

**BOARD OF DIRECTORS MEETING MINUTES**

**January 16, 2019**

**Members present:** Kay Barbee, Brian Foster, Betsy Garrett, Ken Hutchinson, Margie Sable, Nancy Johnson, Ina Linville, Judy Maseles, Leslie Palmer, Mary Anne McCollum, Marty Townsend, Art Jago, Bill Fisch, Jo Turner, Maggie Walter, Susan Hazelwood, Rob Weagley, Tom Henderson, Libby Miederhoff, Larry Windmoeller. Guests: Mary Jo Herde and Ruth Tofle

The meeting was called to order by President Jo Turner at 2:00 p.m.

**MINUTES:** Leslie Palmer

The minutes of the MURA meeting held on Wednesday, September 19, 2018, were distributed via email. The minutes were approved as distributed.

**President’s Report:** Jo Turner

President Jo Turner welcomed Board members and guests. She made the following remarks:

1. September 29, 2018—MURA Fall Information Meeting was attended by 66 persons. Thanks to a partnership with MU Extension, the Fall Information Meeting was livestreamed at no cost to MURA. Data showed that 57 IP addresses took part in the live session and that there were subsequently 82 views of the recorded videos posted on MURA’s website. To similarly livestream the Annual Business Meeting on March 16, 2019, MU Extension has quoted us a price of $1,140 for that purpose. This is significantly below the actual cost; $1,140 represents the cost of only recording and livestreaming. If MURA is going to continue making meetings accessible in this manner, Turner feels that a budget line item needs to be created and approved. She will ask for discussion and recommendations during New Business portion of the meeting.
2. November 8, 2018—MURA leaders met with Chancellor Alexander Cartwright and Chief of Staff, Marty Oetting. Attending were Turner, Garrett, Weagley, Palmer, Barbee, Cook and Smith. The Chancellor confirmed that Columbia is the flagship campus. Other topics included MURA’s upcoming member survey; MURA’s willingness to identify volunteers to serve on campus committees, boards, and advisory groups; concern that the campus Retiree Health and Other Benefits Committee has not met or been active. Provost Ramchand briefly joined the group for introductions.
3. Reminded the Board that MURA’s Annual Business Meeting is set for Saturday, March 16, in Columbia. The program includes:

* Campus Update by Provost and Executive Vice Chancellor Latha Ramchand
* MURA updates and election
* MURA Member Survey results and discussion
* Retiree Benefits Update – Marsha Fischer
* Retiree Pension Fund Update—Tom Richards

1. MU Gustin Golf package—Only 15 sign-ups so far. Minimum required is 50 persons. Deadline is January 31. Thus, this package may not be inacted.
2. Thanked the Communications team for their work on the November newsletter and mentioned that extra copies of the newsletter are available.

**Treasurer's Report**: Rob Weagley (see reports)

Attached is the cash flow statement for the 6+ months ended December 31, 2018. MURA’s cash receipts were greater than cash disbursements for the first 6 months of the fiscal year by $3,644.01.

Observations regarding the financial statements:

* Compared to the full year for FY’18, annual memberships for FY’19 are 26% and lifetime memberships are 59% of the total for FY’18.
* As the monthly breakfast events are collected online through the Alumni Spaces portal, it is now included as a separate disbursement line on the cash flow statement. The cost to MURA is a 5% transaction fee. This 5% fee covers both the cost to use the Alumni Spaces portal and the credit card transaction fee; the total cost for the first six months is $200.05.

* The Board authorized a contribution of the Association funds to the MURA Scholarship Endowment Fund up to $10,000. This is a matching contribution based on member donations and was completed in Fall of 2018 with a final payment of $1,848.60. This $10,000 match was resurrected, as of the Fall MURA Board meeting. To date, no additional transfers to the endowment have been made.

