

**University of Central Missouri**  
**Board of Governors**  
**September 16, 2016**  
**Plenary Session**

The University of Central Missouri (UCM) Board of Governors convened in Plenary Session on Friday, September 16, 2016, at 8:30 a.m. in Elliott Union 237B on UCM's main campus in Warrensburg, Missouri. Presiding over the meeting was Board President Gus Wetzel II. Other Board members in attendance included Weldon Brady, John Collier, Mary Long, Walter Hicklin, Marvin E. Wright and Mathew Martinez. Ms. Dandurand was unable to attend the meeting and was excused. Also present were University President Charles Ambrose; Assistant Secretary to the Board Monica Huffman; and representing General Counsel Hayley Hanson was Sean Tassi of Husch Blackwell.

**Call to Order** – Agenda Item No. 1

Dr. Wetzel called the meeting to order and determined that a quorum was present to conduct business.

**Remarks by the Board President** – Agenda Item No. 2

Dr. Wetzel welcomed guests to the meeting and expressed appreciation to Mr. Collier for presiding over the August meeting in his absence. He also expressed appreciation to Mr. Wright for the exceptional leadership he provided as Board president over the past four years. He commented that Board members had an opportunity to participate in several campus events since the last meeting and looks forward to the October 1 Fall Classic game at Arrowhead Stadium.

**Remarks by the University President** – Agenda Item No. 3

President Ambrose recognized students in attendance from the College Student Personnel Administration program. President Ambrose delivered his State of the University Address the previous afternoon noting what a great start it has been to a new academic year. He provided a brief overview of things contributing to this including a newly designed start-up where incoming freshmen arrived to campus days before our other students. Faculty and staff were very engaged in helping students orient to campus and prepare for the year ahead. Fall Start-up also included organized activities centered on race relations. Student Briana Blocker, recognizing the broadened demographics of the University and the world was the organizer. Participation was both engaging and helped create a better understanding.

President Ambrose noted that UCM hosted a 50-year reunion of Alpha Phi Alpha and recounted a historical event where members of Alpha Phi Alpha and founders of ABC invited members of the Black Panthers to come to campus in the 1968-1969 time period so that they and others could learn more about the Panthers' activism. The series of events

that followed the invitation made a lasting and emotional impact on some of these students, particularly the two founding members. These students, Bernell Powell and Kenny King, left UCM and became lawyers. Kenny King went on to become a corporate attorney for Coca Cola Company, and Bernell Powell, who earned his law degree from UMKC, went on to teach law for Harvard School of Law and UMKC School of Law. During the reunion weekend, Mr. Powell delivered an address and shared his life lesson that everyone has interruptions in life and must find their personal resolve for each of them. Mr. Powell came into the weekend with the thought that this would be his last visit to campus; however President Ambrose received an email the previous evening from him stating that he looks forward to future connections. President Ambrose remarked that Mr. Powell's address left a lasting impression on his audience that included UCM students and he hoped to find a meaningful way to recognize him at some future date. In closing, President Ambrose thanked Jamie Jennings for her contributions in making the reunion a positive experience for those in attendance.

### **General Session**

#### **Minutes of August 18, 2016, Work and Plenary Sessions** – Agenda Item No. 4

*Mr. Collier moved that the Board of Governors approve the minutes of the August 18, 2016, Work and Plenary Sessions. The motion was seconded by Dr. Long and carried unanimously.*

### **Reports/Updates**

#### **Written Governance Groups Reports** – Agenda Item No. 5

Dr. Wetzel expressed appreciation to the governance groups for submitting written reports (Attachment 1) and noted the information provided is very helpful to the Board.

#### **Updates** – Agenda Item No. 6

*UCM – Lee's Summit* – President Ambrose stated that an update on The Missouri Innovation Campus (MIC) facility will be provided by Gould Evans at the October Work Session. Dr. David Benson was appointed Interim Superintendent for the Lee's Summit R-7 School District and will be included as a member of the MIC Lead Facilitator's Group. MIC enrollment continues to increase and is currently at 100 students enrolled in four different programs including Cybersecurity. It's possible the next program could be Biotechnology, which is where Summit Technology Academy has its highest enrollment.

