

University of Central Missouri
Board of Governors
Work Session
June 18, 2015

The University of Central Missouri (UCM) Board of Governors convened in Work Session on Thursday, June 18, 2015, at 1:30 p.m. in UN 237B on UCM's main campus, Warrensburg, Missouri. Presiding over the meeting was Board President Marvin E. Wright. In attendance were Governors Gus Wetzel II, Mary Long, Mary Dandurand, Walter Hicklin, Weldon Brady, and John Collier. Also present was University President Charles Ambrose; Vice President for Law, Policy and Strategy Mike Racy; and Assistant Secretary to the Board Monica Huffman; and Deborah Curtis, Jason Drummond, Jim Graham, Toni Kreke, Rick Dixon, and Shelly Gonzalez. Others in attendance included Rick Staisloff, Lisa Schmidt, Nikki Krawitz, and Lisa Branca of rpk Group; Bob Charlesworth of Charlesworth Benefits, L.C.; and Dr. Gregg Laiben of Blue KC.

Call to Order

Mr. Wright called the meeting to order and determined a quorum was present to conduct business.

Strategic Resource Allocation Model Update – Agenda Item No. 2

President Ambrose said there has been a lot of anticipation and excitement for today's meeting where a final report will be presented by rpk Group and the Strategic Resource Allocation Model (SRAM) Team leaders. As noted in previous meetings, President Ambrose said the teams were led by Jason Drummond, Roger Best, and Mike Wright, with participation of many talented individuals on campus who contributed a great amount of time towards this effort in addition to their regular work. The success of this year-long initiative will be dependent on the campus's ability to implement the SRAM. Related to this, President Ambrose discussed the investment UCM will make in its employee to ensure they are prepared to implement the Strategic Resource Allocation Model.

Following President Ambrose's review of UCM's story, Team updates were provided by Toni Kreke for Mike Wright – Team 1; Jim Graham for Roger Best – Team 2; and Jason Drummond – Team 3 (See Attachment 1). Mr. Staisloff discussed next steps and noted that the tools and new way of doing business under the SRAM will commence on July 1.

Mr. Wright asked if the previously identified signature programs link to the SRAM. Mr. Staisloff said that the signature programs fit into the academic responsibility of the SRAM – driving growth of quality, student success and net revenue. It was also noted that under the former financial model, there were no additional resources provided to these programs despite their growth. Under the SRAM, signature programs will receive a greater amount of revenue to help make the programs better and to help drive more revenue to other programs that have the potential to grow.

Mr. Collier asked if the non-signature programs will be concerned about being bypassed in this process. Provost Curtis stated that some non-signature programs have already expressed concerns about how they can gain additional revenue if enrollment in their programs is already where they need to be. She said these programs should not be overlooked and have the potential to do new things.

Mr. Dennis Cryder discussed UCM's communication of the SRAM, noting that the campus have been kept up to date on what the SRAM is. The next step in the communication plan is to make it real, with greater focus on educating people about how it applies to their work. In closing, President Ambrose said that during the Board's Plenary Session on June 19, the Board will be asked to formally charge the Administration with implementing the SRAM.

UCM – Calendar Year Health Insurance Plan Update – Agenda Item No. 2

Mr. Rick Dixon stated that UCM has been working with Bob Charlesworth and Blue KC throughout the year to discuss what could be done to improve offerings and lower claims (Attachment 2). Mr. Charlesworth was present and provided a brief history of UCM's health insurance plan, possible funding strategies, a current analysis of the University's trends and projections for plan renewal costs (Attachment 3). Following Mr. Charlesworth's presentation, Dr. Gregg Laiben, Medical Director of Blue KC, presented Blue KC's progress in establishing a "Patient Centered Medical Home" network in Warrensburg. He noted that Patient Centered Medical Homes are seen as one of the next major steps in containing healthcare costs by linking the health care provider reimbursements to patient positive outcomes (Attachment 4).

Mr. Dixon noted that the Board previously approved a premium differential to encourage employees to participate in the annual health risk assessment; however, the amount was not established. At the time, it was suggested that a \$30 to \$50 range was appropriate. Mr. Dixon said a final number needs to be determined prior to open enrollment and suggested \$40. This will be presented to the Board for action at a future meeting.

Human Resources Procedure – 114 Background Checks and Criminal Convictions - Agenda Item No. 3

Mr. Racy referred the Board to Tab 2 of the meeting materials that contained information about the proposed adoption of a Human Resources employment policy to protect and ensure the integrity of UCM by requiring background checks for prospective employees and current employees seeking job promotions (Attachment 5). In UCM's work with PeopleWorks, the firm noted that having a strong background check policy is a great risk management tool and was pleased to know one was drafted with the intent to implement by the summer's end. Ms. Shelly Gonzalez discussed the process for the policy's development. Mr. Racy said a test pilot for the policy will be conducted with the vendor before it rolling out. Mr. Dixon concluded the presentation by discussing operational procedures and integration at UCM.

Request for Closed Session – June 18, 2015 – Agenda Item No. 5

Dr. Long moved that pursuant to the Missouri Revised Statutes, Section 610.021, that the Board of Governors meet in closed meeting, with closed record, and closed vote, for the purpose of considering real estate matters, legal actions and personnel matters. The motion was seconded by Mr. Hicklin and carried with the following roll call vote:

<i>Gus Wetzel</i>	<i>aye</i>	<i>Mary Dandurand</i>	<i>aye</i>
<i>Walter Hicklin</i>	<i>aye</i>	<i>John Collier</i>	<i>aye</i>
<i>Mary Long</i>	<i>aye</i>	<i>Marvin E. Wright</i>	<i>aye</i>
<i>Weldon Brady</i>	<i>aye</i>		

**University of Central Missouri
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Attachments Listing
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<u>Attachment No.</u>	<u>Attachment Description</u>
1	<i>PowerPoint – Strategic Resource Allocation Model Update</i>
2	<i>Briefing Paper – UCM Calendar Year 2015 Health Insurance Plan Update</i>
3	<i>PowerPoint – Charlesworth Benefits, L.C.</i>
4	<i>PowerPoint – Blue KC</i>
5	<i>Briefing Paper – Human Resources Policy – 114 Background Checks and Criminal Convictions</i>