Overall, the Association is in good financial condition. A concern looking forward is the ability of the Association to cover its cost of operations in the future due to the large number of lifetime members. An increase in lifetime membership dues has been instituted to provide funds to cover those future costs. No funds have been transferred to the investment account (Vanguard) between July 2018 and January 2019; nor, have any funds been taken from that account during that period of time. It is difficult working with Vanguard to get the names/addresses changed. Rob hopes to make this easier for the next Treasurer.

MURA needs to re-register with the state for our sales tax exemption. This form requires all the Social Security numbers for officers. It also asks us to complete only sections that we wish to change. Libby Miederhoff recommended that Rob contact the past-treasurer for MURA, Earl Wilson, as Earl will be able to assist in re-registering for the sales tax exemption.

Bill Fisch moved that the Treasurer’s Report be accepted as presented pending cited revisions. The motion was seconded by Larry Windmoeller. Motion passed.

Jo Turner noted that it would appear that a formal MURA budget would be helpful. Rob and the Finance Committee will give some thought regarding an annual working budget for this organization beginning July 1. Tom Henderson stated that he submitted a MURA budget as President in 2015 and will forward a copy to Rob. Libby Miederhoff reminded Board members of the $83,000 that has been invested from Life memberships; life members paid one time. The income from the investment as well as the investment itself can go to supporting the activities of the group which is the purpose of having that investment.

**Member Survey Report:** Art Jago (Chair), Kay Barbee, Betsy Garrett, Ina Linville, and Dick Otto

A survey was sent to approximately 1,000 members of the University of Missouri Retirees Association (MURA) in the Fall of 2018. An invitation to participate was sent by email to 732 MURA members. Additionally, an alternative invitation to participate by means of accessing a web address was sent to approximately 185 members who receive their MURA newsletters by US mail rather than email. 313 responses were received for a response rate of 34 percent. Of retirees, 45 percent identified themselves as former faculty; 55 percent as former staff.

Of four organizational objectives, 80 percent of respondents ranked as most important the expectation that MURA will “advocate for the interests/benefits of retirees.” The spokesperson/communication role was ranked second in importance; providing educational/social activities was ranked third in importance.

There was greater member participation in the breakfast series than in other MURA activities, perhaps because the series offers multiple opportunities to attend. 31 percent of respondents reported that they did not participate in any formal MURA activities in the last two years. (It is noteworthy that 10 percent of respondents reported that they lived more than 100 miles from Columbia.) All formal activities were seen as valuable, with the monthly breakfasts and the annual business meeting perceived as most valuable. Respondents were generous in their suggestions for future breakfast series speakers. With the exception of short one-time lectures/discussions, there was not a demonstrable appetite for additional formal activities in categories specified in the survey. Nonetheless, respondents did make suggestions that would appeal to them individually.

Regarding communication with members, respondents found more value in the newsletters and the email updates than in the MURA website and, especially with older retirees, the Facebook page. Former MU staff found more value in MURA communications than did former faculty members.

Members were generally satisfied with their retirement benefits, particularly their health plans. Recent retirees (i.e., after 2015) were significantly more satisfied with the amount of their pension benefits than earlier retirees (i.e., before 2002).

Conclusions and Recommendations:

1. Retiree Benefits. MURA members are satisfied with their health and pension benefits. However, they are also concerned about the lack of cost-of-living adjustments and uncertainty surrounding any future health plan changes. Members count on MURA to be there to advocate for retirees.

1. Programming and Communications. Current communications and programs/meetings are well-received by MURA members. Live streaming of events is appreciated by those living a distance from Columbia. Respondents offer specific programming recommendations for the MURA Program Committee.
2. Promotion and Education. Most MURA members learned of the organization from existing members. There needs to be more promotion and education about MURA to those who are nearing retirement and those recently retired. Reaching out to new retirees and insuring inclusiveness are important organizational activities.
3. Concurrence. With only a few exceptions, retired staff and retired faculty respond similarly to survey questions. MURA goals and activities appeal equally to these primary subgroups of members.

