the students were graded based on an average for the entire class. Payne said teachers expressed concern that a student could come into one of the classes weak in a subject, such as fractions, but score well enough in the other categories to still pass the class. Now, the college looks at a student's results in each topic covered in the class and they are expected to pass each topic in order to pass the class.

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Along with the report, the college also received an identification of strengths where it scored above the 90th percentile compared to other schools. These include student passing distance learning classes — 98th percentile — and students who passed English Comp I class — 92nd percentile, along with four other categories.

## **Elections**

Three seats on the board will be open for election in April of 2020. The filing date to run for these positions will be from Dec. 17 to Jan. 21.

Two seats from sub-district one will be open for six year terms. They are currently filled by trustee Eric Schalk and current treasurer Chris Williams. There will also be a seat open in sub-district two for four years to complete the current term.

Those interested in filing for one of the seats will be able to do so during normal business hours with Janine Heath, who will serve as election authority. The school will be closed from noon Friday, Dec. 20, through Monday, Jan 7, for the winter break.

The election will be held on April 7.

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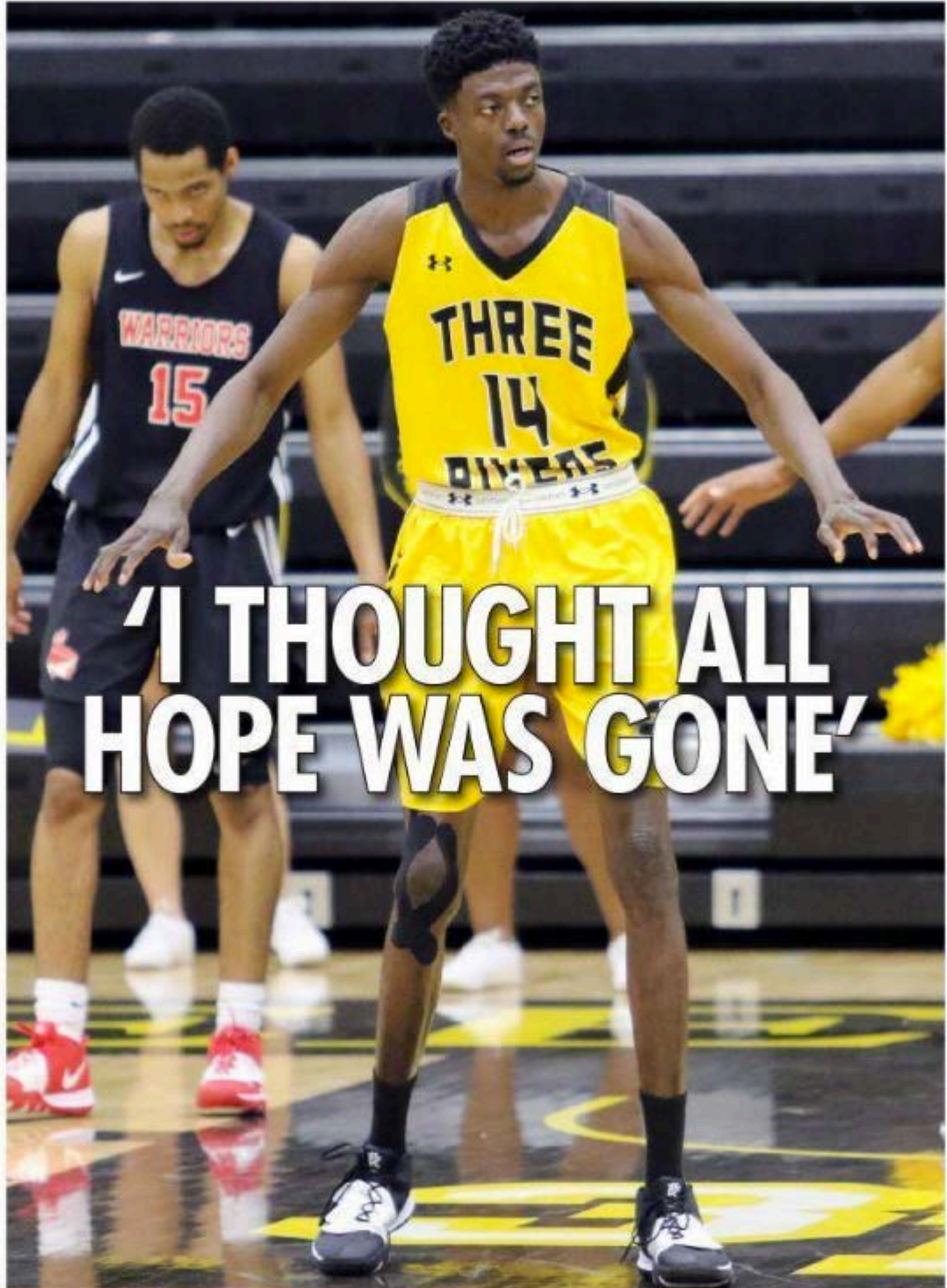
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THANKSGIVING  
CLASSIC  
at Libia Family  
Sports Complex

Thursday,  
7 p.m.  
Raiders vs.  
Roane St.

Friday,  
7 p.m.  
Raiders vs.  
Southern  
Ark. Tech

Saturday,  
7 p.m.  
Raiders vs.  
NE Okla. A&M



'I THOUGHT ALL  
HOPE WAS GONE'

In this  
Nov. 2,  
file photo,  
Three  
Rivers'  
Mathias  
Ochai (14)  
defends  
during  
a game  
against  
Wabash  
Valley at  
the Libia  
Family  
Sports  
Complex.

DAR FILE/  
Brian Rosener

As a teen, the Raiders' 7-foot-1 center slept on the streets of Lagos

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### Eleven times

, Mathias Ochai was offered a scholarship to play basketball in America and 11 times his student visa was rejected. He doesn't know why. Nobody ever told him why.

The 11th rejection was to play at Three Rivers College. The consulate didn't even let him through the gates to be interviewed for the visa. Security rejected him at the gate and refused to let him through. When Ochai asked to know why. He was told something was wrong with his application.

"At that moment, I almost give up hope," Ochai said.

He went home and cried, then picked himself up and went to church. He prayed, started working and texted Three Rivers assistant coach Bryan Sherrer that it didn't work out.

Sherrer offered to try one more time. So Ochai went back to the consulate and was able to get them to renew his student visa application form.

"Which is very rare. It doesn't happen often," Ochai said.

In the interview, he was asked one and only one question.

Now too old to play in high school, and worried he was too skinny and too unskilled to play in college, Ochai said he was

going to a US university to play basketball, which he had told them many times before and always been rejected.

Maybe they thought he become an illegal immigrant. Ochai had no money, no property, no car. His family was poor. Why would he leave America?

Ochai doesn't know why they approved his application.

"I believe it is just God. I believe God kept me back home until the perfect time," he said.

Ochai left his home in Lagos, Nigeria, when he was 12. His

dad died when he was 3 or 4, he recalls, and for years it was him, his mother and four siblings in a tiny one-room apartment in one of the worst neighborhoods in a city of 21 million people.

The now 7-foot-1 center became taller than the ceiling in the apartment.

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“I used to bend all the time, my back hurts, the room is so small. The bed doesn’t fit me, the couch doesn’t fit me. It was tough for me to sleep. It was getting out of hand,” Ochai said.

He was tired of seeing his mom sad. She would cry when there was nothing to cook. He told her he wanted to leave and get out of the neighborhood, and if she doesn’t let him, he’s going to run away.

She asked and found somewhere for him to go, but Ochai didn’t wait for the arrangements to be made and left.

He looked for jobs, but there was nowhere to sleep. Now 13, he slept in an under-construction stadium for about a week. The workers asked him why he was there. They weren’t sure how old the boy was because he was tall.

Then Ochai went to stay with his father’s uncle.

“I stayed with him for 7-8 months, but throughout the whole time, he had been treating me rough. I said I had to leave his place,” said Ochai, who went back to sleeping outside.

Before he left, his uncle introduced him to volleyball. After about a year, he was told that if he played basketball he’d get a schol-

arship in America because he is so tall. So Ochai switched sports.

Ochai went to live with a random coach he’d never met in a different state of Nigeria in order to play basketball. He stayed with him for five months and it was during this time he got his first offer to play basketball in America.

Ochai thought he was on his path to lift his family out of poverty. But the embassy denied his visa.

“When your opportunity showcases itself, you believe, ‘OK, I’m about to get out of this stress and start living a better life.’ But then it failed, so I was down. I was very down,” Ochai said.

He kept trying because the clock was ticking. He knew that once you hit a certain age, coaches in American don’t want you anymore. Ochai left to go to Abuja, the capital of Nigeria. He thought things would be better there, but they were worse.

There was a bar where he would wait until they were about to close, sneak in, sit down and try to sleep until the next morning. If security chased him out,

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Eventually, he asked a security guard if he could stay with him, which he did for a few months before the guard traveled away.

When he was 16, he had four scholarship offers that year. Each of the 11 rejections brought on a deep depression. He attempted suicide once. Other times he'd lock himself in his bedroom all day and wouldn't eat.

"I kept my faith up. I kept doing it. I would pray, go to church, I would try," Ochai said.

A friend told him to believe in God and keep working. Others told him his height was a blessing, despite the fact that strangers mocked him for it.

Eventually, Ochai went back to practice and started training again. He was offered another two scholarships and got another two denials.

Then he turned 19.

"My 19th birthday, I thought

all hope was gone," he said.

"Nobody wants a 19-year-old in America."

He was too old for high school basketball. Too skinny and too unskilled for college basketball. He thought about moving

back home with his mom, but she had done enough for him.

Going to school in Nigeria wasn't really an option, either.

"The system in Nigeria isn't like the system in America where you get the student loan and go to school," Ochai said. "In Nigeria, you have to have your money to go to school. And even if you have your money you're not certain of your admission. It's tough to get into school, it's very difficult to get into school in Nigeria."

So Ochai started looking for jobs.

A coach called and asked if he still wanted to go to America. Ochai said yes, but reminded the coach that he was 19 and couldn't go to high school. The coach said he would talk to an NJCAA school, which is where coach Sherrer got involved.

"After a while, I didn't hear anything from (Sherrer), and then one day he texted me and said your scholarship for me is ready," Ochai said. "This is a miracle. Me? Go to a college in America? How?"

He kept the news to himself, though. Ochai was tired of making his mother cry after telling her his visa was denied, which it soon was for the 11th time.

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After his visa was finally approved, Ochai went home after being away for seven years, but still kept the good news to himself. It was still a dream that hadn't quite come true. He wanted to be sure first. Then his plane ticket came in the mail, he was leaving tomorrow. It was time to tell his mom.

"She wept. She was crying, she was dancing, she was rejoicing," Ochai said. "She was all happy, very excited."

He finally opened up about everything he had been through."

Why didn't he come home, she asked? They would have put money together. At least he would have had a roof.

"Where I was in Lagos, it is one of the most ghetto areas in Nigeria. It is too rough. If I stay back home and see my mother go through what she is going through, I may want to go and do something," Ochai said. "I don't know what I would have become. Most of my friends I grew up with, some of them are

dead, some of them are criminals. I just don't want to be part of that. So I thought it would be better to leave."

His plane landed in Philadelphia. Ochai was wowed. This was a different world. He had a host mom in Pennsylvania and stayed with them until it was time to go to Three Rivers. It wasn't long until he ate his first Philly cheesesteak.

"I love steaks. I kept eating steaks, steaks, steaks. Every day I ate steaks," Ochai said.

For the first time in his life, he was eating three meals a day, sleeping on a good bed. Ochai was worried about leaving for Three Rivers because he didn't know what he was going to face. He had a friend leave for American and ended up homeless. But he had to go in order to realize his dream eventually lift his family out of poverty.

Assistant coach Brian Bess picked Ochai up at

the St. Louis airport and took him to his apartment at Three Rivers.

"The next day I went to take the (placement) tests. Did awful at math. But English I was OK," Ochai said. "When I came into (the Libla Family Sports Complex), I was shocked. It was out of this world."

He lived on campus during the summer, made friends, got ready for basketball season.

"Everybody here, they were friendly to me. Everyone wants to be my friend for some reason, I don't know," he said.

Ochai turned 20 in August. He loves how friendly people are, little things like WiFi, electricity, water, and other amenities he doesn't take for granted.

"And the educational system is great because they make you understand whether you want to learn or not," Ochai said. "You have to understand. So even if you don't understand, you can meet with your lecturer, talk to them, they'll try to put you through, step by step, and make you understand. Nigeria is not like that."

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Coach Gene Bess has become a father figure.

“I’ve never really had a father figure in my life,” Ochai said. “When he needs to be a coach, he is a coach. When he needs to be a father, he is a father.”

Ochai worries he’ll never see his mom again, though.

“I believe God will keep her because she has been through a lot. She needs to be here to eat the fruits of her labor. I’m just praying, praying, praying about it,” he said.

When he finishes his time at Three Rivers, he is supposed to return to Nigeria in order to renew his visa for, hopefully, a four-year school.

