

**A G E N D A**  
**REGULAR SESSION**  
**Wednesday, March 27, 2019**  
**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 February 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. **Readopt Board Policy BP 0343 – Conflict of Interest**
- VII. Consideration and Approval of all Personnel Actions and Associated Documents**
  1. **Acceptance of Employment**
    1. **Cassie Knox – Student Service Specialist – Grant Funded – RootED**
    2. **Adam Taylor – Skilled Construction Specialist/Maintenance**
  2. **Transfers**
    1. **Erick Reed – Grounds Keeping to Grounds Keeper/Maintenance**

2. **Wendy Spradling – Academic Records Manager to Data Entry Clerk**
3. **Resignations**
  1. **Amanda Phipps – Part-time Temporary Farm Worker**

**VIII. Appendix**

1. **Information Items**
  1. **FR 3610 – Capital Assets and Inventory**
  2. **IR 6715 Faculty Evaluation and Engagement**
  3. **PR 4170 College Hiring Procedure**
2. **Upcoming Events**
3. **Recent Newspaper Articles**

**IX. FY19 Board of Trustees Meeting Dates**

- Wednesday, April 17, 2019
- Wednesday, May 15, 2019
- Wednesday, June 19, 2019

**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  
February 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, February 20, 2019.

**CALL TO ORDER**

Those present included: Trustees: Darren Garrison, chairman; Dr. Tim Hager, 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 Darren Garrison 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 Richardson made the motion to approve the January 2019 minutes. With a second by Trustee Schalk, the motion passed.

**APPROVAL OF JANUARY  
2019 MEETING**

Charlotte Eubank reviewed January financials. We are 58% into the fiscal year and have recognized 79% of revenues and obligated 54% of the budgeted expenses. The Capital Budget was reviewed with Ms. Eubank outlining the projects currently underway.

**FINANCIAL REPORT AND  
BID REPORT**

Ms. Eubank explained the process of moving money from the operating account into the Reserves. This is a combined decision of the administration and the board. Normally the recommendation comes from the administration at the end of the year after a complete review of the financials.

The bid report was reviewed noting the outstanding bid opportunities.

Trustee Schalk made the motion with a second by Trustee Williams to accept the financial report, budget amendments and athletic insurance bid as recommended by administration. The motion passed unanimously.

Dr. Payne presented the President's Report

Dr. Maribeth Payne reviewed the recent Strategic Planning Retreat. This retreat provides the planning/budget managers an opportunity to collaborate and discuss the annual priorities of the college.

The first event in the Libla Family Sports Complex was a private preview for the donors and major stake-holders in the project.

There were well over 2,000 attendees at the first public event in the Center. The Alumni Reunion was preceded by the ribbon cutting for the building.

Buddy and Cindy White informed the board that there were 200 students that participated in front of an audience of 320.

Chris Adams and three of the students that participated in Three Rivers Week at the Capitol presented the event. The students are part of the Student Leadership Academy, led by Dr. Mairead Ryan-Anderson. Each expressed their thanks for getting to participate and gave a small statement as to what this trip meant to them. The over whelming meaning was it gave them an opportunity to learn about State government and meet the legislators.

- POTA: Dailey & Vincent – Rodgers Theater, February 21
- POTA Children's Show: Greek Myths –Area schools, February 25 – 27
- TRET Poplar Bluff Trivia Night – February 28
- Men's Region 16 Tournament – February 28 and March 2
- Women's Region 16 Tournament – March 1 and 3
- (RE)PRESENTATION – An exhibit by Carly Dahl – March 1 – April 5
- High School concert Band Festival – March 5
- Spring Break – March 11 – 15 (College closed March 13 – 15)

Faye Sanders presented the Associate of Arts in Teaching program. There are 9 areas of study within

## **PRESIDENT'S REPORT**

### **FY20 STRATEGIC PLANNING RETREAT**

### **LIBLA FAMILY SPORTS COMPLEX DONOR PREVIEW**

### **ALUMNI REUNION & INAUGURAL RAIDERS BASKETBALL GAMES**

### **JAZZ FESTIVAL**

### **THREE RIVERS WEEK IN THE CAPITOL**

## **UPCOMING EVENTS**

## **ASSOCIATE OF ARTS IN TEACHING**



the program, transferring to both Missouri and Arkansas 4 year colleges. Currently have 225 students in the program with 50 – 60 graduates each year. The creation of the University Center on campus has strengthened this area by providing support to the students.

There was no executive session at the meeting

Trustee Schalk made the motion to approve all revisions as presented. 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 Hager, yes; Trustee Garrison, yes.

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

There being no further business, Trustee Schalk made the motion to adjourn at 1:48 pm and with a second by Trustee Featherston, the motion passed.

---

CHAIRMAN

---

SECRETARY

**EXECUTIVE SESSION**

**CONSIDERATION AND APPROVAL OF REVISIONS TO COLLEGE POLICIES PP4310, PP4330, AND GAP1206**

**PERSONNEL ACTIONS AND ASSOCIATED DOCUMENTS**

**ADJOURNMENT**

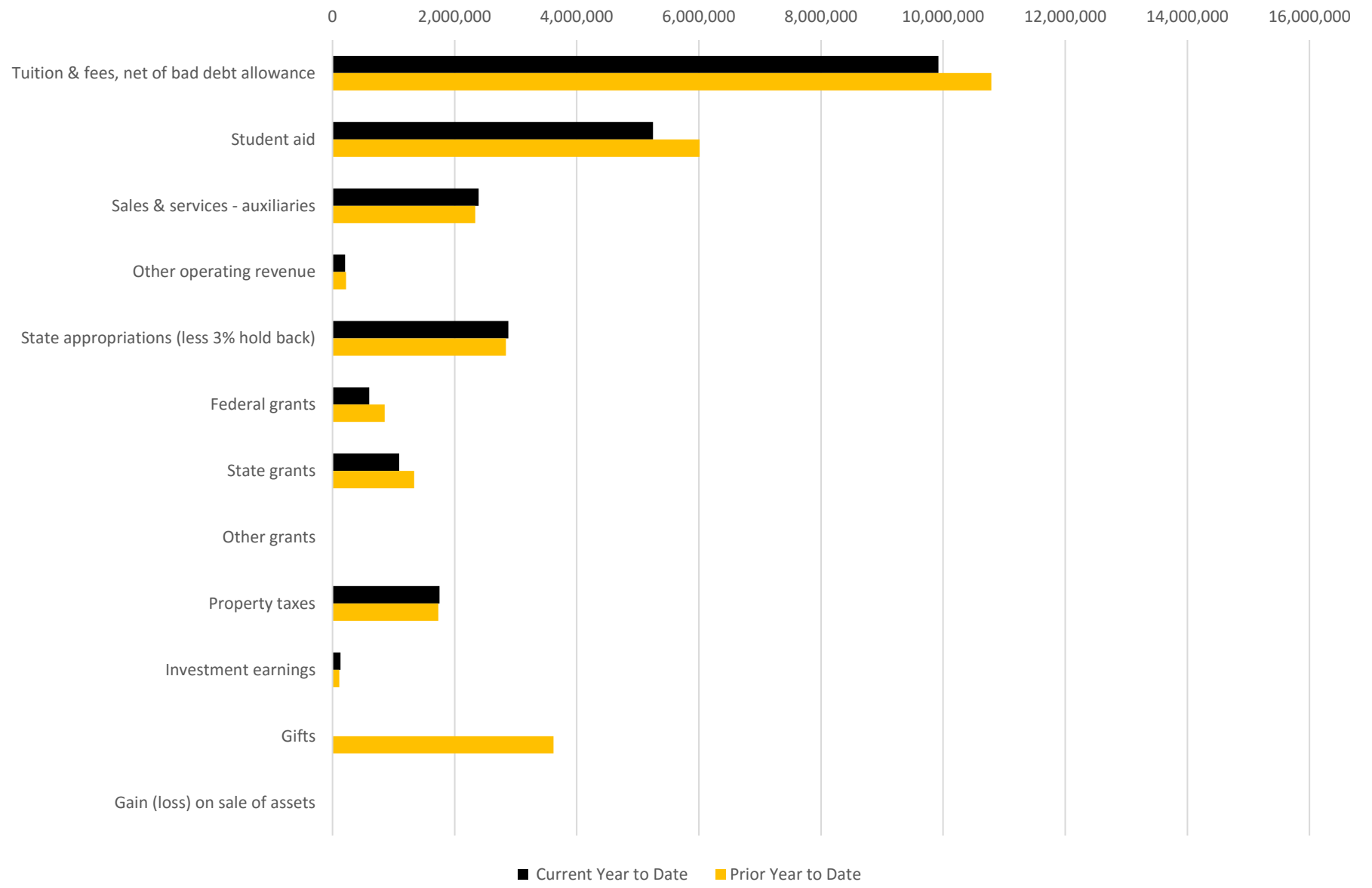
---

APPROVAL DATE

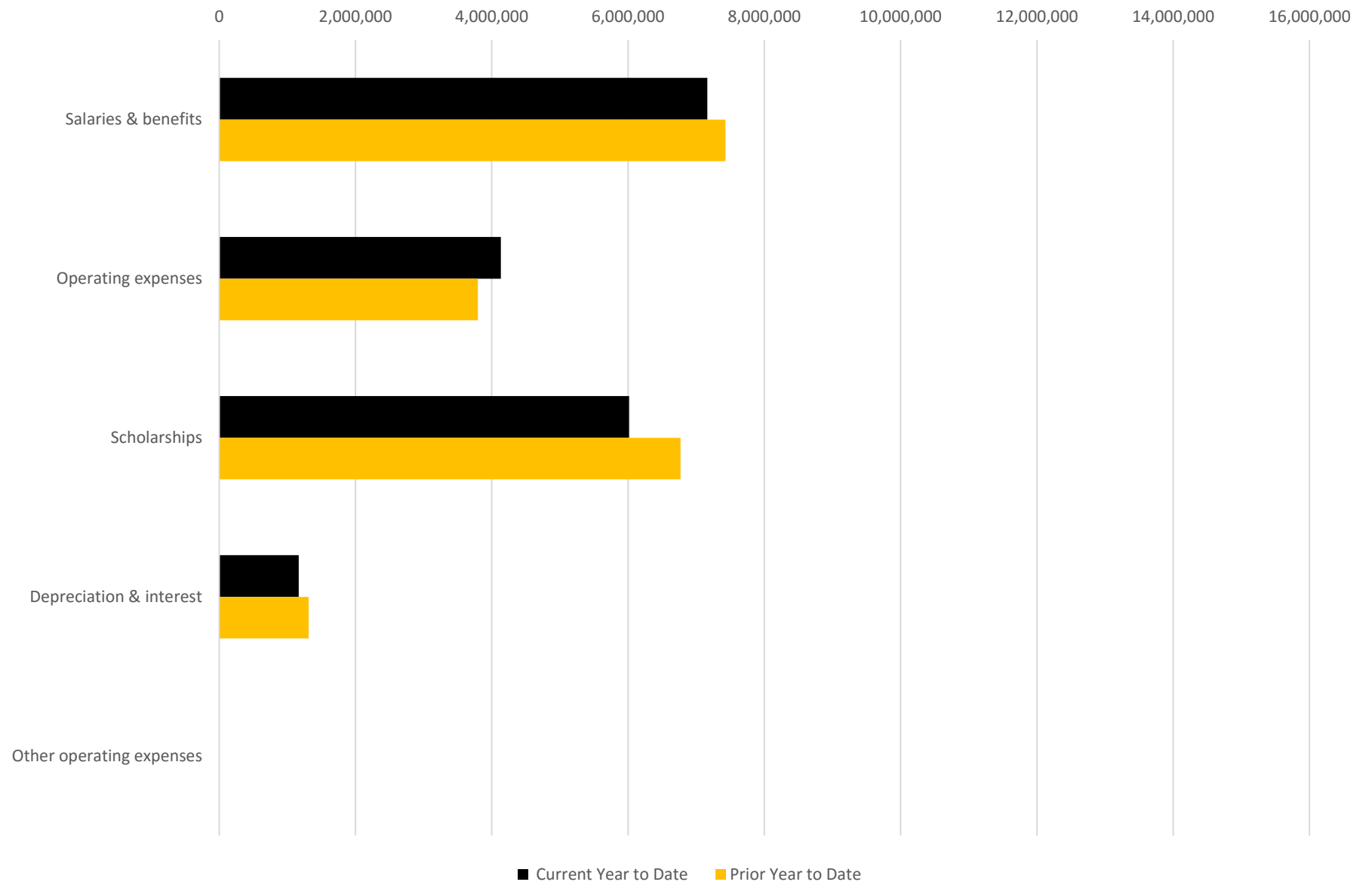
---

APPROVAL DATE

### YTD Comparison to Previous Year 1/31/19



YTD Comparison to Previous Year  
1/31/19



YTD Comparison to Previous Year  
1/31/19

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

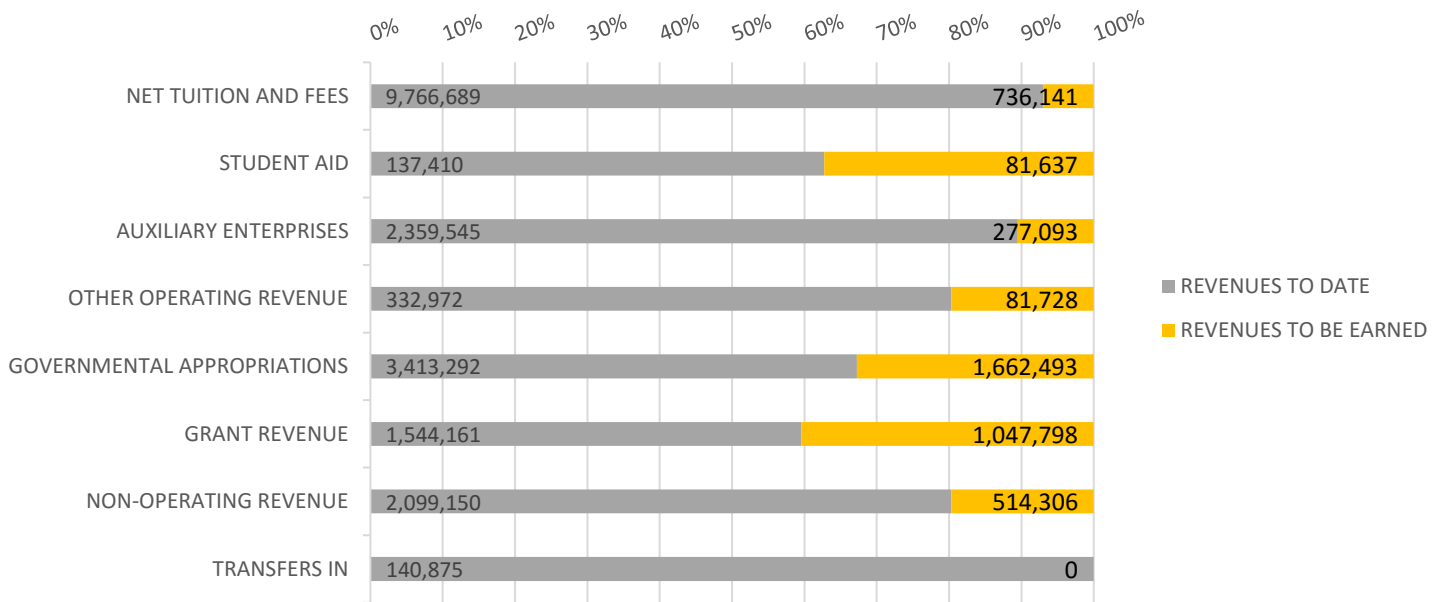
Three Rivers College  
Statement of Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
January 31, 2019

<b>ASSETS AND DEFERRED OUTFLOWS</b>		<b>LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	
<b>CURRENT ASSETS</b>		<b>CURRENT LIABILITIES</b>	
Cash & Cash Equivalents	13,661,606	Accounts Payable	628,927
Student Account Receivables, net	7,460,284	Accrued Vacation	319,738
Property Tax Receivable	115,904	Student Deposits	27,800
Other Receivables	6,349,776	Deferred Tuition & Fees	0
Investments	0	Scholarships	41,239
Inventory	128,027	<b>Total Current Liabilities</b>	<b>1,017,704</b>
Prepaid Expenses	125,430		
<b>Total Current Assets</b>	<b>27,841,027</b>	<b>NON-CURRENT LIABILITIES</b>	
<b>NON-CURRENT ASSETS</b>		Retirement Incentive Payable	0
Land	5,490,786	Other Post Employment Benefits	15,857,963
Capital assets	68,244,922	Bonds, Notes and Leases Payable	21,477,980
Plus: Current year additions to capital assets	101,985,555	Accrued Interest	0
Accumulated Depreciation	(29,092,092)	Agency	307,373
Unamortized Bond Issue Costs	0	<b>Total Non-Current Liabilities</b>	<b>37,643,316</b>
<b>Total Non-Current Assets</b>	<b>45,663,475</b>	<b>Total Liabilities</b>	<b>38,661,020</b>
<b>DEFERRED OUTFLOWS</b>	<b>8,271,641</b>	<b>DEFERRED INFLOWS</b>	<b>9,947,763</b>
		<b>NET POSITION</b>	
		Beginning Balance	27,428,611
		Changes in Net Position	5,738,749
		<b>Total Net Position</b>	<b>33,167,361</b>
<b>TOTAL ASSETS AND DEFERRED OUTFLOWS</b>	<b>81,776,143</b>	<b>TOTAL LIABILITIES, DEFERRED INFLOWS AND NET POSITION</b>	<b>81,776,143</b>

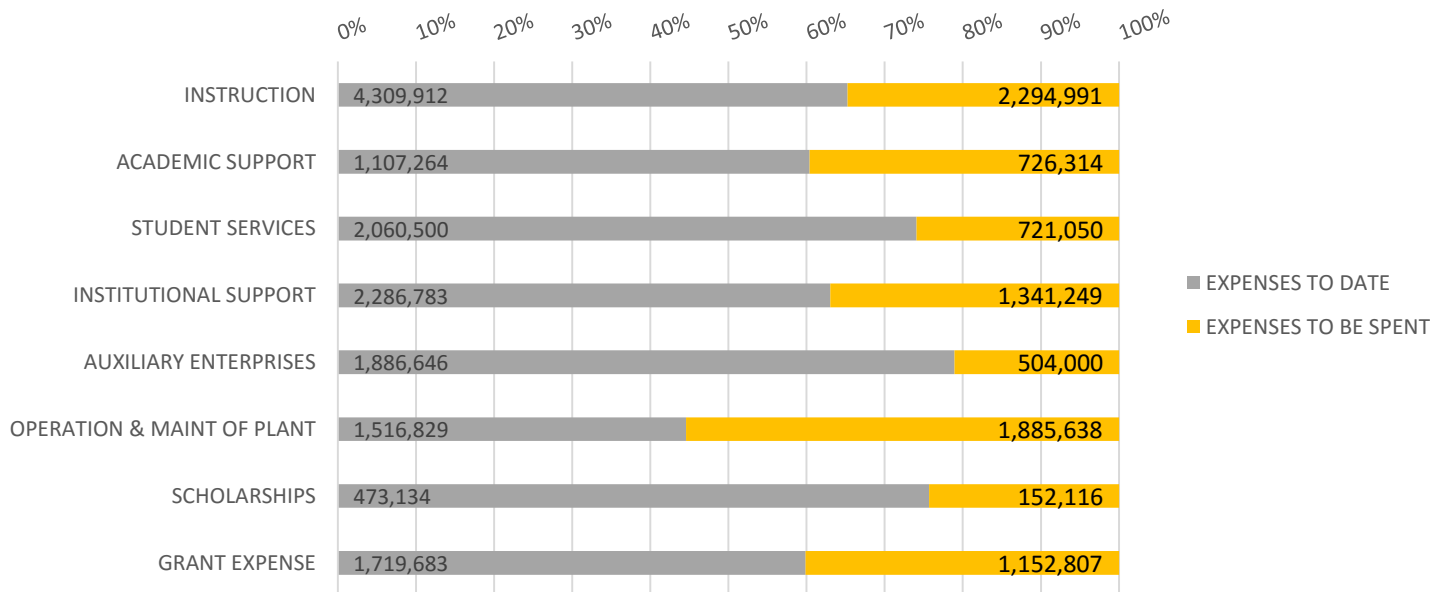
Three Rivers College  
Statement of Revenues, Expenses and Changes in Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
January 31, 2019

	July	August	September	October	November	December	January	Current Year to Date	Prior Year to Date	\$ Change	% Change
<b>OPERATING REVENUE</b>											
Tuition & fees, net of bad debt allowance	5,482,455	421,713	(251,807)	2,135,131	1,509,265	733,993	(106,831)	9,923,920	10,788,675	(864,756)	(8.02)%
Student aid	229,430	29,626	3,714,071	810,656	255,284	123,054	87,823	5,249,943	6,011,111	(761,167)	(12.66)%
Sales & services - auxiliaries	747,710	419,460	101,748	227,784	400,477	168,207	329,614	2,395,000	2,338,026	56,974	2.44%
Other operating revenue	2,502	2,754	2,337	189,577	1,564	3,675	1,815	204,223	220,494	(16,271)	(7.38)%
Total Operating Revenue	6,462,097	873,553	3,566,348	3,363,148	2,166,589	1,028,929	312,421	17,773,086	19,358,306	(1,585,220)	(8.19)%
<b>OPERATING EXPENSES</b>											
Salaries & benefits	902,920	1,029,174	1,193,363	1,067,502	1,050,020	908,010	1,011,831	7,162,820	7,430,547	(267,727)	(3.60)%
Operating expenses	667,367	547,391	504,684	729,506	494,143	758,380	433,159	4,134,629	3,794,970	339,658	8.95%
Capital equipment	794	45,733	99,543	49,740	470,029	168,311	185,708	1,019,859	2,319,442	(1,299,583)	(56.03)%
Less: Transfer to capital assets	(794)	(45,733)	(99,543)	(49,740)	(470,029)	(168,311)	(185,708)	(1,019,859)	(2,319,442)	1,299,583	(56.03)%
Scholarships	320,479	74,200	4,131,643	928,146	308,765	146,789	104,186	6,014,209	6,768,850	(754,642)	(11.15)%
Depreciation & interest	(22,798)	388,477	161,452	164,796	158,364	157,841	157,670	1,165,803	1,313,215	(147,412)	(11.23)%
Other operating expenses	0	0	(50,000)	0	(5,000)	0	(16)	(55,016)	(570)	(54,446)	9,551.95%
Total Operating Expenses	1,867,969	2,039,242	5,941,143	2,889,950	2,006,292	1,971,020	1,706,830	18,422,444	19,307,012	(884,568)	(4.58)%
<b>NON-OPERATING REVENUE (EXPENSES)</b>											
State appropriations (less 3% hold back)	411,195	411,195	411,195	411,195	411,195	411,195	411,195	2,878,365	2,840,861	37,504	1.32%
Federal grants	38,579	160,607	96,105	97,883	(60,528)	187,007	80,856	600,510	853,531	(253,020)	(29.64)%
State grants	0	(10)	101,198	59,251	(44,237)	838,046	137,510	1,091,758	1,339,253	(247,495)	(18.48)%
Other grants	0	0	0	0	0	0	0	0	0	0	0.00%
Property taxes	21,535	23,138	22,420	7,813	13,463	305,305	1,360,765	1,754,439	1,731,391	23,048	1.33%
Investment earnings	26,663	18,111	16,353	19,193	16,351	15,914	16,956	129,541	110,180	19,361	17.57%
Gifts	2,650	650	(55,755)	25,800	(42,453)	100	2,502	(66,506)	3,619,131	(3,685,637)	(101.84)%
Gain (loss) on sale of assets	0	0	0	0	0	0	0	0	0	0	0.00%
Total Non-Operating Revenues (Expenses)	500,622	613,692	591,516	621,135	293,791	1,757,567	2,009,784	6,388,107	10,494,347	(4,106,239)	(39.13)%
<b>CHANGES IN NET POSITION</b>	<b>5,094,750</b>	<b>(551,997)</b>	<b>(1,783,278)</b>	<b>1,094,333</b>	<b>454,089</b>	<b>815,476</b>	<b>615,376</b>	<b>5,738,749</b>	<b>10,545,641</b>	<b>(4,806,891)</b>	<b>(45.58)%</b>

### Budget to Actual Revenues 2/28/2019 (67%)



### Budget to Actual Expenses 2/28/2019 (67%)



Three Rivers College  
Statement of Revenues, Expenses and Changes In Net Position  
Unrestricted Funds, Grants and Governmental Appropriations - Unaudited  
February 28, 2019  
Fiscal Year Benchmark: 67%

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>	10,502,830	9,766,689	93%	736,141
STUDENT AID <i>Federal Pell, Student Loans, SEOG, ACG, Work Study</i>	219,047	137,410	63%	81,637
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Testing &amp; Assessment, Tinnin Center Operations, License Bureau Rental</i>	2,636,639	2,359,545	89%	277,093
OTHER OPERATING REVENUE <i>Athletic Ticket Sales, Fines, Transcript Fees, Other Income</i>	414,700	332,972	80%	81,728
GOVERNMENTAL APPROPRIATIONS <i>State Aid, State Maint. &amp; Repair</i>	5,075,785	3,413,292	67%	1,662,493
GRANT REVENUE <i>State Grants, Federal Grants</i>	2,591,958	1,544,161	60%	1,047,798
NON-OPERATING REVENUE <i>Taxes, Interest Earnings, Gifts</i>	2,613,456	2,099,150	80%	514,306
TRANSFERS IN <i>General funds - prior year transfers in (Reserves)</i>	140,875	140,875	100%	0
<b>TOTAL REVENUES</b>	<b>24,195,290</b>	<b>19,794,094</b>	<b>82%</b>	<b>4,401,196</b>

NOTE: We have recognized a total of 82% of budgeted revenues. We have recognized 93% of our budgeted revenues from tuition and fees, comprised of the beginning of spring 2019 registrations, 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 BE SPENT
		EXPENSES TO DATE	%	
INSTRUCTION <i>Business, Education, Math, Science, Technology, Humanities, Social Science, Health &amp; Human Services</i>	6,604,903	4,309,912	65%	2,294,991.43
ACADEMIC SUPPORT <i>Academic Resource Commons, Academic Outreach Services, Career Education, Off Campus Center Support</i>	1,833,578	1,107,264	60%	726,314.15
STUDENT SERVICES <i>Recruiting, Enrollment Services, Advising, Retention, Financial Aid, Student Life, Athletics, Disability Services</i>	2,781,550	2,060,500	74%	721,050.12
INSTITUTIONAL SUPPORT <i>Board of Trustees, Executive Management, Financial Services, Human Resources, Technology, Communications</i>	3,628,032	2,286,783	63%	1,341,249.20
AUXILIARY ENTERPRISES <i>Housing, Bookstore, Tinnin Center Operations, Testing &amp; Assessment, License Bureau Rental</i>	2,390,646	1,886,646	79%	504,000.06
OPERATION & MAINT OF PLANT <i>Maintenance, Custodial, Groundskeeping, Campus Safety, Utilities, Insurance, Mail Services</i>	3,402,467	1,516,829	45%	1,885,637.66
SCHOLARSHIPS <i>Institutional Scholarships, Federal Student Aid Disbursed, Tuition Remission</i>	625,250	473,134	76%	152,116.32
GRANT EXPENSE <i>State Grants, Federal Grants</i>	2,872,489	1,719,683	60%	1,152,806.96
<b>TOTAL EXPENSES</b>	<b>24,138,915</b>	<b>15,360,749</b>	<b>64%</b>	<b>8,778,165.90</b>

NOTE: We have obligated 64% of our budgeted expenses at 67% into the fiscal year. February 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 as well as savings from temporarily vacant positions.

