

A G E N D A
REGULAR SESSION
Wednesday, October 17, 2018
12:00 p.m.

- I. Invocation and Pledge of Allegiance**
- II. Approval of Agenda**
 1. Consideration and Approval of Agenda
- III. Appointment of Trustee for Sub-District 2**
 1. **Oath of Office – Dr. Tim Hager**
- IV. Approval of September Board Meeting Minutes**
 1. Consideration and Approval of Minutes of the September Board Meeting
- V. 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
- VI. President’s Report**
- VII. 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.)
- VIII. Items for Consideration, Discussion, and Vote**
- IX. Consideration and Approval of all Personnel Actions and Associated Documents**
 1. **Acceptance of Employment**
 1. **Amanda Phipps – Part-time Temporary Farm Worker**

2. Transfers

1. **Will Cooper – Director, University Center to Director, Workforce Development**

3. Retirement

1. **Kathy Richardson – Systems Administrator**

4. Resignations

1. **Tommie Cotton – Admissions Specialist**
2. **Christy Rose Maxwell – Outreach Specialist/Education Talent Search**
3. **Trinity Pullam – Instructor, Nursing – Sikeston**
4. **Kevin Swan – Director, Workforce Development**

X. Appendix

1. **Information Items**
2. **Upcoming Events**
3. **Recent Newspaper Articles**

XI. FY18 Board of Trustees Meeting Dates

- Wednesday, November 28, 2018
- Wednesday, January 16, 2019
- Wednesday, February 20, 2019
- Wednesday, March 20, 2019
- Wednesday, April 17, 2019
- Wednesday, May 15, 2019
- Wednesday, June 19, 2019

XII. Adjournment

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

APPOINTMENT OF TRUSTEE

BACKGROUND INFORMATION HISTORY

In accordance with Board Policy BP 0324, Filling Board Vacancies the remaining trustees will by majority vote appoint a replacement to serve until the next board election at which time the position shall be filled by election to complete the unexpired term.

In filling the vacancy, the board shall inform the community and solicit applications. The board or a committee designated by the board will screen the applicants and will make recommendations to the other members of the board. The vote taken to fill the vacancy will occur in an open session meeting of the board.

Randy Grassham passed on August 4, 2018. The community was informed with a request for interested applicants to submit a letter of interest no later than September 12. The candidates were reviewed and a recommendation was brought to the board at the September 19, 2018 board meeting.

By a majority vote, Dr. Tim Hager was appointed to fill the Randy Grassham's vacant seat until the next scheduled election in 2020.

POSSIBLE ALTERNATIVES

N/A

FINANCIAL IMPLICATIONS

N/A

ADMINISTRATIVE RECOMMENDATIONS

N/A

**BOARD OF TRUSTEES
THREE RIVERS COLLEGE
September 19, 2018**

The regular meeting of the Board of Trustees began at 12:00 p.m. at the Board Room in Tinnin Center on Wednesday, September 19, 2018.

CALL TO ORDER

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

ATTENDANCE

Trustee Eric Schalk delivered the invocation.

INVOCATION

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

**APPROVAL OF BOARD
MEETING AGENDA**

Trustee Schalk made the motion to approve the August 2018 minutes. With a second by Trustee Richardson, the motion passed.

**APPROVAL OF AUGUST
2018 MINUTES**

Charlotte Eubank reviewed August financials. We are 17% into the fiscal year and have recognized 35% of revenues and obligated 14% of the budgeted expenses. The Capital Budget was reviewed with Ms. Eubank outlining the projects currently underway.

**FINANCIAL REPORT AND
BID REPORT**

Charlotte asked that the board review the Athletic Travel Service bid and act on the recommendations from the college, which is to accept the bid from Four Winds Travel, LLC.

Trustee Richardson made the motion with a second by Trustee Williams to accept the financial report and bid recommendations for Four Winds Travel, LLC. The motion passed unanimously.

Dr. Payne presented the President's Report

PRESIDENT'S REPORT

The contractors are making progress on the Libla Family Sports Complex. Paving is completed; flooring has started to go down and lighting is complete. The

CONSTRUCTION UPDATE

contractor is working on the punch list from Dille Traxel.

This is a character and team building exercise which fits into the CUTLASS program for all of our athletes. It also allows all team members to experience activities on the farm.

The ACHIEVE program brought Mr. Lewis in as a motivational speaker that was open to the entire campus.

The first Center Stage production of the year. This was a two weekend production and was extremely successful. Compliments to all involved.

This will be our largest season ever. The college has partnered with the Rodgers Theatre for two of the shows.

Meet the Raiders allows the athletes to be introduced to the community and is sponsored by the Booster Club. This year we had the largest crowd we have had in a long time.

- HLC Celebration Dinner – September 21
- Run 4 the Arts – September 22
- Paul Jackson Reception – September 23
- Raider Madness – October 1
- Fall Break – October 4 – 5
- Championship College Rodeo – October 11-13
- Good Morning Pleasant Dale 365 x 7 – September 24 – October 26
- Ray Charles & Company – October 18
- Imagine: Connections – October 22

Trustee Richardson made the motion to enter into Executive Session at 12:18pm. With a second by Trustee Williams, the board was polled as follows: Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Garrison, yes.

Sub-District 2 Trustee position is open due to the passing of Randy Grassham. Pursuant to Board Policy BP 0324 – Filling Board Vacancies, the Board of Trustees will solicit letters of interest from the community. These individuals will then meet with a sub-committee

ATHLETES DAY AT THE FARM

THE LEWIS EXPERIENCE

CENTER STAGE – THE LITTLE MERMAID

POTA SEASON KICK OFF

MEET THE RAIDERS

UPCOMING EVENTS

EXECUTIVE SESSION

CONSIDERATION, DISCUSSION AND VOTE TO APPOINT A REPLACEMENT FOR SUB-DISTRICT 2 OPEN POSITION

of the board. Upon their recommendation the individual selected will be appointed by a majority vote as a replacement to serve until the next board election at which time the position shall be filled by election to complete the expired term.

Trustee Featherston moved to adopt the following resolution:

Be it resolved on this 19h day of September, 2018 that the Board of Trustees of Three Rivers College hereby appoints Tim Hager to serve as a member of the Three Rivers College Board of Trustees to serve in the place of Randy Grassham, deceased, until the next regularly scheduled election to be held in April of 2020; at which time an election will be held to elect a trustee to serve the remainder of former Trustee Randy Grassham's unexpired term. With a second by Trustee Richardson, the board was polled as follows: Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Garrison, yes.

The property was donated to the college in 2013. PIN was renting space at the time of the gift and has remained in the building as a tenant. The sale of the property went to bid during the summer and PIN returned a bid to enter into a Lease/Purchase with the college.

Trustee Williams made the motion to authorize Dr. Payne to sign the necessary paperwork to accept the bid from PIN. With a second by Trustee Richardson, the board was polled as follows: Trustee Schalk, yes; Trustee Williams, yes; Trustee Featherston, yes; Trustee Richardson, yes; Trustee Garrison, yes.

Dr. Payne called the board's attention to the retirement letter from Dr. Carol Lewis. It is with regret that we present this for approval.

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

CONSIDERATION AND APPROVAL OF THE PEMISCOT COUNTY INITIATIVE NETWORK, INC. LEASE WITH OPTION TO PURCHASE THE CARUTHERSVILLE PROPERTY

CONSIDERATION AND APPROVAL OF ALL PERSONNEL ACTIONS AND ASSOCIATED DOCUMENTS

There being no further business, Trustee Richardson made the motion to adjourn at 2:21 pm and with a second by Trustee Featherston, the motion passed.