“I don’t want to live the way I lived in Nigeria. I don’t want to be hiding from people. I want to do everything the right way,” he said. “If I stay here and my visa expires and I refuse to go back home, then I’ll be running from the cops. I don’t want that. I’ve had enough of that in my life. I just want to do everything right.”

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## THANKFUL RAIDERS



Left : Three Rivers' Tallon Fonda (12) finishes a layup against Roane State on Thursday night at the Libla Family Sports Complex.

Below: Three Rivers' Jay Hines (34) shoots while being guarded by Roane State's Malachi Gayle (35) on Thursday night.



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### Three Rivers thwarts late comeback

By **SCOTT BORKGREN**  
Sports Writer

Three Rivers had roughly a 10-point lead for much of the second half, but as has been a recent problem, it let Roane State make things interesting late.

In a matchup of Raiders vs. Raiders, Roane State got within two points in the final possessions, but Three Rivers held on for an 89-84 win Thursday night in the Peoples Community Bank Thanksgiving Tournament at the Libla Family Sports Complex.

“I was not very pleased with our overall effort after a good week of practice,” Three Rivers coach Gene Bess said. “There’s pressure on them and I’m going to add some pressure myself because we need to get to another level and we’re not there.”

Out of a timeout with 3 minutes left, Kavan Hill sank a 3 for Roane State (3-6) that cut Three Rivers’ lead to five points.

Three Rivers, with its lead the smallest it had been all second half, worked the shot clock and eventually got the ball inside to Lydell Geffrard and he drew a foul. Geffrard, who finished 4 for 5 shooting for 11 points, made the second foul shot and Roane State got a quick basket to get within four points with 2 minutes left.

Three Rivers (6-4) again tried to run the clock down but threw the ball out of bounds with 1:40 to go.

Elijah Cobb made a pair of free throws to cut the margin to two points, the first time Roane State had been within one possession since the first half.

Hayden Sprenkel, who finished with 10 points and four steals for Three Rivers, missed a 3 at the other end, but Geffrard grabbed the of-

fensive rebound and Three Rivers ran a little more time off the clock. Three Rivers passed inside to Geffrard with 7 seconds left on the shot clock and he was fouled.

It was Malachi Gayle’s fifth foul, and in the double bonus, Geffrard made both free throws with 51 seconds left.

Jacob Naylor missed a 3 as the clock ticked under 30 seconds, but Roane State got the offensive rebound, passed it back to Naylor, and he missed a layup. Three Rivers grabbed the rebound and Sprenkel was quickly fouled with 19 seconds left.

He made the first, to go ahead by five, and Roane State missed a quick attempt the other way.

Three Rivers tried to run the clock but inadvertently stepped out of bounds.

Needing five points in 4 seconds, Roane State passed in at halfcourt and missed a 3 as the buzzer sounded.

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“We could have done better on defense, closing out on shooters and not letting them get open shots. We didn’t do too well on that,” said Three Rivers guard Kinyon Hodges, who had three steals and six points. “We need to guard better tomorrow night.”

Dominique Hardimon and Tallon Fonda each had 13 points to lead Three Rivers in scoring. Hardimon was 6 for 7 shooting while Fonda was 5 for 11. Jay Hines added 12 points and a team-high seven rebounds, including five offensive rebounds, to give Three Rivers five players in double figures.

“Usually they double team the post and then the cutters are open to get the ball, and that is what is working for us,” Hardimon said. “Just getting back on defense, and just really guarding the ball and not driving to the middle. That was the gameplan tonight.”

Three Rivers had 40 points in the paint, led by Hardimon, Geffrard and Hines.

“We think that’s a big part of our game,” Bess said of getting the ball inside. “Looking back, we need to get the ball inside more often.”

Roane State shot 41% on 3-pointers and 80% on free throws but was minus-5 on rebounds and minus-10 on turnovers. Three Rivers had 12 steals among Roane State’s 20 turnovers.

With four of its five starters playing more than 30 minutes, Naylor led Roane State with 23 points. Hill and Cobb each had 19 and Micah Fallin had 13.

“They ran three plays and they ran them whenever they wanted, too,” Bess said.

Three Rivers shot 32 for 66 (48%) from the field and 7 for 25 (28%) on 3s.

After a back-and-forth start, Three Rivers was able to build a 15-point lead only to have it wiped out by a 13-point run.

Three Rivers was up a point after a little more than 9 minutes of play and rattled off eight straight points in 90 seconds.

Dionte Raines started the burst with a steal and a layup, and then Geffrard finished an assist from Hodges.

Fonda scored, and then finished a 4-on-1 break for Three Rivers off a turnover, causing Roane State to call for a timeout.

Over the next few minutes, Sprekel made a pair of 3-pointers, Hodges grabbed a steal for a layup and Hines scored to put Three Rivers ahead 40-25 with more than 5 minutes left in the first half.

But in the closing minutes, Gayle got a three-point play, Naylor and Hill both made 3s and Three Rivers had its 15-point advantage cut down to two points in less than 3 minutes.

Hardimon drove and finished through a foul and his three-point play with 1:40 on the clock was Three Rivers’ first points in nearly 4 minutes.

After a basket by Roane State, Fonda made a 3 to set the halftime score at 46-40.

Three Rivers’ lead hovered between five and 10 points until Lucas swished a

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3 from the top of the key to put the Raiders ahead 13 with 12 minutes left.

A few minutes later and with Three Rivers ahead by 10, Hodges poked away a steal and dunked the fast-break.

Micah Fallin and Cobb hit back-to-back 3s to cut Three Rivers' lead to eight points with under 5 minutes to play.

Sprenkel swatted away a steal from Fallin and made two free throws after being fouled on the layup to put Three Rivers ahead by 10, which is about where it would stay until Roane State's late surge.

Three Rivers plays Southern Arkansas Tech at 7 p.m. Friday and Northeastern Oklahoma A&M at 7 p.m. Saturday to complete its schedule in the tournament.

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### Raiders rally after 5-point quarter

LITTLE ROCK, Ark.

— After scoring just five points in the second quarter, the Three Rivers women's basketball team battled back to take the lead briefly in the third, and for good in the final possessions to beat Arkansas Baptist 74-71 on Tuesday night.

Playing on a high school gym with a short court, Three Rivers had trouble at times on runouts, as well.

"We probably threw four that sailed 10 feet up into the stands," Three Rivers coach Jeff Walk said. "We just struggled offensively up until the end."

The Raiders went from scoring 27 points in the first quarter to five in the second and were down by nine points at halftime and then by five going into the fourth quarter.

"We just played well as a team and did what it took to win," Walk said. "It was a group effort tonight. Without that, I don't think we would have won."

The Raiders got balanced scoring with four players in double figures. Jordan Little led the team with 14 points, Myia Yelder got 12 while Hannah Thurmon and Autumn Dodd each had 11.

Kaila Walker, who is fourth in the nation in scoring at 24.1 points per game, led Arkansas Baptist with 23 points while Allison Stean had 19.

The Raiders outscored the Buffaloes both in the paint (plus-12) and on second-chance points (plus-7) after grabbing 10 extra offensive rebounds.

An'Nyah Pettus, Jamiyah Thomas, Kalyssa Hollis and Deanay Watson all had three offensive rebounds for Three Rivers (7-2).

While Three Rivers was fighting back for most of the second half, it was the Raiders who had the largest lead of the game, by 11 points in the first quarter. Arkansas Baptist took as

much as a nine-point lead in the second quarter as the lead only changed hands twice in the game.

"We matured a little bit," Walk said. "This is really only our second (true) road game away from Poplar Bluff. It is just hard to go into someplace and play."

Three Rivers will host John A. Logan (Ill.) at 5 p.m. Tuesday. The Raiders won the first meeting 95-76 Nov. 16 on the road. Logan (2-4) is coming off a 99-84 home loss to Vincennes (Ind.) on Tuesday.

The win at Arkansas Baptist was the first for the Raiders when scoring fewer than 80 points this season. Three Rivers is currently averaging 86.7 points per game, 10th best in the nation, but rank No. 79 in points allowed per game at 61.6.

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MEN: Raiders 83, Southern Ark. Tech 74

## Raiders 'zero in' for explosive start

The Three Rivers starters had ... tremendous starts.

The Raiders outscored Southern Arkansas University Tech 30-9 in the first 5 minutes of each half combined as Three Rivers went on to win 83-74 in the Peoples Community Bank Thanksgiving Tournament on Friday at the Libla Family Sports Complex.

"I think their hearts are right and they just came to play," Three Rivers coach Gene Bess said of his team. "I think our young men zeroed in tonight."

Dominique Hardimon and Lydell Geffard, Three Rivers' starting post players, were especially difficult matchups early for SAU.

In his first rotation, which lasted about 5 minutes, Hardimon grabbed two offensive rebounds, had an assist, drew a charge and scored four points. Geffard had an assist on one of Hardimon's baskets and scored

six points during the same rotation.

"I was seeing the mismatch. My teammates and coach said get me started early. They got me the ball and I just kept finishing," Geffard said. "We just kept working the ball, sharing the

ball with each other, grinded out the W."

The Raider starters collectively set the tone for a first half where Three Rivers (7-4) grabbed 13 offensive rebounds and 25 overall while limiting SAU to just two offensive rebounds and 10 overall.



DAR/Scott Berggren

Three Rivers' Brahm Harris (11) dribbles while being guarded by Southern Arkansas University Tech's Triston Evans on Friday night at the Libla Family Sports Complex.

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They jumped out to a 17-4 lead in those first five minutes and scored nine second-chance points. SAU's sole bucket was a contested 3 more than four minutes into the game.

"I think we've got guys who can guard, but they've never guarded. They're going to have to guard in critical situations," Bess said.

On one Three Rivers bucket, Kinyon Hodges dove out of bounds for an offensive rebound and swatted it to Hardimon under the basket.

A minute later, Hardimon drew a charge and four of the five starters went to the bench, concluding a dominant shift.

"I always equate (charges) to about 10 points," Bess said.

Geffrard and Hardimon combined for 10 of the team's first 17 points a night after missing one shot each in a close win over Roane State.

Hardimon again missed just one shot and was 5 for 6 shooting while Geffrard was 8 for 14.

"Our focus was to play the whole 30 seconds on defense, stay solid, no fouls, and when the shot goes up, everybody box out their man, get the board and get out in transition," Geffrard said. "Last night we got a little caught up. This night we got into a rhythm, we all shared the ball, guys hit shots and we rebounded as a team."

Three Rivers held at least a 10-point lead for nearly the rest of the first half. Jaland Mitchell made a 3 to cut the lead to nine points with 12 minutes left, and Jerome Bynum made a late 3 to do the same, setting the halftime score.

Three Rivers pushed its lead to 20 points in the opening minutes of the second half. Geffrard scored seven points as Three Rivers went on a 13-2 run in the first four minutes.

Geffrard scored 13 of his team-high 19 points in his first rotation of each half.

Hardimon had a steal for a dunk and finished a runout through hard contact, knocking him to the floor, but had to leave the game with a leg injury soon after. He did not return and finished with 10 points, five rebounds and three assists.

With both Hardimon and Geffrard on the bench and less than 12 minutes left in the second half, SAU (6-4) cut Three Rivers' 16-point lead to 10 points with a three-point play followed by a 3-pointer. Soon after, the Rockets cut the lead to eight points, the closest it had been since the opening possessions of the game.

Mitchell made a free throw with 2 minutes to go that cut the lead to six points. The Rockets wouldn't get any closer as Three Rivers made enough of its free throws late.

Three Rivers had 20 offensive rebounds to SAU's eight and was plus-17 on total rebounds despite shooting 39% as a team.

"The thing that bothered me the most was



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how many times those guys took us one-on-one and just blew by us,” Bess said. “I think that’s just concentration, focus, guts. If you want to play on this level, you have to get to where you can do that. If you let a guy beat you just one-on-one with the ball, you’re going to have a hard time finding a place to play.”

Brahm Harris had 11 rebounds to lead Three Rivers while Hodges had six assists. Willie Lucas, who sank a key 3 late to push Three Rivers’ lead to nine points, finished with 10 points and six rebounds.

Sheldon Stevens came into the night averaging 25.3 points to lead SAU and was held to 13 on 5 for 18 shooting. Immanuel Anderson led SAU with 17 points, Mitchell had 11 and Decorey Watkins got 10.

Three Rivers will Northeastern Oklahoma A&M at 7 p.m. Saturday to conclude its schedule in the tournament.

December 3, 2020

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## Raiders struggle against zone D

By **SCOTT BORKGREN**  
Sports Writer

The first half featured 10 lead changes and three ties. The second half, just one lead change and it didn't go the Raiders' way.

Three Rivers finished 2-1 in the Peoples Community Bank Thanksgiving Tournament after losing 66-52 to

Northeastern Oklahoma A&M on Saturday at the Libla Family Sports Complex.

The last time Three Rivers (7-5) went 3-0 in the Thanksgiving Tournament was in 2015-16. That year, the Raiders won all three games by at least 25 points and beat Dyersburg State, West Kentucky Community and Tech, and NEO. They finished 23-8 that season.