<b>CHANGES IN NET POSITION</b>	<b>56,375</b>	<b>4,433,345</b>
--------------------------------	---------------	------------------



Three Rivers College  
 Capital Budget - Unaudited  
 February 28, 2019  
 Fiscal Year Benchmark: 67%

	<b>FUNDING SOURCES</b>	BUDGET	SOURCES TO DATE	SOURCES TO DATE %	SOURCES TO BE EARNED
<b>RESTRICTED</b>					
	<i>Bond proceeds</i>	737,080	737,080	100%	0
	<i>State appropriations (Crisp)</i>	3,000,000	0	0%	3,000,000
<b>UNRESTRICTED</b>					
	<i>General funds - prior year transfers in (Reserves)</i>	479,214	479,214	100%	0
	<i>General funds - prior year transfers in (TRET/Libla gifts)</i>	1,459,742	1,459,742	100%	0
	<i>General funds - current year transfers in</i>			0%	0
	<b>TOTAL FUNDING SOURCES</b>	<b>5,676,036</b>	<b>2,676,036</b>	<b>47%</b>	<b>3,000,000</b>
	<b>USES OF FUNDS</b>	BUDGET	USES TO DATE	USES TO DATE %	USES UNSPENT
	<i>Sports Complex</i>	2,196,822	237,407	11%	1,959,415
	<i>Crisp Technology Center addition and remodel</i>	3,000,000	0	0%	3,000,000
	<i>Westover Administration Building repairs</i>	200,000	3,434	42%	28,822
	<i>Landscaping and Lighting</i>	50,000	21,178	42%	28,822
	<i>Student Housing repairs</i>	127,000	0	0%	22,646
	<i>License Bureau roof</i>	30,000	0	0%	30,000
	<i>Campus Safety improvements</i>	22,646	0	53%	10,352
	<i>Kennett External Location parking repairs</i>	27,568	0	0%	27,568
	<i>Tinnin Fine Arts Center repairs</i>	22,000	11,648	0%	22,646
	<b>TOTAL EXPENSES</b>	<b>5,676,036</b>	<b>273,667</b>	<b>5%</b>	<b>5,402,369</b>
	<b>NET SURPLUS (DEFICIT)</b>	<b>0</b>	<b>2,402,369</b>		

**THREE RIVERS COLLEGE  
CASH IN BANKS**

March 4, 2019

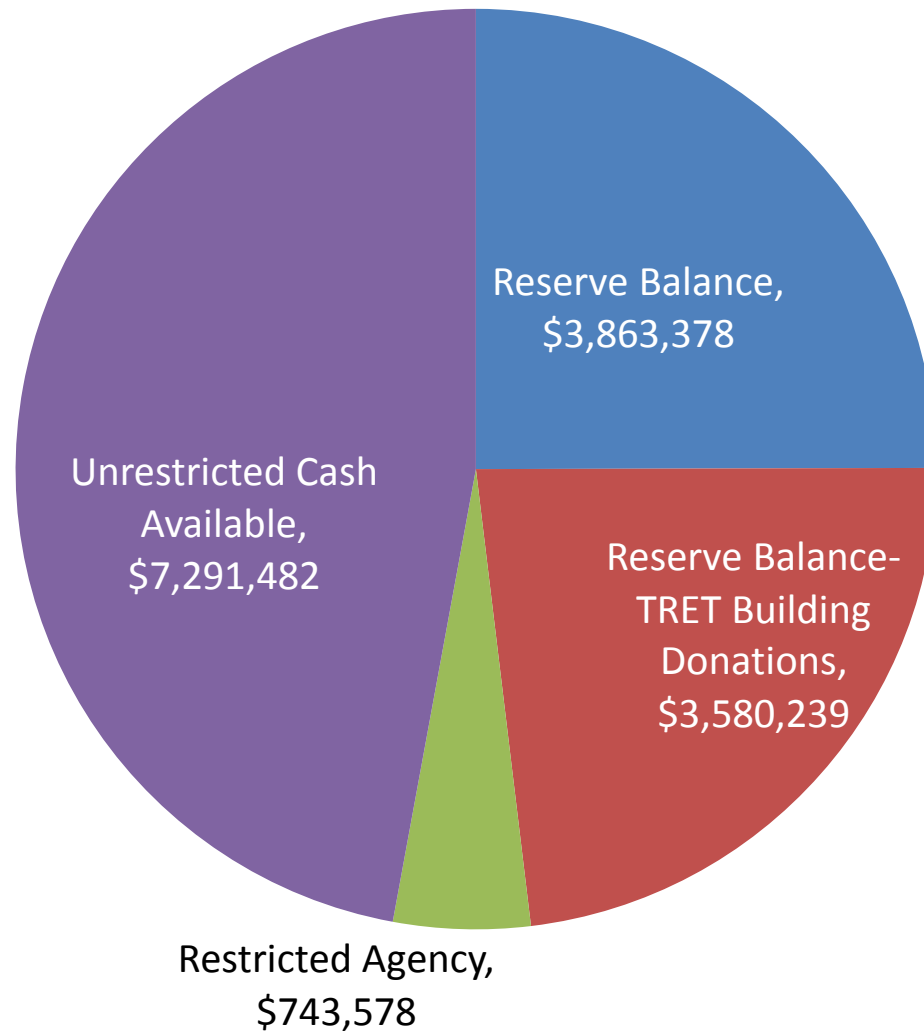
	<u>02/04/19</u>	<u>03/04/19</u>
<b>CURRENT FUND</b>		
<i>Cash Funds</i>		
Bookstore	1,800.00	1,800.00
Petty Cash	200.00	200.00
Vending Machines	224.55	224.55
Business Office	2,088.00	3,888.00
<i>Total Cash Funds</i>	4,312.55	6,112.55
<i>General Accounts</i>		
Southern Bank - General Funds	5,500,607.18	6,878,770.48
Southern Bank - Credit Cards	167,410.42	120,300.35
<i>Total General Accounts</i>	5,668,017.60	6,999,070.83
<i>Restricted Bank Accounts</i>		
Payroll Account - Southern Bank	20,742.41	20,850.02
Federal Clearing Account	31,013.92	2,271.92
Flexible Spending Account	12,596.53	12,488.08
<i>Total Restricted Accounts</i>	64,352.86	35,610.02
<b>TOTAL CURRENT FUND</b>	5,736,683.01	7,040,793.40
 <b>HOUSING FUND</b>		
<i>General Accounts</i>		
Rivers Ridge Account - Southern Bank	244,096.63	250,688.60
<i>Total General Accounts</i>	244,096.63	250,688.60
<b>TOTAL HOUSING FUND</b>	244,096.63	250,688.60

**THREE RIVERS COLLEGE  
CASH IN BANKS**

March 4, 2019

	<u>02/04/19</u>	<u>03/04/19</u>
<b>PLANT FUND</b>		
<i>Bank Accounts</i>		
Plant Fund - Southern Bank	5,866,440.46	5,873,263.29
<i>Total Bank Accounts</i>	<u>5,866,440.46</u>	<u>5,873,263.29</u>
<i>Certificates of Deposit</i>		
Bank of Grandin #16126	142,404.63	143,732.70
First Missouri State Bank #22132	104,328.96	104,328.96
Bank of Grandin #17002	1,307,462.57	1,322,292.42
<i>Total Certificates of Deposit</i>	<u>1,554,196.16</u>	<u>1,570,354.08</u>
<b>TOTAL PLANT FUND</b>	<u><u>7,420,636.62</u></u>	<u><u>7,443,617.37</u></u>
<b>AGENCY FUND</b>		
<i>Bank Accounts</i>		
Agency Account - Southern Bank	347,552.67	350,203.54
<i>Certificates of Deposit</i>		
Restricted CD's & Savings	<u>403,048.26</u>	<u>393,374.16</u>
<b>TOTAL AGENCY FUND</b>	<u><u>750,600.93</u></u>	<u><u>743,577.70</u></u>

**TOTAL CASH IN CHECKING AND CERTIFICATES OF DEPOSIT  
\$15,478,677 AS OF 03/04/19**



THREE RIVERS COLLEGE  
CERTIFICATES OF DEPOSIT

**CERTIFICATES OF DEPOSIT AS OF February 28, 2019**

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
16126	Bank of Grandin	3.50	02/22/19	12 mths	143,732.70	Contingency
17002	Bank of Grandin	2.25	08/14/19	12 mths	1,322,292.42	Contingency
22132	First Missouri State Bank	1.89	11/01/19	12 mths	104,328.96	Contingency
Total Unrestricted Designated Reserves					\$ 1,570,354.08	

**SCHOLARSHIP/ENDOWMENT CERTIFICATES AS OF February 28, 2019**

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
423137249	Regions Bank	0.01	05/12/88	04/06/19	2,833.00	Combined Sch
423137256	Regions Bank	0.01	05/12/88	04/06/19	1,024.34	Fred Morrow
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
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
24325	First Midwest Bank of P.B.	0.65	10/15/99	10/15/19	10,324.77	Norman Gamblin
2197201	First Midwest Bank of P.B.	0.65	10/31/97	10/31/19	1,065.00	Gertrude Cox
23353	First Midwest Bank of P.B.	1.24	11/06/00	11/06/19	4,000.00	Coll. Achievement
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
21028354	US Bank of Poplar Bluff	0.40	12/03/91	12/03/19	2,310.00	C.T. McDaniel
423135383	Regions Bank	1.49	12/04/04	12/04/19	1,650.00	R. Couperus
10369	First Missouri State Bank	1.10	12/05/95	12/05/19	5,000.00	Helvey-Miller
451038849	US Bank of Poplar Bluff	0.40	12/08/99	12/08/19	1,110.00	C.T. McDaniel
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
2016012160	Commerce Bank	0.25	12/11/91	12/11/19	7,700.00	Bill Vinson

THREE RIVERS COLLEGE  
CERTIFICATES OF DEPOSIT

CD#	BANK	RATE	DATE	TERM	AMOUNT	DESCRIPTION
11129	First Missouri State Bank	1.10	12/12/96	12/12/19	6,131.36	Kim Mosley
43712	First Midwest Bank of P.B.	0.85	04/27/09	12/14/19	67,447.79	Holder-Rowland
5016847453	Commerce Bank	0.25	12/22/97	12/22/19	10,000.00	Harold Prim
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
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
110239662	Southern Bank	1.00	01/05/91	01/05/21	1,412.53	Bulow Mem.
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.
423137173	Regions Bank	0.15	12/09/85	12/09/21	5,000.00	Mary Hinrichs
2019003547	Commerce Bank	0.40	07/08/90	07/08/22	4,000.00	P.C. Hays, Jr.

Total Endowment CD's

\$ 393,374.16

Three Rivers College  
CD Report  
As of February 28, 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

**Responses**

Bank	People's Community Bank	Bank of Grandin	Sterling Bank	Southern Bank	First Missouri State Bank
<b>Contact</b>	Keith Wilcut	Teresa Hoefler	Erin Moody	Dan Sanders	Renea King
<b>Comment</b>					
<b>Amount</b>	<b>143,732.70</b>	<b>143,732.70</b>	<b>143,732.70</b>	<b>143,732.70</b>	<b>143,732.70</b>
<b>3 months</b>			2.00%		
<b>6 months</b>			2.30%	2.40%	
<b>9 months</b>					
<b>10 months</b>					
<b>1 year</b>	2.79%	3.50%	2.50%	2.55%	2.62%
<b>18 months</b>					
<b>2 year</b>					

**CDs Transferred**

\$143,732.70 renewed with Bank of Grandin @ 3.5% for 12 months.

**Endowment CDs Transferred to Endowment Trust**

**CDs Maturing**

Bank	Certificate Number	Endowment	Maturity Date	Amount
US Bank	3568803469	William Becker	2/26/2019	9,674.10
<b>Total</b>				<b>9,674.10</b>

**THREE RIVERS COMMUNITY COLLEGE**  
**Summary of Checks Issued**  
**Month of February 2019**

Current Fund:	General Fund - Southern Bank	\$ 1,839,371.75
	Electronic Student Refunds - Higher One	<u>1,091,595.60</u>
	Total Current Fund	2,930,967.35
Housing Fund:	Rivers Ridge - Southern Bank	246,849.94
Plant Fund:	Construction Account - Southern Bank	-
Agency Fund:	Agency Account - Southern Bank	<u>13,951.73</u>
	Grand Total	<u><u>\$ 3,191,769.02</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 20th day of March 2019.

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

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



**THREE RIVERS COLLEGE  
BID REPORT  
AS OF MARCH 11, 2019**

**Kennett Asphalt**

Status: Closed  
Open Date: 2/13/2019  
Close Date: 3/1/2019  
Funding Source: General Revenue

Bids Submitted:	ASA Asphalt	Cape Girardeau, MO
	Billington Paving	Poplar Bluff, MO

Bid Awarded: No

**Housing Roofing**

Status: Closed  
Open Date: 2/13/2019  
Close Date: 3/1/2019  
Funding Source: Housing Revenue

Bids Submitted:	Aspen Contracting, Inc	Poplar Bluff, MO
	Master Roof & Remodel	Jonesboro, AR

Bid Awarded: No

## **March 2019 President's Report**

- TRET Trivia Night – February 28
- Raider's Basketball Wrap-Up
- SNA/SGA/PTK Food Drive
- Food Pantry Grant – Missouri Scholarship & Loan Foundation
- RootEd Alliance
- Summer and Fall Registration - March 18
- Distinguished Alumni – April 5
  
- Upcoming Events
  - The (re)presentation artist lecture – April 4
  - Liberal Arts Week – April 8 - 16
    - Big G's Poetry Slam and Confluence Distribution – April 9, 6pm
    - Center Stage – Clue the Musical – April 11 – 14
    - Writing rocks! Art Display (World Art Day) – April 15
    - Music – Imagine the Future! Spring Concert – April 16
  - Art Gallery – Enchanted Birdhouses – April 10 - 14
  - POTA – Six – April 27

**A G E N D A**  
**Executive Session**  
**Wednesday, March 27, 2019**

**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**

**VI.1. CONSIDERATION OF ADOPTION OF GENERAL ADMINISTRATION  
POLICY – BP 0343 – Conflict of Interest**

**BACKGROUND INFORMATION**

**HISTORY**

The current policy, adopted in May 2017 must be re-adopted bi-annually and resent to the state. No changes to the policy have been made. The policy has been reviewed and approved by the college attorney with no changes recommended.

**POSSIBLE ALTERNATIVES**

None.

**FINANCIAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATIONS**

Re-Adopt the proposed policy

**THREE RIVERS COLLEGE  
BOARD POLICY**

Section: 0000 Board of Trustees	
Sub Section: 0300 Board of Trustees Organization	
Title: BP 0343 Conflict of Interest	Page 1 of 6
Associated Regulation:	
References: Section 105.485.4 RSMo	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 10-15-2009	Last Revision: 03-27-2019

The Three Rivers College Board of Trustees shall comply with the Missouri Ethics Commission whereby the college passed an ordinance on July 31, 1995 establishing a process of disclosure of potential conflicts of interest (Section 105.485.4 RSMo). Conflict of interest statements must be executed by all members of the board and filed annually.

**Conflict of Interest and Financial Disclosure**

**Contractual and Business Relationships**

No board of trustee member shall:

1. Perform any service for the college for compensation in excess of five hundred dollars (\$500) per transaction, or five thousand dollars (\$5,000) per annum except for transactions made pursuant to an award of a contract let or sale made after public notice and competitive bidding and provided that the bid or offer is the lowest received.
  
2. Sell, rent or lease any property to the college for consideration in excess of five hundred dollars (\$500) per transaction, or five thousand dollars (\$5,000) per annum, unless the transaction is made pursuant to an award or a contract let or a sale made after public notice, provided that the bid or offer accepted is the lowest received.
  
3. Attempt, for any compensation other than the compensation provided for the performance of his/her official duties, to influence a decision of the board of trustees or the college on any matter.

**THREE RIVERS COLLEGE  
BOARD POLICY**

Section: 0000 Board of Trustees	
Sub Section: 0300 Board of Trustees Organization	
Title: BP 0343 Conflict of Interest	Page 2 of 6
Associated Regulation:	
References: Section 105.485.4 RSMo	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 10-15-2009	Last Revision: 03-27-2019

**Business Entities**

No partnership, joint venture, or corporation in which any board of trustee member is a partner having the lesser of a ten percent (10%) interest or a ten thousand dollar (\$10,000) value partnership interest, or a co-participant or owner of outstanding shares of any class of stock with a fair market value equal to the lesser of ten percent (10%) of the outstanding shares or \$10,000, shall:

1. Perform any service for the college for any consideration in excess of five hundred dollars (\$500) per transaction, or five thousand dollars (\$5,000) per annum, unless the transaction is made pursuant to an award on a contract let after public notice and competitive bidding, provided that the bid or offer accepted is the lowest received.
2. Sell, rent or lease any property to the college where the consideration is in excess of five hundred dollars (\$500) per transaction, or five thousand dollars (\$5,000) per annum, unless the transaction is made pursuant to an award on a contract let or sale made after public notice and in the case of property other than real property, competitive bidding, provided that the bid or offer accepted is the lowest received.

**Use of Confidential Information**

A board of trustee member shall not use or disclose confidential information obtained in his/her official capacity in any manner with the intent to cause financial gain for himself/herself, any other person, or any business. This also precludes the use of mailing lists or the college mail for any communication other than that directly related to college matters. The term confidential Information shall mean all information whether transmitted orally or in writing which is of such a nature that it is not, at that time, a matter of public record or public knowledge.

**THREE RIVERS COLLEGE  
BOARD POLICY**

Section: 0000 Board of Trustees	
Sub Section: 0300 Board of Trustees Organization	
Title: BP 0343 Conflict of Interest	Page 3 of 6
Associated Regulation:	
References: Section 105.485.4 RSMo	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 10-15-2009	Last Revision: 03-27-2019

**Acceptance of Gifts**

A board of trustee member shall not solicit or accept gifts, payments, or anything greater than a nominal value item or holiday gifts of nominal value from any person, organization, group or entity doing business or desiring to do business with the college.

**Contact between Vendors and Board of Trustee Members**

A board of trustee member, if contacted by a vendor requesting information about the college's bidding procedures, whether of a general nature or with regard to a specific goods or service to be bid, shall provide the vendor with the name and business telephone number of the chief financial officer of the college. The board of trustee member shall request that the vendor contact the chief financial officer and direct all questions and/or concerns to the chief financial officer.

**Financial Interest Statement**

All board of trustee members will disclose to the public all potential board of trustee member and employee conflicts of interest including:

1. Transactions in excess of five hundred dollars (\$500) per calendar year between a board of trustee member, college president, chief purchasing officer, or general counsel employed full time, and any person related within first degree consanguinity to such persons and the college, excluding compensation received as an employee or payment of any tax, fee or penalty due to the college. Disclosure will include the dates and identities of the parties in the transaction.

**THREE RIVERS COLLEGE  
BOARD POLICY**

Section: 0000 Board of Trustees	
Sub Section: 0300 Board of Trustees Organization	
Title: BP 0343 Conflict of Interest	Page 4 of 6
Associated Regulation:	
References: Section 105.485.4 RSMo	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 10-15-2009	Last Revision: 03-27-2019

2. Transactions between any business entity in which such individuals have a substantial interest<sup>1</sup> with a total in excess of five hundred dollars (\$500), and the college, excluding any payment of tax, fee or penalty due to the college or payment for providing utility service to the college. Disclosure will include the dates and identities of the parties in the transactions.

The college president, chief financial officer, and the director of purchasing will make written disclosure of the following:

1. The name and address of each employer who provided income of one thousand dollars (\$1,000) or more.
2. The name and address of each sole proprietorship which the individual owned; the name, address and general nature of business conducted by each general partnership or joint venture in which he/she was a partner or participant; the name and address of each partner or co-participant in the partnership or joint venture unless the information is already filed with the Secretary of State; the name, address, and general nature of business or any closely held corporation or limited partnership in which the individual owned ten percent (10%) or more of any class of the outstanding stock or limited partner's units; and the name of any publicly traded corporation or limited partnership which is listed on a regulated stock exchange or automated quotation system which the individual owned two percent (2%) or more of any class of outstanding stock, limited partnership units, or other equity interests.
3. The names and addresses of each corporation for which the individual served as director, officer, or receiver.

---

<sup>1</sup> "Substantial Interest" is defined as ownership by the individual, his/her spouse, or dependent children, either singularly or collectively, of ten percent (10%) or more of any business entity, or an interest having a value of ten thousand dollars (\$10,000) or more, or receipt of a salary, gratuity or other compensation of five thousand dollars (\$5,000) or more from any individual, partnership, organization or association within any calendar year.



**THREE RIVERS COLLEGE  
BOARD POLICY**

Section: 0000 Board of Trustees	
Sub Section: 0300 Board of Trustees Organization	
Title: BP 0343 Conflict of Interest	Page 5 of 6
Associated Regulation:	
References: Section 105.485.4 RSMo	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 10-15-2009	Last Revision: 03-27-2019

A certified copy of this regulation will be sent to the Secretary of State's Office within ten (10) days of adoption. Disclosure reports will be filed by May 1 for the preceding calendar year with the Secretary of State's office and the board of trustees. Disclosure reports will be made available to the public during normal business hours.

The Three Rivers College Board of Trustees shall readopt the policy biennially on or before September 15 of the calendar year.

**CERTIFICATION:**

\_\_\_\_\_  
Chairman of the Board

\_\_\_\_\_  
Recording Secretary

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**THREE RIVERS COLLEGE  
BOARD POLICY**

Section: 0000 Board of Trustees	
Sub Section: 0300 Board of Trustees Organization	
Title: BP 0343 Conflict of Interest	Page 6 of 6
Associated Regulation:	
References: Section 105.485.4 RSMo	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 10-15-2009	Last Revision: 03-27-2019

**DOCUMENT HISTORY:**

- 10-15-2009:** Initial approval of policy BP 0343 Conflict of Interest.
- 10-20-2010:** Re-adopted the policy as presented.
- 10-19-2012:** Re-adopted as presented.
- 07-17-2013:** Re-adopted the policy as presented.
- 07-15-2015:** Re-adopted the policy as presented.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.
- 05-17-2017:** Re-adopted the policy as presented and addition of certification section.
- 03-27-2019:** Re-adopted the policy as presented.

Consideration of Personnel Action  
Employment of Personnel  
Student Services Specialist

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X  Support Staff – New position

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

X  Special Program \_\_\_\_\_ Private Grant – ROOTed \_\_\_\_\_

NAME:  Cassie Knox

POSITION TITLE:  Student Services Specialist

SALARY:  \$14.00/hour

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

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

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

STARTING DATE:  April 1, 2019

QUALIFICATIONS:

<u>Degree</u>	<u>Ed. Institution</u>	<u>Major</u>
AA	Three Rivers College Poplar Bluff, MO	Elementary Education
BS	Southeast Missouri State University Cape Girardeau, MO	Elementary Education
MED	University of Missouri-Columbia Columbia, MO	Career & Technical Education

EXPERIENCE \_\_\_\_\_

<u>06/2016 - present</u>	<u>Ozarks Technical Community College Hollister, MO</u>	<u>Student Services Specialist</u>
<u>03/2013 – 09/2015</u>	<u>Ripley Entertainment, Inc. Branson, MO</u>	<u>Supervisor</u>
<u>05/2011 – 12/2012</u>	<u>Shoji Entertainment, Inc. Branson, MO</u>	<u>Administrative Assistant</u>

(03/27/2019)

Consideration of Personnel Action  
Employment of Personnel  
Skilled Construction Specialist/Maintenance

**PERSONNEL DATA SHEET**

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

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

\_\_\_\_\_ Faculty

X  Support Staff – New position

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

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

NAME:  Adam Ryan Taylor

POSITION TITLE:  Skilled Construction Specialist/Maintenance

SALARY:  \$16.00/hour

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

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

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

STARTING DATE:  March 25, 2019

QUALIFICATIONS:

Degree                        Ed. Institution                        Major

EXPERIENCE

<u> 11/2017 – 2019 </u>	<u> Jason Moreland Construction Doniphan, MO </u>	<u> Carpenter/Laborer </u>
<u> 03/2013 – 11/2017 </u>	<u> Stucker Brothers Ellsinore, MO </u>	<u> Laborer </u>
<u> 01/2010 – 03/2013 </u>	<u> Waggoner Construction Poplar Bluff, MO </u>	<u> Carpenter, Apprentice Electrician </u>

(03/20/2019)

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
Grounds Keeping to Grounds Keeper/Maintenance

## **BACKGROUND INFORMATION**

### **HISTORY**

Due to the resignation of Shawn Hunter, the position of Grounds Keeper/Maintenance became available. This position was advertised and Mr. Erick Reed applied and was interviewed for the position. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Erick Reed to this position. Mr. Reed will assume the duties, effective March 17.