ADJOURNMENT

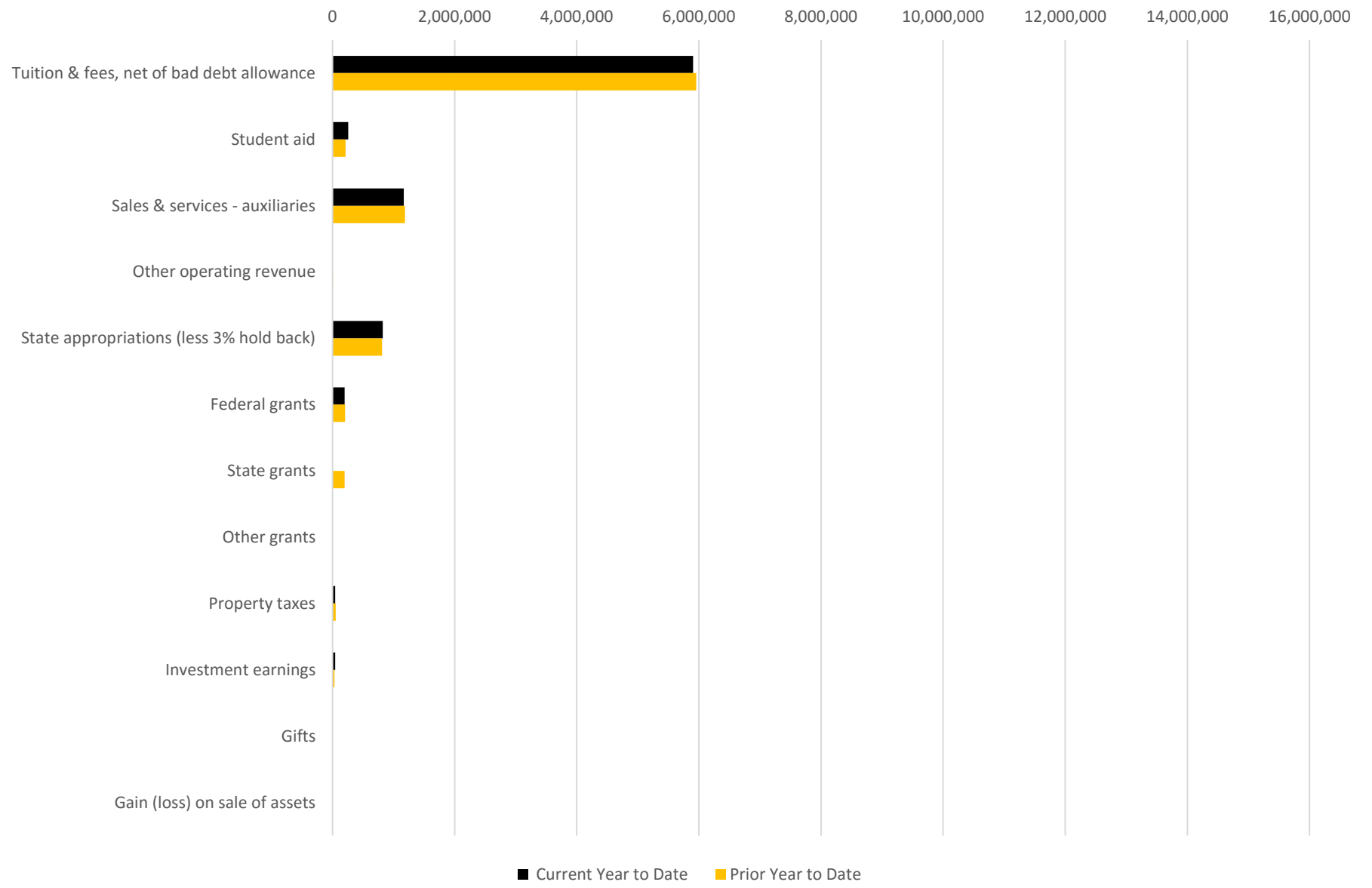
CHAIRMAN

APPROVAL DATE

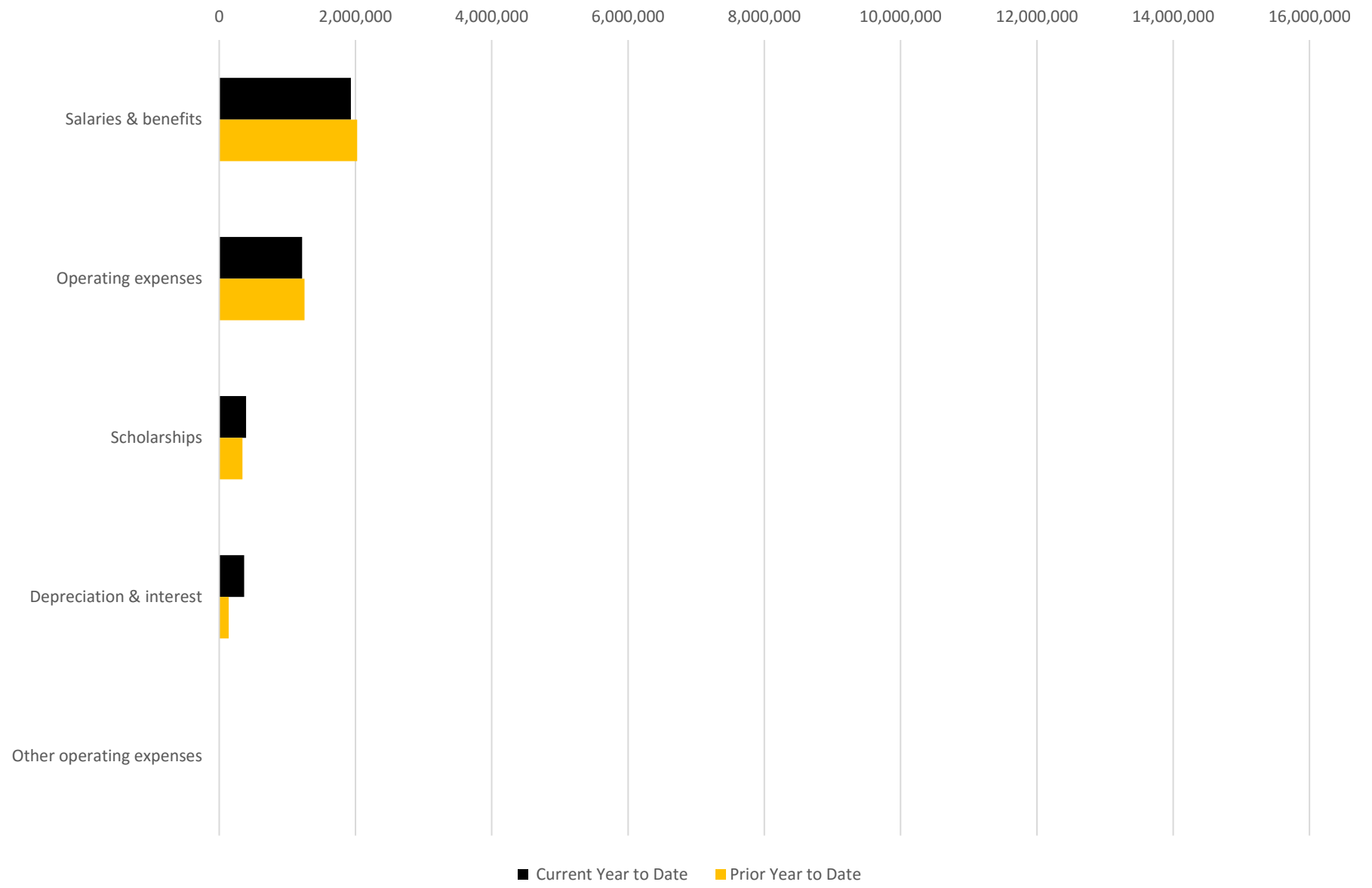
SECRETARY

APPROVAL DATE

YTD Comparison to Previous Year 08/31/18



YTD Comparison to Previous Year
08/31/18



YTD Comparison to Previous Year
08/31/18

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

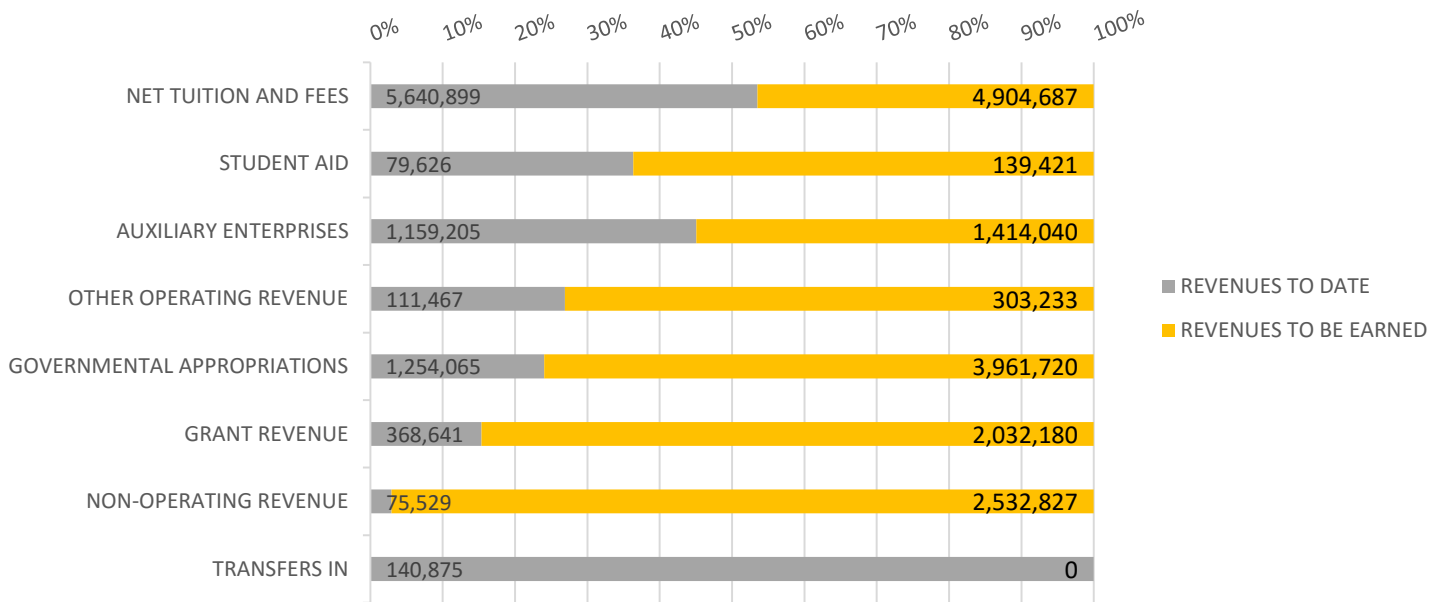
Three Rivers College
Statement of Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
August 31, 2018

