

University of Central Missouri
Board of Governors
Work Session
October 16, 2014

The University of Central Missouri (UCM) Board of Governors convened in Work Session at 1:30 p.m. on Thursday, October 16, 2014, in UN 237A on UCM's main campus in Warrensburg, Missouri. The meeting was convened by Board President Marvin E. Wright. Others in attendance included Governors Gus Wetzel II, John Collier, Mary Long, Mary Dandurand, Weldon Brady, Walter Hicklin, and Elizabeth Wood. Also present was University President Charles Ambrose; Vice President for Law, Policy and Strategy Mike Racy; Assistant Secretary to the Board Monica Huffman; Vice President for Finance John Merrigan; Director of Human Resources Rick Dixon; Associate Vice Provost for Student Services/Title IX Coordinator Corey Bowman; and Bob Charlesworth of Charlesworth & Associates and Haley Hanson of Husch Blackwell.

Call to Order

The meeting was called to order and a quorum was present to conduct business.

Before addressing the agenda items, President Ambrose shared a photo taken of two UCM alumni, singer David Cook and US Air Force Captain Allen Clark. David Cook sang the National Anthem at the October 15 World Series game held at Kauffman Stadium, while Captain Clark was responsible for calling in the B-2 Bomber flyover for the game.

2015 Employee Health Insurance – Agenda Item No. 1

Mr. Merrigan introduced Mr. Bob Charlesworth of Charlesworth & Associates. Mr. Charlesworth presented information contained in a briefing paper included under Tab 12 of the meeting materials and a PowerPoint (Attachment 1) that reflected modifications made to the Calendar Year 2014 plan that helped mitigate premium rate increases; primary contributing factors to the Calendar Year 2015 increase; and changes in the plan for Calendar Year 2015, which include:

- 1) An overall increase in cost by 10.24%. UCM's share of the increase is a 7.7% increase or \$472,000 in additional health insurance premiums impacting the University's budget. This is because retirees and employees pay a portion of their healthcare costs.
- 2) Plan A - MOOP expense will rise from \$2,750 to \$3,250 to accommodate the inclusion of prescription copays towards the MOOP.
- 3) Plan B - MOOP expense will rise from \$2,500 to \$2,600 as mandated by the Healthcare Reform Act.
- 4) UCM will continue to fund \$600 to people on Plan B as a measure to attract and retain people to a high deductible plan with an HSA option.
- 5) Blue KC will continue a \$35,000 contribution to UCM to be used for wellness activities.

UCM will continue to utilize a three-tier structure to calculate employee contributions with employees contributing 2%, 5%, or 8% depending on their salary. Additionally, UCM will continue its contribution of 15% towards the family insurance rate. A chart showing tiers and monthly premium amounts was included in Slides 15-16 of the attached PowerPoint.

There was discussion concerning the advantages and disadvantages of bidding UCM's health insurance every two years vs. every three years. Following the discussion it was determined that it would be bid every third year with the next bid occurring in 2016 for Calendar Year 2017 insurance. There was also discussion concerning *A Healthier You* and (1) how it benefits employees' health; and (2) how it helps to lower the cost of insurance rates for both employees and the University (.42% rate savings). It was suggested that a \$30 premium differential incentive be considered for Calendar Year 2016 for employees who participate in *A Healthier You* and that we begin presenting this information in Calendar Year 2015. President Ambrose said we must do what we can to keep costs low for employees and the University, which could mean making *A Healthier You* mandatory.

In concluding this item, Mr. Wright asked that a health insurance update be provided to the Board twice a year.

Maxient – Student Conduct Software – Agenda Item No. 2

President Ambrose shared that UCM hosted Senator Claire McCaskill's "listening session" last week. During the session Senator McCaskill shared information about legislation to address sexual assault on college campuses. Several UCM staff answered questions and shared information about UCM's initiatives to address this important matter. Dr. Corey Bowman, who serves as UCM's Title IX Coordinator, stated that UCM takes Title IX very seriously and is taking all necessary steps to ensure the University is in compliance.

Dr. Bowman gave a presentation titled, "Succeeding to a Greater Degree" (Attachment 2) that included information concerning student success; identifying students "at risk"; and initiating timely and effective interventions. Dr. Bowman shared information about UCM's CARE Team that is comprised of a cross disciplinary group of experienced and knowledgeable professionals who can review concerns about student behavior, intervene to prevent foreseeable harm or campus disruption, and provide recommendations and advice to University administration. Also of importance is the Risk Assessment Dashboard that pulls key student risk indicators from multiple data sets for easy review and analysis. This tool can assess the full range of issues affecting specific students. In closing his report, Dr. Bowman commended the Information Technology staff for their assistance in developing and supporting this program.

Note: *The Board took a short recess from 3:40 – 3:50 p.m.*

Title IX Training – Agenda Item No. 3

Mr. Racy introduced Ms. Haley Hanson, a partner with Husch Blackwell, who was present to conduct Title IX Training for the Board of Governors, which is federally required every two years. Mr. Racy explained that Ms. Hanson has spent considerable time auditing UCM's Title IX policies and our annual campus safety report. Information included in the Board's training can be found in Attachment 3 of these minutes.

Other – Agenda Item No. 4

There was no other business to discuss.

Request for Closed Session – Agenda Item No. 5

Dr. Long moved that pursuant to Missouri Revised Statutes, Section 610.021, that the UCM 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 Ms. Dandurand and carried with the following roll call vote:

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

The meeting concluded at 4:30 p.m.

**University of Central Missouri
Board of Governors
Work Session
October 16, 2014
Attachment Listing**

<u>Attachment No.</u>	<u>Attachment Description</u>
1	Briefing Paper and PPT - CY 2015 Health Insurance
2	PPT - Succeeding to a Greater Degree
3	Title IX Board Training