## **FINANCIAL IMPLICATIONS**

This is a twelve-month, support position.

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Erick Reed.

(03/20/2019)

## **CONSIDERATION OF PERSONNEL ACTION**

Transfer of Position  
Academic Records Manager to Data Entry Clerk

## **BACKGROUND INFORMATION**

### **HISTORY**

Due to reorganization of the Registrar's office, the position of Academic Records Manager will transition to Data Entry Clerk and assist with data intake for the Student Services division and report to the Dean of Student Services. In conjunction with GAR1120 College Reorganization, the President has recommended the transfer of Wendy Spradling to this position. Ms. Spradling will assume the new duties at such time as the Registrar's office is fully staffed.

## **FINANCIAL IMPLICATIONS**

This is a twelve-month, support position.

## **ADMINISTRATIVE RECOMMENDATION**

Approve the internal transfer of Wendy Spradling.

(03/20/2019)

## **CONSIDERATION OF PERSONNEL ACTION**

Acceptance of Resignation  
Part-time Temporary Farm Worker

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

Ms. Amanda Phipps has been employed with the college as a Temporary Part-time Farm Worker since September 2018. Due to availability, Ms. Phipps will separate her employment, effective March 16, 2019.

## **FINANCIAL IMPLICATIONS**

This is a part-time staff position.

## **ADMINISTRATIVE RECOMMENDATION**

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

(03/20/2019)

**THREE RIVERS COLLEGE  
FINANCIAL REGULATION**

Section: 3000 Financial	
Sub Section: 3600 Property	
Title: FR 3610 Capital Assets and Inventory	Page 1 of 3
Associated Policy: FP 3601 College Property	
References: GASB Codification 1400, 1600, and 2200; IRS Publication 225 Chapters 4 and 7	
Supersedes: NA	
Responsible Administrator: Chief Financial Officer	
Initial Approval: 04-19-2017	Last Revision: 03-27-2019

Three Rivers College defines and establishes rules for the oversight of capital assets and inventory. Records of capital assets and inventory are maintained by the Chief Financial Officer. The College President provides oversight to all proceedings regarding this regulation. The authority for oversight may be granted upon approval by the College President or his/her designee. The records regarding college property and inventory as well as the disposal of said property, shall be made available to the public through the Chief Financial Officer.

For financial reporting purposes, the college is considered a special purpose government engaged in business-type activities. Accordingly, the college's financial statements are presented using the economic resources measurement focus and the accrual basis of accounting. Under this measurement basis and focus of accounting, costs that benefit more than one year are capitalized and depreciated or amortized over their useful lives.

### **Capital Assets**

Capital assets are defined by the college as assets with an initial cost of \$5,000 or more and an estimated useful life in excess of one year. Such assets are recorded at cost at the date of acquisition, or fair value at the date of donation if acquired by gift.

Capital assets may include property, plant, equipment, and infrastructure assets such as roads and sidewalks. Livestock shall be considered a capital asset if it meets the criteria defined in IRS Publication 225 Chapter 4. Generally, livestock shall be capitalized if it is acquired for draft, breeding, sport, or dairy.

The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend assets' lives are not capitalized. Major outlays for capital assets and improvements are capitalized as projects are constructed. The college considers construction projects and improvements with a cost of \$20,000 or more to be major outlays.

Property, plant and equipment of the college are depreciated using the straight-line method over the following useful lives:

- Buildings and improvements 20-40 years
- Infrastructure 15-20 years



**THREE RIVERS COLLEGE  
FINANCIAL REGULATION**

Section: 3000 Financial	
Sub Section: 3600 Property	
Title: FR 3610 Capital Assets and Inventory	Page 2 of 3
Associated Policy: FP 3601 College Property	
References: GASB Codification 1400, 1600, and 2200; IRS Publication 225 Chapters 4 and 7	
Supersedes: NA	
Responsible Administrator: Chief Financial Officer	
Initial Approval: 04-19-2017	Last Revision: 03-27-2019

- Land improvements 20 years
- Library materials 10 years
- Furniture, fixtures and equipment 5 years
- Livestock 12 years

**Inventory**

Inventory includes property, plant, equipment, and infrastructure with an initial cost between \$500 and \$4,999 and an estimated useful life in excess of one year. Such assets are monitored by the college inventory system to ensure investments are safeguarded. However, the cost of purchasing these items is treated as expenses for financial reporting purposes.

**Inventory for Resale**

Inventory for resale consists of bookstore merchandise and is valued at the lower of cost or market determined on the first-in, first-out basis for financial reporting purposes.

Livestock acquired for sale or slaughter will be recorded as inventory for resale in the financial records at the end of the fiscal year.

All capital assets, inventory and inventory for resale shall be verified at least annually through a physical examination and comparison to college records.

**THREE RIVERS COLLEGE  
FINANCIAL REGULATION**

Section: 3000 Financial	
Sub Section: 3600 Property	
Title: FR 3610 Capital Assets and Inventory	Page 3 of 3
Associated Policy: FP 3601 College Property	
References: GASB Codification 1400, 1600, and 2200; IRS Publication 225 Chapters 4 and 7	
Supersedes: NA	
Responsible Administrator: Chief Financial Officer	
Initial Approval: 04-19-2017	Last Revision: 03-27-2019

**DOCUMENT HISTORY:**

- 04-19-2017:** Initial approval of regulation FR 3610 Capital Assets and Inventory.
- 03-27-2019:** Inclusion of livestock clause per IRS Publication 225, Chapters 4 and 7.

**THREE RIVERS COLLEGE  
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6700 Faculty	
Title: IR 6715 Faculty Evaluation and Engagement	Page 1 of 6
Associated Policy: IP 6710 Faculty Rights and Responsibilities	
Associated Regulation: GAR 1140 Institutional Effectiveness	
References: Addendum: "Faculty Evaluation Process and Engagement System Document"	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 04-19-2017	Last Revision: 03-27-2019

Three Rivers College is devoted to teaching and learning, and provides the highest quality educational experience for students. As part of this process, all faculty whose primary responsibility is teaching shall be required to participate in an annual evaluation.

### **Required Evaluation**

#### **Full-time Faculty**

The annual evaluation timeline is conducted on the calendar year and is divided into an evaluation portion and an engagement portion. The evaluation portion of the process must be completed annually and the engagement process is voluntary for full time faculty.

The required annual evaluation is based on course observations, student course evaluations, and the 28 items determined by the faculty and described as minimum expectations of any faculty member. The minimum expectations for evaluation are as follows:

1. Teaches a full course load
2. Teaches to the course outcomes
3. Prepares, maintains, and updates syllabi and course materials
4. Meets classes as scheduled
5. Posts and keeps regular office hours
6. Uses appropriate methods of assessing student work
7. Responds to students in a timely fashion
8. Advises students, assists and guides advisees in developing appropriate educational plans
9. Serves on college-wide standing committees as appropriate
10. Follows current policies and regulations as applicable
11. Attends college-wide faculty meetings
12. Participates in convocations, commencements, and other required meetings

**THREE RIVERS COLLEGE  
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6700 Faculty	
Title: IR 6715 Faculty Evaluation and Engagement	Page 2 of 6
Associated Policy: IP 6710 Faculty Rights and Responsibilities	
Associated Regulation: GAR 1140 Institutional Effectiveness	
References: Addendum: "Faculty Evaluation Process and Engagement System Document"	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 04-19-2017	Last Revision: 03-27-2019

13. Fully Participates in the evaluation process
14. Submits course grades on time
15. Submits attendance on time
16. Serves on division/department committees as appropriate
17. Maintains accurate records of grades, attendance, and so on
18. Participates in division and department meetings
19. Participates in the curricular process
20. Adheres to deadlines
21. Participates in the planning and improvement process
22. Participates in the learning assessment process
23. Maintains up-to-date information in Office of Human Resources (transcripts and other documentation as appropriate)
24. Uses the institutional Learning Management System (LMS) for all courses (i.e., Blackboard)
25. Maintains certification and licensure as appropriate
26. Maintains and updates knowledge in area of expertise
27. Uses Course Evaluation information as appropriate
28. Consults with Department Chair/department coordinator as necessary

Only full time faculty meeting all minimum expectations may be considered in the engagement process. Failure to meet minimum expectations shall result in the faculty member being placed on a performance improvement plan.

**THREE RIVERS COLLEGE  
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6700 Faculty	
Title: IR 6715 Faculty Evaluation and Engagement	Page 3 of 6
Associated Policy: IP 6710 Faculty Rights and Responsibilities	
Associated Regulation: GAR 1140 Institutional Effectiveness	
References: Addendum: "Faculty Evaluation Process and Engagement System Document"	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 04-19-2017	Last Revision: 03-27-2019

**Voluntary Engagement System (Full Time Faculty Only)**

Full time faculty member shall prepare a set of goals for the coming year and make a self-determination whether they shall be engaged (meet minimum expectations), well engaged, or highly engaged. The faculty member shall then select an appropriate number of items beyond the items listed as minimal requirements. To be well engaged, ten (10) additional items shall be completed with no fewer than five (5) of those ten (10) coming from the Teaching and Learning. To be highly engaged, fifteen (15) items in addition to the minimum be complete with no fewer than seven (7) coming from Teaching and Learning.

The faculty member shall meet with their Department Chair. During this meeting, the goals and associated items shall be reviewed and the faculty member and Department Chair shall agree on the plan.

**Mid-term review (Optional)**

The faculty member and Department Chair shall meet to review the process and go over the documentation after the completion of the required evaluation. The faculty member is responsible for documenting the non-minimal requirement portion of the evaluation.

**Engagement Appeal Process:**

Three Rivers College encourages the resolution of disputes at the lowest level. In cases of an unresolved dispute regarding the engagement process, the faculty member must submit in writing a request for an appeal to the Chief Academic Officer (CAO) of the college. Within seven (7) days of the appeal request, the CAO shall appoint a minimum of three faculty members to serve as the appeal panel. Once the panel is selected, the CAO shall request that both the Department Chair and the faculty present in writing a letter of explanation outlining the issues at hand and all documentation that either party believes necessary and both the Department Chair and the faculty member shall have seven (7) business days to supply the requested documentation. Within ten business days of the submission of the requested documentation the appeals panel shall meet. Within seven (7) business days of the initial appeals panel meeting, a written decision shall be provided to the CAO. The CAO shall provide a written decision to the

**THREE RIVERS COLLEGE  
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6700 Faculty	
Title: IR 6715 Faculty Evaluation and Engagement	Page 4 of 6
Associated Policy: IP 6710 Faculty Rights and Responsibilities	
Associated Regulation: GAR 1140 Institutional Effectiveness	
References: Addendum: "Faculty Evaluation Process and Engagement System Document"	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 04-19-2017	Last Revision: 03-27-2019

faculty member and the Department Chair within five (5) business days. The decision of the appeal panel is binding and final.

In the case that the faculty member believes an appeal procedure has been violated in their case, the faculty member or Department Chair shall have two (2) business days to file a request for a procedural appeal with the CAO in which the specific procedural issues must be clearly stated. The CAO shall investigate the procedural issues and issue a decision in writing within five (5) business days. The procedural appeal shall not address any substantive issue addressed by the appeal panel nor any new substantive issue. It is intended as a safeguard to ensure that all steps in the engagement appeal process have been followed.

No member of the appeals panel shall be revealed to either the faculty member or the Department Chair and all communication necessary between members of the appeals panel and the interested parties shall be conducted through the Office of the Chief Academic Officer. This methodology has been selected to ensure the anonymity of the committee and the faculty member and to eliminate undue influence being placed on any party involved.

**Required Evaluation**

**Adjunct Faculty**

Adjunct faculty shall be evaluated annually by their respective Department Chair. Conducted on the calendar year, the adjunct evaluation shall include course observations, student course evaluations, **and an evaluation of the following 18 items.**

**Minimum Requirements for Employment as Adjunct Faculty**

1. Teaches to the course outcomes
2. Meets classes as scheduled
3. Prepares, maintains, and updates syllabi and course materials per department
4. Uses appropriate methods of assessing student work

**THREE RIVERS COLLEGE  
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6700 Faculty	
Title: IR 6715 Faculty Evaluation and Engagement	Page 5 of 6
Associated Policy: IP 6710 Faculty Rights and Responsibilities	
Associated Regulation: GAR 1140 Institutional Effectiveness	
References: Addendum: "Faculty Evaluation Process and Engagement System Document"	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 04-19-2017	Last Revision: 03-27-2019

5. Responds to students in a timely fashion
6. Follows current policies and regulations as applicable
7. Participates fully in the evaluation process for Adjunct Faculty
8. Submits course grades on time
9. Submits attendance on time
10. Maintains accurate record of grades, attendance, etc.
11. Adheres to deadlines
12. Participates in the learning assessment process
13. Maintains up-to-date information in Office of Human Resources (transcripts and other documentation as appropriate)
14. Uses the institutional Learning Management System (LMS) for all courses
15. Maintains certification and licensure as appropriate
16. Maintains and updates knowledge in area of expertise
17. **Uses Course Evaluation** information as appropriate
18. Consults with Department Chair or Program Coordinator as necessary

**THREE RIVERS COLLEGE  
INSTRUCTION REGULATION**

Section: 6000 Instruction	
Sub Section: 6700 Faculty	
Title: IR 6715 Faculty Evaluation and Engagement	Page 6 of 6
Associated Policy: IP 6710 Faculty Rights and Responsibilities	
Associated Regulation: GAR 1140 Institutional Effectiveness	
References: Addendum: "Faculty Evaluation Process and Engagement System Document"	
Supersedes: NA	
Responsible Administrator: Chief Academic Officer	
Initial Approval: 04-19-2017	Last Revision: 03-27-2019

**DOCUMENT HISTORY:**

**04-19-2017:** Initial approval of IR 6715 Faculty Evaluation and Engagement.

**03-27-2019:** Inclusion of Adjunct Faculty evaluation requirements.



# Faculty Evaluation and Engagement System

An annual process to evaluate the minimum expectations of full-time faculty (required), measure and ensure the engagement of faculty across the college in the categories of (1) Teaching and Learning, (2) Advising, (3) Internal Service/External Outreach and (4) Educational Leadership/Scholarship/Creative Activities/Research and Professional Development.

Cycle time -January to December

**Step 1** –Faculty member prepares a set of goals for the coming year and makes a self-determination whether they will be engaged (meets minimum expectations), well engaged, or highly engaged. The faculty member will then select an appropriate number of items beyond the items listed as minimal requirements. To be well engaged, the executive committee recommends that 10 additional items be completed with no fewer than five of those ten coming from the Teaching and Learning. To be highly engaged, the recommendation is that 15 items in addition to the minimum be complete with no fewer than 7 coming from Teaching and Learning.

**Step 2** –Faculty member meets with Chair. During this meeting the goals and associated items will be reviewed and the faculty member and chair will come to an agreement on the plan.

**Step 3** –Mid-term review (Optional)

**Step 4** –Finalcycle meeting-the faculty member and chair will meet to review the process and go over the documentation. The responsibility for documenting the minimal requirements is on the chair. The responsibility for documenting the non-minimal requirements will be on the faculty member.

In cases of dispute, an appeal panel will be formed to review the evaluation.

**Step 5**- New Cycle Begins

Engagement Appeal Process:

In cases of dispute, either the faculty member will submit in writing a request for an appeal to the Chief Academic Officer (CAO) of the college. Upon receipt of the appeals request the CAO will appoint a minimum of three faculty to serve as the appeal panel within seven business days. Once the panel is selected, the CAO will request that both the chair and the faculty present in writing a letter of explanation outlining the issues at hand and all documentation that either party believes necessary. Both the chair and the faculty member will have seven business days to supply the requested documentation. Within ten business days of the submission of the requested documentation, the appeals panel will meet. Within seven business days of the initial appeals panel meeting, a written decision will be provided to the CAO who will provide a written decision to the faculty member and the chair within five business days. The decision of the appeal panel is binding and final.

The faculty member or chair will have two business days to file a request for a procedural appeal with the CAO in which the specific procedural issues must be clearly stated. The CAO will investigate the procedural issues and issue a decision in writing within five business days. The procedural appeal will not address any substantive issue addressed by the appeal panel nor any new substantive issue. It is intended as a safeguard to ensure that all steps in the process have been followed.

No member of the appeals panel will be revealed to either the faculty member or the chair and all communication necessary between members of the appeals panel and the interested parties will be conducted through the CAO. This methodology has been selected to ensure the anonymity of the committee and the faculty member and to eliminate undue influence being placed on any party involved.

## Faculty Evaluation/Engagement Measure

### Minimum Requirements for Employment

1. Teaches a full course load
2. Teaches to the course outcomes
3. Prepares, maintains, and updates syllabi and course materials
4. Meets classes as scheduled
5. Posts and keeps regular office hours
6. Uses appropriate methods of assessing student work
7. Responds to students in a timely fashion
8. Advises students, assisting and guiding advisees in developing appropriate educational plans
9. Serves on college-wide standing committees as appropriate
10. Follows current policies and regulations as applicable
11. Attends college-wide faculty meetings
12. Participates in convocations, commencements and other required meetings
13. Fully Participates in the evaluation process
14. Submits course grades on time
15. Submits attendance on time
16. Serves on division/department committees as appropriate
17. Maintains accurate records of grades, attendance, and so on
18. Participates in division and department meetings
19. Participates in the curricular process
20. Adheres to deadlines
21. Participates in the planning and improvement process
22. Participates in the learning assessment process
23. Maintains up-to-date information in office of Human Resources (transcripts and other documentation as appropriate)
24. Uses the institutional Learning Management System (LMS) for all courses (i.e., Blackboard)
25. Maintains certification and licensure as appropriate
26. Maintains and updates knowledge in area of expertise
27. Uses Course Evaluation information as appropriate
28. Consults with Department Chair/department coordinator as necessary

## Higher Level Categories for Faculty Evaluation

### Category 1: Teaching and Learning

1. Manage and maintain equipment and facilities that support courses or programs  
Explanation:
  - a. The assumption should be made that the instructor meets this standard unless the department chair has knowledge to the contrary.  
Required Documentation:
  - b. Discussion between department chair and faculty member regarding any departmental policies that apply to the instructor's courses and the instructor's compliance with those policies (i.e. a departmental policy for mathematics that within certain math classes students use graphing calculators)
2. Assure specialized equipment and facilities are maintained to the highest standard and used in a safe and effective manner in compliance with all local, state, and federal requirements and in accordance with best practices  
Evaluation:
  - a. Faculty member will perform specific duties to ensure specialized equipment and other facilities are maintained to the highest standard, in accordance to all appropriate regulatory bodies. Prior approval must be obtained from Chair.  
Required Documentation:
  - b. Documentation will include narrative summary of performed duties in relation to specialized equipment and facilities maintenance. Faculty will submit certification from local, state, and federal authorities demonstrating appropriate achievement where applicable.
3. Employ innovative instructional methods and technologies in teaching  
Explanation:
  - a. Documentation provided by faculty member  
Required Documentation:
  - b. Narrative describing various methods used in instruction in accommodating different learning styles
4. Develop innovative instructional methods and technologies in teaching  
Explanation:
  - a. Documentation provided by faculty member. Print-outs showing course design from web pages may be used if applicable  
Required Documentation:
  - b. Narrative describing effective instructional strategies utilized in the non-traditional courses taught and the success of the use of these strategies.
5. Participate in Quality Circles to improve instructional methods  
Explanation:
  - a. The faculty member will participate as a member of a quality circle for an approved quality improvement project. The faculty member will attend the scheduled meetings, provide input, identify actions needed to be taken, work cooperatively to identify/create solutions, and report outcomes for specific task undertaken.  
Required Documentation:
  - b. Documentation will include a summary of the quality circle objectives/goals, schedule of meetings attended, summary of specific task taken, and a narrative of the overall outcome of the quality circle vs. its stated goals.
6. Lead a Quality Circle to provide collaborative effort to initiate a student learning initiative  
Explanation:
  - a. Faculty member will identify a continuing improvement initiative in student learning or innovation in instructional methodology. The facilitator will identify and recruit a circle of faculty members ranging from 4 to 6 members and schedule a minimum of 4 meetings. The facilitator will identify and set goals for the quality circle, facilitate the scheduled meetings, coordinate actions to be taken, summarize and report outcomes at the end of the quality circle term.  
Required Documentation:

- b. Documentation will include stated objectives of the quality circle, participating membership, meeting schedule, attendance of participants, actions or task taken by participating memberships, report of outcomes for specific task taken by the participants, and outcomes of the improvement project overall vs. the stated objectives. Final report should include any professional networking that occurred outside the membership of the quality circle.
- 7. Develop electronic learning materials for use with the institutional LMS
  - Explanation:
  - a. Documentation provided by faculty member. Print-outs showing course design from web pages may be used if applicable
    - Required Documentation:
  - b. Narrative describing effective instructional strategies utilized in the non-traditional courses taught and the success of the use of these strategies.
- 8. Teach courses with higher contact hours than credit hours
  - Explanation:
  - a. Documentation provided by faculty member.
    - Required Documentation:
  - b. Submit schedule
- 9. Coordinate a program advisory committee
  - Explanation:
  - a. This evidence will be provided by the faculty member
    - Required Documentation:
  - b. Provide a list of advisory committee member names; provide a copy of the agenda and minutes of the advisory meeting
- 10. Go above and beyond the call of duty to ensure program viability and/or student success
  - Explanation:
  - a. This evidence will be provided by the department chair.
    - Required Documentation:
  - b. Narrative including faculty member's schedule describing faculty member's participation in these activities
- 11. Develop assessment tools/master syllabi/instructional materials to be used throughout the department
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Narrative describing various methods used in instruction in accommodating different learning styles
  - c. Document showing 4 column model listing program objectives and appropriate assessment activities, assessment results and use of results for each objective
- 12. Interact with and involving adjunct faculty in your department regarding course content, assessment, teaching methodologies, etc. for the purpose of development
  - Explanation:
  - a. This evidence will be provided by the faculty member.
    - Required Documentation:
  - b. Narrative describing faculty member's participation in these activities
- 13. Develop new courses and/or programs for curriculum adoption
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Narrative describing any activities undertaken by the faculty member regarding strengthening course and curricular development
- 14. Work on a special department or division project in teaching and learning
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Negotiate between faculty member and chair

15. Work on a special institutional project in teaching and learning

Explanation:

- a. Documentation provided by faculty member  
Required Documentation:
- b. Negotiate between faculty member and chair

#### Category 2: Advising

1. Engage in active involvement with student recruiting efforts

Explanation:

- a. The assumption should be made that the instructor meets this standard unless the department chair has knowledge to the contrary.

Required Documentation:

- b. Measured through observation by the department chair of performance in this area

2. Volunteer for additional service during peak enrollment periods

Explanation:

- a. Documentation provided by faculty member

Required Documentation:

- b. Instructor should provide documentation of advising additional students Measured through observation by the department chair of performance in this area

3. Engage in special involvement with student retention efforts

Explanation:

- a. Documentation provided by faculty member

Required Documentation:

- b. Instructor should provide examples of such referrals to any support services, for example, to the Academic Support Center, Disability Services, or Counseling and Testing.

4. Work on a special department or division project in advising

Explanation:

- a. Documentation provided by faculty member

Required Documentation:

- b. Negotiate between faculty member and chair

5. Work on a special institutional project in advising

Explanation:

- a. Documentation provided by faculty member

Required Documentation:

- b. Negotiate between faculty member and chair

#### Category 3: Internal Service/External Outreach

1. Sponsor a campus student organization or team (apart from regular contracted duties)

Explanation:

- a. Documentation provided by faculty member

Required Documentation:

- b. Name of organization and responsibilities as advisor

2. Engage in active involvement in college events outside your discipline

Explanation:

- a. This evidence will be provided by the faculty member

Required Documentation:

- b. Provide a list of events attended with the dates. If you worked the event, verification from the event coordinator for that event.

3. Be a member of/maintaining involvement with a civic or community organization

Explanation:

- a. Documentation provided by the faculty member and verified by the chair

Required Documentation:

- b. Minutes of the meetings, board membership list

4. Assist the chair in evaluating adjunct faculty in your department
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Submit evaluation form of the adjunct faculty
5. Serve as a peer mentor
  - Explanation:
  - a. This evidence will be provided by the faculty member.
    - Required Documentation:
  - b. Narrative describing faculty member's participation in these activities
6. Present a breakout session
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Names of workshops/programs with description and dates
7. Write grants to support initiatives at the college
  - Explanation: Documentation describing and/or demonstrating activities undertaken by the faculty member regarding grants that support particular initiatives by the college.
  - a. Documentation provided by faculty member on yearly basis
    - Required Documentation:
      1. Documentation of the initiative chosen that supports the college.
      2. Brief narrative that explains how the grant supports the initiative.
      3. Documentation of the grant and/or grant submission or resubmission.
      4. Documentation showing grant award if applicable.
      5. Documentation demonstrating new work for resubmission
8. Organize an event which brings area students/children/public to campus
  - Explanation:
  - a. This evidence will be provided by the faculty member
    - Required Documentation:
  - b. Provide an approved copy of the Use of Facility form and a summary report of the event.
9. Serve as an officer of a civic or community organization
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Name of civic/community association, office, and dates of service
10. Represent the college at multiple public events
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Confirmation of adequate participation from event coordinator
11. Perform/speak/present a program or demonstration for a community organization or public
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Lists of presentations/performances with dates of activities
12. Volunteer time and talents within the community (more than 10 hours per year)
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Official documentation from organizer of volunteering event with hours worked indicated.
13. Work on a special department or division project in internal service/external outreach
  - Explanation:
  - a. Documentation provided by faculty member
    - Required Documentation:
  - b. Negotiate between faculty member and chair

14. Work on a special institutional project in internal service/external outreach

Explanation:

- a. Documentation provided by faculty member  
Required Documentation:
- b. Negotiate between faculty member and chair

Category 4: Educational Leadership/Scholarship/Creative Activities/Research and Professional Development

1. Serve on the college curriculum committee

Explanation:

- a. Documentation provided by faculty member  
Required Documentation:
- b. List of committee/task force assignments

2. Serve on the faculty executive committee

Explanation:

- a. Documentation provided by Faculty Executive Committee minutes.  
Required Documentation:
- b. Verification from Executive Committee Minutes of attendance at meetings. No more than one meeting should be missed per semester.