Members concluded that the results of the survey appear to be very positive in that reports indicate that members are satisfied overall with the representation MURA provides; however, the survey results indicate that there is additional work needed. Potential next steps include a presentation the Annual Business Meeting in March, providing feedback to the Program Committee, Communications Committee, and the System Human Resources Officers. Presentations to the Chancellor and the 4-campus leadership team can be conducted. The results might be compiled and submitted to AROHE for publication. Jo Turner offered many thanks to Art Jago and the Survey Committee for their hard work in pulling together the survey, implementation and analysis or the results.

**STANDING COMMITTEE REPORTS**

**GOVERNMENTAL AFFAIRS:** Mary Anne McCollum

The 2019 General Assembly convened Wednesday, January 9, at noon. Lawmakers kicked off the 100th Legislative session with new leadership in both the House and Senate. For the first time in Missouri’s history, a lawmaker from Springfield, Republican Elijah Haahr, is Speaker of the House. Haahr is an alum of the MU School of Law. Another MU alum, John Wiemann, a state representative from O’Fallon, was elected Speaker Pro Tem. Springfield Democrat Crystal Quade was elected the minority floor leader in the House.

In the Senate, David Schatz, a Republican and small business owner from Sullivan, has been chosen to serve as the new Senate President Pro Tem. The new majority floor leader, the second-most powerful position in the Senate, is our own Caleb Rowden. Currently serving only his third year as a state senator, he is the first Boone County legislator in half a century to be elected to such a high position of leadership.

Republicans hold a 24-10 majority in the Senate and a 116-47 majority in the House.

House Committee assignments for the 43 standing, special and subcommittees have just been released. State Representative Cody Smith, a Republican from Carthage, has been named as the chair of the House Budget Committee, replacing Scott Fitzpatrick, who was named by Governor Mike Parson to fill the vacancy of state treasurer. State Representative Dean Dohrman will chair the Higher Education Committee.

From the local delegation, State Representative Sara Walsh has been named chair of the Subcommittee on Appropriations – Public Safety, Corrections, Transportation, and Revenue and State Representative Chuck Basye will chair the Committee on Veterans.

State revenues were down 2.9% for the first half of the 2019 fiscal year. The 2019 year-end projections are for revenues to be up 1.7% for the fiscal year. State revenues, according to State Budget Director Dan Haug, will likely rise in coming months as people file their tax returns for the first time since the state corrected an error in withholding tax tables. Missourians that were expecting to get a refund this tax year may be getting a bill instead due to this mistake.

The revenue shortfalls come at a time when according to the Higher Education Department’s 2018 Facility Review explaining that, “deferred maintenance at the state’ four-year public universities total a little more than $1.498 billion.”

Governor Mike Parson will deliver his first State of the State address this afternoon, January 16, 3 p.m. The Governor’s priorities include infrastructure improvement and workforce development. He will also present his budget proposal for fy 2020.

**KITTY DICKERSON SCHOLARSHIP COMMITTEE:** Marty Townsend for Gary Smith and Kee Groshong

* During the opening week of the Spring semester (January 21-24, 2019) MURA members can still sign up to help earn money to support the Kitty Dickerson MURA Scholarship fund. MURA volunteers are needed to greet students, answer questions, direct traffic, and be a friendly face. The Mizzou Store will make a donation to the MURA Scholarship fund equivalent to $15 per volunteer per hour volunteered. Additional volunteers are needed for shifts on the first four days (January 21-24) of RUSH week. The shift times are: 9-12 noon; 12 noon-3pm; and 3-5pm. Volunteers are to contact Bunny Grice, Administrative Assistant at The Mizzou Store to sign up at [griceb@missouri.edu](mailto:griceb@missouri.edu) or call her at 882-0340.
* Effective July 1, 2018 the endowment fund took in $18,136. The total value was $52,593 and some odd cents. It was noted that when contributions to the fund are made, the first 5% goes to MU as a management fee. In addition, another 1.3% annual assessment is made on the scholarship.
* Lastly, both Gary and Kee will continue to try to work with the former Blue Note owner, Richard King, to bring Kitty Dickerson’s son, Deke Dickerson, to Columbia to appear on stage as a fundraiser for the MURA Kitty Dickerson Scholarship. Deke, who is a professional musician, has agreed to perform. The concert may or may not be held in conjunction with the Roots and Blues Festival the weekend of September 28; Richard King is a key component in the on-going communications to make this happen.