Three Rivers' Willie Lucas and Lydell Geffrard were selected to the All-Tournament team following Saturday's game. Lucas had 28 points for the tournament, including a team-high 12 against NEO after shooting 4 for 10 on 3-pointers. Geffrard was held to six points and 10 rebounds against NEO, but had 11 points against Roane State and 19 against Southern Arkansas University Tech. He shot 15 of 28 from the field in the tournament.

Saturday's game was the fewest points Three Rivers has scored this season. The Raiders previously scored 58 points in a loss against Indian Hills. On Saturday, the Raiders shot 32% overall, 30% on 3-pointers and were 4 for 10 on free throws against NEO's Syracuse-style zone.

NEO shot 43% overall, 33% on 3-pointers and was 15 for 19 on free throws.

"We obviously are going to have to get better at that type of zone," Three Rivers coach Gene Bess said. "We just didn't have anybody out there that had the kind of poise that you have to have against a team like that. But I sure do like our

effort. The bench was into it, and that's a good indication."

NEO (8-4) held the biggest lead in the early going after going on an 8-1 run to go ahead 17-10 midway through the first half.

Three Rivers, though, answered with an eight-point run over the next 3 1/2 minutes.

Samkelo Cele and Jadan Graves made back-to-back 3s with a little more than 3 minutes left to put NEO ahead by six. But once again, The Raiders punched right back with back-to-back 3s from Willie Lucas and Tal-lon Fonda.

In the final minute with NEO running a halfcourt trap, Fonda missed a 3, poked the rebound out to the top of the key for an offensive rebound, got the ball back and drove for a layup that set the halftime score.

Both teams shot 10 for 29 (34) percent in the first half. The Raiders were plus-7 on rebounds at the break and plus-four on offensive rebounds but were minus-five on steals.

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NEO took an eight-point lead, its biggest of the game up to that point, after the Raiders were called for a string of fouls roughly eight minutes in.

NEO made six free throws in the span of 3 minutes with neither team making a field goal during that time. It also put Three Rivers in the bonus while NEO had committed three fouls in the second half up to that point.

After a Raider timeout, Alvin Cannady drove and scored to give NEO the first double-digit lead of the game. NEO scored again, drew a charge, and the Raiders called their second timeout in less than 90 seconds.

“I look at our team and I feel we are taking two steps forward and one backward. Tonight maybe we took two backward,” Bess said. “Our effort is good and I like the attitude of the players, but we just have to regroup.”

Down 12 with 9 minutes to go, Three Rivers started trapping out of the timeout.

Austin Parker got a steal and a layup off the trap and with 6 minutes left, Lucas made back-to-back 3s that cut the lead to seven points, but the Raiders wouldn't get any closer.

“We're used to people running man against us every time we play, so it kind of threw us off a little bit,” Fonda said of NEO's zone. “We were trying to penetrate, get kickouts, get the ball in the middle, spread things out, hit open shots.”

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WOMEN: Raiders 103, John A. Logan (Ill.) 58

## Raiders dominate with new defense

It took John A. Logan 14 minutes to score a two-pointer against Three Rivers. By that point, it was too late.

Three Rivers allowed eight total points during the first 14 minutes — a pair of 3s and a pair of free throws — to take a commanding lead early and eventually win 103-58 on Tuesday at the Libla Family Sports Complex.

The Raiders (8-2) started the game in a diamond press that fell back into a 1-3-1 zone and jumped out to a 19-3 lead after 5 minutes despite installing the defense just two days before the game.

“We did it last year some, but this year we haven’t. We just worked on it in practice the other day,” Three Rivers sophomore Katelyn South said.

In their previous matchup, which Three Rivers won by 19 points, the Raiders ran a 1-2-2 zone with their

post players responsible for checking corner 3s. The Volunteers put two shooters in the corners and went 10 for 26 on 3-pointers.

With the 1-3-1 zone, guard Jordan Little was under the basket at the start of the game and bouncing from corner to corner instead of the post players. John A. Logan again took 26 3-pointers, but made half as many and shot 25% worse from the field overall.

“With this personnel, we can play that 1-3-1 pretty well,” Three Rivers coach Jeff Walk said. “That and our 1-2-2, I don’t know what is going to be our go-to at the end, but I liked what I saw out of that 1-3-1 tonight.”

Deanay Watson and An’Nyah Pettus each had 18 points to lead Three Rivers. Pettus also grabbed 10 rebounds in 22 minutes off the bench for her second

double-double of the season and a new season-high in scoring.

“Just being able to knock down every open shot my team gave me and run as fast as I can. They threw me an overhead pass and I just made them,” Pettus said, estimating half her baskets were in transition.

Watson was 9 for 10 shooting to go with three steals, which matched Autumn Dodd and Chaylea Mosby for a team-high.

South had 17 points and four assists off the bench while Myia Yelder had 14 points and four assists to give Three Rivers starters in double figures and to players off the bench in double figures.

“The second time we play people with this bunch we’ll probably start mixing stuff up to keep them off balance,” Walk said.

In Three Rivers’ first home game since a Nov. 9 loss to Wabash Valley, the Raiders pressed on every dead ball until late

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“It was good having a good atmosphere for us because it’s the first one in a while. We had more than five fans in the stands watching us, so that was a good energy,” South said. “We were just fired up in the locker room before the game and I think we carried it out onto the floor.”

The Volunteers, when they did get into their offense, were 2 for 19 on 3-pointers in the first half and 5 for 11 everywhere else.

“We were packed in. We were covering everybody we could. Their shots weren’t falling and they just kept shooting it,” South said.

Three Rivers’ offense inevitably slowed after such a strong start.

The Raiders had two field goals in the final 5 minutes of the first quarter, including a 4-minute stretch that lasted into the second quarter where they didn’t make a basket. After 19 points in the first 5 minutes, they scored 27 over the next 15.

Still, they shot 55.9% in the first half and 49.4%

overall while forcing 25 turnovers and getting 15 steals.

At one point in the second quarter, Dodd had back-to-back steals off the press that led to assists and layups for Watson and Mosby.

The Raiders padded their lead in the third quarter and went ahead by 30 points for the first time with a little more than a minute left in the period, and then went ahead by 40 points with 2 1/2 minutes left in the game.

Jamiyah Thomas found Mosby for a layup soon after to give the Raiders 101 points, the first time they’ve scored 100 points since the season opener against Olney Central.

The Three Rivers bench outscored John A. Logan 58-13. The Raiders were also plus-27 on points off turnovers, plus-48 on points in the paint, and plus-23 on second-chance points.

“The last game we played (against John A. Logan), we were a little tired. Today we wanted to go out and show what we could do,” Pettus said. “We were a little tired of playing on the road, wanted to come home and get a win.”

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## Raiders hold ceremony for future players

During signing season, college coaches are often bouncing from high school to high school to ink their next freshman class one recruit at a time. Even if done quickly, it takes time to schedule, travel and complete the process.

Three Rivers softball coach Jeff Null took a different approach this year.

On Nov. 23, Null brought his recruiting class to Three Rivers for a collective signing ceremony and banquet at the Libla Family Sports Complex. Seven of eight scholarship players, along with their families, made the trip from places like Arkansas, Oklahoma and St. Louis.

“It’s more Three Rivers,” Null said of the atmosphere of the ceremony. “Here, when we’ve got our brand new gym set up, we’ve got all their names on the scoreboard. They’ve got a nice setup, a nice spread of food. Instead of it being an indi-

thing ... It’s turned out well. We will definitely do this again.”

The complete nine-player class, which includes one walk-on, is Kenlee McAuliffe (El Dorado, Ark.), Makenna Moore (Ellsinore, Mo.), Naomi Crowley (Ellsinore, Mo.), Scout Harrison (Bono, Ark.), Cayton Sloan (Muskogee, Okla.), Makayla Bryant (Troy, Mo.), Makale Floyd (Wood-

ward, Okla.), Kyla Puckett (Poyen Ark.), and Jaime Lee (St. Louis).

“It’s a really cool experience because you get to see everyone and their families,” Moore said of the group ceremony. “All these girls are so far away that you never get to see their families, really, and they’re all here supporting them. Just a really neat experience.”



DAR/Scott Borkgren

Members of the Three Rivers softball class of 2020 had a collective signing ceremony Nov. 23 at the Libla Family Sports Complex. Pictured are, front row from left, Makenna Moore, Kenlee McAuliffe, Makale Floyd, back row from left, Scout Harrison, Cayton Sloan, Makayla Bryant and Jaime Lee. Not pictured are Kyla Puckett and Naomi Crowley.

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The ceremony was the first time Moore met any of her future teammates, which should improve team chemistry as well as moving into and getting settled into college.

“I can’t believe I’m actually signing to play the game that I love outside of high school,” Moore said of signing. “It’s a privilege to go out of high school and continue the game that I love. So I was really excited that I was going to get to do that.”

Null always prefers to sign his classes as soon as possible. The first possible day to sign was Nov. 1.

“I was a little bit antsy waiting until Nov. 23. I always like to get them signed as soon as possible. A lot of these girls are super talented. You always worry about somebody swooping in at the last minute and getting them from you,” Null said. “They still have a lot of developing to do. A lot of these kids still haven’t even played their senior year, yet.”

Arkansas plays softball in the spring, meanwhile Moore has the spring softball schedule and Ozark Foothills Conference Tournament to play. Though these Raiders won’t play any Region XVI games for at least 14 months, Null is already confident in the potential roster and said this might be his most talented class yet.

“The athleticism is off the charts for the position players that are in this group,” Null said. “As we keep building our program. Every year we try to get better athletes and I feel like this group is just another step forward for our program.”

The class features four pitchers, including Moore, a two-time MSHSAA Class 2 All-State selection.

“I think it will help me because it just keeps me wanting to push to get better, because I want to be one of the ones that pitches, obviously. I think it’s intimidating but in a good way,” Moore said.

Added Null, “We’re super excited. This year, we feel like we’re going to be pretty good, but now we think the next two years for sure we’re going to be pretty good.”

With the Class of 2020 wrapped up, Null is moving onto the Class of 2021, who are currently juniors in high school.

“I’m working on the next class. We’re looking at the class of ‘21. We have three commits as of now, so we are still trying to find the right pieces. Starting early allows us to evaluate them a little longer,” Null said. “When you see them once or twice, it is always hard to see the big picture and see their true colors. The more you can see them the better idea you have that they are going to be the right fit.”

“Everybody seems to really like it when they visit here. Of course, as a father with three daughters, you want to send your daughter to somewhere where you know they’re going to be taken care of and you’re going to feel comfortable and safe where they are at, and I think Poplar Bluff offers that.”

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WOMEN

**Friday**  
Moberly 71, Raiders 63

**Saturday**  
Raiders 75, Jefferson 63

**Sunday**  
Raiders 101, State Fair 75

MEN

**Saturday**  
Raiders 88, MSU-West Plains 84

**Sunday**

Raiders 79,  
SWIC 78

## Raiders go 4-1 on busy weekend

### Women finish Showdown with winning record

By **SCOTT BORKGREN**  
Sports Writer

On Friday and Saturday, the first quarter was a problem for the Raiders. On Sunday it couldn't have gone much better.

Three Rivers scored 34 points in the opening quarter, took a 20-point lead, and cruised to a 101-75 win over State Fair to go 2-1 on the weekend and conclude the Region XVI Showdown.

"Tremendous," Three Rivers coach Jeff Walk said of the Raiders' start to the game. "And to be able to do that on a third day, and have that kind of energy and legs, and to be able to go out and impose your will on somebody. That's a great start."

Three Rivers (10-3) finished 3-2 overall in the Showdown, beating State Fair, Jefferson and Crowder with losses to Mineral Area and Moberly Area.

Jordan Little outscored State Fair in the first quarter.

Little made Three Rivers' first 10 points and had 15 in the first quarter. The Raiders, leading 10-8 after 4 minutes, went on a 12 point run and

outscored the Roadrunners 24-6 in the final 6 minutes to lead 34-14 after the first quarter. Three Rivers closed the quarter with 12 unanswered points.

"We were just attacking the gaps and driving and kicking to the open shooter, and I was the open shooter at the beginning of the game," Little said.

Little, who finished with a season-high 20 points, opened play with a 3 and made three 3-pointers in the first quarter.

Darlisha Reed scored for State Fair (5-11) about 3 minutes into the second quarter for the Roadrunners' first field goal in nearly 7 minutes, and just their second in 11 minutes.



DAR/Scott Borkgren

Three Rivers' Deanay Watson, right, tries for a layup while being guarded by State Fair's Ryann Haynes during the Region XVI Showdown on Sunday at the Libla Family Sports Complex.



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“We just came out aggressive, not letting up. We’ve been told to come out strong so we don’t have to scrap at the end,” Little said.

Soon after, Autumn Dodd made a layup to put Three Rivers ahead by 30 points, and its lead would hover around that margin for the rest of the first half as the Raiders went into the locker room ahead 55-27, and State Fair never got within 20 points in the second half.

Three Rivers will host Lindenwood Belleville JV at 5 p.m. Thursday in their final game before Christmas, and their last home game until Jan. 15 for Region XVI action.

## Three Rivers 75, Jefferson 63

The Raiders suffered a poor first quarter for the second night in a row. They allowed a 16-2 run in the final 6 minutes of the first quarter to Jefferson but rallied to win.