3. Serve as an officer on a college committee

Explanation:

- a. Documentation provided by minutes of college committee  
Required Documentation:
- b. Verification from college committee minutes of attendance at meetings. No more than one meeting should be missed per semester.

4. Serve as a planning unit coordinator

Explanation:

- a. Documentation provided by faculty member  
Required Documentation:
- b. Brief narrative listing responsibilities and period of service

5. Serve as department coordinator

Explanation:

- a. Documentation provided by faculty member  
Required Documentation:
- b. Brief narrative listing responsibilities and period of service

6. Maintain active membership in professional organizations related to your discipline/education

Explanation:

- a. Documentation provided by faculty member  
Required Documentation:
- b. List detailing memberships, conferences attended and service rendered

7. Attend state, regional, or national conferences related to education and/or your discipline

Explanation:

- a. Documentation describing and/or demonstrating activities undertaken by the faculty member regarding attendance at conferences for education or individual discipline.
- b. Documentation provided by faculty member (on yearly basis)  
Required Documentation:
  1. Documentation of registration for event
  2. Copy of any certificate received
  3. Documentation of attendance
  4. Documentation of dissemination of work provided at conferences

8. Participate in webinars or forums related to education and/or your discipline

Explanation:

- a. Documentation describing and/or demonstrating activities undertaken by the faculty member regarding attendance at conferences for education or individual discipline.
- b. Documentation provided by faculty member (on yearly basis)



- Required Documentation:
1. Documentation of registration for event
  2. Copy of any certificate received
  3. Documentation of attendance
  4. Documentation of dissemination of work provided at conferences
9. Network with area educators/professionals a.a.
- Explanation:  
Documentation provided by faculty member
- b. Required Documentation:  
Appropriate documentation negotiated between faculty member and chair
10. Present at a state, regional, or national conference
- a. Explanation:  
Documentation provided by faculty member
- b. Required Documentation:  
Copy of program with faculty name and presentation
11. Publish original work in a scholarly journal or similar publication
- Explanation:
- a. Documentation describing and/or demonstrating work undertaken by the faculty member regarding an original work and the documentation that supports the submission of work.
- b. Documentation provided by faculty member
- Required Documentation:
1. Documentation of the initial work.
  2. Brief narrative that explains how this work is original.
  3. Documentation of the completed work for submission.
  4. Documentation showing acceptance/ award if applicable.
  5. Documentation showing reworking for resubmission if necessary.
  6. Copy of publication
  7. Proof of submission
12. Submit original work in a scholarly journal or similar publication
- Explanation:
- a. Documentation describing and/or demonstrating work undertaken by the faculty member regarding an original work and the documentation that supports the submission of work.
- b. Documentation provided by faculty member on yearly basis
- Required Documentation:
1. Documentation of the initial work.
  2. Brief narrative that explains how this work is original.
  3. Documentation of the completed work for submission.
  4. Proof of submission.
13. Serve as an officer of a professional organization
- Explanation:
- a. Documentation provided by faculty member
- Required Documentation:
- b. Recorded minutes from meetings during term as officer; Contact information from the professional organization to confirm officer standing.
14. Receive a state-level or national-level award
- Explanation:
- a. Documentation provided by faculty member
- Required Documentation:
- b. The physical award or an official letter from the awarding institution indicating an award was granted, and contact information for the awarding institution
15. Take additional coursework
- Explanation:
- a. Documentation of registration provided by faculty member, approval before course starts from

supervisor/department chair for types of courses being taken.

Required Documentation:

- b. Documentation which shows final grade.

16. Earn an additional degree or certificate

Explanation:

- a. Documentation provided by faculty member to Human Resources.

Required Documentation:

- b. Official transcript and certificate/diploma.

17. Organize and/or create performances/exhibits/events/projects

Explanation:

- a. This evidence will be provided by the faculty member

Required Documentation:

- b. Provide an approved copy of the Use of Facility form and a summary report of the event.

18. Work on a special department or division project in educational leadership/scholarship/creative activities/research and professional development

Explanation:

- a. Documentation provided by faculty member

Required Documentation:

- b. Negotiate between faculty member and chair

19. Work on a special institutional project in educational leadership/scholarship/creative activities/research and professional development

Explanation:

- a. Documentation provided by faculty member

Required Documentation:

- b. Negotiate between faculty member and chair

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 1 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

Three Rivers College is committed to creating an atmosphere of collaboration, collegiality, success, and excellence by embracing its climate and traditions. The College values other cultures and provides equal opportunity in all areas of education, recruiting, hiring, retention, promotion, and contracted service.

All applicants for employment are treated with respect and given fair and equitable consideration for employment in compliance with GAP 1200 Equal Opportunity. All new employees are selected on the basis of experience, education, ability, training, and other job-related factors.

In compliance with Missouri Statute, Three Rivers College has implemented a targeted testing program for all new full-time faculty deemed to be at high risk for latent tuberculosis infection or for developing tuberculosis disease. The process for new full-time faculty to be in compliance is part of the college “on-boarding” process. Those deemed at risk shall be referred to a local public health agency for a course of action consistent with this act upon matriculation. TB screening for new full-time faculty must be completed within seven days per the onboard process established by the Office of Human Resources.

**Full-time Staff Hiring Procedure**

1. Complete a Position Request Form to fill position. (Job description should be attached.)
  - a. Initiator (original) → Supervisor Chain → Human Resources → President
2. Once approved by the President, the form will be sent to Human Resources for action.
3. Human Resources action
  - a. Human Resources informs originator of approval.
  - b. Position is advertised. Human Resources will prepare the position announcement and work in collaboration with the supervisor and Cabinet member for final draft.
    - Internal – minimum posting of 1 week.
    - and/or
    - External – minimum posting of 2 weeks.

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 2 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

- c. Applications are received by the Office of Human Resources and are checked in for review. Incomplete files are not acknowledged or reviewed; therefore, no applicant with an incomplete file shall move forward in the process.
  - d. Search Committee Formed. Human Resources works in collaboration with the supervisor and Cabinet member for potential committee members to serve. The committee will include the direct supervisor. Human Resources will notify the committee.
  - e. Human Resources will prepare the shared folder with all applicants for committee review.  
Human Resources provides a timeline for the search process.
4. Committee Action
    - a. Eliminates applicants not meeting minimum qualifications.
    - b. Evaluates remaining packets to determine who is to be interviewed.
  5. Interview Process
    - a. Arranging of interviews
      - The committee chair creates a roster of candidates for interview.
      - Human Resources notifies applicants and schedules interviews.
    - b. Committee Interview
      - Committee interviews qualified candidates.
      - At the conclusion of the committee interviews, the committee chair prepares a list of pros and cons for each candidate interviewed. The summary list of pros and cons is to be submitted to Human Resources. The Director of Human Resources will summarize the process and candidates and submit to the President for review.
    - c. Cabinet Interview (At the discretion of the President)

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 3 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

- Human Resources works with the appropriate Cabinet member to schedule a second round of interviews for the top candidates.
- Cabinet member and Human Resources shall coordinate with the appropriate department for each candidate visit during the interview process.
- Cabinet member will recommend a final candidate to interview with the President.

d. President Interview

- The President and/or designee may interview final candidate(s) at his/her discretion.
  - References are checked on all candidates prior to being invited to final interview.
  - At the discretion of the President, a recommendation will be made to the Board of Trustees or search process will start over.
6. Human Resources makes contact with the verbal offer and receives a verbal decision (offer is conditional upon Board of Trustees approval and acceptable background check).
  7. Human Resources prepares the formal offer letter for signature.
  8. President makes recommendation to the Board.
  9. Board votes.
  10. Welcome letter.
  11. Candidates that were interviewed but not selected will be notified of the decision as soon as possible after the final interview. All remaining applicants will be notified via letter after Board of Trustee approval of the recommended candidate.

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 4 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

**Full-time Faculty Hiring Procedure**

1. Complete a Position Request Form to fill position. (Job description should be attached.)
  - a. Initiator (original) → Supervisor Chain → Human Resources → President
2. Once approved by the President, the form will be sent to Human Resources for action.
3. Human Resources action
  - a. Human Resources informs originator of approval.
  - b. Position is advertised. Human Resources will prepare the position announcement and work in collaboration with the Department Chair, Chief Academic Officer for final draft.
    - Internal – minimum posting of 1 week.  
and/or
    - External – minimum posting of 2 weeks.
  - c. Applications are received by the Office of Human Resources and are checked in for review. Incomplete files are not acknowledged or reviewed; therefore, no applicant with an incomplete file shall move forward in the process.
  - d. Human Resources will prepare the shared folder with all applicants for committee review.
  - e. Search Committee Formed: The Chief Academic Officer will select members to form the search committee for all full-time faculty hires. Faculty hiring committees shall be composed to ensure the majority of the committee are voting members of the faculty body and shall have at least one representative from either the same teaching discipline or from the department in which the faculty member will serve.
4. Committee Action
  - a. Eliminates applicants not meeting minimum qualifications.
  - b. Evaluates remaining packets to determine who is to be interviewed.
5. Interview Process

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 5 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

- a. Arranging of interviews
  - Prior to interview, candidates must be credentialed to ensure they meet the qualifications necessary for each discipline area. Credential review is completed as outlined in IP 6120 Faculty Credentialing.
  - The committee chair creates a roster of candidates for interview.
  - Human Resources notifies applicants and schedules interviews.
- b. Committee Interview
  - Committee interviews qualified candidates.
  - Candidates for faculty positions must provide a teaching demonstration as part of the interview process, unless an exception is granted by the Chief Academic Officer.
  - At the conclusion of the committee interviews, the committee chair prepares a list of pros and cons for each candidate interviewed. The summary list of pros and cons is submitted to the Chief Academic Officer and to Human Resources. The Chief Academic Officer and/or the Director of Human Resources will summarize the process and candidates and submit to the President for review.
- c. President Interview
  - The President and/or designee may interview final candidate(s) at his/her discretion.
  - References are checked on all candidates prior to being invited to final interview.
  - At the discretion of the President, a recommendation will be made to the Board of Trustees or search process will start over.

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 6 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

6. Human Resources or the Chief Academic Officer makes contact with the verbal offer and receives a verbal decision (offer is conditional upon Board of Trustees approval and acceptable reference and background check).
7. Human Resources prepares the formal offer letter for signature.
8. President makes recommendation to the Board.
9. Board votes.
10. Faculty contract.
11. TB Testing for new full-time faculty if deemed to be high risk for latent Tuberculosis (TB).
12. Candidates interviewed but not selected will be notified of the decision as soon as possible after the final interview. All remaining applicants will be notified via letter after Board of Trustee approval of the recommended candidate.

**Reimbursement**

Reimbursement may be allowed up to \$500 standard for travel that includes two nights in hotel booked and provided by the College. If the candidate is offered the position and does not accept, reimbursement will not be provided.

**Part-time Staff Hiring Procedure**

1. Complete a Position Request Form to fill position. (Job description should be attached.)
  - a. Applies to all part-time staff, excluding grant program tutors and student employees. Part time (adjunct) faculty is also excluded.
  - b. Initiator (original) → Supervisor Chain → Human Resources → President
2. Once approved by President, the form will be sent to Human Resources for action.
3. Human Resources action
  - a. Position is advertised. Human Resources will prepare the position announcement and work in collaboration with the supervisor and Cabinet member for final draft.



**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 7 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

- Internal – minimum of 1 week  
and/or
  - External – minimum of 2 weeks
- b. Applications are received by the Office of Human Resources and are checked in for review. Incomplete files will not be acknowledged or reviewed; therefore, no applicant without a complete file will be allowed to move forward in the process.
  - c. Search Committee formed. Human Resources works in collaboration with the supervisor and Cabinet member for potential committee members to serve. The committee will include the direct supervisor. Human Resources will notify the committee.
  - d. Human Resources will prepare the shared folder with all applicants for committee review.
  - e. Human Resources will provide a timeline for the search process.
4. Committee Action
    - a. Eliminates applicants not meeting minimum qualifications.
    - b. Evaluates remaining packets to determine who is to be interviewed.
  5. Interview Process
    - a. Arranging of Interviews
      - The committee chair creates a roster of candidates for interview.
      - Human Resources will notify applicants and schedule interviews.
    - b. Committee Interview
      - Committee interviews qualified candidates.
      - At the conclusion of the committee interviews, the committee chair prepares a list of pros and cons for each candidate interviewed. The summary list of pros and cons is to be submitted to Human Resources. The

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 8 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

Director of Human Resources will summarize the process and candidates and submit to the President for review.

c. President Interview (as requested)

- The President and/or designee may interview final candidates at his/her discretion.
- References are checked on all candidates prior to being invited to final interview.
- At the discretion of the President, approval is given or search process will start over. Formal part-time positions will be submitted for Board approval.

**Part-Time Faculty (Adjunct Faculty)**

Applications for adjunct faculty positions are accepted on a continual basis through the Office of Human Resources. Human Resources will advertise for specific needs and/or locations as requested by the department chair. Adjunct applications are maintained by Human Resources for review by the Department Chair, and Chief Academic Officer.

The department chair or designee is responsible for recommending the employment of adjunct faculty to the Chief Academic Officer. Adjunct faculty members must be officially credentialed by the Chief Academic Officer prior to formal approval. A Personnel Action Form and Academic Affairs Faculty Qualifications Form must be completed for all new adjunct faculty and be maintained on file in the Office of Human Resources along with the appropriate application materials and official transcripts. The forms must be signed by the department chair and approved by the Chief Academic Officer and the President before the adjunct faculty member can be listed as the instructor of record for any course.

Adjunct faculty are hired on a semester by semester basis as needed to ensure all course offerings are staffed.

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 9 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

**Part-time Event Staff**

Event staff are seasonal in nature and hired as needed. The application and review process is conducted with the immediate supervisor with approval by the Cabinet member and President. A Personnel Action Form must be completed for all new Event Staff and submitted along with the appropriate application materials. All material is housed in the Office of Human Resources.

**Part-time Tutors with the TRiO Grant Programs**

The application and review process for tutors is conducted with the immediate supervisor with approval by the Cabinet member and President.

A Personnel Action Form must be completed for all new tutors and submitted along with the appropriate application materials. All material is housed in the Office of Human Resources.

Tutors are hired on a semester by semester basis as needed.

**Student Employment**

College Work-Study personnel are considered student employees with eligibility determined by Financial Aid. Upon approval of eligibility with Financial Aid, student candidates for employment may seek available positions by reviewing the list of vacancies posted with Financial Aid. The application and review process is conducted by the immediate supervisor. The Federal Work Student Eligibility/Hiring Form must be completed for each student employee and signed by a representative from Financial Aid, the student, and the immediate supervisor. Once complete, the student employee will make contact with Human Resources to complete all new hire paperwork. Human Resources will notify the immediate supervisor once the student worker is ready to begin work.

**Emergency Hiring**

At times, the College may conduct an internal search. The position may not be posted externally but announced internally only for a minimum of one week, as noted in the process above. Human

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 10 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

Resources will work in conjunction with the supervisor and Cabinet member. The hiring may/may not require a full search committee. Internal appointments can be made in accordance with GAR 1120 College Reorganization. All offers will be subject to the President’s and Board’s approval. The College President has the authority to authorize emergency or temporary hires for positions not to exceed 12 months. At the discretion of the President, emergency/temporary hires may be formally appointed to a position during the 12-month period, pending Board of Trustee approval.

**Volunteers**

Volunteers make an important contribution to the success of the College. Judgment and care must be exercised in the use of volunteers. In accordance with the Fair Labor Standards Act (FLSA), the College considers a volunteer to be an individual who performs hours of service for the College for civic, charitable, or humanitarian reasons, without promise, expectation or receipt of compensation for services rendered. Any person volunteering services to the College must complete a Volunteer Statement form which must be signed by the departmental supervisor and forwarded to the Director of Human Resources before volunteer services can be performed. Volunteers must not be used in place of employees and may not displace an employee who would ordinarily be paid to do the same work. Please contact the Office of Human Resources to obtain the Volunteer Statement form. A volunteer’s service may be terminated at any time and without prior notice.

Information will be submitted to the President for approval prior to beginning service on campus. Upon approval, a background check will be completed through the Office of Human Resources for all volunteers, as well as a review of policies and procedures.

**Verification of Employment Eligibility**

As a condition of employment, all job applicants must successfully complete a criminal background check in addition to reference checks and verification of previous employment. In

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 11 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

some cases a driver’s license check and/or additional screening may be required.

Individuals hired are reported as part of the Missouri New Hire Reporting process.

The College only employs those individuals who are authorized to work in the United States. Employment eligibility is documented using the Federal Employment Eligibility Verification Form I-9 and is verified for every employee. In addition, the College participates in the E-Verify employment verification program, following the procedures specified by the Department of Homeland Security and the Social Security Administration and as required by HB1549 state regulation.

**Approval to Hire**

All full- and formal part-time hires are contingent upon the President’s and Board’s approval. Adjunct faculty hires, Event Staff, TRiO Grant Tutors, and other part-time staff are contingent upon the President’s approval. No offer of employment shall be made to any candidate until approval has been granted.

**Benefits**

Unless otherwise approved by the President or required by law, only full-time employees are eligible for employment benefits. Please refer to policy PP 4510 Benefits and regulation PR 4510 Benefits.

**THREE RIVERS COLLEGE  
PERSONNEL REGULATION**

Section: 4000 Personnel	
Sub Section: 4100 Employment	
Title: PR 4170 College Hiring Procedure	Page 12 of 12
Primary Policy: GAP 1200 Equal Opportunity	
Associated Policies: IP 6120 Faculty Credentialing; PP 4510 Employee Benefits	
Associated Regulations: GAR 1120 College Reorganization; PR 4210 Work Hours of Employment; PR 4510 Benefits; HSR 5110 Communicable Diseases	
References: Title VI of the Civil Rights Act of 1964; Fair Labor Standards Act (FLSA); E-Verify Program; HB1549; Addendum A-Search Committee Guidelines	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-15-2017	Last Revision: 03-27-2019

**DOCUMENT HISTORY:**

- 02-15-2017:** Initial approval of regulation PR 4170 College Hiring Procedure.
- 11-28-2017:** Addition of Addendum A-Search Committees Guidelines
- 03-27-2019:** Inclusion of a statement regarding the Office of Human Resources targeted testing program through the “on-boarding” process whenever hiring all new full-time faculty that are considered high-risk for tuberculosis infection or for developing tuberculosis disease.

## Addendum A

### SEARCH COMMITTEES GUIDELINES

It is important to adhere to the guidelines in every selection process to minimize the potential for problems and to be able to successfully defend any actions/decisions of the hiring committees should a complaint be filed.

The principle guidelines are:

1. Select the best candidate
2. Ensure equal opportunity
3. Maintain professional/ethical standards
4. Document thoroughly

#### **SELECT THE BEST CANDIDATE – (Guideline #1)**

Three Rivers College's vision statement is to be the preeminent, cutting-edge community of learners with a student-first focus, and to operate as a vibrant, dynamic catalyst for the creation of opportunities that foster learning and student success. Each member of the faculty and staff must contribute for the success of the vision.

The search committee is charged with selecting the best candidate possible for each position. Following the [College Hiring Procedure \(PR 4170\)](#) and investing in the process of reviewing and interviewing candidates will provide consistency and valued input in selecting the best possible candidate.

#### **THREE RIVERS COLLEGE EQUAL OPPORTUNITY POLICY STATEMENT – (Guideline #2)**

##### **Equal Opportunity – General Administration Policy 1200**

Three Rivers College is committed to providing equal opportunity in all areas of education, recruiting, hiring, retention, promotion, and contracted service. 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 does not sponsor non-residents for purposes of employment.

The College's equal opportunity policy extends to prohibitions against unlawful harassment of students or employees because of the individual's race, color, religion, disability, age, gender, or national origin. This prohibition against harassment includes, but is not limited to, disparaging comments, written material, physical assaults, verbal threats, and offensive pranks.

## **MAINTAIN PROFESSIONAL/ETHICAL STANDARDS - CONFIDENTIALITY – (Guideline #3)**

All committee members will be asked to sign a “Confidentiality” document as part of the hiring process and documentation for the selection. It is important that information about a search be kept confidential, not just for the length of the search process, but into perpetuity.

### **Information that cannot be shared with others includes:**

- What committee members and candidates say
- Interview questions
- Names of who is in the applicant pool
- Results of applicant screening
- Names of finalists
- Results of reference checks

### **Information that can be shared:**

- Job description
- Interview format (e.g. face-to-face, presentation, ITV, etc.)

### **Information that should be referred to Human Resources:**

- Who is serving on the committee
- Number of people who applied
- Number of people being interviewed
- Status of applicants
- Status of search

NOTE: If there is any doubt about what information can be shared, contact Human Resources for guidance.

### **Conflict of Interest:**

In terms of your involvement in the hiring process, you may not participate in any employment activity involving a relative or person with whom you have a close personal relationship or conflict of interest.

As part of the hiring procedure, a roster of applicants who have applied for the position will be available to each member at the initial stage of the process. You will be asked to review the list carefully to be sure that there is no applicant on the list who is a relative of yours, or any applicant who is a close friend or associate for whom you cannot remain impartial. If you have a concern or doubt, please notify the chair immediately. The chair may need to confer with Human Resources and make a decision before moving forward with the process.

Definition of Relative: husband, wife, father, mother, step-parent, son, daughter, step-child, brother, sister, step-sibling, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-



in-law, sister-in-law, nephew, niece, granddaughter, grandson, grandfather, grandmother, aunt, or uncle (of the committee member).

#### **DOCUMENT THOROUGHLY – (Guideline #4)**

All applicants should be screened to determine if they meet the minimum qualifications required of the position. A copy of the position posting, as well as the job description, will be available to each committee member. Using the approved advertisement, the search committee will assess each applicant's qualifications against the approved job description to assure that all applicants are evaluated using the same criteria. The screening of applicants should eliminate from further consideration those individuals who clearly do not meet the minimum required qualifications set forth in the job description. Candidates who do not meet the minimum qualifications can be removed from the search. Only candidates with complete applicant files should move forward in the process.

Thorough documentation of the review process, as well as the interview process, should be maintained. All material should be turned in to the Human Resources office at the completion of the search.

#### **Interviews**

It is vital that all committee members are knowledgeable regarding fair hiring practices. Human Resources provides guidelines and sample interview questions that can be selected and tailored to the specific position and requirements. Upon completion of interviews, the committee should compile a list of strengths and weaknesses (pros/cons) of each candidate interviewed. The Committee Chair will draft and forward this list to the Director of Human Resources. Reference [PR 4170 College Hiring Procedure](#).

#### **Search Committee – Member's Role**

Your participation on the committee was sought out by the Human Resources office and supervisor. Give your input as needed at the various stages of the process. Your agreement to participate means that you are committed to hiring the best candidate who meets the needs of the position. Be prepared to mark your calendar with planned meetings, screening, and interview dates and times so that you are able to follow through on your commitment. Attendance and participation are very important to ensure that the entire committee can fairly evaluate each candidate.

Considerations when recruiting committee members include:

- Familiarity with the demands of the position or previous experience
- Diversity according to race, ethnicity, gender, age, departments
- Diverse experience and years of service to Three Rivers College
- Diverse employee groups

- Diversity among departments and disciplines from the vacant position (connections to department)
- Community members (if necessary dependent upon position)

Effective committee members:

- Follow the search committee chair's guidance
- Follow the College Hiring Procedure – PR 4170
- Adhere to the guidelines for selection: select the best candidate; ensure equal opportunity; maintain professional/ethical standards; document thoroughly
- Stay committed throughout the process; mark meeting/interview dates on calendars and make the necessary arrangements to attend all meetings
- Keep search information confidential. Information regarding candidates should not be discussed with anyone outside the search committee
- Participate; lend your expertise to committee deliberations
- Screen applications according to guidelines
- Help develop interview questions
- Participate in all interviews
- Record appropriate documentation
- Treat applicants with respect and dignity; remember we are setting a first impression
- Be prompt for meetings, this is a must for scheduled interviews
- Recommend the most qualified candidates based on established job criteria or forward unranked candidates to the President for further consideration

### **The Chair's Role**

Chairing a search committee is a rewarding and challenging experience that requires taking a leadership role.

Your leadership role as chair includes:

- Setting appropriate expectations for committee members
- Serving as a liaison between the committee and the Human Resources department
- Ongoing communication with committee members throughout the hiring process
- Helping to resolve questions/issues
- Advocating for the integrity and confidentiality of the process

Specific representative duties include:

- Provide guidance for the development of interview questions. All final questions should be reviewed by Human Resources prior to the interview dates.
- Provide a qualification sheet checklist to each committee member for the screening process
- Call and chair the committee meetings

- Coordinate administrative and logistical support
- Coordinate and encourage committee participation
- Manage the screening process
- Coordinate interview scheduling with Human Resources
- Ensure proper documentation
- Keep the committee on track
- Ensure the College Hiring Procedure is followed – PR 4170
- Perform all duties and responsibilities of a committee member

# UPCOMING EVENTS

**Carly Dahl, (re)presentation**, March 1-April 5, Tinnin Gallery; free. Artist lecture is 12 p.m. April 5, Robert W. Plaster Free Enterprise Center, Room 108; free. Printmaking and painting media artworks psychologically present the pressures women face. Tinnin gallery hours are 12-3 p.m. Monday-Friday.

