

**University of Central Missouri**  
**Board of Governors**  
**Work Session**  
**September 17, 2015**

The University of Central Missouri (UCM) Board of Governors convened in Work Session on Thursday, September 17, 2015, at 11:00 a.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 was University President Charles Ambrose; Interim General Counsel Hayley Hanson of Husch Blackwell LLP; and Assistant Secretary to the Board Monica Huffman. Also in attendance were Director of Human Resources Rick Dixon and Bob Charlesworth of Charlesworth & Associates, L.C.

**Call to Order**

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

**Calendar Year 2016 Employee Health Insurance** - Agenda Item No. 1

Mr. Dixon and Mr. Charlesworth presented information contained in a briefing paper under Tab 12 of the meeting materials. This included an overview of plan changes for 2016 and the two current plans – Plan A with a \$500 deductible, various copays, and a maximum out-of-pocket expense of \$3,250; and Plan B, a \$2,600 qualified high-deductible plan with a Health Savings Account option that UCM contributes \$600 per year. The presentation also included an overview of the three-tier structure the University uses to calculate employee contributions (2%, 5%, or 8% depending on the employee's salary). Mr. Charlesworth reviewed the Request for Bids held in 2013 for UCM's health insurance plan that resulted in a one-year contract with an option for four additional one-year renewals with Blue Cross Blue Shield of Kansas City, along with the premium rate increases made since that time. He reported the increase for Calendar Year 2016 is 4.2% and UCM's portion of the increase is \$353,432. Mr. Charlesworth noted a national trend of 7.5% and pointed out that UCM's three-year historical trend remains at 5.3%.

Following last year's renewal, UCM asked Blue KC to explore the possibility of bringing a medical home program to Warrensburg. Blue KC is in the process of having a medical home established and certified in Warrensburg early in the 2016 plan year. Also, following past years' discussions about a possible premium differential for employees who do not participate in the annual health risk assessment, UCM is now prepared to move forward with a \$40 monthly premium differential for those individuals who choose not to participate. This would be another step to engage employees to proactively participate and contribute to their own health.

Following the presentation, the Board discussed and asked questions concerning the financial implications to employees for implementing a premium differential. More specifically, the Board wanted to know what the percentage increase is to each tier of employee contribution for individuals who choose not to participate in the annual health risk assessment. Mr. Dixon and Mr. Charlesworth did not have the information available at the meeting and were asked to provide it to the Board at the next morning's Plenary Session.

The Board stated its intent to rebid health insurance for 2017 and discussed plans to do so. The Board wants employees to be able to provide input concerning elements of coverage they would like to see included in a plan. Mr. Wright said an ad hoc committee of the Board would be appointed to work with the bidding process for the 2017 health insurance plan.

### **Update on Federal Law & Policy Changes** – Agenda Item No. 3

Ms. Hanson distributed and presented information on Campus Legal Issues that related specifically to Key Issues for Institutional Boards; Title IV Federal Student Aid Program Reviews; Faculty Information Disclosure; and the First Amendment & Missouri Public Institutions (Attachment). She noted that her presentation included key questions that the Association of Governing Boards identified Boards should be asking, and her suggested responses that serve to address them and ensure compliance. The areas discussed included sexual misconduct, student behavior, affirmative action with regard to admissions/aid, data security, distance education, employment, federal cost accounting and reporting, compliance programming, conflicts and ethics, and assessing legal risks.

Ms. Hanson also provided on proposed changes to the Fair Labor Standard Act that will affect more than 200 UCM employees with regard to classification, pay and benefits.

The Board was very appreciative of the thoroughness of Ms. Hanson's report and asked that she provide additional updates at the October Work Session related to the information presented at this meeting, as well as any new information. Ms. Hanson stated she would do so and added that during her tenure as interim General Counsel she will develop an overall compliance plan to ensure any risks are addressed and that the Board is receiving scheduled reports at the appropriate times.

### **Other** – Agenda Item No. 3

Ms. Dandurand asked that the Board be presented information about the Mentoring, Advocacy and Peer Support Program and the status of the Aviation Program at the next Work Session.

**Adjournment** – Agenda Item No. 4

There being no other business to discuss, *Dr. Long moved pursuant to 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>Walter Hicklin</i>	<i>aye</i>	<i>Weldon Brady</i>	<i>aye</i>
<i>John Collier</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>Gus Wetzal</i>	<i>aye</i>		

The meeting concluded at 12:30 p.m.