ASSETS AND DEFERRED OUTFLOWS		LIABILITIES, DEFERRED INFLOWS AND NET POSITION	
CURRENT ASSETS			
Cash & Cash Equivalents	13,499,063	Accounts Payable	733,523
Student Account Receivables, net	8,134,171	Accrued Vacation	288,303
Property Tax Receivable	115,904	Student Deposits	25,800
Other Receivables	5,418,528	Deferred Tuition & Fees	0
Investments	0	Scholarships	134,556
Inventory	128,027	Total Current Liabilities	1,182,182
Prepaid Expenses	202,964		
Total Current Assets	27,498,659	NON-CURRENT LIABILITIES	
NON-CURRENT ASSETS			
Land	5,490,786	Retirement Incentive Payable	0
Capital assets	67,679,112	Other Post Employment Benefits	15,857,963
Plus: Current year additions to capital assets	46527.84	Bonds, Notes and Leases Payable	21,480,459
Accumulated Depreciation	(28,355,392)	Accrued Interest	0
Unamortized Bond Issue Costs	0	Agency	197,848
Total Non-Current Assets	44,861,034	Total Non-Current Liabilities	37,536,270
DEFERRED OUTFLOWS			
	5,250,815	Total Liabilities	38,718,452
DEFERRED INFLOWS			
			6,926,936
NET POSITION			
		Beginning Balance	27,422,365
		Changes in Net Position	4,542,754
		Total Net Position	31,965,119
TOTAL ASSETS AND DEFERRED OUTFLOWS			
	77,610,507	TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION	
			77,610,507

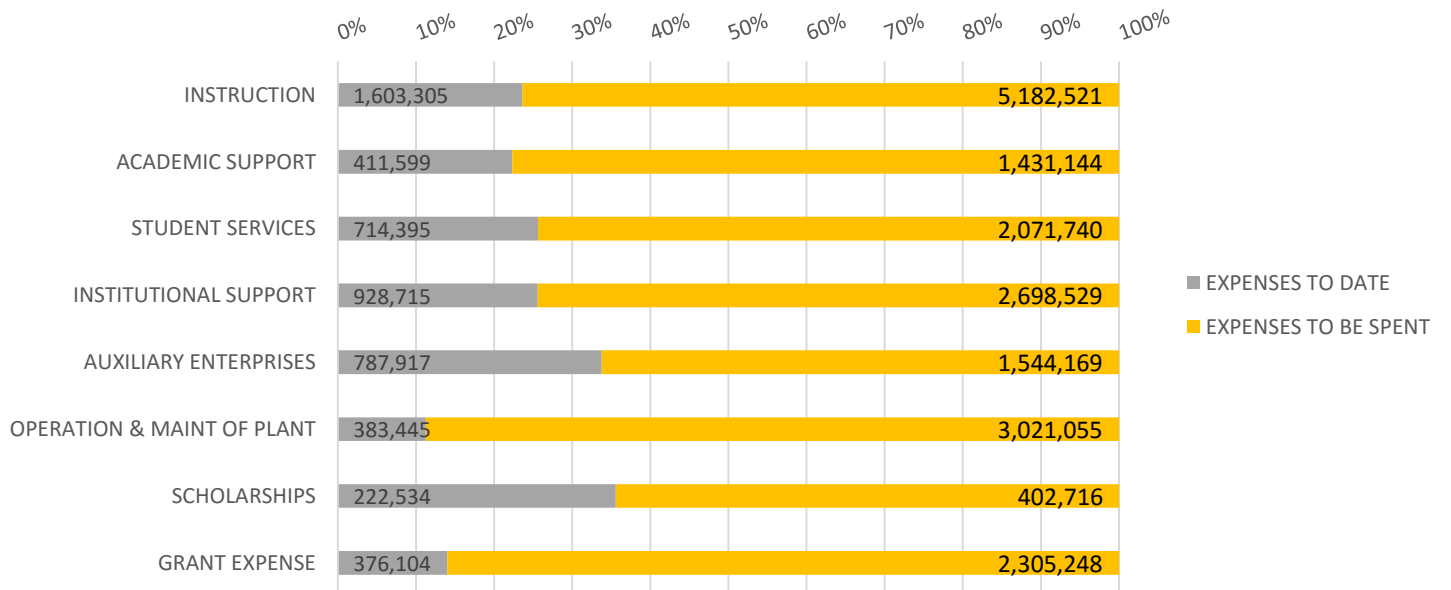
Three Rivers College
Statement of Revenues, Expenses and Changes in Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
August 31, 2018

	July	August	Current Year to Date	Prior Year to Date	\$ Change	% Change
OPERATING REVENUE						
Tuition & fees, net of bad debt allowance	5,482,455	421,713	5,904,169	5,957,106	(52,937)	(0.89)%
Student aid	229,430	29,626	259,056	212,145	46,911	22.11%
Sales & services - auxiliaries	747,710	419,460	1,167,170	1,185,780	(18,610)	(1.57)%
Other operating revenue	2,502	2,754	5,256	7,909	(2,654)	(33.55)%
Total Operating Revenue	6,462,097	873,553	7,335,650	7,362,940	(27,290)	(0.37)%
OPERATING EXPENSES						
Salaries & benefits	902,920	1,029,174	1,932,094	2,024,785	(92,691)	(4.58)%
Operating expenses	667,367	547,391	1,214,757	1,252,975	(38,218)	(3.05)%
Capital equipment	794	45,733	46,528	375,224	(328,696)	(87.60)%
Less: Transfer to capital assets	(794)	(45,733)	(46,528)	(375,224)	328,696	(87.60)%
Scholarships	320,479	74,200	394,680	341,615	53,065	15.53%
Depreciation & interest	(22,798)	388,477	365,680	138,258	227,421	164.49%
Other operating expenses	0	0	0	0	0	0.00%
Total Operating Expenses	1,867,969	2,039,242	3,907,210	3,757,633	149,577	3.98%
NON-OPERATING REVENUE (EXPENSES)						
State appropriations (less 3% hold back)	411,195	411,195	822,390	811,675	10,715	1.32%
Federal grants	38,579	160,607	199,187	205,142	(5,955)	(2.90)%
State grants	0	(10)	(10)	199,192	(199,202)	(100.01)%
Other grants	0	0	0	0	0	0.00%
Property taxes	21,535	23,138	44,673	52,958	(8,286)	(15.65)%
Investment earnings	26,663	18,111	44,774	30,315	14,459	47.69%
Gifts	2,650	650	3,300	2,650	650	24.53%
Gain (loss) on sale of assets	0	0	0	0	0	0.00%
Total Non-Operating Revenues (Expenses)	500,622	613,692	1,114,314	1,301,933	(187,619)	(14.41)%
CHANGES IN NET POSITION	5,094,750	(551,997)	4,542,754	4,907,239	(364,486)	(7.43)%

Budget to Actual Revenues 09/30/2018 (25%)



Budget to Actual Expenses 09/30/2018 (25%)



Three Rivers College
Statement of Revenues, Expenses and Changes In Net Position
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited
September 30, 2018
Fiscal Year Benchmark: 25%

REVENUES	BUDGET	REVENUES TO DATE	REVENUES TO DATE %	REVENUES TO BE EARNED
NET TUITION AND FEES <i>Tuition, Student Registration Fees, Net of Bad Debt & Scholarship Allowances</i>	10,545,586	5,640,899	53%	4,904,687
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	219,047	79,626	36%	139,421
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing & Assessment, Tinnin Center Operations, License Bureau Rental</i>	2,573,245	1,159,205	45%	1,414,040
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	414,700	111,467	27%	303,233
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. & Repair</i>	5,215,785	1,254,065	24%	3,961,720
GRANT REVENUE <i>State Grants, Federal Grants</i>	2,400,821	368,641	15%	2,032,180
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	2,608,356	75,529	3%	2,532,827
TRANSFERS IN <i>General funds - prior year transfers in (Reserves)</i>	140,875	140,875	100%	0
TOTAL REVENUES	24,118,415	8,830,306	37%	15,288,109

NOTE: We have recognized a total of 36% of budgeted revenues. We have recognized 53% of our budgeted revenues from tuition and fees, comprised of fall 2018 registrations and portions of summer 2018, 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 DATE %	EXPENSES TO BE SPENT
INSTRUCTION <i>Business, Education, Math, Science, Technology, Humanities, Social Science, Health & Human Services</i>	6,785,826	1,603,305	24%	5,182,521
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,842,743	411,599	22%	1,431,144
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	2,786,135	714,395	26%	2,071,740
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	3,627,244	928,715	26%	2,698,529
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing & Assessment, License Bureau Rental</i>	2,332,086	787,917	34%	1,544,169
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	3,404,499	383,445	11%	3,021,055
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	625,250	222,534	36%	402,716
GRANT EXPENSE <i>State Grants, Federal Grants</i>	2,681,352	376,104	14%	2,305,248
TOTAL EXPENSES	24,085,135	5,428,013	23%	18,657,122

NOTE: We have obligated 23% of our budgeted expenses at 25% into the fiscal year. September payroll IS INCLUDED but credit card expenses ARE NOT INCLUDED as they were not yet available at the time of this report. Budgeted increase in Net Position is a result of adjustments made to the Enhancement Grant that resulted in less matching funds required.