---

## LIBERAL ARTS WEEK

**Poetry Slam and Confluence Distribution**, 6 p.m. April 9, Robert W. Plaster Free Enterprise Center, Room 108; free.

**Clue: The Musical**, 7 p.m. April 11-13 and 2 p.m. April 14, Tinnin Theater; tickets \$10, purchase online at [trcc.edu/tinnin](http://trcc.edu/tinnin). With 216 possible solutions, can you spot the CLUE that cracks the case? Find out at this zany musical, which brings the world's best-known suspects to life and invites the audience to help solve the mystery: Who killed Mr. Boddy, in what room, and with what weapon? Director for this Center Stage production is TRC Associate Professor of Speech Communication Steve Lewis.

**Writing Rocks! Art Display**, 6 p.m. April 15, Tinnin Fine Arts Center; free.

**Imagine: The Future**, 7 p.m. April 16, Tinnin Theater; free. TRC students share their musical talents and passions.

---

**SIX**, 7 p.m. April 27, Tinnin Theater; tickets \$15, purchase online at [trcc.edu/tinnin](http://trcc.edu/tinnin). Patrons of the Arts presents this concert by Branson sensation SIX, an a cappella band of brothers who deliver powerhouse vocals, impeccable harmonies, and amazing showmanship. These six real brothers take musical entertainment to a whole new level.

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

# RAIDERS ATHLETICS

## Men's Baseball @ Patillo Field

Raiders vs. Shawnee Community College, 1 & 3:30 p.m. March 25.

Raiders vs. Williams Baptist University, 1 & 3 p.m. March 26.

Raiders vs. Crowley's Ridge JV, 12 & 2 p.m. April 1.

Raiders vs. St. Louis Community College, 1 & 3 p.m. April 13.

## Women's Softball @ Rains Field

Lady Raiders vs. Williams Baptist University, 12 & 2 p.m. March 27.

Lady Raiders vs. North Central Missouri College, 2 & 4 p.m. April 5 and 12 & 2 p.m. April 6.

Lady Raiders vs. Jefferson College, 2 & 4 p.m. April 11.

## Rodeo

University of Arkansas – Monticello, March 28-30.

University of Tennessee-Martin, April 11-13.

For the most current information on Raiders athletics, visit [raidersathletics.com](http://raidersathletics.com).



THREE RIVERS COLLEGE

March 1, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Raiders' upset bid falls just short in Region XVI semifinals

By **NATE FIELDS**  
Sports Writer

**JEFFERSON CITY, Mo.** — Missouri-State West Plains outlasted Three Rivers in a thrilling Region XVI Tournament semifinal.

Evan White gave the Grizzlies their first lead since the 17:35 mark of the second half with a put-back to make the score 63-61 with six and a half minutes left in the game. Sardaar Calhoun followed up by stretching the lead when Tallon Fonda was late to slide over for a block and was

called for a goaltend on the next possession.

Three Rivers trailed for the next four minutes before Mandarius Dickerson made a pair of free throws to give Three Rivers a 71-70 lead with 2:19 left in the game. Eric Lovett went backdoor for an and-one to put West Plains back in front for good.

Three Rivers had a chance to tie the game, but Austin Parker's 3-pointer hit the front of the rim, and Lovett grabbed it and made a pair of free throws to seal the game, giving West Plains a 78-73

win.

Fonda led Three Rivers with 18 points but was held to two in the second half. Abiodun Ayetimiyyi tallied 17 points and 11 rebounds, giving him a double-double in the final game of his career.

The Raiders became the first team to lead by more than four points in the second half when Parker spun toward the baseline and banked in a shot through a foul for a 3-point play with 16:15 left in the game.

See **RAIDERS/PAGE 11**



# March 1, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c



DAR/Nate Fields

**Three Rivers' Aaron Tait, front, shoots a layup against Missouri State-West Plains' Sardaar Calhoun during the first half of Thursday's Region XVI Tournament semifinals.**

Parker tallied 14 points and eight rebounds.

"We just wanted to get one more game under our belt," Three Rivers coach Gene Bess said. "We had every reason to believe we were going to win this one. We played pretty well, but when it really got down to crunch time, we just didn't quite have it together when we needed."

Three Rivers finished the game ahead on the glass with a plus-one rebounding margin, but West Plains got the boards when it mattered most.

West Plains quickly got it back on the other end when the referee determined Parker slid over late to take a charge. The Raiders again responded, though, boosting their lead to eight when Ayetimiyi grabbed an offensive rebound and kicked it out to Hayden Sprenkel for a deep triple.

Meanwhile, the defense held the Grizzlies scoreless

# March 1, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

for nearly three and a half minutes before Houston Johnson pulled down an offensive rebound and stuck it back to break the cold spell.

“They got about three or four difference-makers,” Three Rivers coach Gene Bess said. “I don’t know how (Ayetimiyi) could’ve played any harder. He had his own mistakes, but boy, he really battles the boards.”

White followed with a teardrop floater after a drive down the lane, but Sprengel answered with an even deeper 3 to stretch the lead back to eight points.

The Grizzlies started to catch fire, though. Johde Campbell buried a corner 3 to start a spurt of straight points. Johnson followed up with a put-back after snagging an offensive rebound, something the Grizzlies began to do frequently in the second half.

West Plains tied the game when Ayetimiyi missed a 3

on the wing and Campbell grabbed the long rebound and went coast-to-coast to tie the game with 8:15 to go.

After six turnovers in eight minutes, Dickerson hit a crossover, drew the help and dropped a perfect pass to a wide-open Parker who threw down a one-handed dunk and go back up by a bucket. West Plains followed up by taking the lead and hanging on.

Nothing was solved between the two teams early on, entering halftime knotted up at 40. Three Rivers was plus-four on the glass through 20 minutes, a pleasant change of pace for a team that averages a minus-3.4 margin on the boards.

The game was neck-and-neck for the most part during the opening half as neither side led by more than four

points. Tallon Fonda was feeling it early. He opened Three Rivers’ scoring from the field with a 3 in the corner that took a high bounce off the rim and dropped in. Fonda scored 16 of his points in the first half to pace both sides.

West Plains’ longest run early on was 7-0, while Three Rivers went on an 11-3 spurt to take the lead again in a half that had 10 lead changes and five ties.

Three Rivers finishes its season with a 13-18 record, the second consecutive losing season and the only two losing seasons in 49 years under Bess.

“A lot of people thought we finished the season pretty good with more talent that we had,” Bess said. “That might summarize it up better than anything.”



Feb. 20, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## WIN NO. 1



## Raiders get first win in new gym

By NATE FIELDS  
Sports Writer

The Raiders put together about as complete an effort as you'll see Tuesday in their second consecutive win.

Tallon Fonda led the Raiders with 29 points and 11 rebounds, and Austin Parker added 21 points and 13 boards as the Raiders shot 54.7 percent from the floor in a 96-80 win over Southern Arkansas University Tech.

"It was a good team effort. I knew those guys were good," Three Rivers coach Gene Bess said. "... They had a pretty good record, and I knew that they were very athletic and have a good program, so I knew we'd have to play pretty well to beat them."

Three Rivers' Austin Parker dunks against Southern Arkansas University Tech on Tuesday at the Libla Family Sports Complex.



Feb. 20, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

Parker's 21 points were a season high and his 13 boards were one shy of his season-best.

"I tried to focus on my rebounding more," Parker said. "I knew a couple games I didn't really have as many, so I just tried to challenge myself to get as many rebounds as I can. That's my main focus really is defending and rebounding."

Hayden Sprengel added 16 points; Miganeh Jama added 13 and Abiodun Ayetimi tallied 10 as five different Raiders scored in double figures.

Three Rivers rebounded as well as it has all season with a plus-15 rebounding differential.

Austin Parker swung the momentum in favor of the Raiders with just over five minutes to go in the game.

He scored two baskets in a row out of the post going up against a smaller defender. On defense, he tipped a shot and rushed back to the offensive end to stick back a missed shot for two more.

"Honestly, just doing everything I can to contribute for my team," Parker said. "Just giving 110 percent and trying to focus on getting us this win."

Mandarius Dickerson got involved late when he tossed up a runner that banked home to give the Raiders their first double digit lead of the night at 82-71 with 4:01 left in the game.

"Maybe conditioning factored into it, but I think a lot of it had to do with the fact that we took care of the ball better and got the ball inside," Bess said. "I think that was the key from the very beginning was get the ball up and around the basket because we were able to score fairly easily there."

Parker stayed involved with a couple of free throws at the 2:44 mark, and he showed off his passing ability with a pass to Sprengel for a corner 3 after the Raiders broke the Rockets' press.

The second straight win is just what Three Rivers needed to keep building momentum heading into the Region XVI tournament.

"We're just focused up and getting ready for region play, focus on winning this region," Parker said.

Three Rivers trailed by as much as eight before making a run to end the half with a

slight lead. The Raiders out-scored SAU Tech 19-7 to end the half with a four-point lead.

Fonda broke up an 11-3 run for the Rockets with a layup. Khalil Johnson intercepted a pass at halfcourt and found a sprinting Parker for a one-handed dunk in transition to shift the momentum. After three free throws for the Raiders, Fonda capped the run and gave the Raiders the lead again with a putback after a missed free throw on the front end of a bonus situation.

"He's a great athlete; he's our best athlete," Bess said. "He can beat his man off the dribble, about anybody that guards him because the bigger guys are guarding him and he can beat them off the dribble. That's a big scoring weapon for us."

A pair of free throws from Will Bynum ended the run with 3:27 to go in the first half. The put-backs continued when Jama hustled to a rebound and stuck it back with a layup.

The Raiders were plus-10 in rebounding through the first 20 minutes, rarity this season for a team that has struggled

# Feb. 20, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

on the boards throughout the year.

Jama added to his total with a 3-pointer on the wing to put the Raiders ahead by two with under two minutes to go in the half. Bynum came back with a 3 to swing the lead back in favor of the Rockets on the next possession.

The 3-point contest continued when Fonda buried a triple from the corner as the teams kept trading the lead. Jama finished off the half with a layup after snagging a pass from Ayetimi and laying it home.



Feb. 26, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Raiders finish regular season with 3-game win streak



Three Rivers' Tallon Fonda dunks on West Kentucky CTC's Jamison Hicks during the first half Saturday, Feb. 23, 2019, at Three Rivers.

Within the first few minutes, there was no question Three Rivers was going to walk out of its regular-season finale with its third straight win. The only question was how big the margin would be, and if the Raiders would set their single-game points record, surpassing the 138 points they scored in 1994.

They didn't quite get that far after slowing the tempo down in the second half, but after getting out to a 77-17 lead in the first half, Three Rivers went on to lock up a 109-47 win over West Kentucky Community Technical College.

"We needed a game like this, I think, because we've been struggling all year," Three Rivers coach Gene Bess said. "To be frank with you, I thought we really could've gotten off to a sluggish start. This little team from Paducah, they play hard and they're so well-coached."

Feb. 26, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

“We just came out and hit the first three 3s we took and that set the tone for the whole night.”

The win is the third in the row for the Raiders, but the bad news is sharpshooter Hayden Sprenkel hurt his knee in practice Friday and it's uncertain how long he'll be sidelined. The good news is Mineral Area defeated State Fair, so Three Rivers gets five days off before facing Missouri State-West Plains for the fourth time this season in the semifinals of the Region XVI Tournament.

The Raiders (13-17) are 0-3 against West Plains this season with their largest margin of defeat being 13 points. Three Rivers is clicking right now, though, and Saturday was as good of an indicator of that as any.

At times, the Raiders' style of play mirrored that of an NBA All-Star game, only with better defense. It was free-flowing and featured several alley-oops off the backboard

and a first-half poster from Tallon Fonda.

Fonda led all scorers with

23 points, and he pulled down nine rebounds while shooting 11-of-15 from the floor. He also added four assists and three steals in his 26 minutes. Austin Parker finished with his second straight double-double, totaling 20 points and 11 rebounds in 29 minutes. Abiodun Ayetimiya nearly had a triple-double with nine points, nine boards and nine assists in 23 minutes.

“What's fun is we play as a team and we share the ball and everyone was really having fun. Even though we have one of our good shooters injured, we don't let it affect us,” Ayetimiya said. “We just go out and play like a team and have fun.”

The Raiders went on a 22-0 run in the first half when it seemed like they could do no wrong, holding West Kentucky CTC scoreless for over six minutes during the stretch.

“All year, coach believed we were going to be a shooting team, but it wasn't really going like we planned,” Ayetimiya said. “But today, every-

thing was dropping just like we planned and everything was going fine, so we're happy about that.”

Defensively, Three Rivers forced 21 turnovers, 19 of which were steals. They ended with 32 points off turnovers.

Next up, Three Rivers will travel to Jefferson City to face MSU-West Plains in the Region XVI Tournament semifinals at 8 p.m. Thursday.



Feb. 27, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

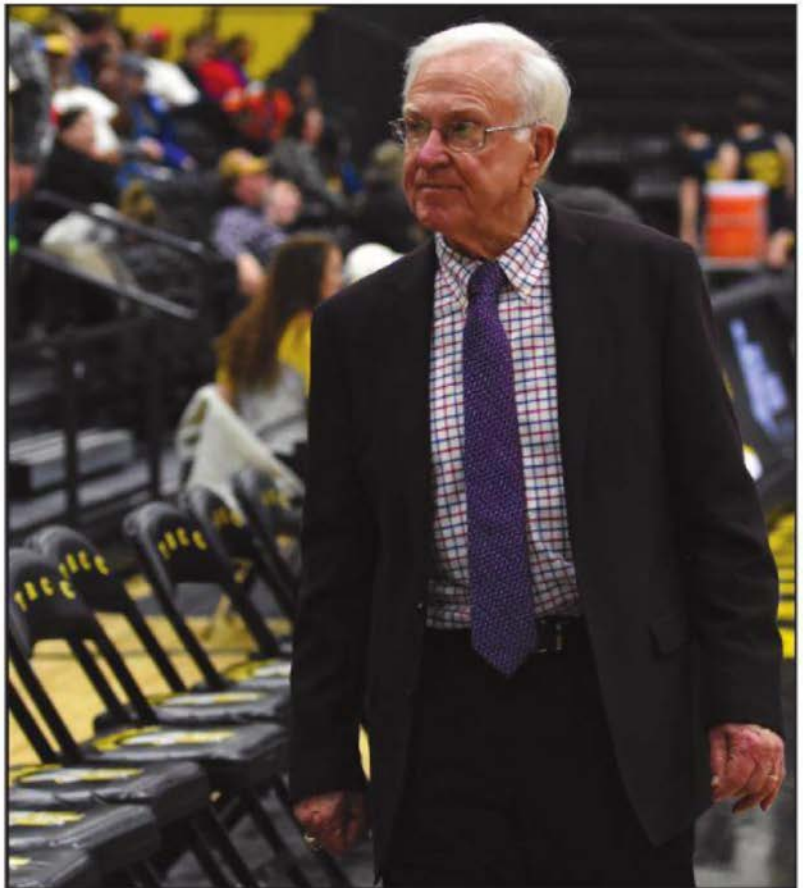
## Raiders take momentum into Region XVI tourney

By **NATE FIELDS**  
Sports Writer

Considering all of the obstacles Three Rivers has faced this season, it's on an upward trend at the perfect time.

Despite losing a handful of players, including the second-leading scorer in the nation, to either injury, transfer, ineligibility or dismissal, the Raiders have managed to win three games in a row heading into the Region XVI Tournament.

The most recent game, a 62-point obliteration of West Kentucky Community Technical College, as soon as it started. The Raiders jumped out to a 77-17 halftime lead and finished the game with a season-high 30 assists, beating their previous high of 22 by a wide margin.



DAR/Nate Fields

In this Feb. 23 file photo, Three Rivers coach Gene Bess heads to the locker room during halftime of the Raiders' final home game of the regular season against West Kentucky CTC at the Libla Family Sports Complex.

See **TOURNEY/13**

Feb. 27, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

To start the game, the Raiders knocked down their first three shots, all 3-pointers, and the makes became contagious. Three Rivers made up for the loss of sharpshooting starter Hayden Sprenkel by going 10-of-19 (52.6 percent) from deep in his honor. Sprenkel hurt his knee during Friday's practice.

Three Rivers coach Gene Bess initially feared the injury was moderate to severe, but Sprenkel was a full participant in Monday's practice and should have the green light to go — and keep shooting — in the region tournament.

The freak occurrences have continued to add up. Monday, Khalil Johnson caught an elbow early in practice and sat out the rest of the day after a knot formed on his head.

Nonetheless, the three straight wins leave a sense of optimism around the Raiders. Their current

three-game winning streak matches the longest of the season.

"I think that we feel good about the way we've kind of rallied and got together here late," Bess said. "But we know it's all for naught if we don't get fired up and go up there and win that first game Thursday because this is what it's all about.

"All of these games up to this point are insignificant. The only thing important to junior college teams is the region."

The Raiders will face a familiar foe in Thursday's semifinals, going up against Missouri State-West Plains. The Raiders have met the Grizzlies three times already this year, one more than they're accustomed to since both teams played in a non-region game in mid-November.

The Grizzlies have won each of the three meetings, but none of the wins have come easy. West Plains escaped the non-region home

game against the Raiders with a 112-110 overtime victory. It beat Three Rivers by 89-82 in the Bess Activity Center in January, and pulled away in the last five minutes of the final meeting for a 114-101 win on Feb. 9.

"I think we're a better team now," Bess said. "I think we'll handle a lead better and play better than we have in the first three. You know, it's hard to beat a team four times in their role. We just have to gear up."

The Raiders get one more chance to avenge those losses when it matters most, and their season depends on it. A loss would finish off a second consecutive losing season, the only two Bess has ever coached in his 49 years at the helm.

One option Bess is keeping open is going deep into his bench for players who will give the extra effort. He noted the possibility of Clay Mullins and Destine Russell, two late additions to the roster who haven't logged a lot of minutes, getting more playing time in the tournament.



# Feb. 26, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

“They’re both competing pretty well,” Bess said. “They’re playing better defense than some of our other guys. I wouldn’t be afraid to stick them in there and see them perform in this region tournament.”

With a win, the Raiders are on to the region championship despite a season that has been riddled with obstacles.

“I like the way they’ve responded down late considering all the stuff they’ve gone through,” Bess said. “But if we don’t do well up there in that region tournament, that’s going to make us feel kind of bad about this year. We’ve got a chance to redeem ourselves up there.”

Thursday’s game will start at 8 p.m. in Jefferson City.

Feb. 20, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Rudd hits 1st lifetime home run as 3R rallies

Three Rivers rallied from down 5-1 in the second inning to beating Southwestern Illinois 11-5, and it all started when Tony Rudd hit the first home run in his entire life.

“(My mom) is not going to believe me,” Rudd said.

With one out in the fourth inning, Rudd pulled a long fly ball to left field. As he neared second base, the Three Rivers (2-3) dugout started celebrating the homer, but Rudd didn't believe it.

“Off they bat I thought fly ball, left field. I was just running it out. I heard everybody screaming and I thought ‘No way it went out,’” Rudd said.

He neared third and asked Three Rivers coach Stacey Burkey “Did it go over?”



DAR/Scott Borkgren

Three Rivers' Zane Wallace (4) slides across home plate for a run as Southwestern Illinois catcher Andrew Grafton tries to catch the throw home on Tuesday at Roger Patullo Field.

81 of 141  
03/20/2019



# Feb. 20, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

“Yeah,” Burkey said.

Rudd looked at the home plate umpire, who was giving the home run signal. Ninety feet from completing his first home trot, Rudd was finally convinced.

It was the first of four runs the Raiders scored in the fourth inning to tie the game.

Leadoff hitter Zane Wallace followed Rudd with a walk, and with two outs, Reece Reading singled and Nick Fakouri hit a two-run double to left field. Fakouri then tied the game on Ty’Reik Thomas’ single.

The next three innings were quiet as both teams struggled to string anything together with temperatures in the high 30s.

SWIC (0-1) brought four batters to the plate in the fourth, fifth, sixth, and seventh innings. Three Rivers retired the side in the eighth and ninth innings and the final five SWIC batters in the game struck out.

For awhile, the Raiders weren’t faring much better. They had the side retired in the fifth, and brought four batters to the plate in the sixth

and seventh innings.

In the bottom of the eighth, Rudd, who was 3 for 5 with two runs in the game, got a leadoff single.

Wallace moved him to second with a sacrifice but, and with two outs, Reading walked and Fakouri connected for a second two-run double. Three Rivers went on to score six runs in the eighth to take an 11-5 lead.

Nash Winters took the mound for the Raiders in the third inning and pitched 3 2/3 scoreless innings and allowed four hits and three walks with seven strikeouts.

Beau Burson followed him and threw three scoreless innings with three strikeouts, and AJ Calhoun struck out the side in the ninth to finish the game.

“It was great to see Nash Winters come out and throw the way he did,” Burkey said. “That’s 62 pitches and coming off of Tommy John surgery a year ago, I thought he was really strong. Big confidence boost for him.”

Feb. 26, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Three Rivers pitching shines in sweep

By **SCOTT BORKGREN**  
Sports Writer

WALNUT RIDGE, Ark. — It didn't really matter who was pitching for Three Rivers.

Seven different Raiders took the mound in a sweep of Williams Baptist, with none going longer than three innings. The Raiders won the opener 13-2 in six innings and the nightcap 7-1. Three Rivers (4-3) allowed a combined nine hits with no pitcher giving up more than three hits.

River Hunt started and

picked up the win in the opener after going three innings and allowing two hits and two walks with five strikeouts. Chase Hutson followed and struck out three with three hits allowed over two innings and then Austin Williams allowed one hit with two strikeouts while pitching the sixth inning.

Braden Cox got the win in the nightcap after taking the mound in the third inning. He allowed one walk and no hits and no strikeouts over two innings while the Three Rivers of-

fense scored five runs in the fourth inning to put the Raiders ahead 6-1.

Nash Winters had the start and allowed a hit and two walks with two strikeouts. Beau Burson pitched the fifth inning and allowed a hit and a walk with one strikeout and AJ Calhoon pitched the final two innings and allowed a hit and a walk with three strikeouts.

All seven pitchers had a WHIP at 2.00 or under on the day, led by Cox with a 0.500 WHIP.

See **PITCHING/PAGE 13**



Feb. 26, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

Reece Reading had a home run and five RBIs in the doubleheader to lead the Raiders.

His three-run home run with two outs in the second inning of the opener put Three Rivers ahead 5-0. The Raiders added a trio of unearned runs in the fourth after three Williams Baptist errors and two wild pitches, and then two runs in the fifth and three in the sixth to end the game an inning early.

Ty'Reik Thomas scored three times and while going 1 for 4 with a double. He also reached base on a dropped third strike and a fielder's choice.

In the nightcap, the Raiders batted around in the fourth inning.

Tied at one heading into the fourth, Brenton Tidd drew a walk to start the inning, and after a sacrifice bunt, Andrew DeLaCruz singled up the middle to drive him in.

Leadoff hitter Tony Rudd singled and John Rodriguez connected for a two-run double to right. Reading then drove Rodriguez in with a single to right, and eventually scored to make it 6-1 when Tidd drew a bases-loaded walk, his second walk of the inning.

DeLaCruz, who was 2 for 3 with a walk, two runs and an RBI in the game, doubled and scored in the fifth inning to put Three Rivers ahead 7-1.

Both John Rodriguez and Tidd finished with two RBIs to lead the Raiders. Kyle Clayton got hit by two different pitches and was left on base three times. Drew Evans and Zac Salyers also got hit by pitches as the Raiders reached first base 10 times without getting a hit.

The Raiders got 23 quality at bats in the nightcap and 28 in the opener. Rudd led the team with four quality at bats while Salyers had four in the nightcap.

# March 2, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Raiders make quick work in region opening wins

The game was postponed due to vomit.

Not for long mind you, just a few minutes. But Three Rivers' Region XVI opener against North Central on Friday was slightly delayed because the Raiders' starting left fielder was Beau Burson was in the bathroom throwing up.

"I'm still throwing up," Burson said after the game, adding he didn't know why. "I woke up at 3 a.m. and started throwing up. It hasn't

let up much."

It didn't slow him down, he still went 2 for 4 with two runs, a stolen base and a walk in the doubleheader as Three Rivers swept North Central 13-0 in five innings in the opener and 11-3 in seven innings in the nightcap.

"He's a pretty tough kid. I think he'll answer the bell until he can't. I think he is just a competitor and a guy you'd like to have out there on the field," Three Rivers

coach Stacy Burkey said. "He felt like he could do it, so I threw him out there."

Added Burson, "We train really hard here. We are prepared for our bodies to be down and fatigued. My body was real tired today and I was trained and prepared for that. I knew I could focus on the task at hand and take care of the task at hand."

With both games ending two innings shorter than expected, the Raiders (8-3, 2-0 Region XVI) only used three pitchers on the day, saving most of bullpen for the second half of the four-game series, which starts Saturday at noon.

"We've got four or five guys available and two really fresh arms in AJ Calhoun and Chase Hutson," Burkey said.

Austin Williams threw all five innings in the opener for a complete-game shut-out. He struck out seven,



DAR/Scott Borkgren

**Three Rivers' Zac Salyers, left, scores the walk-off run as North Central catcher Logan Eickhoff tries to apply the tag in the nightcap of a doubleheader Saturday at Roger Patillo Field.**



# March 2, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

with two walks and five hits against. Williams never faced more than four batters in any one inning.

In the nightcap, River Hunt settled in after a shaky first inning for the win.

Hunt gave up a leadoff double to start the game, and then committed an error, followed by a single. Down a run, facing the clean-up hitter with nobody out, Hunt earned a five-pitch strikeout and then escaped when the Raiders turned a 4-6-3 double play.