**MEMBERSHIP:** Jo Turner for Dick Otto

Dick Otto was not able to attend the board meeting as he and his wife, Donna, are somewhere in the Gulf of Mexico on a cruise heading toward Miami after passing through the Panama Canal at this time. Dick reported at the September 2018 Board Meeting that there were 961 members in good standing.

Turner stated that there are another 29 more members and one new one since that count. There are a large number of LIFE MEMBERS (Dick reported 828 at the September Board Meeting) and it can be easily stated that MURA has 1000 members, give or take a few. Nancy Johnson noted that she herself has recently recruited three new members and is advocating “word-of-mouth” as an effective membership recruitment strategy. Jo added that another component of recruitment is in extending a warm welcome to engage potential members to promote a sense of belonging. Margie Sable mentioned that a University Voluntary Separation Program is to be invoked; there will be a lot of new members. Barb Harris has forwarded the new MURA Membership Application which is beautiful and easier to read. Many thanks to Barb and Dick for making this happen.

**Nominating Committee Report:** Margie Sable

Effective July 1, 2019, those leaving the MURA board are: Margie Sable, Past President; Larry Windmoeller, Staff Member At-Large; and Leslie Palmer, Secretary.

The nominating committee has nominated the following:

* Ruth Tofle, President-elect/Program Chair for a one-year term from July 1, 2019 through June 30, 2020
* Mary Licklider, Secretary for a two-year term from July 1, 2019 through June 30, 2021
* Mary Jo Herde, Member at-large Staff for a three-year term from July 1, 2019 through June 30, 2022
* Art Jago, Member at-large Faculty for a three-year term from July 1, 2019 through June 30, 2022

**ombudsman:** Marty Townsend and Bill Fisch

The MURA Ombudspersons (Marty and Bill) presented their preliminary report on a list of University of Missouri Retiree Perks.  Bill is contacting UMHR to find out what they offer.  Marty is verifying and adding to the list that was drafted in 2010.  Marty and Bill asked for input from Board members regarding the amount of detail to be included in the list, especially in light of information that could quickly become out of date.  Betsy Garrett recommended a short, concise list that focuses on what most people are looking for, e.g., parking, ID cards, IT programs, etc.  Marty and Bill will continue to work on the list and will submit to Jo Turner and the Communication Committee when they feel it’s ready for posting on MURA’s website.  Jo suggested that the Ombudspersons review the website annually for up to date information.

**past-presidents:** Ken Hutchinson

The past-presidents will be meeting tomorrow, Thursday, January 17, 2019. The past-presidents meetings get a good turn out with good discussions.

**Program COMMITTEE:** Betsy Garrett

* The Holiday Luncheon went well with numerous positive comments on the quality of the food and service. There were 115 people in attendance, two no-shows and no walk-ins. Betsy expresses appreciation to all who helped and especially to those who pitched in to help as Santa’s elves for the gift exchange.
* The February and March MURA breakfasts will be at Peach Tree Center, then back to Country Club of Missouri (CCMO) for April through June to accommodate the remodeling at CCMO.
* The Spring Social/Ray Schroeder picnic is scheduled for Wednesday, April 17, at Twin Lakes. Darlene has talked with Rob at Hy-Vee to coordinate the menu and confirm the date. The cost of the picnic is $14 per person which includes drinks and ice. Jo has arranged a “back-up” location at the Community United Methodist Church on West Broadway in case of inclement weather.
* A calendar of program events for 2019-2020 was distributed. It was noted that the Fall Information Meeting is scheduled on a Friday (September 20); further, the Holiday Luncheon is also scheduled on a Friday (December 6). Both of these events have traditionally been scheduled on a Saturday; the committee reserved the Country Club of Missouri for both events as the Reynolds Alumni Center is no longer available after May, 2019. All such activities will be scheduled for the Memorial Union which poses logistical problems for retirees such as parking and unloading at the curb. These events are scheduled on Friday due to availability at CCMO.