Other things happening at UCM-Lee's Summit include a social event held for graduate international students, and a newly outfitted classroom that models future classrooms at The MIC. President Ambrose suggested a future Board meeting be held at the facility so that Board members have an opportunity to view the classroom.

- *Learning to a Greater Degree* – President Ambrose noted that the Fall Census Date fell this week and that the results will be presented at the October Board meeting. He noted an increase in the number of students completing.

President Ambrose announced that on October 3, UCM will host an important discussion related to higher education for DACA students. Dr. Stephen Jordon and Ms. Loretta Martinez of Metropolitan University of Denver will meet with UCM leaders, community leaders, educators and legislators across the state about their efforts that led to the passing of legislation permitting DACA students to receive financial aid to attend college.

- *Legislative Update* – President Ambrose said Missouri’s Legislature passed legislation yesterday that allows residents to carry a concealed firearm without a permit, making Missouri the 11<sup>th</sup> state to do so. Although a clause remains in the legislation exempting college campuses, UCM will increase officer presence on campus.

#### **Intercollegiate Athletics Update** – Agenda Item No. 7

President Ambrose shared that he participated in the NCAA’s search for a new Commissioner that resulted in three very strong national candidates. In the end, the search committee selected former UCM employee Mike Racy.

President Ambrose expressed appreciation for UCM’s 500 student athletes who are successful both in and out of the classroom. Additionally, he expressed appreciation for Mr. Hughes leadership as Intercollegiate Athletic Director. Mr. Hughes then shared a video highlighting the accomplishments of UCM Athletics. In closing, he extended an invitation to the Board to attend the Fall Classic on October 1 at Arrowhead Stadium where UCM’s Mules and Northwest Missouri State University will play.

#### **Board Committee on Student Engagement & University Advancement**

Mr. Hicklin, a member of the Board Committee on Student Engagement and University Advancement, reported the Committee met the previous day. He asked Dr. Shari Bax to review start-up activities held during the first five weeks of this school year (Attachment 2).

#### **Advancement Update** – Agenda Item No. 8

Dr. Jason Drummond and Mr. Richard Phillips provided an update of activities within the Advancement Division (Attachment 3) that included progress related to the Foundation’s

Strategic Initiatives; *Transformation: 2025*; FY 2016 Highlights; total gift production; Foundation support to UCM; alumni participation; major gifts; total assets; intergenerational equity; return on investment for fundraising production; and FY 2017 goals.

Mr. Phillips noted that UCM has 95,000 alums across the world and of this number the University has 87,000 active contacts. However, the giving rate is only 2%. He discussed current efforts and efforts needed to engage alumni and increase giving. Mr. Collier asked if alumni give one-time or annually. Dr. Drummond answered it can fluctuate and is measured each year. He noted this is common issue for universities and colleges across the country.

The Foundation continues to work on Board member recruitment and in addition to an aggressive orientation process, it has embarked on establishing a strong evaluation process. Leadership training is being provided to Board members and in-service training for staff. Alexander Haus was recently hired to conduct an extensive analysis of Foundation functions that resulted in 180 suggestions and action plans. President Ambrose said the assessment included a comment that there are sometimes competing objectives between the University and Foundation and it's important in these instances to make strategic decisions about the direction to take on any given matter.

### **Board Committee on Academic Affairs**

Dr. Long, Chair of the Academic Affairs Committee, reported that the Committee met the previous day. She asked Dr. Curtis to present the following agenda items.