He faced two over the minimum over the following four innings and struck out the side in the fourth inning.

Hunt gave up a second run in the sixth after allowing back-to-back doubles to start the inning, but then scooped up a grounder and got to fly outs to finish his day with eight strikeouts, six hits and one walk.

Hutson retired the side in the seventh with two strikeouts.

Offensively, the Raiders scored 10 runs in the fourth

inning in the opener to take a commanding lead. Ty'Reik Thomas scored twice after starting the inning with a double and hitting a grand slam in his second trip to the plate. He was two batters away from getting a third at bat in one inning.

Tony Mejia was 2 for 3 with two runs and two RBIs in the game and Zane Wallace was 1 for 1 with two runs and an RBI. Wallace drew two walks and was hit by a pitch to reach base in all four at bats.

In the nightcap, Zac Salyers scored the walk-off run in wild series that started with a sacrifice fly.

Salyers, pinch-running for catcher Nick Fakouri, was on second and took off for third on a fly out to right field. The throw to third went through the third baseman's legs to the fence, Salyers rounded third, went for home and beat his slide just barely beat the throw.

"We've kind of got on a roll here a little bit and no better time to do it than starting off the region, for sure," Burkey said.

John Rodriguez scored three times for the Raiders and was 3 for 4 with a double and a two-run home run in the sixth inning. Braden Cox is expected to start the noon opener Saturday and Nash Winters is expected to start the nightcap.

March 5, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Raiders split four-game series with North Central



DAR/Scott Borkgren

**Three Rivers first baseman Reece Reading makes a leaping catch at the fence near the Three Rivers dugout against North Central on Saturday at Roger Pattillo Field.**

A day after run-ruling North Central twice, the Raiders got swept to split the four-game series.

North Central beat Three Rivers 9-2 in the opener and 10-7 in the nightcap Saturday at Roger Pattillo Field after Three Rivers won 13-0 and 11-3 the day before.

The Raiders led 7-3 in the nightcap but had a disastrous eighth inning where they allowed seven runs.

“It was a tough game that came down to the last swing that they caught on the fence that would have tied the game if it goes over,” Three Rivers coach Stacey Burkey said. “We did some good things throughout the game but also had some costly mistakes.”

With sleet falling from the sky in the eighth inning, North Central put its first seven batters on base in the eighth inning, including back-to-back bunt singles that hugged the third base line.

Then with one out, North Central (3-8, 2-2 Region



# March 5, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

XVI) cleanup hitter Nathaniel Bentura hit a three-run home run to left-center field, putting the Pirates ahead 10-7, that Three Rivers center fielder Ty'Reik Thomas nearly caught as leapt and landed hard on the top of the fence.

Tony Rudd led off the bottom of the seventh with a walk for the Raiders, and leadoff hitter Zane Wallace followed with another walk to bring the tying run to the plate with nobody out. After a pair of pop flies to center field, Nick Fakouri hit a long fly ball to left, but it was caught at the fence.

Three Rivers also had the bases loaded with nobody out in the fifth inning, but then hit into a 3-2-3 double play and popped up to second.

Reece Reading and Thomas each scored twice in the game and Fakouri was 2 for 5 with a run. Roberto Mejia was 2 for 6 with two RBIs and Kyle Clayton had two RBIs. Wallace drew four walks and was 1 for 2 with a run.

Beau Burson (1-1) took the loss for the Raiders after taking the mound during the eighth inning in relief. Nash Winters got the start and al-

lowed two hits and two walks over four innings with six strikeouts.

North Central also surged late in the opener with four runs in the sixth inning, and back-to-back solo home runs in the fifth inning by Kendrick Delima and Logan Eickhoff.

Three Rivers (8-5, 2-2 Region XVI) left 12 runners on base as it struggled to string hits together. Wallace, Reading and Thomas were each stranded three times while batting first, third and sixth in the lineup. Three three players hitting between them were collectively stranded once.

"Their starting pitcher was good with keeping us off balance enough where we didn't square many balls up," Burkey said.

Thomas scored in the fourth inning after singling and then scoring on Mejia's two-out single. Palmer Campbell doubled and added a run in the sixth. Braden Cox (1-1) started and took the loss for the Raiders. He pitched 4 1/3 innings and allowed five runs, five hits and three walks with four strikeouts.

March 8, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Potential region split postponed

### NJCAA BASEBALL



DAR/Nate Fields

Three Rivers' Roberto Mejia, left, dives to pickoff St. Charles' Manny Garcia during Thursday's doubleheader at Roger Pattillo Field.

Three Rivers bounced back from a disastrous start to the first game of its doubleheader against St. Charles on Thursday.

After dropping the first game 13-2 in five innings on a cold, rainy day at Roger Pattillo Field, the Raiders kept up with St. Charles in the

second game until it was suspended at the end of the seventh inning. When the game is picked up at St. Charles, Three Rivers will trail 10-9.

Three Rivers faced a manageable deficit in the fifth inning of the first game. Then, the St. Charles offense exploded with seven runs.

The inning started with five straight runs scored before the Raiders got their first out of the side. A two-run homer from Manny Garcia capped off the inning, leaving Three Rivers staring at an 11-run deficit heading into the



# March 8, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

“The second game, a lot of ups and downs to it,” Burkey said. “I think we showed some flashes of really battling well, but I think we could’ve had their starting pitcher out of the game a little bit earlier. He was able to get a couple of innings where they were six, seven-pitch innings that kind of prolonged his life out there.”

The Raiders regrouped and earned a 1-2-3 fifth inning thanks to a trio of grounders.

The Cougars then matched their first-inning production with a three-run side in the top of the sixth after Three Rivers made a pitching change.

River Hunt pitched five innings, striking out four and allowing six hits and five runs, three earned.

Two straight batters were hit by pitch to start the sixth.

Garcia again found himself involved when he earned an RBI with a sacrifice fly to score Kyle Pendergrast. A pair of singles scored the next two runs, putting St. Charles back in control.

After two strikeouts to start the bottom of the sixth, Three Rivers found itself in a two-out hole. Rodriguez then drew a walk, and Reading followed up with a two-run homer. The ball looked like it hit the top of the wall and bounced back in, but the umpires determined it hit the scoreboard after it bounced, and deemed it a homer. The homer was part of Reading’s four RBIs on the back end of the doubleheader.

“I went up there, and I knew the scouting report was that he threw a lot of strikes, but he gave up a lot of hits,” Reading said. “So I was going up there looking for a fast ball. He threw the first one for the ball, so

I knew I was going to get a pretty good second pitch. I was just trying to backspin one into the gap and it kind of went from there, connected pretty good.”

Campbell drove in Fakouri a couple of plays later when he hit a slow roller that two infielders missed. Campbell went 2 of 4 in the second game.

“We had some bright spots. Palmer Campbell swinging a hot bat and Reece hit one over by the scoreboard, a home run,” Burkey said.

Both sides added a pair in the seventh inning before the game was suspended. The decision came due to it getting too dark to continue since Roger Pattillo Field doesn’t have lights.

The two sides will pick up the game in the top of the eighth, possibly over the weekend when Three Rivers travels to St. Charles for another doubleheader.

# March 8, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

## THREE RIVERS COLLEGE

# Richardson selected as honored alumni

By **DENISE KINDER**  
Staff Writer

Three Rivers College has selected Todd Richardson to receive its 2019 Distinguished Alumni Award.

“Todd has made many contributions to Three Rivers College and the region that will benefit our students and constituents for many years to come,” said Dr. Wesley Payne, President of Three Rivers College. “We are honored that he got his start at Three Rivers and continues to be invested in our success.”

A public reception in his honor will be held from 4:30 to 6 p.m. on Friday, April 5, at the Tinnin Fine Arts Center.

Richardson, a Poplar Bluff native, currently serves as the Director of MO HealthNet. Prior to that appointment, he was Speaker of the House for

the State of Missouri. In his role in Missouri government, he helped secure funding and recruited legislators to make the new Excel Center in Poplar Bluff possible.



**Richardson**

Richardson was also responsible for securing funding for the Crisp Technology Center expansion on the Three Rivers campus.

Each year, Three Rivers takes students to the Capitol for Community College Week. During his time in the House of Representatives, Richardson would invest extra time in the students, taking them to the House floor and allowing them to sit at representatives' desks to learn about government.

“When I learned I would be receiving this award, I was thrilled,” said Richardson. “To be named a Dis-

tinguished Alumni at Three Rivers College, in my hometown, is a huge honor.”

Richardson has been honored with the Missouri Community College Association's Legislative Award of Distinction and several other awards, including the Greater Poplar Bluff Area Chamber of Commerce's Person of the Year.

In addition to attending Three Rivers College, Richardson taught Business Law and Government classes as an adjunct instructor.

“Todd has been a staunch supporter of Three Rivers

College for many years,” said Michelle Reynolds, Director of Development for Three Rivers. “He is, deservedly, well-respected in this community, and we are proud to honor him with this award.”

In addition to receiving the Distinguished Alumni Award, Richardson has been selected as the Keynote Speaker for the Three Rivers 2019 Commencement ceremony, which will be May 17 at the Libla Family Sports Complex.

Those wishing to attend the April 5 recognition reception should RSVP to Reynolds at michellereynolds@trcc.edu or 573-840-9077.

See **ALUMNI/Page 2**



Feb. 26, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Madison Steele earns third in breakaway roping to start Three Rivers' spring season

On Thursday and over the weekend, Three Rivers rodeo opened its spring season. The team traveled to East Mississippi Community College, where the women's team left in the ninth spot in the team standings with 95 points.

Madison Steele had the best individual finish for Three Rivers in the breakaway roping event. She finished in 5.6 seconds, which was good for third place overall.

She was the only individual to earn a top-three finish for Three Rivers in the event. Steele's 370 points places her third in the region and 87 points out of the top spot.

Also in the region, the Three Rivers men's team's performance placed them eighth ahead of Murray State and Pearl River. The women's team now sits in ninth, leading Northwest

Mississippi State and Mississippi State.

Colby Daniell's performance over the weekend placed him fifth in the region in saddle bronc riding with 60 points. Jakob Sellers sits fifth in bull riding with 110 points, and Joe Phillips is tied for sixth with 40 points in the same category.

Feb. 28, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## TRC students visit Capitol as part of program

By **DENISE KINDER**  
Staff Writer

A group of Three Rivers College students had an opportunity to visit Jefferson City and elected officials in a behind-the-scenes view of the legislative process.

Hosted by Senator Doug Libla of Poplar Bluff and his staff, the Student Leadership Academy group was able to tour the Capitol, visit the Whispering Room and were intro-

duced on the House and Senate floors.

Led by Dr. Mairead Ryan-Anderson, TRC students Destiny Cagle, Shelby Hammond, Rebekah Hill, Vance Vela, Leighton Moore and Leah Gimbel meet Representatives Jeff Shawan, Hardy Billington, Herman Morse and Kathy Swan. Also accompanying the students were TRC President Dr. Wesley Payne, Dr. Maribeth Payne,

See TRC/Page 2



Photo provided

Three Rivers College Student Leadership Academy members, from left, Destiny Cagle, Shelby Hammond, Rebekah Hill, Leah Gimbel, Vance Vela and Leighton Moore were introduced on the floor of the Missouri House of Representatives in Jefferson City.

96 of 141  
03/20/2019



Feb. 28, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

Jack Armor and Chris Adams.

“Jeff Shawan went into detail about what they do at the Capitol and told us it might be a slow moving process, but they are working on the issues,” Hammond said.

With busy schedules, students said they were able to meet with leaders who were not in meetings, but District 147 Rep. Kathy Swan of Cape Girardeau went above and beyond to speak with the group.

According to Director of Enrollment Services and Student Enrollment Chris Adams, Swan was in a meeting, but left to visit with the students.

In addition to learning how the representatives impact their areas, students were also given the chance to provide suggestions.

Moore explained to District 151 Rep. Herman Morse of Dexter how his father is a pastor who rides along with police officers, but a bullet proof vest is not available for him.

Students were also asked how A+ or service scholarships allowed them to fur-

ther their education. All the students in the group are on some sort of scholarship to attend TRC.

State funding and how it is used at the institution was also discussed.

“Growing up I always knew I wanted to take part in business, but the older I got I knew I came from a small town and thought, ‘is that possible,’” Cagle said. “Being able to meet the representatives and Doug Libla who are from this area and have succeed so much has really given me motivation that I can do it if I stick to it.”

Seeing the local officials in action reinforces nothing is impossible, Hill said.

Student Leadership Academy was piloted at TRC last spring and includes eight students.

To be a part of the group, students must either be recommended or have a GPA of 3.0 or higher and apply to join.

With 15 spots available, candidates are then chosen based on their applications.

Members are required to meet in 13 events, be active and participate and are assessed on their leadership skills.

“We try to develop those skills and hopefully they have a rewarding experience they can take other places,” Adams said.

With successful completion, students are awarded with a certificate of leadership at the Student Excellence Awards in May.

In addition to growing leadership skills, the Student Leadership Academy also brings new friendships and connections, Hammond said.

“We have met three times and we are already friends,” she said of the group. “Before this trip none of us really knew who the president of the college was, but now we know Dr. Payne and his wife.”

Cagle added being a member of the Student Leadership Academy has allowed her to get to know different people in areas she would have never interacted with otherwise in addition to getting to know others within the system of TRC.

“On top of it, you do learn a lot of leadership skills to help prepare you for the next things coming in your life,” Hammond said.

Feb. 22, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## TRC HONORS ADAMS



Photo provided

Three Rivers College presented a token of appreciation to the family of Victor Adams, who served on the Three Rivers College Board of Trustees from April 1986 to March 1992. Adams passed away in July 2018. The College honored Adams during halftime of the inaugural Raiders Basketball game in the new Libla Family Sports Complex. From left, Dr. Wesley Payne, President of Three Rivers College; Vicki Mosbey, niece of Adams; Doug Adams, cousin of Adams; and Darren Garrison, Chairman of the Three Rivers College Board of Trustees.



Feb. 22, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Grand Slam: When Gene Bess won his 1,000th career game



DAR/Jeff McNiell

In this Feb. 22, 2006, file photo, The media follows Three Rivers coach Gene Bess as he is congratulated by Forest Park's Pete Burla after Bess became the first college basketball coach on any level to win 1,000 career games when Three Rivers defeated Forest Park 77-60.

Feb. 22, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

*Editor's note: This story was originally published on Feb. 23, 2006.*

ST. LOUIS — A grand achievement finally came to an even grander coach.

Already junior college's winningest coach, Three Rivers' Gene Bess put his stamp on collegiate basketball by reaching a milestone unmatched by anyone else in the history of the sport. The Raiders' 77-60 victory Wednesday night at Forest Park brought Bess his 1,000th career victory.

No coach on any level — not Dean Smith, Adolph Rupp or Pat Summitt — has won more games than Three Rivers' living legendary.

"I'm kind of a math major and somehow or another, I've been made to believe that often times numbers speak louder than words," Bess

said. "I think this speaks very well for our community, our college, the great players that have been part of all this and a family that has endured all this stuff down through the years."

As the final seconds ticked away in a game that was merely an afterthought to Bess' chase for 1K, a crowd of nearly 250 Raider fans rose to their feet and chanted Bess' name. Commemorative 1,000 win T-shirts were passed out as Bess was swarmed by first the media, then by many familiar faces from his 36-year career.

Never one to seek personal glory or recognition, Bess initially felt uncomfortable with the attention he received as his countdown toward 1,000 was chronicled game-by-game. But as it got closer and the media frenzy picked up — he was twice interviewed on live TV and featured on SportsCenter and ESPN.com — he learned to embrace it.

"We have so many great people associated with this program. I feel like I'm the lucky one," said Bess, who has a 1,000-258 career record. "I'm the guy that gets the credit, but I'm totally at the mercy of so many other people. I'm so thankful I've been in the position I've been. I've been at the right place at the

right time. That's the way I feel about my coaching career."

Bess, who turns 71 next month, already had 250 high school victories when he took over the Raiders from inaugural coach Bob Cradic in 1970. He took the team to its first national tournament that season and the dynasty was born.

Now in his 36th season at Three Rivers, Bess has won 17 region titles, made 13 trips to the national tournament and won it all in 1979 and 1992. He's won 20 or more games in all but three seasons — this year's team improved to 22-7 — and never had a losing season.

"Coach is kind of a calm guy and even though he doesn't care much about the 1,000, I think it felt good for him to finally get it," freshman Jonathan Huskisson man Jonathan Huskisson said. "We're just a little piece of the puzzle. We've got to look back to our forefathers that came before us."

Bess, who became the NJ-



Feb. 22, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

CAA career wins leader when he passed Broome Community College (N.Y.) coach Richard Baldwin for his 880th victory in 2001, sits atop the list of basketball's all-time great coaches. Smith's 879 career wins are the most in NCAA men's Division I history while Summitt reached her 900th with the Tennessee Lady Vols this season.

Harry Statham at McKendree College in Lebanon, Ill., is the all-time winningest coach at any four-year college or university, collecting 912 wins thus far in 40 years of coaching.

"It feels good to be part of history," freshman Keith Burton said. "I'm glad to be a part of this team and part of 1,000."

Bess was denied his first attempt at 1,000 in front of a soldout crowd Saturday night against rival Mineral Area. Many of those same fans followed him three hours to St. Louis. Eighty-three came in two charter busses and nearly 200 more were part of a sign-holding crowd intent on watching history unfold.

Longtime fan Frank Tinsley, 81, has been with the Raiders since he retired as a railroad worker in the 1960s.

"I'm in love right now because we're ahead by 21 points," Tinsley said midway through the second half. "I love the Raiders and I'm infatuated with them. They stimulate me and they stimulate my wife."

John Sims said his father died when he was 4-years-old and that Bess served as his mentor when he played with the Raiders in the early 1970s. His brother, Dennis, still holds the single-game rebounding record.

"Gene Bess brought me here. I wouldn't have missed it for anything in the world," said John Sims, a deputy juvenile officer in St. Louis county. "The first time being away from home as a country boy, he showed me the ways of life and it's still imbedded in me now. Words cannot describe coach Bess."

As early as one hour before the game, Bess was ap-

proached by fans and coaches with congratulatory words. He posed for pictures and had multiple cameras following his every move throughout the night.

Following his historic win, Bess stood at the end of the court and shared a moment with many of the people who have witnessed a good portion of his iconic career.

"These people that showed up are just the tip of the iceberg of the great fans we have, but there sure were a lot of the old faithfuls that have been through this and thin, Bess said. "They're just my best friends."

One final embrace came from Bess' son, Brian, who played two seasons for his dad and has been his assistant for 13 seasons.

"He doesn't take a lot of time to stop and smell the roses, but I think one day it will be special to him," Brian said. "When you look back that he was humble and wanted to downplay it, that makes it even neater that he's enjoying it and embracing the celebration."

Feb. 20, 2019

# Daily American Republic

Serving The Region Since 1869

POPULAR BLUFF, MISSOURI

50c

## Award-winning duo at Rodgers Theatre

Three Rivers College Patrons of the Arts and the Rodgers Theatre have partnered to present the award-winning bluegrass/country duo of Jamie Dailey and Darrin Vincent at 7 p.m. Thursday at the Rodgers Theatre.

The distinctive vocal blend of Dailey's tenor and Vincent's reedy harmonies, plus their fantastic musicianship, has earned them worldwide recognition.

"Dailey & Vincent is truly a top-notch act," said Robert Abney, Director of the Tinnin Fine Arts Center. "They have won multiple Grammy awards both

individually and together, as well as numerous other awards. They have played at some of the most prestigious venues in the country like the Grand Ole Opry and Carnegie Hall. To have them play for us here at the Rodgers Theatre is very special."

Tickets are \$30 each and are available online at [www.trcc.edu/tinnin](http://www.trcc.edu/tinnin) and [www.rodgerstheatre.org](http://www.rodgerstheatre.org) as well as in person at the Popular Bluff Chamber of Commerce, Myrtle's Place and the Three Rivers Student Accounts Office. Tickets will be sold at the door, if any remain.



Feb. 21, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## THREE RIVERS COLLEGE Planning priorities discussed for future

By DENISE KINDER  
Staff Writer

Following a perfect accreditation for Three Rivers College, the institution is continuing to look at areas where improvement can be achieved.

Dean of Institutional Effectiveness Dr. Maribeth Payne reported to the board of trustees during Wednesday's meeting the fiscal year strategic planning retreat was held Feb. 1.

"This gives everyone an opportunity to collaborate on challenges we are facing at the institution and hear from one another how we can go about facing those challenges," Payne said.

TRC FY20 annual planning priorities include Fiscal Health and Opportunities, Infrastructure, Operational Efficiency, Planning, Assessment and Data Analysis Processes, Stu-

dent Experience, Student Learning and The Team.

TRC will soon enter into another strategic plan for the next five years with the 2020 plan nearly complete.

### Financial Update

According to Chief Financial Officer Charlotte Eubank, most revenue categories are very similar when comparing numbers as of Dec. 31 to the same time last year for the college.

"Tuition and fees are slightly behind, but not by a great deal," she said.

On the expense side, numbers were also comparable to the prior year, she said.

At about 58 percent into the fiscal year, revenue gaps are closing in most categories with tuition and fees at about 94 percent of the budgeted amount.

"Although enrollment is down, we budgeted for that scenario," Eubank said. "We still have summer registration that will be split between this fiscal year and next."

With most expenses right on target, Eubank said for year-to-date, that puts just over \$6.2 million on the bottom line as of Jan. 31 for TRC.

### Teaching Program

TRC instructor Faye Sanders reported to the board currently nine degrees are offered inside of the teacher education program.

Nearly 60 students graduate from the teaching program each academic year.

About 225 students are enrolled in the teacher education department, which is a record number for this academic year, Sanders said.

She attributes this high enrollment to the variety of ways the college offers

See TRC/Page 2

103 of 141  
03/20/2019

# Feb. 21, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

classes to its students including online, on campus and ITV as well as the institution of the University Center.

“The University Center has offered very broad options for our students to complete a bachelors degree here in Poplar Bluff beyond the traditional elementary degree offered before,” she said.

## Updated Policies

The board unanimously approved updating policies including absences from college, shared sick leave and, alcohol and drug-free work-and-learning place.

According to TRC President Dr. Wesley Payne, minor alterations were made to bring the shared sick leave and absences in line with external changes and added clarity.

The alcohol and drug-free work-and-learning place policy was changed to bring it up to date and in line with the medical mari-

juana law. An exception was also made for the use of alcohol at events in certain circumstances.

## Upcoming Events

- Three Rivers Patrons of the Arts and the Rodgers Theatre will partner to present the award-winning bluegrass/country duo of Jamie Dailey and Darrin Vincent at 7 p.m. Thursday at the Rodgers Theatre. Tickets are \$30 and can be purchased online at [trcc.edu/tinnin](http://trcc.edu/tinnin). The distinctive vocal blend of Dailey’s tenor and Vincent’s reedy harmonies, plus their fantastic musicianship, have earned them worldwide recognition.

- The next children’s show at the Tinnin Fine Arts Center will be Greek Myths. This show will be closed for only elementary students who will be bussed to the campus and after will return to their classroom.

- Trivia Night scheduled for Feb. 28 at the Holiday

Inn is now sold out. Funds from the event will go toward scholarships for students at TRC.

- The Raiders basketball team will travel to Lincoln University in Jefferson City for the Region XVI Tournament Feb. 28 and March 2. The men are still waiting to hear what seed they will take in the tournament. The Lady Raiders have clinched the top seed in the Region XVI Tournament. They will also travel to Lincoln University in Jefferson City March 1 and 3.

- The art exhibit (RE) Presentation by Carly Dahl will be held from March 1 through April 5 at the Tinnin Gallery. The artist lecture will be held at noon March 1 in the Plaster Building, room 108.

- Spring Break for TRC will be March 11-12 and the college will be closed March 13-15.



# Feb. 21, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

- The High School Concert Band Festival will be held March 5 at the Tinnin Fine Arts Center. Eight area high school bands and 413 students will be on campus for the event. Clinics will be held from 8 a.m. to 4 p.m. with a concert following at 7 p.m. Admission is \$3 for adults and \$2 for students and children.

### **Next Meeting**

The next TRC Board of Trustees meeting will be at noon March 20 in the board room at the Tinnin Fine Arts Center.

Feb. 22, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## TRC HONORS GRASSHAM



Photo provided

Three Rivers College presented a token of appreciation to the family of Randy Grassham, who served on the Three Rivers College Board of Trustees from January 2009 until his death in August 2018. The College honored Grassham during halftime of the inaugural Raiders Basketball game in the new Libla Family Sports Complex. From left, Dr. Wesley Payne, President of Three Rivers College; Holly Grassham-Holt and Heath Grassham, children of Randy Grassham; and Darren Garrison, Chairman of the Three Rivers College Board of Trustees.



Feb. 26, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Lady Raiders go undefeated in Region XVI

By **NATE FIELDS**  
Sports Writer

NEOSHO, Mo. — Seventeen straight wins. 12-0 away from home. Twenty-one of their 24 wins are by double figures. Ranked for the first time in three years. And to cap all of it off, unbeaten in Region XVI play for the first time under coach Jeff Walk.

The No. 22 Lady Raiders are in the midst of a season to remember, and they wrapped up the regular season portion of their schedule with a

92-72 win at Crowder, completing the aforementioned accolades in the process.

“Pretty special group of kids, you know. First one for me here,” Walk said. “And us and Moberly last year, then you’ve got to back to I think like ‘08 before there’s another undefeated region team. It just shows a testament to the kids who come in everyday and work hard, do what they’ve got to do every single day.”

See **UNDEFEATED/PAGE 11**

Three Rivers (24-3, 10-0 Region XVI) battled with Crowder (12-18, 3-7 Region XVI) in a grind-it-out style of game. The Lady Raiders slowly began to pull away late in the first half, taking a 44-34 lead into the locker room.

“It was pretty physical,” Walk said. “It was a wrestling match early. We tried to wrestle with them, and next thing you know we call a timeout or two and said, let’s just play the game and play basketball.”