CHANGES IN NET POSITION	33,280	3,402,293
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Three Rivers College
 Capital Budget - Unaudited
 September 30, 2018
 Fiscal Year Benchmark: 25%

	FUNDING SOURCES	SOURCES TO BE		
		BUDGET	SOURCES TO DATE	SOURCES TO DATE % EARNED
RESTRICTED				
	<i>Bond proceeds</i>	737,080	737,080	100%
	<i>State bonding proceeds</i>	0	0	0%
	<i>State appropriations (Crisp)</i>	3,000,000	0	0%
UNRESTRICTED				
	<i>General funds - prior year transfers in (Reserves)</i>	479,214	479,214	100%
	<i>General funds - prior year transfers in (TRET/Libla gifts)</i>	1,459,742	1,459,742	100%
	<i>General funds - current year transfers in</i>			0%
TOTAL FUNDING SOURCES		5,676,036	2,676,036	47%

	USES OF FUNDS	USES TO BE		
		BUDGET	USES TO DATE	USES TO DATE % UNSPENT
	<i>Sports Complex</i>	2,196,822	39,111	2%
	<i>Crisp Technology Center addition and remodel</i>	3,000,000	0	0%
	<i>Westover Administration Building repairs</i>	200,000	2,690	6%
	<i>Landscaping and Lighting</i>	50,000	2,938	6%
	<i>Student Housing repairs</i>	127,000	0	0%
	<i>License Bureau roof</i>	30,000	0	0%
	<i>Campus Safety improvements</i>	22,646	0	0%
	<i>Kennett External Location parking repairs</i>	27,568	0	0%
	<i>Tinnin Fine Arts Center repairs</i>	22,000	0	0%
TOTAL EXPENSES		5,676,036	44,740	1%
NET SURPLUS (DEFICIT)		0	2,631,296	

**THREE RIVERS COLLEGE
CASH IN BANKS**

September 4, 2018

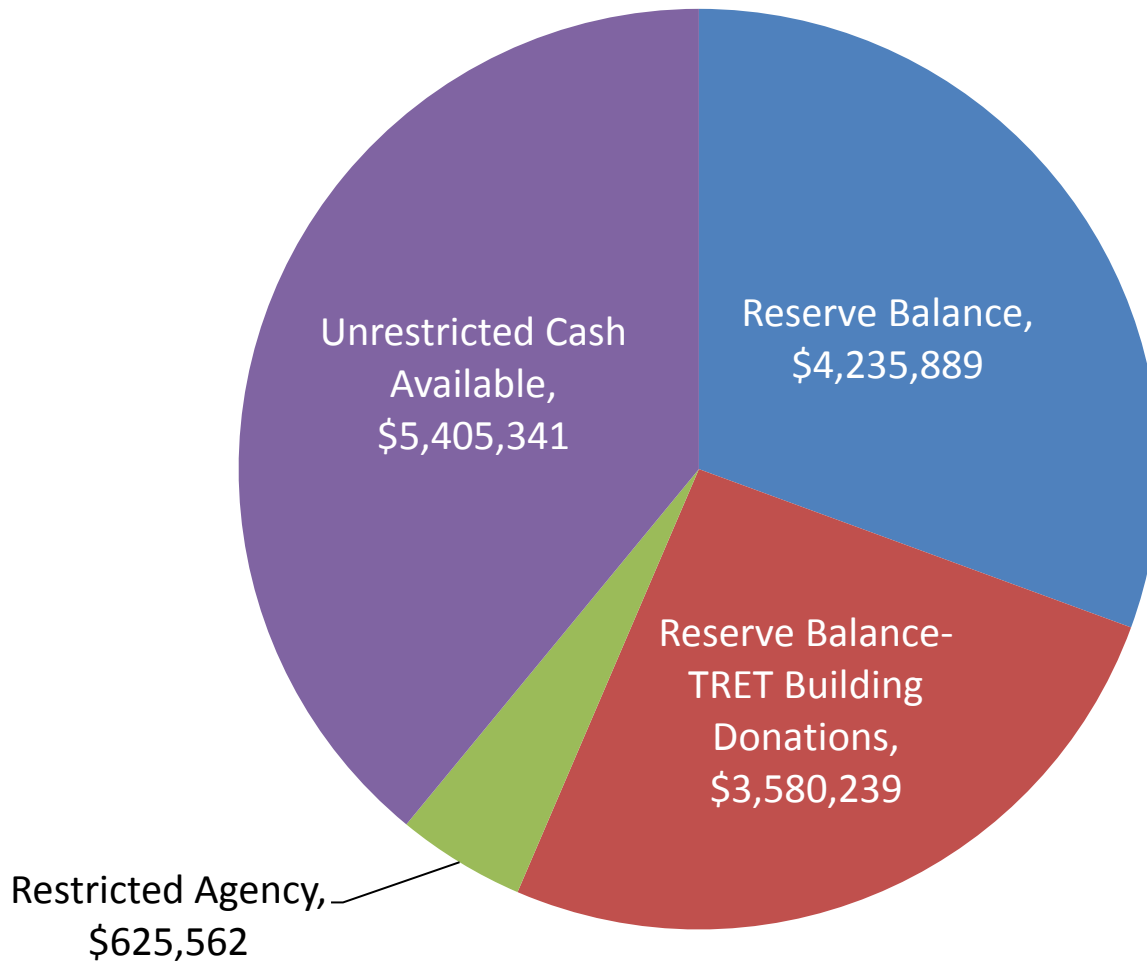
	<u>08/02/18</u>	<u>09/04/18</u>
CURRENT FUND		
<i>Cash Funds</i>		
Bookstore	1,800.00	1,800.00
Petty Cash	200.00	200.00
Vending Machines	224.55	224.55
Business Office	2,088.00	2,088.00
<i>Total Cash Funds</i>	4,312.55	4,312.55
<i>General Accounts</i>		
Southern Bank - General Funds	5,784,240.51	5,145,233.38
Southern Bank - Credit Cards	146,615.25	203,911.31
<i>Total General Accounts</i>	5,930,855.76	5,349,144.69
<i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	20,192.16	27,867.28
Federal Clearing Account	-	-
Flexible Spending Account	12,654.69	12,670.78
<i>Total Restricted Accounts</i>	32,846.85	40,538.06
TOTAL CURRENT FUND	5,968,015.16	5,393,995.30
 HOUSING FUND		
<i>General Accounts</i>		
Rivers Ridge Account - Southern Bank	(24,555.35)	11,345.96
<i>Total General Accounts</i>	(24,555.35)	11,345.96
TOTAL HOUSING FUND	(24,555.35)	11,345.96

**THREE RIVERS COLLEGE
CASH IN BANKS**

September 4, 2018

	<u>08/02/18</u>	<u>09/04/18</u>
PLANT FUND		
<i>Bank Accounts</i>		
Plant Fund - Southern Bank	6,700,516.47	6,261,932.12
<i>Total Bank Accounts</i>	6,700,516.47	6,261,932.12
<i>Certificates of Deposit</i>		
Bank of Grandin #16126	141,110.09	142,404.63
Bank of Grandin #16103	104,328.96	104,328.96
Bank of Grandin #17002	1,299,151.91	1,307,462.57
<i>Total Certificates of Deposit</i>	1,544,590.96	1,554,196.16
TOTAL PLANT FUND	8,245,107.43	7,816,128.28
AGENCY FUND		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	184,824.84	189,243.94
<i>Certificates of Deposit</i>		
Restricted CD's & Savings	436,318.08	436,318.08
TOTAL AGENCY FUND	621,142.92	625,562.02

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT
\$13,847,031 AS OF 09/04/18**