* The costs for breakfasts at CCMO will increase from their current charge; therefore, there will be an increase in the cost of the breakfasts beginning September 2019 as well as the Spring Social/Ray Schroeder Picnic next year to $15 per person. The increases are needed in order to cover losses and Alumni Spaces charges 5% per registrant at the online portal. It was agreed that the Fall Information Meeting and the Annual Business Meeting will continue to be free for members.
* The new museum will be opening in the Spring. The June speaker is up in the air at this time but the committee is actively working with the organizers to work with the museum opening for a MURA breakfast presentation.

Many thanks to Betsy in working with the committee to create a great committee that coordinates these activities for MU retirees. Great job.

**retirement, Health & Other Benefits Advisory COMMITTEE:** Kay Barbee

Kay reported at the September 2018 MURA Board Meeting that she has sent a note to all members of the committee introducing herself as the committee chairperson. There is nothing further to report at this time.

**University Liaison-Admin:** Jo Turner for Linda Cook

MURA Board Officers meet with Chancellor Cartwright and President Choi two times annually. The Spring meeting date with Chancellor Cartwright has been scheduled for Tuesday, May 7, 2019 at 2 p.m. Further, the Spring Meeting of Four-Campus Retiree Association Leadership Teams will meet at 10:00 a.m. on Thursday, May 9, 2019.

**EX-OFFICIO, AD HOC, AND OTHER SPECIAL COMMITTEE and LIAISON REPORTS**

**FACULTY council:** Don Sievert

In the last few meetings, there was a presentation about the Translational precision Medicine Complex, multiple discussions about MU and University Hall connections, and a report about the Chancellor’s visit to Sweden for the awarding of George Smith’s Nobel Prize.

About the complex, presentations were made by Engineering Dean Loboa, Mark McIntosh [Research Vice Chancellor], and Chancellor Cartwright.  This new venture will make MU a major player on the national scene in the various medical areas housed in the complex.  Chancellor Cartwright assured us of the multi-disciplinary nature of the project, even saying that the humanities will be involved because patients are known to improve with art and music in their recovery environment.

There was animated discussion of President Choi’s proposal that all new chairs be hired after national searches rather than local ones.  Various matters were discussed, with emphasis on University Hall determining MU’s practices.  President Choi heard some objections from Intercampus Faculty Council members and is thinking of modifying his proposal.

The MU campus has voted for, and approved at all requisite levels, some new rules and regulations for Non-Tenure Track Faculty.  University Hall has some reservations about these and has delayed their implementation. Faculty Council members are concerned that actions approved at all requisite levels are not thereby the rules/regulations for the campus and has urged that they become so “with all deliberate speed.” Otherwise, the belief was, campus autonomy is denied.

Chancellor Cartwright summarized the nature and pleasure of the activities associated with George Smith’s major award.

**MU Engagement council:** Ina Linville

The MU Engagement Council members have begun planning efforts for the Show Me Mizzou Open House from 9:00 a.m. to 1:00 p.m. on Saturday, April 13 which is the same day as Mizzou’s Spring Football Game. There are four committees working on the project (Programs, Logistics, Communication and Partnerships). MURA members will be invited to serve on a committee and/or volunteer on the day of the event. The Show Me Mizzou Open House will showcase Mizzou in that it is an all over the campus open house emphasizing that engagement matters. Missourians of all ages will be visiting various units all over the campus; units have been notified to invite the public in to show case what the University is doing. The Athletics Department will work with the media and is creating a taskforce for handing out materials. Transportation is being planned to move people from place to place. Ina reports that Maryland has done some similar version. As the planning proceeds, MURA will be kept apprised of the numerous activities scheduled for April 13. Jo suggested that MURA might consider organizing to show case MURA and MU retirees. For additional information, be sure to contact either Ina or Tom Henderson.

