

Board of Governors
11-20-15

Husch Blackwell

As mentioned last month, our contract with the Husch Blackwell law firm requires them to undertake one major campus initiative under their retainer with no additional charge to the university and this year we are asking them to help develop an “online policy library” that can be routinely examined and updated. We are currently in the process of gathering all existing policy statements campus wide to search for “inconsistencies and/or redundancies” in an effort to simplify what will undoubtedly be a huge task. At the same time, Husch Blackwell is helping us refine the proposed Phased Retirement System we have been working on since last summer. As you recall, this would be a voluntary program for veteran employees who are eligible to officially retire, but would like to keep working ½ time and be able to continue to fully participate in the Missouri Southern health insurance plan (but not beyond the age of Medicare eligibility). This program makes sense for both the employee and the university because the ½ time teaching load given up by the phased retiree can be made up by adjuncts or lower compensated newly hired replacement faculty or staff. However, it should be noted that participation in the program is voluntary on both the part of the employee and the University... frankly, some jobs simply may not qualify for the program and the application will not be approved but the applicant is not damaged because he/she can simply continue working full-time as originally planned. If we can get all the various questions answered in the near future we intend to open the program for application immediately, with a deadline of January 31 (because MOSERS requires several months to process the paperwork). In future years the application deadline will be December 1 to allow more time for consideration and identification of replacement employees (both faculty and staff).

MOCAP – As I mentioned last meeting, the goal was to create course work and conduct applied research geared toward “power and power storage.” We were recently notified that one of the three previously submitted grant requests was approved, and I have since learned that the grant was submitted by the University of Missouri – Columbia and the researchers should be here sometime in early spring to launch the project in the “dry room” environment of the MOCAP lab.

Great Game of Education – “On-campus” training Deans, Directors, and Department Chairs and other campus leaders has been scheduled for Nov. 24th, with a 3 hour session in the morning and a duplicate session in the afternoon for those unable to attend the morning presentation. Rich Armstrong, President of SRC, will be here to conduct the workshops with the assistance of our Great Game gurus: Scott Cragin, Jeff Gibson, and Rob Yust. In addition to the basic financial training provided by Rich, our group will roll out the initial version of the University Scoreboard. At some point in the spring semester we will plan to present this program to the Board of Governors to ensure we are all speaking the same language, but that can be scheduled at a later date.

University Council – The University Council meeting this month dealt with several “operational and procedural” policy items including: Facility Use (contracts & insurance), Building Access policies, Campus wide tobacco free policy roll out, Title IX Training, and the Full-Time Employee Tuition Discount for their children and spouses (as you recall, we implemented a 50% discount for Adjunct instructors this fall as an incentive to increase the applicant pool and determined to move the Full-Time discount from 75% to 100% in the Fall of 2016). The remainder of the meeting involved a terrific presentation by the Diversity Committee, Chaired by Faustina Abraham. She described the many diverse groups that participate including International

Students, Student Military Veterans, Students with Disabilities, Gay-Straight Alliance, Catholics on Campus, Hispanic Student Alliance, and others. Several issues raised by the group in earlier meetings this fall have already been addressed but others remain works in progress... like establishing a one-stop location for veterans, creating information outlets for the LGBTQ community, developing a bike rental program, addressing employment challenges for international students, and the creation of a meditation/quiet room for student reflection and regeneration. The issues and requests have all been taken under advisement by the University Council.

Legislative Priorities – We met with area legislators on Nov. 2 and shared the priority list I described last month: 1) support for the 7% core increase proposed by the Coordinating Board for Higher Education (CBHE), 2) special funding for Reynolds Hall to complete the renovation and needed expansion to accommodate the growing number of STEM majors, 3) additional funds to renovate and relocate programs necessary for the development of the UMKC Dental School satellite project on our campus, and 4) joint access to the Regional Center Building across Newman Road for university programs.

Additionally, we spent a fair amount of time talking about the unintended consequences of the statute limiting annual tuition increased to the annual rise in the Consumer Price Index (CPI). As you can see from the chart below this has become a major problem for historically low tuition universities... especially Missouri Southern. The compounding effect of this restricted tuition policy has pushed us further behind in the dollars we have available to spend on the education of our students, and the top and bottom grow farther apart each year. The legislators agreed that something needed to be done but the solution was not readily apparent. However, it is on their radar screen and they are working on it.

	Available Approp.*	FTE Enroll.*	Approp. Per FTE	In-State Tuition & Fees *	Tuition & Fees + Approp. Per FTE
University of MO System	\$ 415,669,751	59,558	\$ 6,979	\$ 9,478	\$ 16,457
Harris Stowe State University	\$ 9,891,840	1,052	\$ 9,403	\$ 5,820	\$ 15,223
Truman State University	\$ 41,324,001	5,535	\$ 7,466	\$ 7,374	\$ 14,840
Lincoln University	\$ 17,638,417	2,284	\$ 7,723	\$ 6,988	\$ 14,710
Northwest Missouri State University	\$ 30,888,721	5,641	\$ 5,476	\$ 8,156	\$ 13,631
University of Central Missouri	\$ 55,021,303	10,413	\$ 5,284	\$ 7,265	\$ 12,548
Missouri State University	\$ 82,661,951	17,135	\$ 4,824	\$ 7,008	\$ 11,832
Southeast Missouri State University	\$ 45,239,473	9,478	\$ 4,773	\$ 7,043	\$ 11,816
Missouri Western State University	\$ 21,586,490	4,413	\$ 4,892	\$ 6,498	\$ 11,389
Missouri Southern State University	\$ 23,459,665	4,415	\$ 5,314	\$ 5,763	\$ 11,076

* Per MDHE Website

Legislative participants: Sen. Ron Richard, Rep. Tom Flanigan, Rep. Charlie Davis, Rep. Bill White, Rep. Scott Fitzpatrick, Rep. Bill Lant, Rep. Mike Kelley, and Rep. Bill Reiboldt.