THREE RIVERS COLLEGE
CERTIFICATES OF DEPOSIT

CERTIFICATES OF DEPOSIT AS OF September 30, 2018

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
16103	Bank of Grandin	1.50	10/05/18	12 mths	104,328.96	Contingency
16126	Bank of Grandin	1.85	02/22/19	12 mths	142,404.63	Contingency
17002	Bank of Grandin	1.29	08/14/19	12 mths	1,307,462.57	Contingency
Total Unrestricted Designated Reserves					\$ 1,554,196.16	

SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF September 30, 2018

423137249	Regions Bank	0.01	05/12/88	10/06/18	2,833.00	Combined Sch
423137256	Regions Bank	0.01	05/12/88	10/06/18	1,024.34	Fred Morrow
24325	First Midwest Bank of P.B.	0.65	10/15/99	10/15/18	10,324.77	Norman Gamblin
2197201	First Midwest Bank of P.B.	0.65	10/31/97	10/31/18	1,065.00	Gertrude Cox
23353	First Midwest Bank of P.B.	0.85	11/06/00	11/06/18	4,000.00	Coll. Achievement
2012008906	Commerce Bank	0.70	05/11/81	11/11/18	4,526.11	P.C. Hays, Sr.
451037941	US Bank of Poplar Bluff	0.40	11/16/98	11/16/18	17,800.00	Wm. D. Becker
451038829	US Bank of Poplar Bluff	0.40	11/17/99	11/17/18	15,469.82	Wm. D. Becker
21028354	US Bank of Poplar Bluff	0.40	12/03/91	12/03/18	2,310.00	C.T. McDaniel
10369	First Missouri State Bank	0.75	12/05/95	12/05/18	5,000.00	Helvey-Miller
451038849	US Bank of Poplar Bluff	0.40	12/08/99	12/08/18	1,110.00	C.T. McDaniel
423137173	Regions Bank	0.15	12/09/85	12/09/18	5,000.00	Mary Hinrichs
2016012160	Commerce Bank	0.25	12/11/91	12/11/18	7,700.00	Bill Vinson
11129	First Missouri State Bank	0.75	12/12/96	12/12/18	6,131.36	Kim Mosley
43712	First Midwest Bank of P.B.	0.85	04/27/09	12/14/18	67,447.79	Holder-Rowland
5016847453	Commerce Bank	0.25	12/22/97	12/22/18	10,000.00	Harold Prim
110239662	Southern Bank	1.00	01/05/91	01/05/19	1,412.53	Bulow Mem.
2213401	First Midwest Bank of P.B.	0.85	01/08/98	01/08/19	10,000.00	Jerome Burford
21031513	US Bank of Poplar Bluff	0.25	01/19/95	01/19/19	12,868.64	Kim Mosley
352394707389	US Bank of Poplar Bluff	0.25	08/19/88	02/18/19	2,061.55	James Warren
63761112	US Bank of Poplar Bluff	0.25	02/23/89	02/22/19	2,500.00	A. Garner
2224601	First Midwest Bank of P.B.	1.05	02/25/98	02/25/19	1,658.87	Missy Braden
3568803469	US Bank of Poplar Bluff	0.25	09/26/00	02/26/19	9,674.10	Wm. D. Becker
21025365	US Bank of Poplar Bluff	1.00	03/05/90	03/05/19	5,000.00	Mack Whiteley
2136801	First Midwest Bank of P.B.	1.05	03/05/97	03/05/19	5,000.00	Thelma Jackson
63760768	US Bank of Poplar Bluff	1.24	03/06/89	03/05/19	6,468.04	Butler Co Co-op
20205	First Missouri State Bank	0.75	04/21/10	04/21/19	20,403.81	ICHE Scholarship
3568676067	US Bank of Poplar Bluff	0.25	05/01/01	05/01/19	11,026.79	Wm. D. Becker
21033372	US Bank of Poplar Bluff	0.25	05/01/96	05/01/19	1,000.00	Kim Mosley
9525	First Missouri State Bank	1.10	05/06/93	05/06/19	2,000.00	Carl Wiseman
25103	First Midwest Bank of P.B.	1.05	05/14/99	05/14/19	5,000.00	Thelma Jackson
2016007496	Commerce Bank	0.25	05/14/90	05/14/19	3,835.00	Bill Vinson
21031218	US Bank of Poplar Bluff	0.25	05/15/94	05/15/19	2,192.00	Greg Starnes
21028105	US Bank of Poplar Bluff	0.25	05/22/91	05/22/19	29,782.32	Myrtle Rutland
21028106	US Bank of Poplar Bluff	0.25	05/22/91	05/22/19	20,000.00	Myrtle Rutland
7236	First Missouri State Bank	0.75	05/26/89	05/26/19	16,350.00	Jackie Watson
110274305	Southern Bank	0.90	05/30/86	05/30/19	5,200.00	Mabel Swindel
2016012267	Commerce Bank	0.25	06/04/92	06/04/19	2,350.00	Bill Vinson
5016848212	Commerce Bank	0.25	06/23/98	06/23/19	7,843.17	Louise Spradling
63760632	US Bank of Poplar Bluff	1.54	07/02/89	07/01/19	1,226.80	A. Garner

THREE RIVERS COLLEGE
CERTIFICATES OF DEPOSIT

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
451028956	US Bank of Poplar Bluff	0.25	07/02/99	07/02/19	5,234.00	Wm. D. Becker
21030291	US Bank of Poplar Bluff	0.25	07/07/93	07/07/19	1,405.00	Joshua Bowman
2170801	First Midwest Bank of P.B.	1.65	07/11/97	07/30/19	10,925.00	Mabel Swindel
21024477	US Bank of Poplar Bluff	0.25	08/22/89	08/22/19	10,000.00	Myrtle Rutland
8036	First Missouri State Bank	0.75	08/23/90	08/23/19	4,000.00	Jackie Watson
1721901	First Midwest Bank of P.B.	0.65	08/25/92	08/25/19	3,000.00	Odd Fellows
110270576	Southern Bank	0.85	08/27/85	08/28/19	5,000.00	Belle Hinrichs
14776	First Missouri State Bank	0.75	08/28/02	08/28/19	5,000.00	Helvey-Miller
218101	First Midwest Bank of P.B.	1.24	09/22/98	09/22/19	5,000.00	Jerome Burford
1014001	First Midwest Bank of P.B.	1.00	11/06/89	11/06/19	5,000.00	Charlotte Stone
423135367	Regions Bank	0.10	11/18/04	11/18/19	1,106.64	Betty Waldrop
423135383	Regions Bank	1.49	12/04/04	12/04/19	1,650.00	R. Couperus
451034787	US Bank of Poplar Bluff	0.50	06/09/97	12/09/19	1,000.00	Wm. D. Becker
2017004259	Commerce Bank	0.30	12/09/89	12/09/19	1,000.00	P.I. Church
423137157	Regions Bank	1.24	01/14/85	01/14/20	2,500.00	Dr. Miller
2012008112	Commerce Bank	0.30	08/11/92	02/11/20	1,000.00	Myra C. Hays
2017004363	Commerce Bank	0.30	03/30/88	03/30/20	10,000.00	Myrtle Corbett
5017843040	Commerce Bank	0.30	05/01/97	04/07/20	2,900.00	Miles Hays
2038701	First Midwest Bank of P.B.	1.30	05/16/96	05/16/20	5,000.00	Thelma Jackson
110260320	Southern Bank	0.85	06/02/86	06/02/20	1,000.00	Hulen Spencer
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
2019003547	Commerce Bank	0.40	07/08/90	07/08/22	4,000.00	P.C. Hays, Jr.

Total Endowment CD's

\$ 436,318.08

Three Rivers College
CD Report
As of September 30, 2018

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

Responses

Bank	Contact	Comment	Amount	3 months	6 months	9 months	10 months	1 year	18 months	2 year

CDs Transferred

Endowment CDs Transferred to Endowment Trust
--

CDs Maturing

Bank	Certificate Number	Endowment	Maturity Date	Amount
Total				-

THREE RIVERS COMMUNITY COLLEGE
Summary of Checks Issued
Month of September 2018

Current Fund:	General Fund - Southern Bank	\$ 783,423.79
	Electronic Student Refunds - Higher One	<u>1,046,931.78</u>
	Total Current Fund	1,830,355.57
Housing Fund:	Rivers Ridge - Southern Bank	11,431.81
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>15,362.00</u>
	Grand Total	<u><u>\$ 1,857,149.38</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 17th day of October 2018.