**NEWSLETTER REPORT:** Maggie Walter

The Communications Team is targeting November 15 as the publication date for the February electronic issue of the MURA newsletter and will include the slate of officers for 2019-2020. Maggie has the original proof and everyone will likely be receiving the newsletter in early February; the paper copy will probably arrive in twelve days or so. Many thanks to everyone who contributed which has greatly facilitated the ease of production. There are several events coming up between now and the next newsletter which will be published in August. We ask that if pictures are included that the names of the people in the photo be provided. Jo Turner asked for volunteers to take pictures at the MURA Annual Business Meeting (March 16) as well as at the Spring Social/Ray Schroeder Picnic coming up on Wednesday, April 17 at Twin Lakes.

**TOTAL ReWARDS ADVISORY COMMittee:** Marsha Fischer (see **PROposed New retirement plan for future employees** report below)

**United Way:** Tom Henderson

* While the official community campaign does not officially close until 1/31/19, the total giving and pledges by MU/UM retirees are unchanged in recent days so I believe the following totals should be accurate.
* As reported by David Holtgraewe of the United Way, retirees gave $66,630 to the 2018 campaign which is down from the past 3-4 years. I have not seen a final total for the campus/system campaign but I expect those totals to be noticeably less than in past years as well.
* My only recommendation would be for Jo and/or Betsy to get with David Holtgraewe in May or June and discuss how the retirees can be more easily integrated in future years in the campaign and to include a written “ask” letter at the first of the campaign in August-September. The suggestion is made given my uncertainty about how the campus campaign will be organized in the future.

If I am able to attend the meeting on 1/16/19, I will be glad to try answering any questions that members might have.

**Webmaster:** Judy Maseles

Feedback regarding whether or not Alumni Spaces is improving is to be directed to both Judy and Jo Turner. Judy stated that the reports are supposed to now be on line which has been a glitch or sticky point in the past. Judy views Alumni Spaces as easy to update and use. Jo reported that Jack and Darlene Miles who assist with breakfast meeting registrations feel that Alumni Spaces appears to be more user friendly than previously. President Jo Turner is suggesting that while Alumni Spaces may not be perfect it seems to be meeting the needs of MURA. A Board decision will need to be made in the near future regarding the continued use of Alumni Spaces or whether to explore the use of alternate platforms.

**OTHER BUSINESS**

**New Business**

To set the stage, Turner shared that MU Extension has quoted a price of $1,130 to livestream the Annual Business Meeting (March 16). This is significantly below the actual cost. To only record and post the videos, the cost would be around $800. The Program Committee discussed this and the consensus was to record and post the business meeting and next year’s information meeting on the web page if the cost was quite a bit less than for livestreaming. If not, the priority should be given to livestreaming the fall information meeting.

Ruth Tofle mentioned that the Canvass is a tool being used at MU by instructors for recording audios. It is very common for faculty to post PowerPoint presentations using this learning system. Further, Ruth suggested that MU IT would be able to work with a MURA representative to load the system to the MURA website. Susan Hazelwood motioned that we use Canvass at the March Annual Business Meeting as a trial to see how it goes. Bill Fisch seconded. Margie Sable requested that Canvass not be used during the Nominating Committee’s report and subsequent voting of new officers and board members. Motion passed.

If MURA is going to continue making meetings accessible in this manner, Turner feels that a budget line item needs to be created and approved. Turner asked for a motion on whether the March 16 annual meeting should be livestreamed, recorded, or conducted without these services.

**Old Business**

**Announcements**

* Jo Turner and Betsy Garrett will both be gone in February. Board members will probably have to lean on the immediate past president in the month of February (Margie Sable). Hopefully no emergency will arise.

Meeting adjourned at 4:00 PM.

The next meeting of the Board is Wednesday, April 17, 2019, 2:00-4:00 p.m., Room 198 General Services Building.

Respectfully submitted,

Leslie J. Palmer, MURA Secretary

**PRE-Meeting information session - PROposed New retirement plan for future employees**:

Prior to the Board meeting, Marsha B. Fischer, Associate Vice President for Human Resources and Chief Human Resources Officer, UM System made a presentation for interested MURA Board members about the proposed retirement plan for future employees.