In the third quarter, that philosophy worked to near perfection. Three Rivers dominated as it has often done throughout the year, forcing turnovers and wearing down Crowder to the tune of a 32-19 advantage in the frame.

The scoring balance is something few teams can match or even contain.

Despite still missing J’Kayla Fowler, 107 of 141  
03/20/2019  
out with an ankle injury, and

Feb. 26, 2019

# Daily American Republic

Serving The Region Since 1869

POPULAR BLUFF, MISSOURI

50c

An’Nyah Pettus, who hurt her knee a week ago in a win against Mineral Area, Three Rivers finished with seven players in double figures. It’s an impressive number even for a team that has five players with double-figure scoring averages.

Jordan Little led the way with 17 points on five made shots. Hail-ee Erickson scored 15. Casey Douglas and Katelyn South each scored 13. Hannah Thurmon added 12. Deanay Watson and Kim Shaw had 11 apiece.

Balance like that is a matchup nightmare for opponents, and no one has figured out how to steal a win against the Lady Raiders throughout a 17-game winning streak that has spanned nearly three months.

Even with a big winning streak and a top-25 ranking, Three Rivers continues to do the little things right, too, starting on the

defensive end.

“I think Kim Shaw had a great ball game, a great defensive ball game,” Walk said. “She ain’t going to show in the box scores. She had a couple of big steals in the second half, forced some turnovers and got some rebounds. Everybody else had a great game, but those things just don’t show up.”

For the 12th time this year, Three Rivers has gone into an opponent’s gym and walked away with a win, having yet to lose away from home this season.

“(They’re) able to go into someone else’s home court and not let it affect your play,” Walk said. “You just go in, take care of business, make shots and play defense and don’t let the atmosphere affect you.”

From this point on, the atmosphere only gets more intense for the Lady Raiders. They’ve secured the top seed in the Region XVI

Tournament, and they’ll play their first game in the semifinals at 6 p.m. Friday.



Feb. 28, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## IT'S A NEW POSTSEASON



In this Feb. 16 photo, Three Rivers coach Jeff Walk, middle, talks to Casey Douglas, left, Deanay Watson (1), Hailee Erickson (13), Katelyn South (12) and Hannah Thurmon, right, during the first half of a Region XVI game at Mineral Area.

### Lady Raiders say accolades, rank, record don't matter anymore

By NATE FIELDS  
Sports Writer

It's time to start a new season for the No. 22 Lady Raiders.

Well, in their minds it is. The regular season wrapped up Saturday with a 20-point road win against Crowder. The win capped off a perfect 10-0 region record, a 17th straight win and a 12-0 regular-season record away from home.

The accolades were nice to achieve, but now, they know none of it matters if they don't take care of business in the Region XVI Tournament.

"This is just the time that matters the most," Hannah Thurmon said. "All of that was awesome, but it doesn't matter anymore."



Feb. 28, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

Saturday's game against Crowder might be an indicator of what to expect in the region tournament, which begins for Three Rivers Friday in the semifinals. Crowder was physical, aggressive and tried to play bully ball. As it's done all season, Three Rivers made timely runs to pull away for a 20-point win while dressing eight players, seven of which scored in double figures.

Katelyn South came away with a black eye Saturday as a result of the physicality.

"They came out physically beating us Saturday," South said. "... We tried fighting back with them in the first half, but then coach told us not to fight with them and to just beat them on the scoreboard."

Three Rivers will match up with Crowder Friday, marking the second time in eight days the two teams will meet.

The Lady Raiders beat

Crowder by 25 early in region play before Saturday's 20-point game.

"You've got to make sure you go out and take care of business and not get overconfident," Walk said. "With that being said, this group of kids is a little bit different. They're just going to go out and play."

With the sting of defeat still fresh from a week ago, Walk knows Crowder will come out motivated. Even Saturday, getting past Crowder wasn't an easy task despite the 20-point differential. Three Rivers trailed briefly about midway through the first half.

"At halftime of Saturday's game, I took a towel and laid it on the floor and asked them if Crowder was just going to bow at our feet when we walked in the door," Walk said. "That's kind of how we played in the first half, and I said, 'They're going to come to play. They're going to come and try to make a game out of it.' And wouldn't want it any other way."

J'Kayla Fowler missed her fourth straight game Saturday with an ankle injury she sustained Feb. 2 against State Fair. An'Nyah Pettus missed Saturday after she hurt her knee Feb. 16 at Mineral Area. Both are currently questionable for Friday's game. Walk said Fowler has a 75-80 percent chance of playing, while Pettus's probability is closer to 50 percent.

The Lady Raiders have focused on the little things in practice. Walk had them working on pivoting and being more explosive in the pick-and-roll, something he said they should've been doing a while ago.

"We should've been doing that three weeks ago," Walk said. "There's just so much stuff you need to keep working on, and at the end of the day it boils down to fundamentals, fundamentals, fundamentals."

"Pivoting is a fifth-grade level skill that we don't do enough of."

Walk said he thought of the idea to have them focus on pivoting from watching

910 of 141  
03/20/2019

Feb. 28, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

old Michael Jordan highlights earlier in the day.

“I’m thinking about how many times he pivoted before he ever dribbled and how low he got. He never played vertical. He squatted down, pivoting to make that defender move, and next thing you know he’s open,” Walk said.

For a team with this much success, it can be tempting to go through the motions, but Walk makes sure the players never get that opportunity. Throughout practice, he’ll ask players questions, whether it’s to all of them or a specific person.

“Coach Walk is pretty good about that. He’ll catch you like, not paying attention or anything and he’ll just ask you a random question and keep your mind thinking and keep you engaged at all times,” South said.

Added Thurmon, “We should always be thinking, even off the court. We let our minds veer a little bit, but (Walk) always straightens it back out.”

There’s a need to perfect those little things in practice to avoid a slip-up. After all,

the team hasn’t lost since Nov. 30, and another loss would mean the end of a season full of success when it began with uncertainty.

“Just how we started with a few losses, just a couple and it’s like, oh no, just a little worried. But then it’s like we don’t even know how to lose anymore. We’ve done so good and that’s not even our mindset at all,” Thurmon said.

When the team first got together, it was a group full of freshmen and three sophomores.

“I expected us to be good, but I was like, coming in as a young team, it’s going to be kind of difficult,” South said. “I thought we were going to start out slow and maybe eventually work our way up to being good, but I’m shocked. ... Definitely better than I expected.”

Now, it’s a team with five players averaging double figures in scoring. It’s a team that dishes out 20 assists per night. It’s a team that has been ranked for nearly a month, and it’s a team that can afford to take time in practice to work on mechanics and how

to properly pivot and read its defender because everything else is going so well.



March 2, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Lady Raiders overcome nerves

JEFFERSON CITY, Mo.

— Even when the score indicates there was a close game, it seems like No. 22 Three Rivers is still winning comfortably.

Friday was no different. Top-seeded Three Rivers defeated fourth-seeded Crowder 88-79 in the Region XVI Tournament semifinals, but the margin felt wider. Three Rivers will face Moberly Area in the final at 4 p.m. Sunday.

“This time of year, you don’t beat people by 20,” Three Rivers coach Jeff Walk said. “If they’re playing this time of year, they’re pretty good. A lot of emotions, a lot of nervous energy. They were nervous as cats on a hot tin roof when they came out. But once we kind of got going, we’ve just got to go play.”

The Lady Raiders (25-3) were never really in any danger of losing the lead they’d

held since under four minutes remained in the second quarter.

Crowder (13-19) had tied the game at 24 after Hannah Thurmon blocked a shot and it deflected right to Maegan Bandimere for a layup. Then, the sophomores showed their leadership, pulling Three Rivers ahead for good.

Kim Shaw found an open look after driving the baseline and flicked it home to give the Lady Raiders the lead again, and they wouldn’t relinquish it for the rest of the game. Shaw finished with a quiet 18 points and eight rebounds, a line Walk almost couldn’t believe.

“What? Kim was 7-of-10 from two,” Walk said. “Wow. Where’d that come from? She’s that unsung hero, and she’s been that all year long. Super sweet kid. She’s a player. ... I can’t say enough for her. She just works her (butt)



Three Rivers' bench celebrates after Hailee Erickson hit a buzzer-beating 3-pointer to end the first half during the Region XVI Tournament semifinals against Crowder Friday in Jefferson City.



# March 2, 2019

## Daily American Republic

Serving The Region Since 1869

POPULAR BLUFF, MISSOURI

50c

off every day in practice and has a smile on her face.”

Right after the basket, Hailee Erickson snuck in for a steal and a layup on the in-bounds pass. The Lady Raiders were rolling after the 10-second sequence. They came up with a stop, and the ball found its way to Erickson again. She pulled a quick 3-pointer with no hesitation and drained it with three minutes to go in the half. Erickson, the team’s leading scorer at 13.9 points per game, scored 14 points and had five assists in 36 minutes.

After the defense forced one of its 18 turnovers, Shaw again found space to drive to the basket for two more.

“I think I just started attacking the basket more and not being afraid to take it myself, and it started working out for me, I guess,” Shaw said.

Erickson split a pair at the line before the team’s third sophomore, Casey Douglas,

found Thurmon for a layup with 40 seconds left in the second quarter. Thurmon tallied 15 points and 13 rebounds in 29 minutes for her first colle-

giate double-double.

“I just knew I had to contribute and play one of my hardest games,” Thurmon said. “Other times are watching and they’re trying to feed off of everything that happens.”

Crowder answered with a 3, but Erickson quickly dribbled down and splashed a 3 at the buzzer, putting Three Rivers up by double figures and heading into the locker room with a ton of confidence.

“It really was a big part, to close out the half scoring, getting turnovers, and I feel like everyone feeds off the energy when you start to steal the ball and score off of it,” Shaw said.

That 17-5 run to finish the half was the biggest stretch of the game. Crowder pulled within seven points once in the third quarter, but Three Rivers never seemed like it was in any real danger.

“It’s what I’ve told them all year long, you get them in a feeding frenzy. They kind of came back on us there and tied the game at 24-all like you said, and they kind of relax. ‘Well, we’ve got caught up.’ And next thing you know,

they’ve thrown the ball back to us four or five more times,” Walk said. “... That’s the difference in the ball game.”

J’Kayla Fowler played for the first time since Feb. 6 after an ankle injury sidelined her for four games. She scored two points in six minutes but quickly showed why her length was missed at the top of Three Rivers’ zone defense. On her first possession back on the court she tipped a pass out of bounds before coming up with a steal shortly after.

“Just working her back in slowly,” Walk said. “They were good quality minutes. She scored two points, got a couple of rebounds. Those are confidence boosters for her to get back in the swing of things. She just brings that other dimension that we’ve all kind of forgot about.”

It was another game of balance for the Lady Raiders. Everyone who played scored at least two points, and Deanay Watson (12) and Katelyn

South (13) joined Thurmon, Shaw and Erickson as double-figure scorers.



March 5, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

PAGE 14

## sports

TUESDAY, MARCH 5, 2019

DAILY AMERICAN REPUBLIC



DAI/Nate Fields

Three Rivers' Deaney Watson, front left, celebrates with Jordan Little (22) after beating Moberly Area in the Region XVI Tournament championship Sunday in Jefferson City.

# Lady Raiders win Region XVI title

**"Even in the locker room, they had that look of determination. They knew they were going to win. They had tht moxie about it, that will."** — Three Rivers coach Jeff Walk



DAI/Nate Fields

Three Rivers' Jordan Little, bottom, and Moberly Area's Shania Liburd fall out of bounds while chasing a loose ball during the Region XVI Tournament championship Sunday in Jefferson City, Mo.



# March 5, 2019

# Daily American Republic

Serving The Region Since 1869

POPULAR BLUFF, MISSOURI

50¢

JEFFERSON CITY, Mo. — No. 22 Three Rivers got punched in the mouth after the opening tip Sunday.

Not literally, but Moberly Area came out on fire and scored the first 11 points of the game. Three Rivers went scoreless for the first five minutes and 24 seconds of Sunday's Region XVI Tournament championship.

A team composed of seven freshmen could've folded in a situation like that. Everything was going against them, every bounce and every shot.

Not this team, though. Three Rivers kept chipping away despite trailing by nine at halftime and as many as 15 in the game.

"It's not the first game I've had like that," Three Rivers coach Jeff Walk said. "I've had probably two or three through the course of coaching the 30-some odd years I've coached, being down like that, and a game to go home.

"Fortunately, so far I've won all of them."

Moberly hit nine 3's on a

52.9 percent clip in the first half to take control.

Three Rivers settled down, though, and fought all the way back, taking its first lead of the night with 3:33 left in the third quarter after Hailee Erickson split a pair of free throws. Meanwhile, Moberly Area's second-half shooting percentage from deep dipped to 33 percent.

"I know everybody was anxious when we were down 15, but it comes a point in time where the kids just have to relax and play," Walk said. "Once we finally

made a shot, that's when we just started chipping away, chipping away."

Moberly scored on a couple of drives to the basket to go back up by three heading into the fourth. Jordan Little gave the Lady Raiders the lead for good when she pump faked, side-stepped a defender and drained a 3-pointer with 6:22 left in the game.

Little scored 10 of her 19 points in the final 6:22 of the

game, and it helped lift Three Rivers to an 82-77 win to clinch a region championship in what was a gut-check performance. It is Three Rivers' first region championship since 2004, which was also the last time the team went to the national tournament.

Down the stretch, she knocked down four consecutive free throws when Moberly Area was keeping Hailee Erickson, the team's best free-throw shooter, from catching the ball late.

"They never once had that look of going to fold up and quit," Walk said. "Even in the locker room, they had that look of determination. They knew they were going to win.

They had that moxie about it, that will."

Hannah Thurmon stepped up once again and scored 20 points, three blocks and grabbed seven

rebounds in 35 minutes. There was no hesitation to her shot. Each time she had an open look she took it, knocking down 5 of 9 from the floor and all seven of her free throws. Her two best games of the



# March 5, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

year have come in the region tournament.

“I just felt really confident tonight,” Thurmon said. “These last few games, it’s the final one. It could be our last game and we’ll never know when, but just getting to this point is such a big deal to all of us, and I knew I had to contribute.”

That’s where the coaching staff’s philosophy of recruiting players from winning high school programs becomes beneficial. A player like Thurmon, who played in state tournaments in volleyball and basketball at Dexter, isn’t unfamiliar with the pressure.

“You’ve been here so many times, like in high school, and it’s just another game,” Thurmon said. “We knew we had to come out harder than ever. Even being down, we never gave up at all.”

The Lady Raiders never wavered. They endured an onslaught from Chatori Taylor, who hit 10 3’s to break Moberly Area’s single-game record. At times, it seemed like she couldn’t miss from deep, finishing



DAR/Nate Fields

Three Rivers poses with its Region XVI Tournament championship plaque after beating Moberly Area Sunday in Jefferson City. Pictured bottom row from left are, Katelyn South, Casey Douglas, Hailee Erickson, Jordan Little and J’Kayla Fowler. Pictured top row from left are, athletic trainers Jeff Dawes and Colby Lovelace, Kim Shaw, Hannah Thurmon, Lana Reed, An’Nyah Pettus, Deanay Watson, coach Jeff Walk and co-head coach Alex Wiggs.

with a game-high 32 points in 37 minutes.

In the second half, Three Rivers began to shadow her. She still made three treys in the half, but it was a welcome drop in production after she hit seven through the first 20 minutes.

Another big part of the Lady Raiders’ comeback was the play of Deanay Watson. She finished with 15 points, nine rebounds and six assists in 30 minutes working the middle of the floor from the free-throw line down. Almost

every time the Lady Raiders needed a shot, she delivered.

When Three Rivers trailed by 13 points in the second quarter, Watson scored a basket to spark an 8-0 run. When the No. 1 seed trailed by 11 points with under two minutes left in the half, Watson scored twice at the rim to cut the lead to nine by halftime.

To start the fourth, she scored the first five points of an 8-0 run that gave Three Rivers the lead with seven minutes to go.

Those kinds of plays helped Three Rivers weather every storm on the way to a 19th straight win.

116 of 141  
03/20/2019

# March 5, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

That's been the story all year for Three Rivers. No matter the situation, multiple players have stepped up when the team needs a basket.

That's why Three Rivers ended up with four players on the All-Region team. Erickson and Little earned first-team selections, while Katelyn South and J'Kayla Fowler earned second-team honors. Watson was named Region XVI Freshman Player of the Year.

"Coming from redshirting last year to coming this year and actually playing and actually coming this far, it means so much, and I'm just so thankful," Watson said.

Walk didn't leave without some honors of his own. He earned Region XVI Coach of the Year.

"When you get coach of the year, it's not because of what the coach did, it's because of what the players have done," Walk said. "Without them, I'm just somebody sitting on the sideline hollering and screaming. Those kids are the one that give me that

opportunity to receive that."

After the game, an emotional Erickson teared up on the sideline knowing her sophomore season gets to continue and she's a region champion.

"It means a lot to me, you know. Just going out my sophomore year, my last year, getting a region championship, it's pretty cool," Erickson said. "Not many people can say they've got that done. It's pretty awesome."

The accolades keep piling up, but the season isn't over yet. The Lady Raiders will host Iowa Western at 7 p.m. Friday with a spot in the national tournament on the line.



March 6, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## NO BIG DEAL

### Humble Thurmon surging at right time for Lady Raiders

No one on this year's Three Rivers women's basketball team has a big ego. They don't ever ask about their stats. They just want to win.

That attitude is why freshman Hannah Thurmon's demeanor never

changed from the beginning of the season to now. If you saw her on the court, in practice or on the bench, you'd never be able to tell whether she's struggling or has the hot hand.

"She is one of the most

level kids — as far as not riding that emotional roller coaster on offense and defense — that I've ever had play for me," Three Rivers coach Jeff Walk said. "She just goes out there and just plays, you know. If she's having a bad game, you're not going to know it."

Offensively, it was the former for a good portion of the season. She's had 10 games in which she shot 30 percent or lower from the floor.

She never let it show. Not once did she hang her head, complain or show signs of even knowing about her offensive woes. Then again, it's easier when you're on a top-25 team that hasn't lost in over three months.

"I feel like my teammates, we all provide in





# March 6, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

some sort of way and they really help out. Even if anyone is on their low side, there's always someone who's going to step up," Thurmon said.

Although it wasn't obvious in her body language, she knew, and she made sure to put in extra time to shake her shooting slump.

"I used to come in here and, oh my gosh, I would shoot so many shots every day. And I was making them, but still, my percentage was not up," Thurmon said. "Then, I slowed down, you know. After the second semester came around, coming from that low and progressing as I want and building more confidence, it just helped."

Some of her teammates knew it, too. Katelyn South, Thurmon's teammate, roommate and friend, noticed the struggles early in the season.

"I know in the beginning, her confidence was down really bad. I mean,

it's not that she was down in the dumps really, but her confidence wasn't like it normally is," South said. "I don't know, I just think her game, especially against Crowder — our last game against Crowder — I think it just boosted her confidence.

"I've known she's had it in her the whole time, but I think it just took her showing herself she could be great to actually believe in herself."

The two made a point to start putting in extra shooting work after practice. Thurmon will ask South if she wants to go put up more shots in the gym and vice versa, something they didn't do quite as often at the beginning of the season.

"We talk about it all the time, how we want to be great, how she wants to be great," South said. "She's got a bunch of colleges looking at her. She wants to go play for Arkansas State, and I don't know, I

think she's just been a little more determined to be better."

Now, when the team has needed it most, she's answered the call and then some. For a team with five players averaging double figures in scoring, it's hard to point to an X factor.

But during the Region XVI Tournament, Thurmon was exactly that.

"I just really have a lot more confidence," Thurmon said. "I just feel a lot better about myself. Now, knowing I can do that, I feel like I can do whatever I set my mind to."

En route to winning the Lady Raiders' first Region XVI tournament title since 2004, Thurmon averaged 17.5 points, 10 rebounds and five blocks in two games while shooting 53 percent (8 of 15) from 3-point range. Those numbers included a season-high 20 points in the championship against Moberly Area

and a season-high seven blocks against Crowder in the semifinals.

"What would I have done without her?" Walk



# March 6, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

said. "... I think she's kind of got it figured out that she might be able to play a little bit."

Defensively, Thurmon has blocked at least three shots in each of her past six games. The defense has been there all sea-

son, though. The 6-foot, 1-inch forward averages 2.1 blocks per game with a season total of 62, placing her 11th in the nation. She alters many more shots on a nightly basis. If an opponent gets past the initial defender in Three Rivers' zone defense, Thurmon is always roaming the paint ready to contest when the time comes.

"They're scared to drive in the paint. Moberly got lucky, they were hitting all those 3's (in the region tournament championship) because if they would've drove it in then she would've blocked it," South said. "Against Crowder, she had seven blocks, I think.

That's crazy.

"She's a lot of help, and

I feel like if you get beat off the wing, it's kind of a relief to know Hannah is back there because she's got your back all the time."

Her build doesn't exactly fit the mold of a prototypical interior defender. She has the height at 6-1, but she has a slim build. Despite that, she doesn't get pushed around by bigger players inside. She stands her ground, stays vertical and rarely gives up good lucks around the basket.

"All through high school, that was the case," Thurmon said. "I was still in the post and I was always the skinny one. And there's always bigger girls out there, but I just know in my mind they're not stronger than me and I just have to play my hardest and do whatever I can to guard that."

The timing on her shot contests is excellent. That's where being an All-State volleyball player at Dexter could've helped. As a middle hitter, Thur-

mon had to get used to attacking the ball at the apex of her jump.

"She played middle, and when you play middle in volleyball, you've gotta have quickness to get off the floor because you cannot run in the middle when you're hitting. So her shot-blocking ability is learned from her volleyball playing days at Dexter," Walk said.

Thurmon is a matchup problem for defenses, too. Put a shorter defender on her and she can post up and score with her back to the basket. Guard her with size and there's a good chance she's faster than the opposing player and can either launch a quick shot after moving without the ball or try to drive to the basket.

For a team that was already ranked No. 22 in the final NJCAA Division I poll of the regular season and has 19 straight wins, the fact that another player has emerged as a difference maker is a thought that could be a nightmare for opposing teams going forward.

March 7, 2019

# Daily American Republic

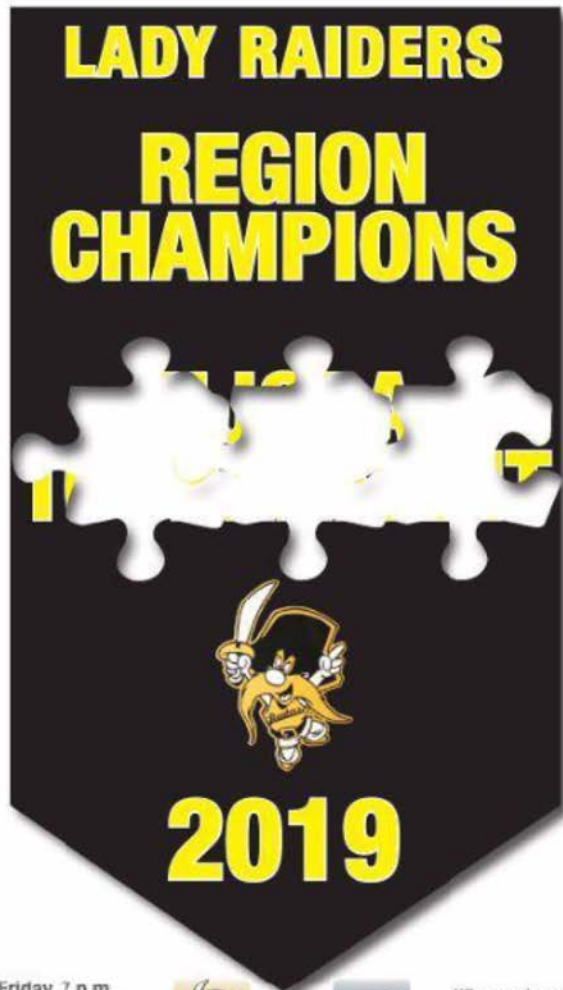
Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

After coming together, Lady Raiders look to punch ticket to national tournament

## 'PIECES OF THE PUZZLE'



Friday, 7 p.m.  
at Libla Family  
Sports Complex



Three Rivers  
26-3



Iowa Western  
23-8

Winner advances to  
national tournament  
in Lubbock, Texas



All season long, the Three Rivers women's basketball team has exceeded expectations by being greater than the sum of its parts.

Six freshmen arrived to join three sophomores and a redshirt freshman. It was uncertain how they would mesh, but now, the Lady Raiders are ranked No. 22 in the country and one win away from the program's first appearance in the national tournament since 2004.

Despite some injury troubles along the way, which forced the team to dress eight players at times, Three Rivers has rattled off 19 wins in a row and won its first Region XVI Tournament championship in 15 years. Of its 26 wins, 21 of them have come by double figures.

"I feel like we were all pieces of the puzzle," An'Nyah Pettus said. "We



# March 7, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

all just connected and became that whole puzzle.”

That connection and the wins that have followed comes from the balance and depth of the roster. If one player isn't feeling it, another steps in to fill that void. While the wins kept piling up, the team got closer throughout the season, helping its chemistry on the court.

“We all got close to one another,” Deanay Watson said. “That just helped out more while being on the court because we got to know each other better and we became a family.”

One result of that closeness is a season in which five players have averaged double figures in points for the year, while the team averages the third-most assists in the country at 20 per game. Another is Hailee Erickson and Jordan Little getting recognized as First Team All-Region members, and

Katelyn South and J'Kayla Fowler earning Second Team honors. Meanwhile, Watson earned Region XVI Freshman of the Year, and coach Jeff Walk was named the region's Coach of the Year.

“It's never one person's game,” South said. “Everybody always contributes in some way. Like some person will be hot one game and then another person will get hot the next game, and it's hard to guard.”

Combine all of those

elements and you get a team that's 26-3 and hasn't lost since Nov. 30. You also get a team that is preparing to face Iowa Western in Friday's District K playoff with a trip to Lubbock, Texas, and a spot in the NJCAA Tournament on the line.