_____ Chairman, Board of Trustees

_____ Secretary, Board of Trustees

**THREE RIVERS COLLEGE
BID REPORT
AS OF OCTOBER 9, 2018**

Sidewalk Lighting

Status: Open
Open Date: 9/13/2018
Close Date: 9/27/2018

Funding Source: General Revenue

Bids Submitted:

Cape Electrical Supply, LLC	Poplar Bluff, MO
Voss Electric Company	Fenton, MO
DeCota Electric Supply	Sikeston, MO

Bid Awarded: Voss Electric Company \$16,309.04

October 2018 President's Report

- Construction Update
 - Libla Family Sports Complex
- HLC Celebration Dinner
- Run 4 the Arts
- Paul Jackson Reception
- Raider Madness
- TRC College Rodeo

- Upcoming Events
 - Ray Charles & Company – October 18
 - Center Stage – Alice in Wonderland – November 1 – 4
 - POTA – Oh Happy Day – November 15

- Program Presentation
 - Process and Control, Engineering Technology – James Dow

A G E N D A
Executive Session
Wednesday, October 17, 2018

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

Consideration of Personnel Action
Employment of Personnel
Part-time Temporary Farm Worker

PERSONNEL DATA SHEET

_____ Administrative Officer

_____ Professional Staff

_____ Faculty

X Support Staff – new position

_____ Federal Program: _____

_____ Special Program _____

NAME: Amanda Phipps

POSITION TITLE: Part-time Temporary Farm Worker

SALARY: \$11.00/hour

FULL-TIME _____ PART-TIME: X

9 months _____ 10 months _____ 11 months _____ 12 months X

Other: _____

STARTING DATE: September 26, 2018

QUALIFICATIONS:

Degree Ed. Institution Major

EXPERIENCE _____

02/2018 - present Animal Health Center of Dexter Veterinary Technician
Dexter, MO

07/2016 – 02/2018 Hicks Animal Hospital Veterinary Technician
Poplar Bluff, MO

(10/17/2018)

CONSIDERATION OF PERSONNEL ACTION

Transfer of Position
Director, University Center to Director, Workforce Development

BACKGROUND INFORMATION

HISTORY

Due to personnel change within Workforce Development, the Director position became available. In conjunction with GAR1120 College Reorganization, the President has recommended the appointment of Mr. William Cooper to this position. Mr. Cooper assumed the new duties effective October 1, 2018.

FINANCIAL IMPLICATIONS

This is a twelve-month, professional position.

ADMINISTRATIVE RECOMMENDATION

Approve the internal transfer of Mr. William Cooper.

(10/17/2018)

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Request for Retirement
System Administrator

BACKGROUND INFORMATION **HISTORY**

Kathy Richardson has been employed as the System Administrator since August 1983. She has submitted her request for retirement, effective October 31, 2018.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

(10/17/2018)

Kristina McDaniel

From: Steve L. Atwood
Sent: Monday, September 17, 2018 12:29 PM
To: Kristina McDaniel
Subject: Fwd: Retirement

Steve Atwood
Chief Technology Officer
Three Rivers College
Email: satwood@trcc.edu
Phone: 573-840-9708
Trcc.edu

----- Original message -----

From: Kathy Richardson <krichardson@trcc.edu>
Date: 8/27/18 15:16 (GMT-06:00)
To: Wesley Payne <wpayne@trcc.edu>, "Steve L. Atwood" <satwood@trcc.edu>
Subject: Retirement

It is with mixed emotion that I am letting both of you know, I filed my papers with PSRS of Missouri to officially retire as of November 1, 2018. This means my last day of employment at Three Rivers will be October 31, 2018.

Kathy

Kathy Richardson
System Administrator
Three Rivers College
Email: krichardson@trcc.edu
Phone: 573-840-9646
trcc.edu

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CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Admissions Specialist

BACKGROUND INFORMATION **HISTORY**

Ms. Tommie Cotton has been employed with the college as an Admissions Specialist since September 2017. Ms. Cotton has submitted her resignation, effective October 19, 2018.

FINANCIAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

(10/17/2018)

Tommie Cotton
704 Maddox St
Corning, AR 72422
870-323-0391
tommiecotton@gmail.com

October 8, 2018

Human Resources
Three Rivers College
2080 Three Rivers Blvd
Poplar Bluff, MO 63901

Dear Human Resources Team,

Please accept this as notice of my resignation from the position of Admissions Specialist. My last day will be Friday, October 19. I'm grateful for my time at Three Rivers College, but I've been offered an opportunity more in line with my long-term career goals that I plan to pursue.

It's been a pleasure working with you all.

Please let me know if there's anything I can do to ease the transition and help prepare for my replacement.

Thank you,


Tommie Cotton

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Outreach Specialist/Educational Talent Search

BACKGROUND INFORMATION **HISTORY**

Ms. Christy Rose Maxwell has been employed with the college in the Educational Talent Search Program since August 2015, and will the college since January 2013. She has submitted her resignation, effective October 5, 2018.

FINANCIAL IMPLICATIONS

This is a full-time, ten-month grant funded staff position through August 31, 2021, with the U.S. Department of Education.

ADMINISTRATIVE RECOMMENDATION

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

(10/17/2018)

September 24, 2018

This letter is to inform you of my resignation as Outreach Specialist of Educational Talent Search with my last day being October 5, 2018.

I want to thank my Talent Search team, Three Rivers College, and all the amazing people that I have been blessed to spend the last 5+ years with. Please feel free to contact me at any time if I can be of any assistance in making this as smooth a transition as possible.

Sincerely,

A handwritten signature in green ink that reads "Rose Maxwell". The signature is fluid and cursive, with the first name "Rose" being more prominent and the last name "Maxwell" following in a similar style.

Rose Maxwell

CONSIDERATION OF PERSONNEL ACTION

Acceptance of Resignation
Instructor, Nursing - Sikeston

BACKGROUND INFORMATION **HISTORY**

Ms. Trinity Pullam has been employed with the college as an Instructor in Nursing in Sikeston since July 2016, and with the Nursing and Allied Health Department since April 2014. Ms. Pullam has submitted her resignation, effective October 1, 2018.

FINANCIAL IMPLICATIONS

This is a full-time, ten month, grant funded faculty position through Perkins.

ADMINISTRATIVE RECOMMENDATION

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

(10/17/2018)

Three Rivers College

THE COMMUNITY COLLEGE OF SOUTHEAST MISSOURI

2080 THREE RIVERS BLVD | POPLAR BLUFF, MO 63901 | 877-879-8722 | TRCC.EDU

October 1, 2018

Wesley A. Payne, Ph.D.
President
Three Rivers College
2080 Three Rivers Blvd.
Poplar Bluff, MO 63901

Dr. Payne,

Please accept this letter as my resignation of employment from Three Rivers College, effective immediately.

Sincerely,



Trinity Pullam

CONSIDERATION OF PERSONNEL ACTION

Separation
Director, Workforce Development

BACKGROUND INFORMATION **HISTORY**

Mr. Kevin Swan has been employed full-time with the college since December 2015. Per college policy and regulation PP/PR 4730 Suspension or Termination, Mr. Swan was placed on administrative leave for three (3) business days with a recommendation of separation of employment for cause. Separation is effective end of business day on September 23, 2018.

FINANCIAL IMPLICATIONS

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

(10/17/2018)

Daily American Republic

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Hager appointed to TRC Board

By DEMISE KINDER
Staff Writer



Hager

Dr. Tim Hager was appointed to serve as a member of the Three Rivers College Board of Trustees in the place of the late Randy Grassham.

Hager will serve in the position until the next regularly scheduled election in April 2020. The person elected will finish Grassham's unexpired term, which ends in 2024.

"I'm thrilled with the vote of confidence," Hager said following the ap-

pointment. "Randy Grassham and I were friends for 25 years so it's an honor to sit in his chair."

Following friendships with Grassham and his father from church and beyond, Hager

described his new position as more than a political appointment.

"These were people I liked, respected and were friends with for years," he said.

As a Carter County na-

See HAGER/A2

Daily American Republic

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HAGER

FROM PAGE 41

tive, Hager said he would "go to bed" for the area. He also added he has a long history and passion for the institution as an alumni and adjunct professor for 25 years.

"It's an honor to be on the board," he said.

Letters of interest were accepted by the board for the vacant sub-district two position. A committee then interviewed the individuals who submitted letters and made a recommendation to the board, which appointed Hager by a majority vote.

Progress is continuing on the Libla Family Sports Complex as more items have been finished, bringing the project closer to completion.

President Dr. Wesley Payne reported during the meeting Wednesday afternoon paving and lighting are complete. He also added the wood for the flooring had been loaded in and acclimated to the building.

Crews have begun to lay the under structure for the wood flooring, which is expected to be completed this week, and the top layer of the floor is scheduled to begin next week, Payne said.

Dille & Traxel Architecture has provided a punch list to the contractor that is being worked through and meetings are taking place on final items.

"We are making progress on the sports complex," Payne said.

in \$26,000 lower than the only other bidder for travel services.

According to Chief Financial Officer Charlotte Eubank, the bid was similar to last year's bid and Four Winds is who the college currently uses for athletic travel services.

FINANCIAL UPDATE

Eubank also provided the board with the first financial report of the new fiscal year for the college.