“We came out motivated from last night’s loss. We know we should have played better. We just kept our composure,” Three Rivers’ Chaylea Mosby said.

Hannah Thurmon, who led the Raiders with 15 points, kickstarted a big run for the Raiders to start the second half.

She made back-to-back 3s to open the third quarter and added one more that gave Three Rivers a 12-point lead. The Raiders kept going for a 15-2 run over the first six minutes of the second half to go ahead by 16 points.

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## Raiders prep for lengthy weekend

By **SCOTT BORKGREN**  
Sports Writer

Christmas is coming early for Raider fans with five Three Rivers games this weekend, four of them at the Libla Family Sports Complex.

The 7-5 men host MSU-West Plains (6-7) at 7 p.m. Saturday before heading to St. Louis Community College for the St. Louis Shootout, where they will play Southwestern Illinois College (4-3) at 4 p.m. Sunday. The matchup against the Grizzlies will not count against the Region XVI standings.

The 8-2 women are hosting the second part of the 2019 Region XVI Showdown, which also does not count against the Region XVI standings.

“We had two good days of practice to get ready for this weekend, and will just try to continue what we started on Sunday,” Three Rivers coach Jeff Walk said.

If the first part of the Showdown, which was held Nov. 22-23 in Sedalia, Mo., was any indication, the weekend games should be competitive and intense.

Three Rivers is currently 1-1 in the Showdown after losing to Mineral Area 61-60 and beating Crowder 89-61.

The women will play Moberly Area (9-2) at 7 p.m. Friday, followed by Jefferson (6-6) at 5 p.m. Saturday and State Fair (5-8) at 5 p.m. Sunday. It is the first time under Walk that the women will play three games in three days. With the women having the goal of getting back to the national tournament, three games in three days replicate the schedule they would potentially face come March.

“We’ve been preaching to them, get plenty of fluids, eat a bunch, salt intake, and rest when you aren’t practicing. We run a lot so our bench is going to have to be ready to go,” Walk said. “That third game, honestly I don’t know. It will be new for me.

“It’s going to be a pretty neat event.”

The men’s team will follow the women’s game on Saturday in a December doubleheader.

Following this weekend, the women will have just one more home game over the next month, Dec. 12 against Lindenwood-Belleville JV.

The next chance to see them play Region XVI competition at the Libla won’t be until Jan. 25 when Moberly Area comes to town.

The men, meanwhile, will finish the first semester at home with games against North Arkansas College at 7 p.m., Dec. 12 — another home doubleheader — and against John A. Logan at 7 p.m. Dec. 16.

The men will also start the Region XVI season on

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the road and won't host a region game until that Jan. 25 doubleheader against Moberly Area.

The men can expect to face plenty of 3-point attempts this weekend, with both MSU-West Plains and Southwestern Illinois attempting close to 23 per game, with their scoring leaders both leading the team in 3s.

Sophomore Sardaar Calhoun leads MSU-West Plains with 21.5 points per game after making 43.8% of his 8.6 3-point attempts per game. Beyond the arc alone, he's averaging nearly 12 points per game and is also making 87% of his free throws and 45.2% of all his shots.

Taevon Horton, Quentin Jones and Alex Peterson, all sophomores, are scoring between 12-13 points. Horton and Jones are making a 3-pointer or two per game while Peterson, a 6-foot-7 forward, plays inside and leads the team with 6.6 rebounds.

The Grizzlies are seventh in the country with only 10

turnovers per game.

Charles Jones leads Southwestern Illinois with 13.9 points and is making a team-high 1.6 3-pointers per game, but is a 58.8% free-throw shooter.

Patrick Evans, however, is a 90.0% free-throw shooter and is averaging 10.9 points.

Southwestern Illinois ranks 16th in field goal attempts per game (75.1) but is 57th in field goals made per game (32.3).

For the women, DeAnna Wilson leads Moberly Area with 16.7 points. The freshman forward is shooting 59.2% from the field and is nearly averaging a double-double with 9.5 rebounds.

Chatori Tyler is Moberly Area's primary outside shooter and is taking 7.3 3-pointers per game for 10.5 points.

The Grizzlies rank seventh in the country in points per game allowed (48.5) and are in the top 15 in opponents' field goal percentage (31.5), rebound margin (20.5), assists (19.2), made field goals (31.8) and turnovers (13.5).

Tyra Brown is Jefferson's only double-digit scorer with 22.1 points. She is shooting 48.4% from the field, but only 27.8% on 3-pointers and 67.1% on free throws. She also leads the team in turnovers (3.6) steals (2.9) assists (5.7) and is second in rebounds (5.8).

The Vikings are 130th or worse in the nation in made free throws (10.6), free-throw attempts (10.6), offensive rebounds (11.3), and rebound margin (minus 1.9).

Nadia Thorman-McKey leads State Fair with 18.8 points and Darlisha Reed is scoring 16.8.

The pair are primarily inside scorers, though Thorman-McKey is attempting 1.8 3-pointers per game.

Reed is shooting 49.1% from the field and Thorman-McKey is shooting 45.5%. They are both taking slightly more than six free throws per game, but Thorman-McKey is making 46.8% of her free

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throws and Reed is averaging 62.4%.

State Fair as a team is also shooting 57.6% on free throws and attempting 24.3 per game. The Roadrunners are 18th nationally in free-throw attempts per game, but 45th in made free throws. They are also 11th in offensive rebounds (19.1) but 85th in rebound margin (6.7).

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## RAIDERS HOUNDED

### Comeback falls short for Three Rivers after first-half slump

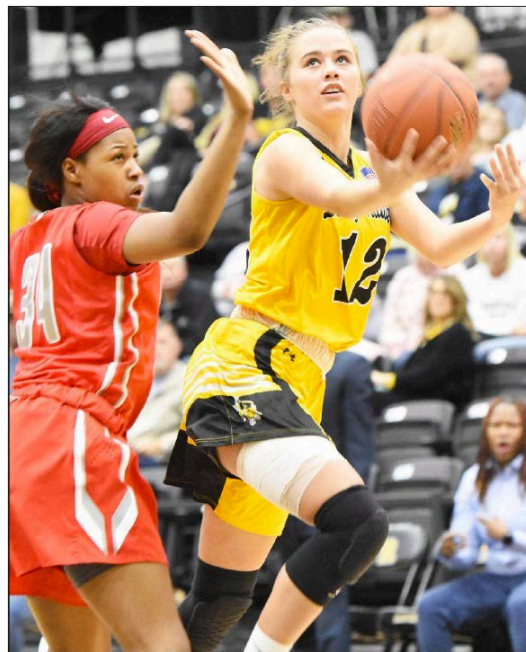
A promising start to the Region XVI Showdown turned sour for the host Raiders.

Three Rivers opened with a 5-point run over the first 3 minutes of the game, but the offense went cold for much of the rest of the first half. Three Rivers fell to 1-2 in the Region XVI Showdown following a 71-63 loss to Moberly Area on Friday at the Libla Family Sports Complex.

“I wish we had a couple more minutes to play them because we started figuring it out at the end,” said Three Rivers’ Katelyn South, who finished with eight points. “We out-scored them 40-29 in the second half, but the first half we didn’t have any momentum. They were on fire coming out and we were in a slump.”

Moberly Area (10-2) went on a 17-2 run to go ahead by double figures less than 4 minutes after spotting Three Rivers

Three Rivers’ Katelyn South (12) tries for a layup against Moberly Area’s B’Aunce Carter during the Region XVI Showdown on Friday at the Libla Family Sports Complex.



Three Rivers’ Autumn Dodd (11) dribbles through the Moberly Area defense during the Region XVI Showdown on Friday at the Libla Family Sports Complex.

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(8-3) the first five points.

Chaylea Mosby made a 3 early in the second quarter that cut the Greyhounds' lead to seven points, but Moberly answered with a three-point play that kickstarted a 9-2 run.

They then outscored Three Rivers 9-4 in the closing minutes to build a 19-point lead at halftime.

For the Raiders, 23 points were the second-fewest points in a half they've scored this season.

"We didn't really come together as a team. It was kind of playing every man for themselves. When we figure that out, nobody can stop us. But as of now, it's not clicking as well," said Three Rivers' Hannah Thurmon, who had six points, six rebounds and four blocks.

The Raiders scored 21 points in a low-scoring first half against Mineral Area during the first part of the Showdown two weeks ago, but were only down two points at the break and then scored 21 points in the third quarter before eventually losing

61-60.

"Of our three losses, it's eight possessions somewhere in that first half. And that's where you've got to be mentally stronger than your opponent, and we're not there yet," Three Rivers coach Jeff Walk said. "That's what separates the top-10 from everybody else, is that mental toughness when you've got to dig your heels in and not let them do what they want to do to you."

The Raiders were 10 for 30 (33.3%) shooting in the first half Friday and 1 for 7 (14.3%) on 3-pointers while Moberly shot 46.9% in the first half and was 5 for 12 (41.7%) on 3-pointers. The tides flipped in the second half, with Three Rivers shooting 48.1% and Moberly shooting 33.3%, but the Greyhounds made five more free throws in the game and three extra 3-pointers. At the final buzzer, Moberly shot 1 percentage point better

from the field.

"We were down," South said. "We just kept missing and missing, and one miss led to an ugly, (bad) shot and we just couldn't get it together."

Both teams made 23 field goals. Three Rivers had one extra shot attempt and Moberly had one extra free-throw attempt.

Deanay Watson led Three Rivers with 10 points and eight rebounds.

Three Rivers' offense picked up in the third quarter. The Raiders quickly cut Moberly's lead to 13 points.

With under a minute left in the quarter, Yelder found Pettus under the basket, cutting the lead to single digits for the first time since Mosby's 3 early in the second quarter. Moberly answered with one last bucket to take an 11-point lead into the fourth quarter.

It took until the 2:30 mark of the fourth for Three Rivers to get within single digits again. Down 10 points, Watson put back

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an offensive rebound to cut the deficit to eight points. Watson scored through a foul a minute later to cut the margin to seven. The Raiders fouled late, but didn't get any closer.

"Moberly had us down 17 in the Region XVI Championship and we came back and beat them," Walk said. "If I'm (Moberly Area coach Hana Haden), I'm reminding those kids every day that you had them down 17 and they still beat you. So we're getting everybody's best game, and we've yet to play four quarters."

Moberly's Chatori Tyler matched her season high of 18 points shooting 4 of 11 from 3-point range. She had 15 points in the first half. Her previous season high was 18 points, Metropolitan Community College and she went into the Showdown averaging 10.5 points per game.

Moberly's leading scorer DeAnna Wilson, who is averaging 16.7 points,

scored 16 to go with 11 rebounds despite getting into early foul trouble. She played 30 minutes before fouling out with 4 minutes left in the game and the Greyhounds ahead by 12.

Bryce Dowell also had 16 points and seven rebounds for Moberly Area.

Three Rivers will play Jefferson today and State Fair on Sunday, both at 5 p.m., to conclude its schedule in the Region XVI Showdown. None of the games count toward the region standings to determine the end-of-season tournament.

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WOMEN

Friday  
Moberly 71, Raiders 63

Saturday  
Raiders 75, Jefferson 63

Sunday  
Raiders 101, State Fair 75

MEN  
Saturday  
Raiders 88, MSU-West Plains 84

Sunday  
Raiders 79,  
SWIC 78

## Raiders go 4-1 on busy weekend

### Raines prevents pair of late shots

By **SCOTT BORKGREN**  
Sports Writer

On back to back nights, Dionte Raines prevented a 3 at the buzzer to secure the Raiders a close win.

Raines checked a potential game-trying 3 in the final seconds to beat MSU-West Plains 88-84 on Saturday, then blocked a potential game-winning 3 to beat Southwestern Illinois 79-78 on Sunday.

“Critical play, last second play. He was kind of our unsung hero,” Three Rivers coach Gene Bess said. “I think the key to our team is we’re going to have to be able to play close games. Every team on our schedule is capable of going to the wire with us and vice versa.”

SWIC took the lead Sunday with 47 seconds left. The Raiders (9-5) got the ball to Lydell Geffrard, passed to



DAR/Scott Borkgren

Three Rivers' Lydell Geffrard, left, tries for a layup against MSU-West Plains on Saturday at the Libla Family Sports Complex in Poplar Bluff, Mo.



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Dominique Hardimon and he scored through a foul but missed the free throw.

SWIC (5-5) worked the clock and got the ball to Charles Jones, who came off a staggered screen, but Raines jumped and blocked it. SWIC grabbed the loose ball, air-balled a shot from way out and Austin Parker grabbed the rebound for the Raiders as time expired.

“Last night was a fabulous, athletic shot block. I haven’t seen him jump like that before. He had an injury to his leg. He’s a solid player and has played in a good system. He competes,” Bess said. “You need to win games like that one last night. We had too many turnovers and stuff like that ... You’ve got to find a way to win when your fundamentals are lacking.”

The Three Rivers bench scored 42 points, led by Talon Fonda who came off the bench for a team-high 18 points on 7 for 10 shooting.