#### **Requests for Emeritus Status** – Agenda Item No. 9

Dr. Curtis informed the Board that Mr. Joseph Kupersmith, Mr. Majid Saadatmanesh, and Dr. Ruth Burkett retired from the University on August 31, 2016, and qualifies for emeritus status in accordance with Board of Governors Policy 2.1.070, *Privileges Extended to Emeriti and Retired Employees* (Attachment 4). *Mr. Collier moved that the Board of Governors approve emeritus status for Mr. Kupersmith, Mr. Saadatmanesh, and Dr. Burkett. The motion was seconded by Mr. Wright and carried unanimously.*

#### **B.S.in Software Engineering Program Proposal** – Agenda Item No. 10

Dr. Xiodong Yue, reviewed information contained in a briefing paper (Attachment 5) supporting a request to establish a B.S. degree in Software Engineering Program. This program does not exist at any Missouri higher education institutions and requires no additional funding since personnel and materials required for the curriculum already exists. *Dr. Long moved that the Board of Governors approve the establishment of a B.S. degree in Software Engineering, pending approval of the Missouri Coordinating Board for Higher Education. The motion was seconded by Mr. Wright and carried unanimously.*

**Status of Faculty Report** – Agenda Item No. 11

Dr. Curtis reviewed highlights of the Status of Faculty Report (Attachment 6) included with the meeting materials. She noted that a plan to increase diversity among faculty would be presented to the Board at a future meeting.

**Board Committee on Finance & Administration**

Mr. Collier, Chair of the Board Committee on Finance and Administration, reported the Committee met the previous day. He asked Dr. Hawks to present the following agenda items.

**Humphrey's Building Project Contingency** – Agenda Item No. 12

Dr. Curtis joined Dr. Hawks for this presentation and informed the Board that a group of select individuals continue to meet twice per week to review the project's progress. She reminded the Board that in May 2016, it approved \$2.95 million for the project. Following the initial approval, unexpected challenges were discovered and it was determined that more extensive work was needed for full remediation of the building. Current costs are less than the approved \$2.95 million; however, the University anticipates the discovery of unexpected challenges will require additional funds. Dr. Curtis said a water intrusion study will be conducted and include recommendations. Results will be shared at a later date. *Mr. Collier moved that the Board of Governors approve a \$500,000 contingency for the Humphreys Building Project. The motion was seconded by Mr. Wright and carried unanimously.* (See Attachment 7.) In closing, Dr. Curtis expressed appreciation to Larry Ray and Lori Dake for their daily involvement in this project.

**Steinway Piano Purchase** – Agenda Item No. 13

Dr. Curtis provided an overview of the information contained in a briefing paper (Attachment 8) pertaining to a requested purchase of Steinway pianos for the Department of Music. *Mr. Wright moved that the Board of Governors approve the purchase of 13 Steinway pianos from the Schmitt Music Company at a total cost of \$393,098. The motion was seconded by Mr. Collier and carried unanimously.*

**Calendar Year 2017 Employee Health Insurance** – Agenda Item No. 14

Dr. Hawks presented information contained in a briefing paper (Attachment 9) related to employee health insurance for Calendar Year (CY) 2017. Of particular note, is with no changes to UCM's current healthcare plan, the cost would increase by \$1,038,000 or 8.3%. Two specific changes will help lower this increase by \$277,000 or 6.1%. These changes include 1) raising UCM's institutional stop-loss to 110% of expected claims; and 2) modifying the coinsurance payments for tier 2 and 3 pharmaceutical products. Dr. Hawks also noted that the number of prescriptions filled with a generic form of a drug is 83%; if this percentage increased, it's possible an additional savings of 125,000 could be made.

Another change to CY 2017 health insurance is a \$10 per month increase of UCM's contribution to the Health Savings Plan of those employees selecting this option. This would increase the annual contribution from \$600 to \$720. UCM would also continue the "Healthier You" wellness program with an accompanying \$40 premium differential for those employees that participate. And, employees making less than \$34,200 would not see an increase in the percentage of their contribution.