Compared to July 2017, Eubank reported operating expenses were a little ahead due to timing and whether entries fall into July or August.

"I think it will even out in future months," she said.

Eubank also reported a good start to the year with tuition and fees revenue as of Aug. 31. She added the August numbers are still preliminary.

With student aid just beginning, Eubank predicted a jump in September once numbers were processed for the full semester.

For the year to date, Eubank reported the school is at 17 percent of the college's fiscal year.

"We are sitting right on target," she said.

TRC EVENTS

Payne informed the board of the many activities going on around the college with the beginning of a new semester.

A very successful Athletes Day at the Farm was recently held, according to Payne, as part of the character and team building

of "The Little Mermaid," their first production of the season.

"This is an extremely complex, very heavily cast show," Payne said. "It's a very hard show to do and my compliments to all that were involved because they did very well. It came off extremely well, was a lot of fun and a big, big success."

The Patrons of the Arts held a season kick-off reception revealing the largest season to date.

One thing unique about this season, Payne said, is the partnership with the Rodgers Theater for the first time for two shows.

Meet the Raiders was held last week with the largest crowd in attendance in a long time, Payne said.

Hager was introduced as the new voice of the Raiders.

"We are off to a great start for the semester," Payne said.

Upcoming at TRC will be the Run 4 the Arts at 9 a.m. Saturday at the Timin Fine Arts Center.

The run was rescheduled due to weather. All proceeds from the event will fund scholarships for TRC music and art students.

Raider Madams will be held at 6 p.m. Oct. 1 at the Bess Activity Center to mark the first official practice of the athletic season.

The college will be closed Oct. 4 and 5 for Fall Break.

The Championship College Rodeo will be held at 7:30 p.m. Oct. 11-13 at the

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PEMISCOT COUNTY PROPERTY LEASE/PURCHASE

In 2013, a piece of property in Caruthersville, Mo., was donated to the college. At that time, Pemiscot County Initiative Network, Inc. (PIN) was renting the space and have remained in the building as a tenant.

Payne reported PIN approached the college with interest in purchasing the property.

"In the interest of fairness and following Missouri statutes, we put out a request for proposals to advertise," Payne said. "PIN was the winning proposal."

The board then authorized lease purchase documents with the option to purchase to be signed.

TRAVEL SERVICE BIDS

The board accepted a bid from Four Winds Travel, LLC for travel services for the TRC athletic teams for the 2018-19 school year.

Four Winds' bid came in at \$67,514 for a 56-passenger bus for one year with the option for two, one-year extensions.

Four Winds' bid came

program on the noncompetitive student development side.

Each year, all student athletes volunteer to work on the farm to promote team building. The athletes are then treated to a lunch and enjoy the farm.

"One thing that is exciting about this is we bring a lot of urban kids to the school to participate in athletics," Payne said. "Many have never experienced anything like this."

The students are able to get up close to many farm animals and equipment, something they may not have seen other than in photographs.

"It's a fun day," Payne added. "We are giving them an experience they very likely have never seen before."

The Achieve Program brought in The Lewis Experience, a motivational speaker, for two separate talks with a lot of participation from those at the school.

Center Stage wrapped up their two-weekend run

Sikeston Jaycee Boothed Rodeo grounds. This event is in partnership with the Sikeston Jaycees.

The next art exhibit, Good Morning Pleasant Dale 365 X 7, by Katherine Endicott will be Sept. 24-Oct. 26 at the Timin Gallery. The artist lecture will be held at noon Sept. 24 in the Master Lecture Hall.

The Patrons of the Arts evening show will be held at 7 p.m. Oct. 18 at the Timin Fine Arts Center.

Ray Charles and Company is a tribute show starring Willie Nash. Tickets are available online at trcc.edu/timn.

The first music show, Imagine: Connections, will be held at 7 p.m. Oct. 23 at the Timin Fine Arts Center.

The concert will feature the Southeast Wind Symphony and University Choir from Southeast Missouri State University and is free of charge.

The next TRC Board of Trustees meeting will be at noon Oct. 17 in the board room at the Timin Fine Arts Center.

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TRC MURAL COMPLETE

(ABOVE) The completed 62-foot mural at the Timm Fine Arts Center is seen recently. A reception was held Sunday for artist Paul Jackson, donors and volunteers who contributed 5,000 work hours and \$20,000 in paint to a mural at Three Rivers College.

(LEFT) Paul Jackson presents an original watercolor painting to Billy Hirtz of Southern Bank. Southern Bank was a platinum level sponsor.

(BELOW) Donors and volunteers gather Sunday behind the prototype of the "River Dreams" mural during a reception hosted by Three Rivers College. A proclamation from the Poplar Bluff City Council was presented, along with a state resolution sent by Speaker of the House Todd Richardson.

Photos provided



TRC seeks 'distinguished' alum for honor

By DENISE KINDER
Staff Writer

Three Rivers College has helped open the door to the future for many of its alumni.

To recognize the achievements and accomplishments of its former students and graduates, TRC is accepting nominations for the 2019 Distinguished Alumni Award.

"Our Distinguished Alumni Award has become a highly anticipated honor to recognize outstanding former Three Rivers students," Three Rivers Director of Development Michelle Reynolds said. "It's always fun to see the nominations for the award, as there are so many alumni who give back in various ways to their community and Three Rivers."

The nomination deadline for the award is Nov. 14 and the winner will be announced by early spring.

Nominations can be

submitted by going online to www.trcc.edu/distinguished and filling out the form. Paperwork may also be mailed upon request.

A committee drawn from college employees and the Three Rivers Endowment Trust will choose the winning nomination.

After the winner is announced, a reception will be held to honor the recipient. Several of the honoree's friends, family and colleagues, in addition to the community as a whole come together to help the Distinguished Alumni celebrate the award.

Nominees should be a graduate or former student of Three Rivers College and will be judged on the merits of their personal and professional achievements.

Nominations from previous years may be resubmitted for consideration

See TRC/A2

for the 2019 award.

"When making these nominations, we want the community members to look for people who got their start at Three Rivers and have made their mark," Reynolds said. "We look for individuals who have been successful in their professional lives while also giving back to their community and Three Rivers College through their volunteerism and other means."

Alumni at TRC are considered anyone who has attended the college for any amount of time, not just graduates.

"We have several stu-

dents who transfer before graduating but still have their roots at Three Rivers, so we don't want to exclude them, regardless of their number of credit hours," Reynolds said.

For the fifth year, TRC is honoring its alumni with this award. Past Distinguished Alumni Awards were presented to Larry DeWitt, Erick Kirkman, Stan Berry and Karon Campbell.

Previous recipients have also served as the commencement speaker, but it's not a requirement of the award.

"We do find that it's very meaningful for students to hear the message of someone else who attended Three Rivers and has gone on to do

outstanding things in their career," Reynolds said.

For more information on the Distinguished Alumni Award, the Alumni and Friends program at TRC, or on how to donate to the college, visit www.trcc.edu/development or contact Reynolds at michellereynolds@trcc.edu or at 573-840-9077.

"It's always fun to see who in the community is a Three Rivers alumni, we are often surprised at some of the names we see," Reynolds said. "We enjoy getting to know just how many of the finest in our region got their start at Three Rivers — it's a great way for us to show the success stories that can begin right here at home."

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COLLEGE BASKETBALL



Three Rivers freshman Tallen Fonda rises up to attempt a reverse dunk in the dunk contest during Raider Madness Monday at the Bess Activity Center.

Three Rivers basketball is back with young rosters

By NATE FIELDS
Sports Writer

The Bess Activity Center was abuzz Monday night, which can mean only one thing: Basketball is back.

Three Rivers hosted Raider Madness as the men's and women's basketball teams participated in a 3-point contest, a dunk contest and each held a scrimmage, marking the first live action fans could witness for the 2018-19 squads.

Freshman Lady Raider Jordan Little was a standout performer in the women's scrimmage.

The Lady Raiders played four 5-minute, half-court quarters in their scrimmage, and Little had the hot hand the whole time.

The Muscle Shoals, Alabama, native led her side to a 25-13 victory and scored 22 of her team's points.

With it being the first time playing in front of a crowd, coach Jeff Walk liked the effort he saw from his team.

"(The competitiveness) is going to help us once we start playing against other teams," Walk said. "If you compete that hard, those other teams aren't going to like that."

Little splashed home six 3-pointers — including one at the buzzer in the third quarter — was the beneficiary of a nice pass inside from fellow freshman and Dexter alumna Hannah Thomson for two and sliced

through the lane for a layup in the fourth.

"It felt really good," Little said of her first time playing in front of the Three Rivers fans. "I was a little nervous at first, but once I hit the first one it was like, 'Just keep shooting.'"

"My goal is to lead the team, even as a freshman. Not maybe vocally but just by example and by getting my teammates the ball along with scoring on my own."

Walk sees a bright future ahead for Little.

"Just her leadership abilities and just calmness. I think we're going to be pleased throughout the year with her," he said.

