

University of Central Missouri
Board of Governors
Work Session
August 18, 2016

The University of Central Missouri (UCM) Board of Governors convened in Closed Session at 11:00 a.m. on UCM's main campus in Warrensburg, Missouri on Thursday, August 18, 2016. Presiding over the meeting was Board Vice President John Collier. Other Board members in attendance included Marvin E Wright, Mary Long, Mary Dandurand, Weldon Brady, and Mathew Martinez. Governors Gus Wetzel II and Walter Hicklin were unable to attend the meeting and were excused. Also present was University President Charles Ambrose; General Counsel Hayley Hanson; Assistant Secretary to the Board Monica Huffman; Provost Deborah Curtis; and Vice President for Finance and Administration Doug Hawks.

Call to Order – Agenda Item No. 1

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

President Ambrose expressed appreciation to the Board for its support in the hire of Hayley Hanson as UCM's General Counsel. With this arrangement, UCM has also acquired the services of Lindsay Chapman who was employed by Husch Blackwell to assist Ms. Hanson in providing General Counsel services to UCM. President Ambrose also introduced Dr. Doug Hawks, Vice President for Finance and Administration, and announced that the search for an Associate Vice President for Human Resources was completed and that Ranea Taylor will begin her employment on September 6.

Fair Labor Standards Act (FLSA) Update – Agenda Item No. 1

President Ambrose noted that changes to the Fair Labor Standards Act will be an educational journey for everyone. Training will be necessary for everyone, but particularly for managers and supervisors of non-exempt employees. He added that UCM's employees' commitment to work and to student success is extraordinary, which creates a real struggle between policy and implementation. This significant set of policy changes will require a cultural change.

Ms. Hanson presented information on the changes to the Fair Labor Standards Act, which become effective December 1, 2016, and how these changes will impact UCM employees (Attachment). In addition to this information, Ms. Hanson said she has worked with the Strategic Leadership Team and Strategic Leadership Team-Extended to review and comment on potential policy changes that are necessary due to the FLSA changes related to pay, recording hours, overtime, compensable travel time, remote working for non-exempt employees, breaks, and on-call time. Still being considered are policy changes pertaining to vacation accrual and compensatory time, which Ms. Hanson intends to bring to the Board

in September. Mr. Wright asked that proposed policy changes be provided to the Board in advance of the September meetings so that Board members have sufficient time to review them.

Ms. Hanson also reviewed a training and communication plan that involves extensive training. Mr. Wright expressed concern about a culture change and stated that he hoped all efforts would be made to ensure a positive transition can be made as required changes are implemented.

Request for Closed Session – August 8, 2016 – Agenda Item No. 2

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

The Work Session concluded at 11:30 a.m.