“We all have put in the work, so now it's time to produce out on the court,” Kim Shaw said.

The team has faced big-game environments several times this season, though.

One of its three losses came against current No. 1

Wabash Valley by 21 points. At 29-0, Wabash Valley has played in seven games all year that have been decided by 21 points or fewer.

That game was the fifth of the season for the Lady Raiders, back when they were still figuring out how to play together and maximize each other's potential.

“With everybody being new and it being our first time playing together, I knew there'd be a little rough patch at the beginning,” Erickson said. “But with everybody coming in, everybody wanting to put the same work effort in, everybody wanting to win, I knew it'd be a good group to play with.”

Since then, Three Rivers has played in several other big games. Its battles with Mineral Area decided who would earn the No. 1 seed in the Region XVI Tournament. On both occasions, the Lady Raiders stared a

big third-quarter run in the face and responded with fourth-quarter poise to earn huge wins.

In the region tournament,



March 7, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

Moberly Area stepped on the court and hit almost everything it tossed up on the way to a 15-point, first-quarter lead. Again, the Lady Raiders responded with the poise of a veteran team and managed to grind out a win to keep their season alive. Each time they needed a bucket, someone different stepped up.

"It feels good. I mean, it's nice to know everybody on your team contributes, so you don't have to have all the pressure on your back," Watson said.

Watson scored big basket after big basket to keep Moberly Area from pulling away. After not missing a shot in her second-half warmups, Little scored 16 points in the second half and drilled a 3 to put the Lady Raiders up for the rest of the game. Erickson has been steady all season as the team's leading scorer at 13.8 points per game. Hannah Thurmon found her offense late in the season to give the team another boost, producing her two

best games in the region tournament.

"Any given time, somebody could get hot and go off and have their best game, and it's not like set who it's going to be. You never know, it could be anybody on the team," South said.

Every player has spent the season stepping up when the team needs a little extra production. Fowler missed four games with an ankle injury and has logged 17 total minutes in her two games since returning to the lineup, but she's been in no hurry to rush her recovery process. She left behind 10 points per game, and despite her athleticism being missed on the court, she knows her teammates will pick up her slack until she's 100 percent again.

"It's been good. When I'm struggling, I know that they'll have my back and I can just work as hard as I can," Fowler said.

Pettus has missed 15 games this season, 12 early

in the season with a wrist injury and the last three with a knee injury. When she was healthy, she was posting double-doubles with a physical presence inside. Still, the wins have kept coming even when adversity strikes.

"You just still have to fight hard, play hard and get after it," Watson said.

Added Shaw, "I think the subbing rotation was off, which took a little bit to get used to, but I don't know, J'Kayla came back

in for the Moberly game (in the region championship), which really helped us. I thought she had a really good game, so it's exciting when they do come back on."

Another win puts the Lady Raiders' winning streak at 20 games, but they have to get past a solid Iowa Western squad first.

In the regular season, Iowa Western is 5-0 against Region XVI teams. The Reivers beat Mineral Area twice, Jefferson College,

# March 7, 2019

## Daily American Republic

Serving The Region Since 1889

POPLAR BLUFF, MISSOURI

50c

Moberly Area and State Fair once each. They started the season ranked No. 19 in the Division I poll, but their eight losses this year have knocked them out of the top 25. Nonetheless, Iowa Western built a 14-game winning streak that was snapped Feb. 20 by Western Nebraska.

The Reivers have a veteran group with six sophomores on the roster. Sophomore forward Kiars Dallmann leads the bunch at 13.8 points per game while shooting 61.9 percent from the field for the year, the fourth-best shooting percentage in the country.

Redshirt freshman Aubriana Noti shoots 54 percent from the field, scoring 11 points per game, and sophomore De'Ayra Davis averages 10 points per game to round out the three double-figure scorers for the Reivers. Iowa Western plays a gritty style. It boasts a plus-11 rebounding margin, which is 19th in Division I, and allows 57.7 points per game, good for 29th in the country.

Friday's game is set to start at 7 p.m. in the Libla Family Sports Complex.



DAR File/Nate Fields

**Three Rivers coach Jeff Walk instructs his team from the sidelines during the Region XVI Tournament championship March 3 in Jefferson City, Mo.**



March 9, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## SEE YOU IN LUBBOCK



77



59



DAR/Paul Davis

Three Rivers co-head coach Alex Wiggs, left, celebrates with the Lady Raiders after winning the District K playoff against Iowa Western on Friday at the Libla Family Sports Complex.

### Lady Raiders advance to national tournament for first time since 2004

# March 9, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

The Lady Raiders are headed to the national tournament for the first time in 15 years.

In front of a packed, raucous crowd at the Libla Family Sports Complex, No. 22 Three Rivers pulled away from Iowa Western with tenacious defense and fast-paced play for a 77-59 win in the District K Play-off.

The win clinches a berth in the national tournament, which will be held March

The Lady Raiders are headed to the national tournament for the first time in 15 years.

In front of a packed, raucous crowd at the Libla Family Sports Complex, No. 22 Three Rivers pulled away from Iowa Western with tenacious defense and fast-paced play for a 77-59 win in the District K Play-off.

The win clinches a berth in the national tournament, which will be held March 18-23 in Lubbock, Texas.

“Honestly, I don’t even know what to think right now,” said Three Rivers’ Hailee Erickson, who finished with 14 points. “Whenever there was about a minute and 55 seconds on the clock, I almost started getting a little emotional, you know, all the excitement kicking in. This right here is once in a lifetime. I’m excited, and I can’t wait to see what we do down in Texas.”

Friday’s win is the 20th in a row for Three Rivers (27-3), which hasn’t lost since Nov. 30.

Iowa Western (23-9) had won 15 of its last 16 games, but Three Rivers kept wearing it down throughout the night.

“It feels so good,” Three Rivers’ Deanay Watson said. “I’m just so proud of not only myself but my team as well. We’ve come so far, and it’s just a good feeling. I’m so excited.”

The tempo picked up in the third quarter, and it suited the Lady Raiders perfectly with how they’ve played all

season long. The intensity on the defensive end picked up, and it wore on the Reivers. Back-to-back steals gave the Lady Raiders the first double-figure lead of the night for either team.

“We’ve talked about that feeding frenzy. Kind of like blood in the water with a bunch of sharks,” Walk said. “The ball got loose down there a couple of times. Next thing you know, we’ve got three kids going down there and scoring. Then, they kind of got on their heels.

“Just so proud of the girls. I mean, they bust their (butt).”

After Hailee Erickson stole the ball and threw an outlet pass to J’Kayla Fowler, Fowler laid it up to give the Lady Raiders a 57-47 lead with around a minute to go in the third quarter.

That lead kept growing in the fourth. Kim Shaw came up with a steal, and Katelyn South took the ball right into the chest of the defense for an and-one. Shaw was fouled on



# March 9, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

the next possession, knocking down a pair from the stripe.

The lead reached as many as 20 points in the fourth as Three Rivers held Iowa Western scoreless for the first four minutes of the final frame. Overall, Iowa Western shot 37.5 percent from the floor and 20 percent from 3.

“We knew what we had to do to win. We knew we had to pick up our defense and that they were going to come out firing when they’re down,” Erickson said. “Coach Walk said no, we’ve gotta get up and pressure them. We can’t let them breathe.”

The Lady Raiders kept up the pressure against an ice-cold Reivers offense. They forced another turnover, and Jordan Little buried a long 3 on the wing to put them up by 15 with 8:25 left.

It took Iowa Western over four minutes to score its first basket of the fourth quarter as the Lady Raiders’ tempo tired out the visitors. Meanwhile, Three Rivers built its lead to

20 points.

Three Rivers trailed by as many as five points in the second quarter before ending the first half on a 13-4 run to take a six-point lead into the break.

Watson stepped up big during the run, knocking down her first 3 of the season from the top of the key after the defense sagged off of her.

“(Walk) kept telling me, ‘Deanay, you’ve got it.’ So I’m like, OK, and I was open and I shot it and I made it, and It felt really good because that was my first 3 I’d made all season. I was just like, wow. And then I had to get back on defense, so I ain’t really celebrate that much, but it was good,” Watson said.

Watson followed up her trey with a mid-range jumper from above the elbow, stretching her range at the perfect time. Jordan Little got it done on the defensive end with a steal, and Hannah Thurmon kept the momentum on the Lady Raiders’ side when she banked in a 3 to put Three Rivers up six points, its largest lead of the night at the time.

Little scored a wide-open five-footer off a pass from Casey Douglas to put Three Rivers up six at the break. Then, the Lady Raiders upped the intensity to pull away and punch their ticket to nationals.

Three Rivers will find out its seeding and opponent during Monday afternoon’s selection show online.

March 9, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c



DAR/Paul Davis

The Three Rivers Lady Raiders and Three Rivers cheer team celebrate after Three Rivers won the District K playoff against Iowa Western on Friday at the Libla Family Sports Complex.



DAR/Nate Fields

Three Rivers' Hannah Thurmon cuts a piece of the net after Three Rivers beat Iowa Western in the District K playoff to advance to the NJCAA National Tournament from March 18-23 in Lubbock, Texas.



# March 9, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c



PHOTOS BY DAR/Paul Davis

**ABOVE:** Three Rivers' J'Kayla Fowler (right) and Iowa Western's Kiara Dallmann look for the call after battling for a loose ball.

**LEFT:** Lady Raiders Head Coach Jeff Walk (left) and Three Rivers College President Dr. Wes Payne celebrate after the Lady Raiders won the District K championship Friday night at the Libla Family Sports Complex.

**BELOW:** Three Rivers' Katelyn South (12) puts up a layup past Iowa Western's Aubriana Noti (34).

**BOTTOM LEFT:** Three Rivers' Lana Reed cuts a piece of the net.





March 7, 2019

# Daily American Republic

Serving The Region Since 1869

POPULAR BLUFF, MISSOURI

50c

*Congrats!  
You did it!*

"EVEN IN THE LOCKER ROOM, THEY HAD THAT LOOK OF DETERMINATION. THEY KNEW THEY WERE GOING TO WIN. THEY HAD THAT MOXIE ABOUT IT, THAT WILL." **THREE RIVERS COACH JEFF WALK**

# LADY RAIDERS BASKETBALL



**DISTRICT K CHAMPIONSHIP GAME**  
**IOWA WESTERN AT THREE RIVERS**  
**FRIDAY 7 PM**

# REGION XVI CHAMPIONS!



March 5, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Three Rivers' Pingel ties career record

By **NATE FIELDS**  
Sports Writer

Allison Pingel grabbed a portion of Three Rivers history over the weekend. With her home run in the Lady Raiders' 12-1 thumping of Southeastern Illinois on Saturday, Pingel tied Destiny Bolen for the school's career record with 22.

It was Pingel's first home run of the season after she demolished the single-season record a year ago with 21 home runs. Bolen also held the single-season record with

15 home runs in 2016.

"She's just picked up kind of where she's left off so far," Three Rivers coach Jeff Null said. "I think she's got three doubles and a home run in her first four games. Good start to her sophomore season. ... Just glad she's gotten off to a good start. Sometimes, kids put too much pressure on themselves in those situations, and she hasn't."

From a team standpoint, Three Rivers is off to a good start in its 2019 campaign at 4-0.

See **RECORD/PAGE 13**

After run-ruling Southeastern Illinois in the first game of the day, the Lady Raiders jumped out to a 6-0 lead in the first inning before hanging on to win 6-5 in the second game of its doubleheader.

Three Rivers opened the doubleheader with nearly a perfect game. Abbey Gann gave up one hit in four innings of work in the circle and dealt six strikeouts, earning the win. Adrienne Stucker threw the fifth and final inning, allowing a walk and striking out a batter to finish the run-rule victory.

"(Gann) came out and was dominant from the start," Null said.

The Lady Raiders had a remarkable day at the plate in game one, finishing with 12 hits on 22 at-bats and a dozen RBIs. Pingel led the way with three of those RBIs.

"It was just a strong start," Null said. "... I know Pingel came out and hit her home

# March 5, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

run in the first, and that's when (Carpenter) hit hers, so our sophomores returning from last year kind of stepped up there, and they were all excited to play at home.

"... That first game, couldn't have asked for it to go any better."

Southeastern Illinois

doubled up Three Rivers in total hits on the back end of the doubleheader, but the two-run shots from King and Gerber helped make the difference in the game and keep the Lady Raiders unbeaten through four games. Carpenter and Kirstien Loman batted in the other pair of runs for the Three Rivers to help the hosts edge out the second game.

"We started that game off and bam, we're up 6-0 in the first, and at that point, you're thinking it might be another good one, but they put a slow pitcher in there and we couldn't touch it," Null said.

Saje Kurpiela started at pitcher for the second game.

She allowed six hits and four runs, although none were earned as the Lady Raiders were hurt by four errors. Kurpiela struck out five batters, and Gann came in for the final 2 2/3 innings. She struck out six, allowing a hit and an earned run, but still got the job done in the seventh to earn her first save of the season.

Three Rivers was able to come away with a pair of wins despite not having Lana Reed available for the doubleheader. Reed was with the women's basketball team at the Region XVI Tournament. Null said her absence gives other players a chance to step up and see what they can do with the extra opportunities.



March 6, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## Neelyville's Dodd signs with Three Rivers

By **NATE FIELDS**  
Sports Writer

**NEELYVILLE** — For the third time in the last two years, a Neelyville girls basketball player has signed to play at the collegiate level.

This time, Autumn Dodd added her name to that list, joining J'Kayla Fowler and Jentri Worley.

Dodd was a key piece in Neelyville's state championship run during the 2017-18 season. This year, though, she missed the entire season after she tore her ACL in September.

Her goal coming back from injury is to prove she can still play and redeem herself, making up for the time she lost during the recovery process.



**AUTUMN DODD**

"It's been super painful to just sit there and watch when, like those intense games that you want to be out there playing, you just have to sit there and watch and support your team," Dodd said. "It's stressful, but you've just gotta go through it."

Even with a year missed from the injury, she said the work she's put in on the court has paid off with the offer she got from Three Rivers.

Along with a good offer to come play for the Lady Raiders, Dodd said going to Three Rivers will give her a chance to stay close to home and figure out what she wants to do in the future. Right now, she plans on getting her general requirements completed at Three Rivers and hopes to transfer somewhere after her initial two years.

Missing an entire season with the ACL injury has given Dodd time to observe the game from a different perspective, one

other than the one she knew from her time on the court.

"I feel like I appreciate things more; that's the first thing," she said. "Secondly, I kind of know the game a little bit more because I've been watching a lot instead of playing. I don't know, you just see different things when you're not playing on the court."

Three Rivers coach Jeff Walk knows the motivation that'll come with signing a player who has battled the adversity Dodd has faced for the last six months.

"It opens their eyes to a lot of stuff that goes on out on the floor and what it feels like to sit on the sideline not able to play. So they're always ready and willing to do whatever it takes to get back to where they were before," Walk said.

When Dodd is on the court, Walk said she brings the threat of a solid shooter and someone who can get to the basket whenever she wants. For Neelyville coach Becky Hale, she's

# March 6, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

been that and much more.

“She’s a great team player, and it’s more than just what she does physically,” Hale said. “Emotionally, for the team, she’s always there for everybody, makes people laugh, makes it fun, keeps it fun.”

Dodd’s signing continues Walk’s method of signing players who don’t need to be taught how to win. Dodd was a start of a state championship team with the Tigers her junior year, so she knows what it takes to play at the highest level of basketball.

“Any time you can sign a local kid with that caliber of talent, it’s good for the community, good for the college and it puts people in the seats. She comes from a good basketball program,” Walk said. “And like we’ve talked about many times before, we try to recruit from good programs. That way, we don’t have to teach them how to win. That winning attitude, that winning mentality, that’s what helped us win (the Region XVI Tourna-

ment). We want to continue that. We’re just blessed to have great local talent.”



# March 8, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

### DISTRICT K PLAYOFF

## Raiders, Iowa Western both face matchup problems

No. 22 Three Rivers will matchup with Iowa Western with a spot in the national tournament on the line. Here's a look at what to expect from the Reivers.

Iowa Western is a taller group, featuring four players listed at 6-foot or taller. The tallest player on the roster

is 6-foot, 3-inch center Julia Raflund. She likely won't be too much of an influence on the game's outcome, logging fewer than 10 minutes per game and averaging 3.7 points on the year.

"They have two pretty good post players, 6-1 and 6-2," Three Rivers coach Jeff Walk said. "Decent guards, they're able to get up and down the floor pretty well."

The Reivers have a veteran group with six sophomores on the roster. Sophomore forward Kiara Dallmann is 6-2 and leads the bunch at 13.8 points per game while shooting 61.9 percent from the field for the year, the fourth-

best shooting percentage in the country.

Redshirt freshman Aubriana Noti is 6-foot-1 and shoots 54 percent from the field, scoring 11 points per game, and sophomore guard De'Ayra Davis averages 10 points per game to round out the three double-figure scorers on the team.

"I think both teams are going to have matchup problems," Walk said. "I mean, with their size, we've only got one 6-foot kid, they've got like three. But on the flip side of that, the offensive side, we've got five kids that can play out on the perimeter, and I don't know how well their bigs guard out on the perimeter, so hopefully that'll give us the edge."

"Just the way we play, we run up and down the floor, and you know, they're going to make trips where they're probably not used to having to play 40 minutes. So we hope that kind of negates their fac-

tor with us."

The rotations will likely depend on the situation and flow of the game for Iowa Western. Walk said he's seen games where the Reivers stick to the top seven or eight players in their rotation, and there have been times where he's seen them go as many as 10 deep.

The Reivers have played a tough schedule so far, having faced six top-25 teams in the regular season. They're 1-5 in those games with their lone win coming against No. 21 Western Nebraska in an 80-75 win in November. Western Nebraska recently avenged that loss with a 69-66 win in the Reivers' regular-season finale Feb. 20. The loss snapped a 14-game winning streak for Iowa Western. It's hard to tell exactly how Iowa Western matches up against top-25 competition. The Reivers were blown out 63-39 against No. 19 Odessa on Nov. 15, but they hung with No. 2 Seward County in a 72-65 loss the next night.

In the regular season, Iowa Western is 5-0 against

# March 8, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

Region XVI teams. The Reivers beat Mineral Area twice, Jefferson College, Moberly Area and State Fair once each. In the second game against Mineral Area, Iowa Western got all they could handle but hit some key shots to come away with a 59-56 win on the road. They started the season ranked No. 19 in the Division I poll, but their eight losses this year have knocked them out of the top 25. Nonetheless, they had built a 14-game winning streak prior to their loss to Western Nebraska.

Iowa Western plays a gritty style, boasting a plus-11 rebounding margin, which is 19th in Division I, and allows 57.7 points per game, good for 29th in the country.

Iowa Western is primarily a man-to-man team that may mix in a little bit of zone and occasional press.

Season passes will not be honored Friday, but the game is set to start at 7 p.m. Friday in the Libla Family Sports Complex.



March 7, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## TRC hosts MSHSAA district music festival

The Three Rivers College music department is hosting "Music! Just Imagine" for area high school band students Friday and Saturday at the Tinnin Fine Arts Center.

Eight high school bands attended Tuesday's opening event with a total of 413 students from Poplar Bluff (Concert Band and Wind Ensemble), Puxico, East Carter County, Malden, Woodland, Caruthersville and Dexter.

Each band received a one-hour clinic from Dr. Tim Oliver, Director of Bands and Coordinator of Wind and Percussion Studies at Arkansas State University. The bands presented an evening concert at 7 p.m.

The event helps prepare students for the Missouri State High School Activities Association (MSHSAA) District Music Festival on Friday and Saturday, also being held at the Tinnin Fine Arts Center on the Three Rivers campus.

"The area directors ap-

preciate performing on the stage where they will be judged," said William White, Director of Bands at Three Rivers College.

This annual event is sponsored by the Three Rivers College music department, in collaboration with Poplar Bluff High School Band Director Stephen Winters and the Southeast Missouri High School Band Directors Association.

Thirteen area high school bands and choirs will perform on the Three Rivers campus during the MSHSAA District Music Festival.

The Large Ensemble Festival on Friday is a state-level event. The bands and choirs will be performing for ratings in front of 16 adjudicators.

A "one rating" for the bands and choirs is the top rating that can be achieved.

The solo and small ensembles will be judged the

following day. The solo festival is a district-level event.

A "one rating" will qualify the students for the State Music Festival, which will be held in Columbia, Mo., April 25-27.

Three Rivers Music Professors Cindy and William White are co-managers of the three-day event.

"We are expecting 1,649 music students on our campus for the two-day MSHSAA festival. All of our Three Rivers College music students are helping us run the event, which is the largest of this kind on our campus," said Cindy White. "There are about 20 locations in the state that host District Festivals. We are happy we can offer our facilities for such an important event."

For more information about the events, call the Three Rivers College music department at 573-840-9639.

Feb. 23, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

## TRC offers flexible paramedic program

### Staff Reports

Three Rivers College recently updated its paramedic program to be a hybrid of on-line curriculum and hands-on training.

With this new program, students will only need to be on campus one day a week.

“This new hybrid program is a great opportunity for working EMS students to get the education needed to become a licensed paramedic,” said Tami Cunningham, Emergency Medical Services Coordinator for the College. “Students will now be able to complete the online portion of their curriculum where and when they have time available in their busy schedules.”

The flexibility of the new program also has benefits for

EMS employers because it allows more of their employees to take paramedic courses without affecting work schedules, Cunningham said.

The application deadline for the program is May 1.

Applicants to the Paramedic program must submit a copy of their current Missouri EMT-Basic license and their Basic Life Support Healthcare Provider Card, as well as a letter of reference from an ambulance director, to be eligible for admission.

Applicants must also complete the Test of Essential Academic Skills (TEAS) with a score of 50 percent or higher.

More information can be found online at [www.trcc.edu/admissions](http://www.trcc.edu/admissions) or contact Tami Cunningham at 573-840-9672.



March 2, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50c

*'This benefits students just as much'*

## TRC faculty get grants from 'Prize Patrol'

By DENISE KINDER  
Staff Writer



DAR/Denise Kinder

**Three Rivers College Career Studies and Workforce Development instructor Heather Cornman was surprised by her students and the "Prize Patrol" upon being selected as a recipient of the Excellence Fund.**

During a normal afternoon of classes at Three Rivers College earlier this week, faculty were surprised when receiving an unexpected knock on their door.

The "Prize Patrol" stormed classrooms full of students to present oversized checks to faculty from the Endowment Trust to fund four employee grants.

"Often times we only think in terms of student scholarships, the Excellence Fund is simply a different approach. It is still a

See TRC/Page 5

great benefit to our students," Three Rivers College Endowment Trust Board Member Christy Frazier-Moore said. "As a banker, I see budget restraints every day in homes, businesses and in the community."

The Excellence Fund assists TRC faculty in providing funds to purchase items or attend valuable conferences that may not be covered in their budget.

"We want our students to have the best experience while attending Three Rivers College," Frazier-Moore said. "This is one of those pieces that helps the overall success of our staff and students."

In the third year of making grant awards to faculty, the Excellence Fund supplied over \$5,500 to instructors for equipment and professional development and over \$18,000 since its inception.

# March 2, 2019

## Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

“The purpose of these grants are to really fund items that were either cut from the budget or to allow for those emergency things that come up through the year,” Three Rivers College Director of Development Michelle Reynolds said. “We are pleased with what we have been able to do over the last three years, and of course we would always love to do more.”

Math and science instructor Dr. Kathy Prejean was awarded a grant for dissecting microscopes. Kevin Wheeler in the mathematics department received funds to purchase SurfacePro 6. Career Studies and Workforce Development instructor Heather Cornman was awarded a grant to attend a conference on the Young Years. Amanda Taylor of Academic and Career Outreach Services received funds to purchase training mannequins with CPR monitor.

“This is one of my favorite days,” Reynolds said. “I

love the days we are able to award scholarships to students too, but this benefits students just as much.”

Eleven requests were received this year for the Excellence Fund, totally just over \$18,000 in requests. The application process is open to all faculty and staff.

“The employees turn in a form, almost like an essay on what they are wanting, how much and why,” Frazier-Moore said. “We look at each application very closely and really try to spread the dollars as much as we can. We try to evaluate the true value of the request in terms of how it will benefit our students.”

Money for the Excellence Fund is raised through several fundraisers including events at Buffalo Wild Wings and Brick Oven Pizza.

Raise a Glass to Excellence was held for the second year to help raise funds and awareness for the specific area of need as well.

“We just wrapped up our second (Raise a Glass to Excellence) in December and it was a great success,” Frazier-Moore said. “It is a private event held in a community member’s home that has a connection with Three Rivers College. This year

Poplar Bluff Regional Medical Center came on board as one of our sponsors and handled all of the catering, it was amazing.”

Reynolds said contributions are also donated which are earmarked for this purpose as well as the TRC family campaign where staff members donate each spring.

Anyone interested in being a part of the Endowment Trust Board or with fundraising ideas can contact Reynolds at 573-840-9077 or michellereynolds@trcc.edu.

TRC President Dr. Wesley Payne praised the Endowment Trust’s support of this program.



March 2, 2019

# Daily American Republic

Serving The Region Since 1869

POPLAR BLUFF, MISSOURI

50¢

“Their support makes a lot of difference in the day-to-day operation of the college and the tools and supplies that our faculty have to go that extra mile that they are so willing to do,” he said.



The “Prize Patrol” surprised Dr. Kathy Prejean (left) while teaching a science class at Three Rivers College to inform her she was selected as a recipient of the Excellence Fund to purchase dissecting microscopes. The Excellence Fund was awarded to four TRC faculty members to benefit the faculty just as much as the students.



DAR photos/Denise Kinder

TRC Endowment Trust Board Member Allen Brooks (left) along with other members of the “Prize Patrol” surprised math instructor Kevin Wheeler (right) during one of his classes to let him know he had been selected as a recipient of the Excellence Fund.