Before Little put on a show in the scrimmage, she was part of a hotly contested 3-point contest that got the night started.

In the final round of the women's contest, Little put up a score of 17. That wasn't enough, though, as freshman and Twin Rivers alumna Katelyn South advanced to the final with 18 makes in the allotted minute, the highest score of the night.

Poplar Bluff's own Willie Lucas advanced to the final after posting 17 makes in the men's final.

Lucas went on to claim the 3-point crown by defeating South 13-8 in the final round.

Scores weren't kept for the dunk contest, but there was a healthy mix of alley-oops, clutch reverses and more to ex-



Freshman guard Jordan Little drives the lane and absorbs contact from sophomore defender Kimberley Shaw (right) Monday night during Raider Madness at the Bess Activity Center. Also pictured is freshman guard Katelyn South (left).

cite the fans.

The men's scrimmage rounded out the night and brought a tight matchup. The white squad prevailed 38-32 with a couple big defensive stops at the end as the sides played a 10-minute half and a 5-minute half.

"It felt good, you know, seeing everybody play together, everybody getting together and learning how to play with each other more," Lucas said. "I think it was a good vibe today."

Sophomore Tristan Jarrett led his side with 10 points and a pair of triples to match two assists, while Tallen Fonda and freshman Mardarysa Clark each put up eight points.

"They're young. This was a good experience for

them," coach Geno Bess said. "They've actually worked pretty good this fall. We feel good about them, but they just haven't quite figured out how they're going to have to play harder than they did tonight."

"We're not very big, and we're going to have to make up by working harder and being smarter."

With the men facing their first preseason challenge Saturday against Clarendon in Dallas, Lucas is looking forward to one thing.

"Winning. Every game. I don't want to lose. They don't want to lose, and I want everyone to know that Three Rivers is back on the map," Lucas said.

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'GOLD SEAL OF APPROVAL'

By DENISE KINDER
Staff Writer

Three Rivers College recently met a milestone that many institutions of higher education only strive to accomplish.

The college completed its accreditation review with the Higher Learning Commission meeting all criteria with no concerns, scoring a 100 percent for the first time in TRC's history.

Regional accreditation validates the quality of an institution as a whole and evaluates multiple aspects of an institution, including its academic offerings, governance and administration, mission, finances

and resources.

This recognition and accreditation assures students that work satisfactorily completed at Three Rivers will be recognized at full value by other colleges, universities and professional schools.

"Everybody here has been involved to make this work," said Dr. Maribeth Payne, Dean of Institutional Effectiveness and accreditation liaison officer for TRC. "It has been a wonderful experience to be a part of and it has been life changing for the college."

Payne added this win for the college shows all the initiatives in the strategic plan are working.

"This success from the re-

gional accreditation even further confirms that, as well as all the hard work that has been done," she said. "It's not just words on paper, it's actually happening."

Payne added she, President Dr. Wesley Payne nor one person or group could take credit for this first time achievement for TRC.

"This was a college-wide effort of everyone coming together, getting in countless hours and many wearing multiple hats," she said.

"It took everyone from maintenance to student services to the president's office," Payne said. "We all had to come together to make this happen."

See TRC/A2

At top, students move between classes on the campus of Three Rivers College in Poplar Bluff.

DAR photo/Paul Bero

TRC

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Three Rivers College also has partnerships in place with the community, Payne said, and the college was able to demonstrate that through the Tinnis Fine Arts programming and several others.

"So when we say it was a huge effort, it really was," she said.

Both Dr. Wesley and Maribeth Payne will be presenting on the college's success at a conference this month.

"We are just so excited it's hard to put it into words," she said. "The presentation title is 'Supercolligilicompialidocious' because we can't come up with any word for how excited we are about what just happened."

The Higher Learning Commission's review summary of the college stated, "Three Rivers College is a mature institution with stable financial, physical and human resources. In recent years the college has reorganized its internal structures and has identified new policies, processes and tools to serve plans for continued growth and improvement in the delivery of services and programs. New processes are serving the college well as it considers changes and improvements in operations, program offerings and services.

"With all that the college has experienced, learned and put in place as practice through its Assessment Academy affiliations, it is well-positioned to continue to evolve and mature in its assessment and program review processes. The college plans capably for expected growth and change and enjoys skilled faculty and staff who are responsive to the changing expectations and needs of its community."

The accreditation chair, who has been on 54 visits with other colleges, told Dr. Wesley Payne she had never been on a review visit to an institution of higher education that was as well prepared as TRC.

During the accreditation review process, every 10 years a peer group of experts in their fields visit the college and monitor how the institution is meeting

per, Executive Assistant for Instruction Mrs. Michelle Woodbridge, Director of ACHIEVE Todd Allen and Mrs. Echo Dilbeck, Executive Assistant to the Dean of Instruction," he said.

This team effort, Hoggard added, was all a part of careful preparation and planning which paid off.

"I feel fortunate to work alongside so many people who care about our institution and continue to make Three Rivers and exceptional institution," he said.

Not only did the Higher Learning Commission see the evidence, but student and employee surveys are bringing data to the departments with their approval as well.

"Our core values came out during the accreditation and surveys," Payne said. "We asked the same questions in 2015 and now we are 20 to 30 percent higher in almost every category."

From 69 percent in 2015, students rated customer service at an 82 percent satisfaction during fall 2017, Payne said.

Adjunct faculty are also turning in better reviews. When asked if they adequately receive support in their department to do their job effectively, the scores increased from 74 percent to now 96 percent.

The benchmark for student surveys of graduates is set at 90 percent or better. The TRC alumni are asked if the college met their educational needs, would they recommend TRC to others and would they choose TRC again.

Last graduation, surveys said nearly 96 percent of graduates would come back or recommend TRC to others, Payne said.

"We have pretty much moved the needle across the board in just about everything we have done," she said.

The Higher Learning Commission not only reviewed the main campus during the accreditation process, but the external locations as well.

Director of the TRC Sikeston Center Missy Marshall explained to the group how the Sikeston, Dexter and Kennett locations operate.

"The review team wanted to see that we provide the same quality

evidence that shows how TRC helps students navigate college processes from admission to graduation.

She said good leadership through the process of working together as a team over the past nine years is what brought the college to where it is today.

"The achievement gives you a satisfying feeling that we are improving our student's college experience," she said.

Chief Financial Officer Charlotte Erbank praised the college's teamwork and dedication for the no-concern accreditation accomplishment.

All areas of the college were focused on the goal at every level, she said, which took everyone working together for years to make this all come together.

"This is a significant accomplishment for the future of the college," Erbank said. "I'm very proud to be part of such a dedicated group of professionals who make it possible for our community college to make a difference in the lives of our students every day."

Now, halfway through the 2020 vision, Payne said starting next fall, the college will begin pulling data together and looking at TRC's strengths, weaknesses, opportunities and threats for the next five years.

"We are at the midpoint review and looking how do we get any better," she said.

Director of Technology and Computer Services Steve Atwood recognizes while TRC has "made an 'A' on the test," certain areas can still be focused on to be "mastered."

The foundational pieces now in place is what Payne said needed to be done first to then improve in certain areas.

"This would not have happened without command emphasis and buy-in with overcoming all the resistance to change," Atwood said. "There was real change across the whole foundation of the college."

With everyone at TRC realizing the change was for the common good, Atwood said a no-concern accreditation is validation of all that was done was the right thing to do.

"This is our gold seal of approval," Payne said.

college and monitor how the institution is meeting the criteria based on what defines a quality institution of higher education.

The five criteria sections include: mission; integrity; ethical and responsible conduct; teaching and learning — quality, resources and support; teaching and learning — evaluation and improvement; and resources, planning and institutional effectiveness.

Evidence in the college's report, including over 1,000 documents, overwhelming showed those criteria were met without concerns.

Chief Academic Officer Dr. Justin Hoggard assisted in the writing of the report by collecting the numerous documents to create an argument for the core components and putting together the narrative along with a core group of individuals.

"I relied heavily on the department chairs, Mrs. Nicole Sifford, Dr. Steel Foster and Dr. Don Lander, as well as other direct report personnel such as the Director of the Library Ms. Kathy Sanders, the University Center Director Will Co-

"The review team wanted to see that we provide the same quality service to all TRC students no matter where they attend their Three Rivers College classes," she said. "I was so excited to visit with the HLC reviewers and share with them all the 'good work' we do everyday at the college to support our students. I explained to them our goal is to help our students to be the best they can be and in turn the students help our region be the best it can be. I am proud to be part of the Three Rivers College team."

Marshall added the college has consistently worked on continuous improvement based on the student survey data and performance measures.

"We continually look at what we do during the student's time with us to see if we need to make adjustments," she said. "I believe the Higher Learning Commission saw that we actually 'walk the talk.'"

Dean of Student Services Ann Matthews helped guide the Student Services division with gathering