“He’s capable of just turning it on on the offensive end. As he buys in better on the defensive end, he’s a pretty good player,” Bess said.

Geffrard had 11 points and seven rebounds and Jay Hines had 10 points.

“I think that is pretty much the nature of our team,” Bess said. “We’ve got several guys that can play and we’ve given everybody a chance up to this point. It is one of those situations where we’ve got different options and sometimes a certain player plays better on certain nights. It is good for us to have the depth that we’ve got.”

## **Three Rivers 88, MSU-West Plains 84**

MSU-West Plains had a chance at a buzzer-beating 3 to force overtime. It didn’t go so well.

The Grizzlies’ top two 3-point shooters worked together at the top of the key with 10 seconds left.

Taevon Horton inbounded to the Grizzlies’ leading scorer, Sardaar Calhoun, who is making 44% of his 3-pointers and is signed with Florida State.

But Fonda was guarding him and Calhoun passed back to Horton.

But Raines was guarding him.

Horton pulled up from 25 feet with Raines tight to him and air balled his chance to force overtime.

“I just had to faceguard him,” Fonda said of Calhoun.

“I wasn’t really worried about anybody else shooting the ball. They didn’t really have any really good shooters. I knew he was going to be the one to get the ball last, but he passed and the other dude threw up some junk.”

Dominique Hardimon led the Raiders with 16 points on 7 of 9 shooting to go with four rebounds after playing 20 minutes off the bench. It was a season-high for the Poplar Bluff alum, who was injured during the Three Rivers’ Thanksgiving tournament and did not play Three Rivers’ previous game last Saturday against Northeastern Oklahoma A&M.

Geffrard earned his first double-double of the season with 11 points and 11 rebounds. The Three Rivers center is averaging 9.8 points and 6.7 rebounds this season.

# December 10, 2020

# Daily American Republic

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RECEPTION IS FEB. 1

## TRC names winner of Alumni Star Award

### By Three Rivers College

Three Rivers alumna Christy Frazier-Moore has been selected as the college's first-ever Alumni Star.

She will be honored as part of the Alumni Reunion festivities on Feb. 1.

"Christy has a true love for Three Rivers, and she is constantly promoting what we do," said Michelle Reynolds, director of development at TRC. "She not only gives back to the college in several ways, she is a great representative of us with her work in the community."

The Alumni Star award was created to showcase up and comers who got their start at Three Rivers College, according to a press release. Nominations were reviewed and the recipient chosen based on their civic and professional involvement, as well as their lasting connection to TRC.

"This is a well-deserved honor for Christy," said Dr. Wesley Payne, college president. "She gives her time and talents generously to our community, and on behalf of the college, we are honored that she stays involved with us."

A native of Eminence, Frazier-Moore attended Three Rivers College on a volleyball scholarship, graduating with her associate degree in 1998. From there, she went on to earn a bachelor's degree in Mass Communication and Media Studies from Southeast Missouri State University.

"I love Three Rivers College and credit the institution for shaping me into the person I am today," said Frazier-Moore. "The college and this community have given so much to me."

Frazier-Moore is cur-



Frazier-Moore

rently vice president/mortgage sales manager at The Bank of Missouri, where she has worked since 2015. She is married to Clayton and has two children, Jackson and Mackenzie. They also have three dogs.

She enjoys not only her job, but also going to the Jacks Fork River in Eminence, traveling with friends and family, reading and playing volleyball.

Her civic involvement includes being a member of, and past conference chair and president of, Women Aware in Poplar Bluff; founder of Chi and Co., which was created to help young girls in junior high reach their full potential; a board member and officer of the Three Rivers Endowment Trust; past board member and former president of the Rodgers Theatre,

Inc.; active member of the Greater Poplar Bluff Chamber of Commerce; former member and past president of Beta Sigma Phi; and member and former board member of Bluff City BNI.

A drop-in reception will be held in Frazier-Moore's honor from 2-4 p.m. Saturday, Feb. 1, at the Tinnin Fine Arts Center on the Poplar Bluff campus. She will also be recognized during the basketball games that kick off at 5 p.m. that day at the Libla Family Sports Complex.

Frazier-Moore has asked that any honorary contributions be earmarked to the Excellence Fund with the Three Rivers Endowment Trust, which provides dollars for instructional materials requested by faculty and staff at Three Rivers College.

To attend the reception, RSVP with Michelle Reynolds at michellereynolds@trcc.edu or 573-840-9077.

December 13, 2020

# Daily American Republic

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## Three Rivers dominate in comfortable win



DAR/Scott Borkgren

**Three Rivers' Chaylea Mosby, back, guards Lindenwood-Belleville JV's Kayla Blaise (23) on Thursday at the Libla Family Sports Complex.**

It took Lindenwood-Belleville JV nearly 8 minutes to get its first field goal. By that point, the Raiders were already cruising.

Three Rivers scored the first 11 points and got 32 points off 25 turnovers as it rolled to a 114-28 win on Thursday at the Libla Family Sports Complex.

"It was nice because we got to work on a lot of stuff, practice a lot of stuff to get better for the next games," Three Rivers' Hannah Thurmon said. "There were new things that we've put in so we're really trying to focus on that instead of just going out there and blowing them out. We did,

but we tried to focus on the little things that the coaches taught us to do."

Everyone played at least 10 minutes and scored as the team shot 54.9% from the field while holding the Lynx to 17.2% shooting.

Deanay Watson led Three Rivers with 20 points as five Raiders finished in double figures. Chaylea Mosby came off the bench and earned a double-double with 13 points and 10 rebounds. She also led Three Rivers with six assists and three steals. Katelyn South was 7 for 10 shooting for 18 points, Autumn Dodd had 14 points and Jamiyah Thomas got 11.

The Three Rivers bench scored 71 points compared to two for the two-person Lynx bench. The Raiders also had 66 points in the paint and 26 second-chance points thanks to 17 offensive rebounds.

The game allowed Three Rivers to work different things, including a

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recently implemented offensive rebounding scheme that has all five players trying for the rebound.

Whereas Three Rivers previously would send some people to rebound and drop others back on defense, now, everyone tries for the rebound but each player is to stay even with their man defense opponent.

If the person guarding you runs out on the break, you run with them to prevent a fast break. If they rebound, you rebound.

It also puts the Raiders in position to immediately setup their press.

"From what I've seen, it's going to help," Three Rivers coach Jeff Walk said.

Olivia Jecty had 10 points and nine rebounds to lead Lindenwood-Belleville.

A consistently lopsided contest, Three Rivers beat the Lynx by 68 on Nov. 13, by 76 at the Bess Activity Center last year and by at least 29 in each of the past 11 contests. The last relatively

2014, a year when the Raiders finished 7-20 including two wins against Lindenwood-Belleville. Three Rivers won at Lindenwood-Belleville by 14 points.

"Does it help us?" Walk said of lopsided games against Lindenwood-Belleville. "One thing it does, we're allowed to beat on someone else other than ourselves in practice."

Thursday was the most points Three Rivers has scored in a game since it scored 118 points four years ago against Missouri Baptist JV.

"As soon as we leave the room, just forget it happened and get prepared for the next one," Watson said.

On Thursday, Jordan Little scored 20 seconds in and followed that with a 3 to open for Three Rivers. An'Nyah Pettus scored, Deanay Watson and Katelyn South scored off turnovers, and suddenly Three Rivers had scored 11 unanswered points in the first 5 minutes with four different Raiders getting baskets.

Lindenwood-Belleville got its first points with a

pair of free throws following South's basket, and its first field goal was a layup with 2 1/2 minutes left in the quarter.

The Raiders had three different double-digit runs in the first half.

Hannah Thurmon made a 3 to start the second quarter that put the Raiders ahead by 21, and Autumn Dodd made a 3 with a minute left to put the Raiders ahead by 32, capping a 10-point run at the time and matching Three Rivers' biggest lead of the first half. That lead swelled to 40 points 4 1/2 minutes into the third quarter, to 50 a minute after that, to 60 a minute after that and to 70 just before the buzzer as Three Rivers outscored the Lynx 42-6 in the third quarter.

Thomas scored with 5 1/2 minutes left in the game to put Three Rivers over 100 points for the fourth time this season.

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## Three Rivers Raiders pick up 10th win of season

After winning two games by stopping a late 3, the Raiders made things a bit more comfortable for Raider fans on Thursday.

Three Rivers took a double-digit lead late in the first half, and only briefly relinquished it the rest of the game to beat North Arkansas 102-85 on Thursday at the Libla Family Sports Complex.

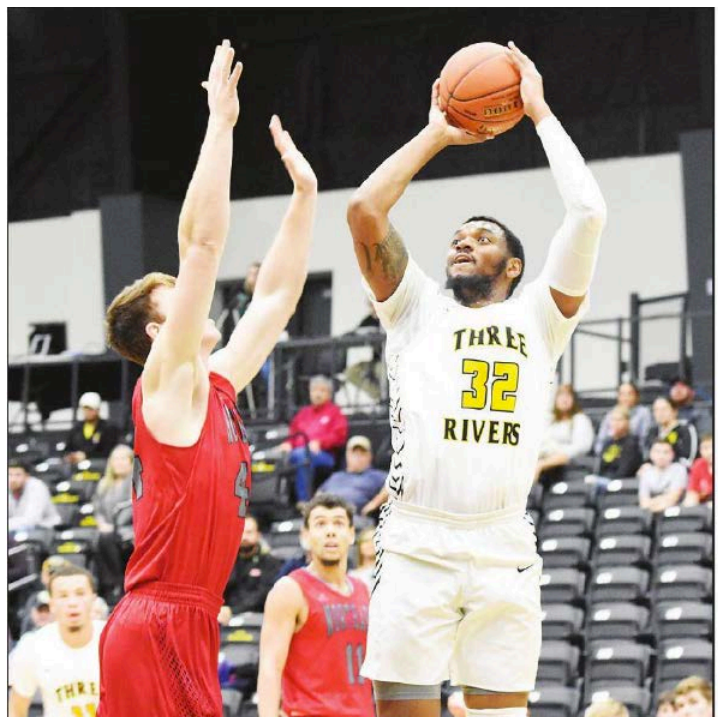
The Raiders (10-5) picked up their third straight win Thursday and have now won 5 of 6 dating back to the Thanksgiving Tournament.

It is the earliest point in the year that the Raiders have reached double-digit wins since the 2016-17 season when Three Rivers opened the season with 10 straight wins before losing in the final game of the Thanksgiving Tournament. That season, the Raiders would go on to finish 25-8 and win the Region XVI Tournament. At this date in

the previous two seasons, Three Rivers had six wins.

“We thought we’d be 3-12 or thereabouts. We’ve got a really tough schedule and we weren’t really bringing back a lot. I really like our players and I think that’s been the difference the past 2-3 years. These guys are on the same page, they’re out there working,” Three Rivers coach Gene Bess said.

“Everybody has worked hard. We’ve got really good assistant coaches. We’ve been on the same page. They have high expectations and I do too. If we are playing at our best at the end of the season, that is success.”



Three Rivers' Lydell Geffrard (32) shoots over North Arkansas' Jarrett Ray on Thursday at the Libla Family Sports Complex.

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# December 13, 2020

# Daily American Republic

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## TRC RAIDERS

FROM PAGE 14

Tallon Fonda came off the bench to lead the team with 19 points. Kinyon Hodges and Brahm Harris both had 17 points. Hodges also had eight rebounds and Harris got six. Lydell Geffrard had 12 points and eight rebounds and Dionte Raines had 10 points and three steals in 17 minutes of the bench.

"I think as (Lydell) gets in better shape and plays his way through a little bit of a knee problem, I think he's got a good future," Bess said. "(Dionte's) helped us the past three games unbelievably. We've got some guys who just keep getting better and if they do, it is just going to make us a better team."

The Raiders went on a nine-point run over 90 seconds in the first half to go ahead 25-18, their biggest lead up to that point.

Fonda, Jacob Shoemaker and Rains made 3s for the burst, but North Arkansas responded with eight straight points to retake the lead.

Shortly after falling behind by a point Hayden Sprenkel made a 3 from the corner and minutes later, Harris

scored to give the Raiders their first double-digit lead with 6 1/2 minutes left in the first half and the Raiders went into halftime with a 51-38 lead.

North Arkansas (10-3), which entered the game averaging 110 points to be second in Division II, briefly got within 10 points with 15 minutes still to go in the game, but Willie Lucas responded with a 3 for the Raiders.

"I can see them going pretty deep in Division II," Bess said

A little more than 5 minutes later, the Pioneers again cut the lead to nine points, and this time Brahm Harris made a 3.

Later on, Shoemaker swished a 3 as the clock hit the 4-minute mark to put the Raiders ahead by 20.

Hodges made a jumper from the free-throw line with more than 2 minutes left to give Three Rivers 100 points in a game for the second time this season.

Three Rivers has eight of its 15 games to within 10 points this season and is 5-3 in those contests, but has won the past four against Southwestern Illinois, MSU-West Plains, South Arkansas

University Tech and Roane State.

The other close win was by three points at John A. Logan, which was the first time the Raiders had won at Carterville, Ill., since 2013.

