

University of Central Missouri
Board of Governors
Special Plenary Session
May 31, 2011

The University of Central Missouri's (UCM) Board of Governors convened a special Plenary Session via conference call on Tuesday, May 31, 2011, at 4:00 p.m. The call originated from ADM 204 on UCM's main campus in Warrensburg, Missouri. Participating from ADM 204 was Board President Walter Hicklin and Board Members Weldon Brady, Marvin Wright, Mary Dandurand and Richard Phillips. Participating by phone were Governors Mary Long, Edward Baker, and Darren Doherty. Also participating in the meeting from ADM 204 were University President Charles Ambrose; General Counsel Henry Setser; Provost George Wilson; Director of Human Resources Rick Dixon; Controller John Merrigan; and Assistant Secretary to the Board Monica Huffman.

Call to Order – Agenda Item No. 2

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

Early Retirement Incentive Program – Agenda Item No. 2

Information was presented related to Board of Governors Policy (BOG) 2.2.070 – Faculty Early Retirement Incentive Program (FERIP), which was approved by the Board at its February 2011 meeting. Mr. Dixon referenced a briefing paper that was distributed earlier to the Board that recommended approval of Board of Governors Policy 2.2.070.1, which would allow for the implementation of an extension to the faculty early retirement incentive and allow up to 10 additional faculty members to take advantage of the option.

BOG Policy 2.2.070.1 matches BOG Policy 2.2.070, with two differences. The first difference is this group would be limited to a December 31, 2011 retirement date rather than the May, August, and December date options allowed under the previous program. The second difference is that applicants will be rank-ordered by seniority (years of service) rather than on a first-come, first-serve basis provided under the previous program.

Provost Wilson said that the retirement of the 25 individuals under the first FERIP will impact some departments. Mr. Wright asked if these individuals will be allowed to return to the University as adjunct faculty. Provost Wilson said no restrictions have been placed on them and that they could apply for an adjunct teaching position if they wished to. He added that adjunct faculty make considerably less than full-time faculty members, and that Emeriti faculty serving in an adjunct faculty position make more (\$1500 per credit hour) than a non-Emeriti member (\$900 per credit hour). It will be the individual's responsibility to ensure they do not violate MOSER's guidelines with regard to annual income.

In regard to health insurance, Mr. Brady asked how the \$25,000 limit was established. Mr. Dixon said the Faculty Senate made this recommendation. Option One provides a cash incentive of 50% of the retiring member's contracted or base salary for FY 2011 and retention of UCM's individual health insurance premium benefit of \$455 per month for five consecutive years; and Option Two provides a cash incentive of 50% of the retiring member's contracted or base salary for FY 2011 plus \$25,000. Individual selections will likely depend on the individual's age at the time of retirement.

Mr. Phillips expressed concern about replacing the quality of instruction the University will lose through the retirement of these faculty.

Mr. Wright moved that the Board of Governors approve the adoption of Board of Governor Policy 2.2.070.1 – Faculty Early Retirement Incentive Program. The motion was seconded by Ms. Dandurand and carried with the following roll call vote:

<i>Edward Baker</i>	<i>aye</i>	<i>Richard Phillips</i>	<i>aye</i>
<i>Mary Long</i>	<i>aye</i>	<i>Mary Dandurand</i>	<i>aye</i>
<i>Marvin Wright</i>	<i>aye</i>	<i>Weldon Brady</i>	<i>aye</i>
<i>Walter Hicklin</i>	<i>aye</i>		

Military Relations – Agenda Item No. 3

Dr. Ambrose provided an overview of his participation in the Department of Defense's Joint Civilian Orientation Conference held the week of May 1-6 and the 58th Annual National Security Forum held the week of May 15-21. During these trips, Dr. Ambrose had the opportunity to meet many great military leaders and to further strengthen the University's relations with the military. One such individual was Colonel David Sutherland, special assistant to the Joint Chiefs of Staff (U.S. Army) in charge of Warrior and Family Programs. Dr. Ambrose extended an invitation to Colonel Sutherland to UCM's Veteran's Day event this fall.

Dr. Ambrose discussed other initiatives the University is working on that will assist in further strengthening and building relations with the military including a pre-Memorial Day ceremony held last week. He expressed appreciation to Dr. Rick Sluder, Ms. Delilah Nichols, and Mr. Jeff Huffman for their efforts in coordinating the event. Dr. Ambrose said that Dr. Sluder will bring forth a recommendation to the Board at its June meetings to approve a military tuition fee that will permit the military to attend UCM for very little out-of-pocket expense. Also, the University is working towards establishing a Military and Veterans Affairs Center on campus and is considering Union 117 for placement of the Center. In-kind gifts of furnishings for the Center have been offered by local businesses.

Mr. Phillips asked if there are other things the University should be doing differently to serve service members. Dr. Ambrose said that like many businesses, the military is downsizing. As a result, people are leaving the military sooner than what they may have planned to and are considering what to do next. The University needs to look at ways in which it can help educate and prepare these individuals for their next career.

Other – Agenda Item No. 4

Administrative Review – Dr. Ambrose said that AGB consultant Rick Staisloff will attend the June Board meetings for the presentation of the Administrative Review report. Rapid Response Team leaders will also be in attendance to answer questions. Dr. Ambrose commended the teams for the exceptional work they have done.

Facilities Update – Mr. Phillips said earlier this month the Board was provided a “Facilities Condition Summary” by Mr. Setser. He asked if there would be time during the June meetings to discuss it further. Dr. Ambrose said that more information will be available later this summer, and that he is working with Chris Wellman and Gould Evans to develop a list that prioritizes facilities projects. He anticipates this list will be available in August and suggested that a facilities tour be conducted for the Board in conjunction with its August meetings.

Volunteer Policy for Disaster Relief – Dr. Ambrose said that the University does not currently have any provision in its policies for employees to take time off to assist with disaster or emergency relief efforts. He would like to see a policy developed for the future that would permit employees to take three to five days to provide disaster relief without being charged vacation. Mr. Phillips said the University should also consider developing a policy with regard to its role and responsibilities should Warrensburg be affected by a disaster. He referenced Missouri Southern State University’s role in relation to the disaster Joplin has experienced from the recent tornado. The University will prepare a draft policy for future Board consideration.

Request for Closed Session – Agenda Item No. 5

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 Mr. Wright and carried with the following roll call vote:

<i>Edward Baker</i>	<i>aye</i>	<i>Richard Phillips</i>	<i>aye</i>
<i>Mary Long</i>	<i>aye</i>	<i>Mary Dandurand</i>	<i>aye</i>
<i>Marvin Wright</i>	<i>aye</i>	<i>Weldon Brady</i>	<i>aye</i>
<i>Walter Hicklin</i>	<i>aye</i>		

The meeting concluded at 4:50 p.m.