Mr. Collier moved that the Board of Governors approve 1) renewal of UCM's health plan with Blue Cross Blue Shield for calendar year 2017 as shown in Appendix A of the briefing paper; 2) continuation of the "Healthier You" Wellness Program and accompanying 440 premium differential; and 3) an increase of UCM's contribution to HAS plans by \$10 per month. The motion was seconded by Mr. Wright and carried unanimously.

### **Board Business**

#### **Board Policies** – Agenda Item No. 15

- **BOG Policy 2.3.010 – Employee Vacation Accrual** – Dr. Hawks presented proposed revisions to BOG Policy 2.3.010 – Employee Vacation Accrual (detailed in Attachment 10), which was presented in depth at the Board's Work Session held the preceding day. Mr. Wright noted that based on yesterday's presentation, no employee loses vacation time exceeding the new 280 hour cap that was earned under the previous cap. Dr. Hawks confirmed that this is correct; a transition bank will be established for employees and hold those hours exceeding the new 280 hour cap that were previously earned. *Dr. Long moved that the Board of Governors adopt the revisions to BOG Policy 2.3.010 – Employee Vacation Accrual. The motion was seconded by Mr. Collier and carried unanimously.*
- **BOG Policy 2.3.050 – Compensatory Time Off for Non-Exempt Employees** – Dr. Hawks presented a newly proposed policy for compensatory (comp) time off for non-exempt employees (detailed in Attachment 11), noting that recent amendments to the Fair Labor Standards Act will cause a number of employees to be reclassified as non-exempt employees. *Mr. Collier moved that the Board of Governors adopt BOG Policy 2.3.050 – Compensatory Time Off for Non-Exempt Employees. The motion was seconded by Mr. Wright and carried unanimously.*

President Ambrose noted much work has been done in a short amount of time in order to meet the December 1, 2016, implementation of FLSA amendments. He commended Ms. Hanson, Dr. Hawks, and Ms. Taylor for their work.

#### **AGB Statement on Climate, Inclusivity, and Civility** – Agenda Item No. 16

President Ambrose referred the Board to Tab 17 of the meeting materials that included the Association of Governing Boards Board of Directors' Statement on *Governing Board*

*Accountability for Campus Climate, Inclusion, and Civility* (Attachment 12). He said UCM has done, and is doing, many of the things listed in the Statement that are responsive to the changing dynamics of college campus cultures across the country. There are a series of questions at the end of the Statement for Boards to consider and President Ambrose offered it as a guide for more dedicated conversation at a future Board Work Session.

In closing, President Ambrose announced that on September 21, MSG Cedric King will be on campus as the third speaker of the Servant Leadership Lecture – Ike Skelton Lecture Series, and invited Board members to attend.

**Adjournment** – Agenda Item No. 17

There being no further business to discuss, *Mr. Collier moved that the meeting adjourn. The motion was seconded by Mr. Hicklin and carried unanimously.* The meeting concluded at 10:55 a.m.

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**Attachments Listing**

<u>Attachment No.</u>	<u>Attachment Description</u>
1	<i>Governance Group Reports</i>
2	<i>PPT - Fall Start Up Activities</i>
3	<i>PPT – Advancement Update</i>
4	<i>Briefing Paper – Emeritus Status Requests</i>
5	<i>Briefing Paper – B.S. Degree in Software Engineering Program Proposal</i>
6	<i>Briefing Paper/PPT – Status of Faculty Report</i>
7	<i>Briefing Paper – Humphreys Building Project Contingency</i>
8	<i>Briefing Paper – Steinway Piano Purchase</i>
9	<i>Briefing Paper – CY 2017 Employee Health Insurance Plan</i>
10	<i>Briefing Paper – BOG Policy 2.3.010 – Employee Vacation Accrual</i>
11	<i>Briefing Paper – BOG Policy 2.3.050 – Compensatory Time Off for Non-Exempt Employees</i>
12	<i>AGB Statement on Campus Climate, Inclusion, and Civility</i>