"We had a pretty good idea that most of the games would go to the wire, and they still are. That hadn't changed. We have a little more of a feel for several of the players," Bess said.

John A. Logan and its No. 1 ranked NJCAA recruit Jay Scrubb, who is signed with Louisville, will come to Popular Bluff on Monday in Three Rivers' final game of the month. The last time Three Rivers swept the season series against John A. Logan was also 2013.

"It's going to be a tremendous challenge," Bess said. "I think it will sure test the character of our players as to whether we can get back, play hard and compete like we need to."

Following Monday's game, the Raiders won't play at home again until Jan. 15, when they will host Arkansas State Mid-South. The first home Region XVI game is Jan. 25 against Mobility Area.

# December 17, 2020

# Daily American Republic

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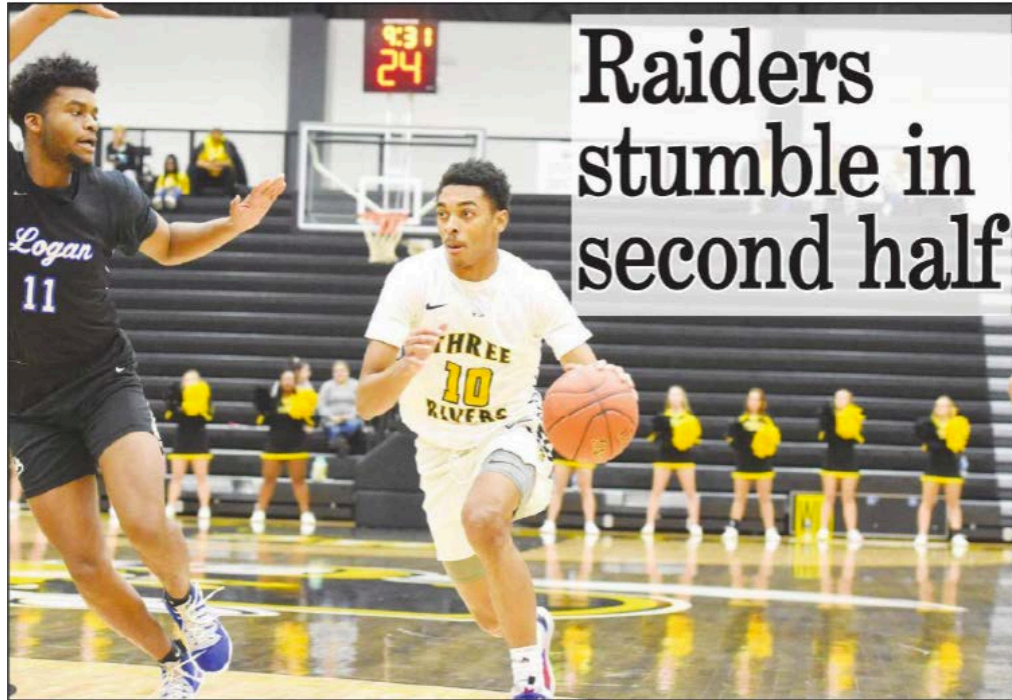
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The Raiders kept John A. Logan's star player quiet, but the Volunteers picked up the slack.

Three Rivers, which won at John A. Logan, weren't able to complete sweep for the first time since 2013 and lost 71-59 on Monday at the Libla Family Sports Complex in their final game before the Christmas break.

"Tonight, they played harder than we did. We're not quite ready for prime-time," Three Rivers coach Gene Bess said. "The easiest thing in the world for me to do is point fingers at this moment. It is always hard to play a really good team right before we go on break. I thought we could turn that around and make it a positive, but it was even worse than I thought it might be."

John A. Logan's Jay Scrubb, the No. 1 ranked NJCAA recruit according to rivals.com and Louisville commitment, had two points in the first half after picking up two quick fouls. With four points and 9 minutes left in the game, Scrubb, who didn't start and played 25 minutes, picked up his third foul and stayed in the game with the Volunteers sitting on a seven-point lead.



## Raiders stumble in second half

**Above, Three Rivers' Kinyon Hodges (10) drives against John A. Logan's Xavier Bell on Monday at the Libla Family Sports Complex in Poplar Bluff.**

**Right, Three Rivers' Dominique Hardimon grabs an offensive rebound against John A. Logan on Monday at the Libla Family Sports Complex in Poplar Bluff.**

He finished with six points in the game and came into the night averaging 22.9 for the season. In their first matchup, Scrubb had 38 points, but the Raiders won 112-109 in overtime.

With Scrubb had a slow night, Eric Boone gave

Three Rivers trouble in the second half by consistently driving to the basket. He ended up with a triple



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double leading John A. Logan (10-4) in each category with 19 points, 10 rebounds and 10 assists in 38 minutes.

Sydney Curry added 16 points in 8 for 8 shooting. John A. Logan shot 51.6% in the game compared to 34.3% for the Raiders.

"At our level, you have 3-4 bad possessions and let the other team get on a role and you're in trouble. And that's what we did," Bess said. "At our level, you have 3-4 bad possessions and let the other team get on a role and you're in trouble. And that's what we did."

Three Rivers scored 22 points and shot 29% in the second half.

Lydell Geffrard led the team with 15 points. Dominique Hardimon had 12 on 6 for 6 shooting and Tallon Fonda added 10.

"We went away from what we were doing in the first half," Hardimon said. "We were driving the ball and just getting in the lane because they couldn't guard us when we were driving the ball."

The Raiders (10-6) jumped out to a seven-point lead in the opening minutes after baskets from Kinyon Hodges, Hardimon, and a rare 3 from Geffrard, who

has now made two for the season.

The Raiders were still ahead by eight 4 minutes into the game, but then gave up a 15 point run. Three Rivers was scoreless for 6 minutes as John A. Logan retook the lead, and the reversed their initial deficit, going ahead 20-13.

Hayden Sprengel ended the Raider drought with a 3 and Three Rivers eventually retook the lead after Dionte Raines made a pair of free throws in the double bonus with less than 3 minutes left in the half.

His free throws were in the middle of a 10 point run by the Raiders, putting them up by five with 1:40 left in the half.

The run featured four points by Raines, all from the free-throw line, and another spot where Hardimon got a putback and drew a charge less than 10 seconds later.

Later on with 2 seconds left on the shot clock, Fallon caught an inbounds pass in the corner and sank a long 2. It was the Raiders' final points of the half and they went into the locker room leading 37-33.

"We needed to get back and guard and we did a pretty good job the first half. We got back and guarded pretty well," Bess said. "You've got to play harder when you aren't scoring that well, but that is not the mentality of our guys."

John A. Logan quickly retook the lead in the second half with Scrubb back in the game and in the process Hodges, one of Three Rivers' point guards, picked up his fourth foul and went to the bench. He would return with 8 minutes left in the game to relieve Raines, who had played a six-minute shift, and Three Rivers down by seven.

The Volunteers pushed the lead to 12, taking their first double-digit lead of the game, after Justin Saddoris rattled in a kickout pass for 3 with 5 minutes left.

Fonda got a steal for a big dunk on the fast break, but with 3:20 left in the game, it didn't provide the needed momentum boost to spark a comeback. Instead the Volunteers stretched their lead to as much as 22 in the closing minutes.



December 24, 2020

# Daily American Republic

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JEFFERSON CITY, Mo. — The Missouri Department of Economic Development approved Three Rivers College and the City of Salem for a total of \$1.1 million in grants and tax credits under the Workforce Training Initiative round one.

“In the last year, Missouri has grown by 37,100 jobs. To keep up with the growing demand for skilled workers in our state, it is important to prioritize training and upskilling to prepare our workforce,” Governor Mike Parson said. “The Workforce Training Initiative is a strategic solution for equipping workers to meet this need.”

The Workforce Training Initiative helps provide quality job training opportunities through non-profit organizations, local governments, community colleges, public technical colleges, and public universities. These programs will increase access to training to underserved areas and benefit 860 persons of low and moderate income.

“The Department of Economic Development is proud to partner with organizations that aid in preparing workers for the future,”

TRC IS ONE OF TWO RECIPIENTS

## Three Rivers College to benefit from portion of DED training grant

Missouri Department of Economic Development Director Rob Dixon said.

“The Missouri Community College Association is proud of our longstanding partnership with the Missouri Department of Economic Development to deliver high-quality, efficient job training to businesses across Missouri,” said Missouri Community College Association President and CEO Brian Millner. “Whether through the Missouri Works Training program, Missouri One Start, or the Workforce Training Initiative, these crucial programs result in timely, flexible, and cost-effective job training resources that fully address Missouri businesses’ varying training needs.”

The Department of Economic Development worked

closely with the Department of Higher Education and Workforce Development to select organizations to receive funding. The funds may be directed towards capital improvements, equipment, program supplies, and training materials.

“These proposals are part of our comprehensive statewide strategy for workforce development,” Commissioner of Higher Education Zora Mulligan said. “They will meet critical needs around the state.”

Funds from this program will be utilized by Three Rivers College to equip a simulation lab located at the Ozark Foothills Business Incubator in the Poplar Bluff Industrial Park. The lab will be an expansion of Three Rivers College’s current Missouri One Start Customized Training Program and will house contracted instruction in advanced manufacturing training.

# December 24, 2020

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“This grant will benefit our community for years to come by providing the funds for much-needed advanced manufacturing and technical skills training equipment in Poplar Bluff,” said Dr. Wesley Payne, president of Three Rivers College. “This updated equipment will be housed in the newly created 2,500-square-foot Industrial Park Simulation Lab, where it will be convenient for our manufacturing partners and their employees. It will allow us to train the workforce on the latest equipment in manufacturing technology, further expanding the knowledge of area workers, and helping them remain competitive in the manufacturing environment.

“We would like to thank the City of Poplar Bluff for applying for this grant, the Ozark Foothills Regional Planning Commission for grant administration, and the Poplar Bluff Training Group, the South Central Workforce Investment Board, and MERS Goodwill for their support.”

# December 26, 2020

# Daily American Republic

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## JANUARY, FEBRUARY

# Libla complex opens at TRC, downtown 'flop house' shut down

By **MICHELLE FRIEDRICH**  
Staff Writer

The first two months of 2019 saw the opening of new the Libla Family Sports Complex at Three Rivers College and the groundbreaking of a new state-of-the-art learning resource center at the local VA medical center.

Authorities also shut down a "flop house" in downtown Poplar Bluff, evicting 26 from the property and safely disarmed a suicidal man after a 10-hour standoff at Dudley.

This is the first of a five-part series looking back at significant events for our region in 2019.

### Jan. 2

The Ozark National Scenic Riverways at Van Buren was named the Park of the Year by the National Park Service Traffic Safety Coalition for 2018. NPS Park Ranger Daniel Newberry of the Big Spring District also received the



Individual Ranger of the Year Award.

### Jan. 3

Poplar Bluff, in its first swim meet for 2019, won every event in a duel with Farmington.

### Jan. 4

The new year brought a new look for the officers with the Poplar Bluff Police Department as they are sporting what is described as a more comfortable and also cheaper uniform.

### Jan. 5

Poplar Bluff Fire Chief Ralph Stucker was appointed to represent Southeast Missouri as a

director on the Missouri Association of Fire Chiefs.

The Twin Rivers' Royals outlasted the Doniphan Dons in a double-overtime classic and earned its 10th win of the season.

### Jan. 8

Poplar Bluff is now home to the only emergency crisis shelter for children in Southeast Missouri. Great Circle opened a nine-bed facility to serve as temporary placement for children in foster care.

### Jan. 9

Campbell senior Claire Parker becomes the first Lady Camel to score 1,000 career points.

### Jan. 10

Former Poplar Bluff Firefighter Garrett Hendrix fulfills his longtime aspiration by becoming a Missouri State Highway Patrol trooper.

### Jan. 12

Shortcomings in revenue will necessitate the Butler County Sheriff's Department eating into its dwindling reserves to cover a nearly \$250,000 shortfall in its 2019 budget.

### Jan. 15

An extended investigation into illegal housing and other activities at a building in the 200 block of South Main Street in downtown Poplar Bluff culminated with the execution of a search warrant. Authorities con-

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DAR File Photo

The Libla Family Sports Complex opened on the campus of Three Rivers College in January.

denn what was described as a “flop house,” evicting 26 from the property.

## Jan. 16

Poplar Bluff wrestler, Garrett McClure, earned his 100th career win.

## Jan. 17

A Piggott, Arkansas, couple’s family doubled in size when Brandi Householder delivered triplets at Poplar Bluff Regional Medical Center.

A 10-hour standoff with a suicidal man inside a Dudley home ended when officers were able to safely disarm him.

## Jan. 18

Lake Road Elementary School will expand to fifth grade next year after a vote by the Poplar Bluff R-1 Board of Education.

## Jan. 22

The 33rd annual community celebration in honor of the late Dr. Martin Luther King Jr. was held at Wheatley School. From studying King’s life, keynote speaker Erin Moore Ceesay learned to “be a great leader, you must have a servant’s heart.”

## Jan. 23

It has been 70 years since Paul McGhee took his bar exam and began practicing law in Stoddard County. At age 93, he is the most senior judge who still regularly presides over cases in Missouri’s court system.

