

**University of Central Missouri**  
**Board of Governors**  
**Work Session**  
**August 19, 2015**

The University of Central Missouri (UCM) Board of Governors convened in Work Session on Wednesday, August 19, 2015, at 1:30 p.m. in UN 237A on UCM's main campus in Warrensburg, Missouri. Presiding over the meeting was Board President Marvin E. Wright. In attendance were Governors Gus Wetzel II, Weldon Brady, Mary Long, Mary Dandurand, Walter Hicklin, and John Collier. Also present were University President Charles Ambrose; Assistant Secretary of the Board Monica Huffman; Interim General Counsel Hayley Hanson of Husch Blackwell LLP; Caleb Lilly of Rubin Brown, LLP; and Bob Briggs and Laura Longmire of PeopleWorks, Inc.

Note: The items presented at the meeting are listed in the order of the published agenda; however, may have been presented in different order.

**PeopleWorks, Inc.** –Agenda Item No. 1

President Ambrose reviewed the Strategic Governance for Student Model and highlighted the three important attributes of the Strategic Positioning Platform (Platform) (Attachment 1). He noted the importance of aligning UCM's human resources with all the elements of the Platform. Mr. Dennis Cryder, Interim Chief Communications Officer, explained that the Platform helps to identify who the University is. The University has done a great job communicating the Platform externally, and is now turning its attention to its internal audience to ensure that employees understand their place within the Platform. Mr. Cryder stated that the University has an opportunity to personalize the Platform in such a way that Learning to a Greater Degree is relevant to each person.

President Ambrose commented that UCM has focused its attention on enhancing institutional performance, but must give equal attention to institutional health by helping staff realize their own potential. To expand on this, President Ambrose shared an excerpt from a presentation made at a recent AASCU meeting (Also part of Attachment 1).

President Ambrose stated that internal work is needed to align staff with the Strategic Positioning Platform. He added that UCM has an excellent Human Resources staff, and with the assistance of PeopleWorks, Inc. , the staff will have the resources needed to further assist the campus. President Ambrose introduced Mr. Bob Briggs and Ms. Laura Longmire.

Mr. Briggs provided an overview of PeopleWorks, Inc., its clients, and the services it provides. He then shared background information about Ms. Longmire who will serve as the project manager in the firm's work with UCM. Ms. Longmire reviewed work that has been done to date and discussed initiatives that will take place over the next several months including the development and implementation of a performance evaluation tool; implementation of a hiring process; and the redesign of the job description and pay grade system (Attachment 2).

**GASB 68 Update** – Agenda Item No. 2

Mr. Kaleb Lilly of Rubin Brown, LLP, distributed and reviewed GASB 68 Disclosure Changes (Attachment 3). Discussion followed concerning UCM’s responsibility to MOSER’s, which has been met. Mr. Lilly explained, however, that even though UCM has met its obligation, it is part of a cost-sharing pool and shares in the liability of those who have not fulfilled their obligation. Total liability of the entire system is \$2.357 billion, and of this amount, \$64 million is UCM’s portion of the liability.

**Other** – Agenda Item No. 4

There was no other business.

**Request for Closed Session – August 19, 2015** – Agenda Item No. 4

*Dr. Long moved that pursuant to the 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>Weldon Brady</i>     | <i>aye</i> |
| <i>Mary Dandurand</i> | <i>aye</i> | <i>Mary Long</i>        | <i>aye</i> |
| <i>John Collier</i>   | <i>aye</i> | <i>Marvin E. Wright</i> | <i>aye</i> |
| <i>Walter Hicklin</i> | <i>aye</i> |                         |            |

The meeting concluded at approximately 3:00 p.m.

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Attachments Listing**

| <b><u>Attachment No.</u></b> | <b><u>Attachment Descriptions</u></b>  |
|------------------------------|--|
| 1                            | PowerPoint Slides - Strategic Resource Allocation Model/SRAM Update/McKenzie & Co. |
| 2                            | PowerPoint – PeopleWorks, Inc.   |
| 3                            | Rubin Brown, LLP – GASB 68 Disclosure Changes                                      |