A change is needed in the UM System Retirement Plan for the following reasons:

* New employees desire portability and accessibility
* Marketplace for faculty and staff is largely defined contribution
* The blended plan for current employees is difficult to understand
* Decisions must be made now to protect the defined benefit for current employees and retirees

The current pension plan funded status: 83% funded; Assets 3,682,638,000; Liabilities 4,413,831,000; Unfunded 731,193,000. The Total Rewards Advisory Committee (TRAC) works in tandem with the central work team (system leaders in finance, HR, Investment, Legal, as well as outside consultants and venders) to implement the process for evaluation and recommendation.

The Total Rewards Advisory Committee (TRAC) includes members representing faculty and staff from each University, the hospital and retirees. The principles developed by this committee are: Ensure Sustainability, Strive for Equity, and Continue to offer a retirement benefit that will attract and retain employees. With the help of outside consultants, TRAC reviewed UM’s current retirement plan offerings and benchmarking data. The plan reviewed is the Retirement, Disability, & Death Benefit Plan (RDD)—pre-2012 defined benefit and the Employee Retirement Investment Plan (ERIP)—post-2012 defined benefit and defined contribution. The Benchmarking Analysis is a peer group comparison including: Public, Private, and Healthcare Industry Standards and Trends as well as AAU Public, Urban 21, and Rolla Custom Peer Analysis.

TRAC’s recommendation is:

1. To introduce a new defined contribution plan to employees hired on or after October 1, 2019; and,
2. Close the defined benefit plan for individuals hired on or after October 1, 2019

Presentations to System Representative Groups include: 4-Campus Retiree Association on 9/27/2018, HR Council (HRC) on 10/1/2018, Intercampus Faculty Council (IFC) on 10/9/2018 and 11/2/2018, University of Missouri Academic Officers (UMAO) on 10/11/2018, Administrative Management Council (AMC) on 10/17/2018, Intercampus Staff Advisory Council (ISAC) on 10/19/2018.

Timeline and Next Steps: TRAC Project Work – Jan-Sept 2018, System Representative Group Presentations – Oct 2018, Board of Curators Informational Item – Nov 2018, Presentations to University Faculty & Staff Groups– Nov-Dec, 2018, Board of Curators Formal Vote – tentatively Feb 2019, New Plan Effective for New Employees – tentatively Oct 2019.

**MURA Board Meeting**

**January 16, 2019**

**PRELIMINARY AGENDA**

Call to order

Secretary’s report – review and approve minutes as distributed

President’s report

Treasurer’s report

Reports and action items from standing committees:

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| Awards | Larry Windmoeller |
| Communications | Barb Harris |
| Education/Breakfasts | Dick and Anne Hessler |
| Finance | Rob Weagley |
| Governmental Affairs | Mary Anne McCollum |
| Kitty Dickerson Scholarship | Gary Smith and Kee Groshong |
| Membership | Dick Otto |
| Nominating | Margie Sable |
| Ombudsmen | Bill Fisch and Marty Townsend |
| Past Presidents | Ken Hutchinson |
| Program | Betsy Garrett |
| Retirement, Health & Other Benefits | Kay Barbee |
| University Liaison-Admin | Linda Cook |

Reports and action items from special committees and liaisons:

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| --- | --- |
| Audit Committee Chair | Libby Miederhoff |
| Facebook Administrator; Staff Council Liaison | Nancy Johnson |
| Faculty Council Liaison | Don Sievert |
| Historian | G. B. Thompson |
| MU Engagement Council Rep | Ina Linville |
| Newsletter Editors-in-Chief | Maggie Walter and Pat Smith |
| Osher Lifelong Learning Liaison | Barbara Schneider |
| Total Rewards Advisory Committee Rep | Rose Porter |
| United Way Campaign Rep | Tom Henderson |
| Web Master | Judy Maseles |
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