## Jan. 24

James Odell Johnson Jr. of Poplar Bluff pleads guilty in federal court to assault and weapons-related

offenses in connection with the shooting of a local detective who was among officers attempting to serve an arrest warrant on him.

## Jan. 29

Former Missouri Speaker of the House Todd Richardson was named the 2019 Citizen of the Year at the 81st annual Chamber Banquet.

## Jan. 30

The Three Rivers Raiders win their final game at the Bess Activity Center, finishing with a record of 432-75.

## Jan. 31

The Libla Family Sports Complex is set to debut with the Three Rivers Alumni Reunion, followed by both the men’s and women’s basketball teams facing State Fair

# December 26, 2020

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## Feb. 1

Poplar Bluff's first P.E.O Chapter KB is celebrating its 50th anniversary in 2019.

The Neelyville R-IV School District scored a 100% on the 2018 Annual Performance Report for Missouri public school districts and charter public schools.

## Feb. 2

Two safety latches should have prevented an accident with a wall-mounted table at the Poplar Bluff Early Childhood that officials say caused the death of a 4-year-old child.

Cindy Jackson steps down as Wappapello Lake's project manager, ending a 38-year career with the U.S. Army Corps of Engineers.

## Feb. 7

Naylor alumna Callee Pickrell had her high school softball and basketball jerseys retired.

## Feb. 8

High winds are believed to have caused a train to derail at the One Mile Road railroad crossing in Dexter. No injuries were reported.

## Feb. 9

The Neelyville Lady Tigers win their 11th straight Ozark Foothills Conference Tournament.

## Feb. 13

The Greater Poplar Bluff Area Chamber of Commerce embraces renewable energy by installing a solar-power system on its roof.

## Feb. 16

The Poplar Bluff cheerleading team competed during the 2019 NHSCC National Championships in Orlando, Fla., reaching the semifinals of the Medium Varsity Division I semifinals.

## Feb. 19

Saint Francis Healthcare System announces formal discussions have started to merge with Black River Medical Center and Poplar Bluff Pediatrics.

## Feb. 21

Poplar Bluff's Junior High cheerleaders finished 14th at nationals in Orlando, Florida.

## Feb. 22

Ground was broken for a new, state-of-the-art learning resource center on the campus of the John J. Per-

shing VA Medical Center in Poplar Bluff. It is expected to be completed in the spring of 2020.

Poplar Bluff's Kiley Bess broke the Poplar Bluff girls career scoring record. A junior, Bess scored 23 points in a loss to Notre Dame, giving her 1,641 points for her career.

## Feb. 23

A project to extend Interstate 57 past Sikeston along U.S. 60 to connect Chicago, Ill., to Dallas, Texas, took another step with the unveiling of the Future I-57 sign at Dexter.

## Feb. 26

Hillview Assistant Principal Debra Parish is selected to fill the role of Neelyville R-IV superintendent beginning July 1.

December 28, 2020

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STAFF AVAILABLE TO HELP

## TRC spring registration ends Jan. 10

### By Three Rivers College

During the Three Rivers College winter break, students will be able to email [EnrollNow@trcc.edu](mailto:EnrollNow@trcc.edu) for assistance with registering for the Spring semester. TRC Enrollment Services staff will be checking the account daily until Jan. 3, when college offices are closed and will respond within 24 hours. Normal business hours will resume on Jan. 6.

Registration ends on Jan. 10 for spring semester classes at Three Rivers for new and returning students. The spring semester at

Three Rivers begins Jan. 13. Three Rivers holds classes at locations in Poplar Bluff, Sikeston, Dexter, Kennett, Piedmont and Cape Girardeau.

Those interested in enrolling can browse available courses by clicking "Search for Classes" under "Admissions" at [trcc.edu](http://trcc.edu). Current students, with advisor approval, can register online through the myTRCC system. Prospective students must fill out a free application and attend a "ROCS" orientation session to be eligible to register for classes. The Getting Started Check-

list is a step-by-step guide through the admissions process and is available at [trcc.edu/admissions](http://trcc.edu/admissions).

Prospective students can learn more about the college transfer and career-technical programs offered at Three Rivers by creating a personalized e-brochure at [trcc.edu/ebrochure](http://trcc.edu/ebrochure).

New students needing financial aid should begin the application process as soon as possible. For more information on how to apply for financial assistance at Three Rivers, visit [trcc.edu/financialaid](http://trcc.edu/financialaid).

"If you're wanting to

start your education journey at Three Rivers, time is running out to apply for admission," said Chris Adams, Director of Enrollment Services at Three Rivers College. "Students need to complete the application, financial aid, and registration processes now. The sooner they get started, the easier it will be to get them ready for the first day of classes on Jan. 13."



# December 31, 2020

# Daily American Republic

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## Turnovers trip up Raiders; TRC goes 1-1 in Memphis

By **SCOTT BORKGREN**  
Sports Writer

MEMPHIS, Tenn. — After more than two weeks off, the Three Rivers women's basketball team was back in action over the weekend and split a pair of games at the Southwest Tennessee Classic.

The Raiders lost to Wallace State 90-80 on Saturday and then beat Lewis & Clark 96-57 on Sunday for their final game of 2019.

"The effort was there, they were playing hard, we just threw the ball away too much and didn't keep the off the board," Three Rivers coach Jeff Walk said. "In our four losses, we have 100 turnovers. When we figure that out against good teams, we have a chance to be really good."

In their first game away from the Libla Family Sports Complex since November, the Raiders committed 28 turnovers against Wallace State (13-2) while getting 13 steals.

Jordan Little led Three Rivers with 19 points and Myia Yelder added 13 to go with a team-high six assists. Deanay Watson had eight rebounds.

Three Rivers (12-4) shot 43.1% from the field and 63% on free throws.

Wallace State scored eight

points off its short bench that collectively played 39 minutes. Kyra Williams and Imari Martin each scored 24 points to lead the team and Jiselle Woodson added 17.

The next day, Three Rivers rolled to the win.

The Raiders led 58-26 at halftime and never allowed more than 16 points in any quarter.

Three Rivers shot 37.8% overall and finished with six players in double figures against Division II Lewis & Clark (6-6).

"We got the rust knocked off and played strong with the basketball," Walk said. "Pretty much dominated the glass."

Hannah Thurmon earned her first double-double of the season with 16 points and 11 rebounds, 10 on the defensive end. The UC-Riverside commit was 7 for 13 shooting and had one steal.

Little led the team with 20 points, including 5 for 8 on 3-pointers. Watson got 11 points and eight rebounds and Yelder had 10 points.

Off the bench, Katelyn South had 16 points and Chaylea Mosby had 10 to go with five rebounds and five assists.

Three Rivers kicks off its Region XVI schedule next with a trip Saturday to Mineral Area.



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### NJCAA MEN'S REGION XVI

TEAM	W	L	PCT.
Mineral Area	0	0	—
Moberly Area	0	0	—
Three Rivers	0	0	—
State Fair	0	0	—
MSU-West Plains	0	0	—

#### Monday's Games

Moberly Area 101, Moraine Valley (Ill.) 71

#### Tuesday's Games

Moberly Area vs. Henry Ford (Mich.), 1 p.m.

#### Wednesday's Games

Faith Prep at Mineral Area, 3 p.m.

### NJCAA WOMEN'S REGION XVI

TEAM	W	L	PCT.
Moberly Area	0	0	—
Three Rivers	0	0	—
Mineral Area	0	0	—
Jefferson	0	0	—
Crowder	0	0	—
State Fair	0	0	—

#### Saturday's Games

Wallace State (Tenn.) 90, Three Rivers 80

#### Sunday's Games

Three Rivers 96, Lewis & Clark (Ill.) 57

#### Thursday's Games

Redlands (Okla.) at Crowder, 6 p.m.

"This week is all about Mineral Area," Walk said. "We've got four pretty tough region games ahead and all of them on the road."

"Mineral Area is the team to beat. They didn't lose a game (in the Region XVI Showcase)," Walk said. "Now they are going to have to hold that top spot."

January 3, 2020

# Daily American Republic

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## Raiders face No. 7 MAC in region opener

By **SCOTT BORKGREN**  
Sports Writer

The Three Rivers men's basketball team played a tough schedule during the first semester.

**MEN**  
**Saturday,**  
7 p.m.  
Raiders at  
Mineral Area

It's about to get even tougher.

The Raiders travel to Mineral Area on Saturday

for a 5 p.m. and 7 p.m. doubleheader, and though everyone is 0-0 in the region standings, the Cardinals are leading the pack right now.

The Mineral Area men are undefeated and ranked seventh in the country and are one of seven undefeated teams remaining in the Top 25 rankings.

The Cardinals are fifth in the country in shooting percentage (54.2), second in free-throw percentage

(78.6), third in assists per game (23.9), third in points per game allowed (59.5) and eighth in steals per game (14.1).

"I think we're going to have to come with our best game. We've got to have several guys playing really well," Three Rivers coach Gene Bess said. "They just have continued to get better and we've got to prove that we belong in this region."

The Cardinals are led by a pair of freshman guards in Angelo Stuard and Keyyaun Batchman.

Stuart is leading the team with 16.3 points and is shooting 56.5% from the field.

Batchman is scoring 12.7 points on 58.1% shooting to go with 4.1 rebounds and 3.6 assists.

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## RAIDERS

FROM PAGE 10

Gabe O'Neal, Malevy Leons and Kevin Legardy are also all scoring in double figures and only Legardy is shooting under 50% from the field. Only Ja'Quaye James, who is averaging 9.3 points, is shooting under 45% from the field among the entire roster and seven different Cardinals are scoring between 9 and 12 points per game.

The Cardinals are similarly balanced on 3-point shooting. They only make 7.6 per game, putting them 105th in the country, but seven different Cardinals are attempting at least two 3-pointers per game and only James is making at least two 3-pointers per game.

James leads the team with 5.5 attempts from beyond the arc per game but is making 36.4%. Only Tristian Mullins, who is has started 2 of 17 games this season, is shooting more than 40% on 3-pointers.

Mineral Area as a team is

shooting 36% on 3-pointers.

The Cardinals have won every game by double digits but have not played a ranked opponent.

The Raiders (10-6), meanwhile, played seventh-ranked Indian Hills, 13th-ranked Cowley, faced Vincennes in the preseason, and have played John A. Logan, who are receiving votes, twice. Half of Three Rivers' losses are against either teams that are either ranked or receiving votes.

"That's one of those things that's hard to predict. We tried to schedule the best we could and we knew we overscheduled a little bit, but 10-6, we think we've been through the wars and we think tough competition has made us better. It will be interesting to see in retrospect how the schedule has been for Mineral Area, but that is hard to predict," Bess said.

"There's something to be said for winning and there's something to be said about playing tough competition. So I think it is going to be interesting."

Both Three Rivers and Mineral Area have faced Kennedy-King, Southwestern Illinois and Highland (Ill.).

Against Highland, which handed second-ranked Vincennes its only loss, Three Rivers won by 25 points and the next day, Mineral Area beat Highland by 18.

Three Rivers beat Southwestern Illinois by one point and the Cardinals beat them by about 20 points in two different wins in early November.

The Raiders are coming off a loss to John A. Logan, whom they also beat in November, and are 5-2 dating back to the Thanksgiving Classic.

"I think we've gotten better since the John A. Logan game and I think it is going to be a good challenge for us. We hope we're ready to compete and I think we are," Bess said.

In the Raiders' two losses since Thanksgiving, they shot less than 35% in both and were a combined 7 for 38 on 3-pointers.

January 3, 2020

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## After 1-point loss, TRC gets another shot at Cardinals

By **SCOTT BORKGREN**  
Sports Writer

Mineral Area has won 10 games so far this season. Half of those were against Region XVI teams.

**WOMEN**  
**Saturday,**  
5 p.m.  
Raiders at  
Mineral Area

The Cardinals went undefeated in the Region XVI Showdown, including a 61-60 win

over Three Rivers, making them the team to beat in coach Jeff Walk's eyes heading into the official region calendar.

"I'm in the opinion that it is going to be great for everybody," Walk said of the Showdown. "You know what everyone is doing and you can prepare for that, and I think it will build some excitement for the fans."

In the Showdown, Mineral Area also beat Moberly Area by just two points, so while they are



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the only team undefeated against Region XVI competition, they are leading the field by a slim margin.

"We know if we make some layups, we have a good chance of winning that game," Walk said. "I don't expect any other type of game ... When we play it is always a battle."

Masyn McWilliams leads Mineral Area with 16.5 points, Rionne Papa is averaging 12 and Natalia Lalic is scoring 10.6.

The Cardinals' top six scorers are sophomores, who will remember being swept by Three Rivers last season.

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## TRC

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Papa led the Cardinals with 16 points in the first matchup against Three Rivers while Lalic and McWilliams each had 13.

The Raiders, meanwhile, got 18 points from Deanay Watson and 10 from Jordan Little.

“We’ve got to make sure we don’t give them runouts and make sure we have somebody back,” Walk said. “When we get to the rim, we have to finish that shot at the end.”

Three Rivers is averaging 88 points per game while the Cardinals are averaging 69, making Saturday’s con-

test a battle to see if which team will force the other to play their pace and style of basketball.

In previous years, it is always a question of how the freshmen will handle the increased intensity of Region XVI games. But the Show-down should have taught the Raiders everything they need to know.

Said Walk, “Now they’ve got a little bit of a taste and hopefully they’ll be ready to go.”

Of Three Rivers’ four losses this season, two were to region opponents in Mineral Area and Moberly Area, and the other two were to 17th-ranked Wabash Valley and 22nd-ranked Wallace

State. All four teams have at least 10 wins entering the new year.

Mineral Area does not rank in the Top 25 in the country in any statistic but is 110 spots better than Three Rivers in turnovers per game. The Cardinals are committing about five fewer turnovers per game than the Raiders. Walk said ball control and concentration have to focal points in practice this week.

The Raiders, meanwhile, enter 2020 ranked second in the country in points per game (88.3), third in field goals per game (33.1), and eighth in both rebounding margin (21.1) and 3-pointers per game (8.9).

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DAR FILE/Scott Berkgren

In this Nov. 9, 2019 file photo, Three Rivers' Chaylea Mosby, left, helps Deanay Watson after Watson took a foul against Wabash Valley (Ill.) at the Libla Family Sports Complex.

## 'THIS IS DIFFERENT'

### Region Showdown games gave freshmen a taste of what's next

The pulse of a Three Rivers basketball season ramps up each January when the Region XVI season starts. Then it ramps up more for the Region XVI Tournament, more for the district championship game

and if the Raiders are fortunate enough, more and more with each round of the national tournament.

It is often a bit of a question of how the Three Rivers freshmen will handle themselves the first time

the intensity of a game gets ratcheted up.

"Until they get it in their heads, you can just tell them and tell them, but they have to get to that point where it just clicks that this is different," Three Rivers' freshmen

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man Chaylea Mosby said.

About the only thing that can compare at the high school level is a trip to the state finals.

"I think that the environment is the same. Big crowd, packed gym. The nerves are the same, too. One state game is like every college game. In high school, you can just go

through, but in college, you're trying to win every game," Myia Yelder said.

This year's freshmen class had the good fortune of being the first to participate in the new Region XVI Showdown, which took place in November and December at both Sedalia and the Libla Family Sports Complex.

In the round-robin format, everyone played everyone over the five games across two weekends. Though the showdown didn't count toward the region standings, it counted in that it gave the freshmen an early look at what January was going to feel like.

"Every possession matters. Execution is a big deal and just taking care of the ball," Mosby said. "I had some intense games in high

school, but college games are more intense."

And Three Rivers didn't have to wait long for the message to be delivered.

The Raiders faced Mineral Area, whom they play again at 5 p.m. Saturday in the region opener for both teams, on the opening day of the Showdown on Nov. 22.

There were 26 lead changes, 15 ties and the largest lead of the game was seven points.

"Right off the bat. It seemed like they picked up the pace. We had to figure out how to control the game," Jamiyah Thomas said. "I think we handled it but stuff happens. I think we're going to win (Saturday)."

The Cardinals got a layup with 37 seconds left to take the lead.

Three Rivers, ranked 20th in the nation at the time, got the ball to Mosby, who drew a foul and tied the game at the foul line.

Mineral Area drew its own foul with 0.4 seconds left, made the first, missed the second and Three Rivers called a timeout.

By rule, 0.3 seconds had to come off the clock, leav-

ing the Raiders 0.1 seconds to try for a volleyball style tip-in to win, which they weren't able to pull off.

"Running through the Region like we did last year, not losing a game, was as much motivation for Mineral Area as it was for everyone else in the Region," Three Rivers coach Jeff Walk said after the game. "We have to be at our best every game because we are going to get everyone else's best."

The freshman contributed 21 points in that game, led by Yelder who had eight points and six rebounds.

The Raiders, who committed 23 turnovers in the loss, have focused on ball control and concentration this week in practice.

"It's like you're picking apart what the other team does where in high school you're working on your fundamental game, shooting and all of that. In college, you're doing it for the team you're about to play," Yelder said. "We

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still haven't reached our full potential. I don't think we'll reach our full potential (Saturday), but we are so much better than we were then."

Added Thomas, "We have built more chemistry and started trusting each other and knowing where each other are going to be."

The top five scorers for Mineral Area this season are sophomores and the five-member freshmen class has six combined starts and is averaging 17.7 points.

Said Yelder, "They're going to keep playing until the very end so we need to do the same."



DAR FILE/Scott Borkgren

In this Nov. 9, 2019, file photo, Three Rivers' Myia Yelder dribbles at the Libla Family Sports Complex.

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DAR/Scott Borkgren

Three Rivers' Brahm Harris reacts after losing to Mineral Area after the Cardinals made a late 3 to win by a point Saturday in Park Hills, Mo.

## TOUGH RESOLUTION

### Raiders lose after No. 7 Mineral Area makes late 3

By **SCOTT BORKGREN**  
Sports Writer

PARK HILLS, Mo. — It took a 3-pointer with 4 seconds left for the seventh-ranked team in the country to beat the Raiders.

Three Rivers had a four-

point lead with 25 seconds left in the game, but missed a pair of key free throws late and lost 76-75 on Saturday in Park Hills, Mo.

"I thought we got better and I thought we came to play. We were just two-three fundamental plays

from winning this game, but you never can predict what is going to happen in a game," Three Rivers coach Gene Bess said. "We've really been working hard for 7-8 days. There's nothing more the coaches could have done to get us pre-

pared. I thought we were ready to come in here and we did compete."

The largest lead of the game was seven points and the largest lead in the second half was just four points.

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With under a minute to go, Kinyon Hodges dribbled off a pick and kicked out to Brahm Harris, who made a 3 to put the Raiders ahead by two.

Mineral Area (18-0, 1-0 Region XVI) got the ball to Malevy Leons in the corner but he missed a 3 with 34 seconds left.

With four seconds extra on the game clock than the shot clock, Three Rivers (10-7, 0-1) got the ball to Hodges and he was fouled with 25 seconds left. He made both free throws and Keyyaun Batchman drove to the basket as soon as the Cardinals got up the floor.

Dominique Hardimon tried to step in front to draw a charge, which would have been the Raiders' third drawn charge in the final 2 minutes of the game, but he was called for the block and Batchman made both free throws with 19 seconds left.

The Raiders, who called a timeout in between the two free

throws, inbound and with Mineral Area pressing, passed to the middle to big man Lydell Geffrard, who was fouled with 16 seconds left.

Geffrard missed both.

Down by two, Batchman dribbled right but was cut off from the basket by the Raiders. He then turned around and kicked out to Leons at the top of the key and the 25.7% 3-point shooter rattled in the potential game-winner with 4 seconds left.

"It's not good actually because they are our rivals so we always want to win, but things happen," Hodges said. "I feel like we can compete with anyone."

Three Rivers got quick inbound, but the Cardinals got a steal to win as the Raiders tried to race upcourt.

Geffrard led the Raiders with 12 points and eight re-

bounds. Hodges had 10 points, five assists and four steals and Tallon Fonda had 11 points.

"I thought Geffrard got a couple of big baskets down late. The main thing we have to do, we have to figure out how to get the ball inside better and more often. That gives us something to work on," Bess said.

Both Fonda and Geffrard came off the bench as Three Rivers got 38 points off the bench compared to 14 for Mineral Area.

The Raiders were down by five with under five minutes left in the first half when the Cardinals came up with a steal, but Parker chased down the fast break and got swatted the layup off the backboard. Soon after, he got a steal and threw down a two-handed slam.

"Just trying to show some energy, show that I'm playing hard just to try to get some energy going for us. We were kind of dead at the moment, so I tried to make a couple of key plays to

get us into the game." Parker said. "They are a great team and it was just a good shot they hit. It happens, but definitely a great game tonight and we'll bounce back from it for sure."

Angelo Stuart led Mineral Area with 17 points. Leons and Batchman had 14 and Terrion Murdix got 12. Leons also had 11 rebounds for a double-double and finished 2 for 5 on 3-pointers in the game.

"We've got plenty of room for improvement," Bess said, highlighting next weekend's road trip to play Moberly Area and State Fair.

"We're going to regroup and go up and compete against Moberly, and then we have to regroup again and play State Fair. Everybody is good this year. We were one or two short (Saturday), but I like the effort and I liked the enthusiasm we had. We just need to get a little bit better."



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## Lady Raiders topple 'team to beat'

By **SCOTT BORKGREN**  
Sports Writer

PARK HILLS, Mo. — Three Rivers coach Jeff Walk thought a high-scoring game would favor the Raiders.

It took a while for that to play out, but the Raiders scored 36 points in the third quarter to retake the lead and held on to beat Mineral Area 96-92 on Saturday in Park Hills.

When these two teams played in the Region XVI Showdown there were 26 ties and 15 lead changes. The biggest lead for either team was seven points and Mineral Area needed a late free throw to win 61-60.

The low-scoring contest didn't favor the Raiders, who entered Saturday's



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rematch second in the country in points per game (88.3).

"That's how those high-scoring games go. It just takes a while to take effect on the fatigue of the other team," Three Rivers coach Jeff Walk said.

The Raiders' depth ended up being key with 45 points off the bench to Mineral Area's 23.

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DAR/Scott Borkgren

Three Rivers' Katelyn South, top, draws a foul against Mineral Area's Masyne McWilliams on Saturday in Park Hills, Mo.

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## TRC

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The only Raider to play 30 minutes was Jordan Little, who led the team with 21 points. Four Cardinal starters played 30 minutes with Masyn McWilliams, who had 19 points in the first half and 28 in the game, and Keanna Williams playing more than 36 minutes.

"I'll put our bench up against anybody in the region. Matter of fact, against a lot of teams in the country. Forty-five points off the bench, you better have 10-15 kids who can play," Walk said.

Katelyn South came off the Raider bench for 19 points and Chaylea Mosby added 16. Myia Yelder also had 19 points on 8 for 9 shooting.

The Cardinals were the only team to go undefeated in the inaugural Region XVI Showdown, making them the proverbial "team to beat" entering the region season.

"I guess we were kind of underestimated because we were 3-2 in the (Showdown). We tried to come out hard and prove we came to win (the region) again this year," Little said.

Added Yelder, "We wanted it more."

There was only one lead change after the first quarter.

Little made a 3 to tie the game at 50 early in the third but then Mineral Area went on a 10-2 spurt that McWilliams capped with a 3 from 27-feet to give her 24 points to that point

"We weren't guarding and moving our feet. We were kind of stuck in the sand," Little said. "And communicating. We had to know who she was guarding to know who had to guard her in check."

Following a halftime discussion concerning McWilliams, the Raiders held her scoreless over the next rest of the quarter and tied the game at 66 after Mosby sank a 3 and South got a quick steal and layup. Soon after, Yelder made a corner 3 with under 2 minutes left in the third quarter for the Raiders' first lead since the first quarter.

Immediately after a timeout, Yelder added another 3 to put the Raiders ahead by six.

"When we went on the run I think that just gave us a lot of momentum and we just kept going," Yelder said.

The Cardinals (11-5, 0-1 Region XVI) followed with a 3 and Autumn Dodd swished yet another 3. After 16 combined points in the final 97 seconds, Three Rivers went into the fourth quar-

ter with a six-point lead. The Raiders finished with 36 points in the quarter to more than flip the half-time deficit.

"That's the difference in that game. And in the fourth quarter, we still put a lot of pressure on them and we were able to dictate tempo on both sides of the basketball," Walk said.

Little pushed it to nine points with a 3 and the Raiders (13-4, 1-0) followed that by forcing a five-second violation on the attempted inbound.

As the clock ticked past two minutes, Mineral Area got a steal and a block for four points at the other end, cutting the Raiders' lead to two points.

Thurmon scored under the basket, the Raiders got a stop, and with a four-point lead, they burned the shot clock to 10 seconds before Yelder drove for a layup.

The Cardinals got a quick basket and tried for a steal or a 10-second violation, but the Raiders got across halfcourt and Mineral Area, down by four with 10 seconds left and two fouls to give, opted to let the clock run out than try to get Three Rivers to the free-throw line.

After five lead changes and three ties to open the game, Mineral Area

went on a 10-point.

The biggest lead through the first 8 minutes of the fast-paced, back-and-forth game was a measly two points.

Near the end of the first quarter with the Cardinals ahead by a point, (40) scored and (35) made a 3 on Mineral Area's last possession of the quarter.

Mineral Area opened the second quarter with another 3, then (5) got a putback that put the Cardinals ahead by 11. The biggest lead for either team the first time these two played in November was seven points.

The Raiders called a timeout and steadily crased the run throughout the second quarter.

Katelyn South had seven points in the second quarter, including a 3, and it was her two free throws the brought the Raiders back within a point.

The Cardinals scored, and then Chaylea Mosby started stumbling as she drove to the basket, but stayed on her feet just long enough to kick out to Jordan Little, who made the game-tying 3 with a minute left in the half.

Mineral Area, though, answered with a quick 3 at the other end and added a pair of free throws to lead by four.