

TRUMAN STATE UNIVERSITY  
Kirksville 63501

OFFICIAL MINUTES  
OF THE  
BOARD OF GOVERNORS

Page 1

OPEN SESSION  
OF MEETING ON  
OCTOBER 24, 2020

The Board of Governors for Truman State University met on Saturday, October 24, 2020, on the University campus in Kirksville, Missouri. The meeting was held in Georgian Room A and B of the Student Union Building. The open session of the meeting was called to order shortly after 1:00 p.m. by the Chair of the Board of Governors, Jennifer Kopp Dameron.

Participating in the meeting were all seven voting members: Sarah Burkemper, Philip J. Christofferson, Cheryl J. Cozette, Jennifer Kopp Dameron, Nancy Gingrich, K. Brooks Miller, Jr., and Jim O'Donnell. Governors Miller and O'Donnell participated via conference phone.

Also participating in the meeting were all three non-voting members: David Lee Bonner and Mike McClaskey, the two out-of-state members, and Abigail Smeltzer, student representative. Governor McClaskey participated by conference phone.

Call to Order

Governor Dameron, Chair of the Board, called the meeting to order shortly after 1:00 p.m. and welcomed all in attendance.

Minutes for Open Session of Meeting on August 1, 2020

Governor Christofferson moved the adoption of the following resolution:

BE IT RESOLVED that the minutes for the open session of the meeting on August 1, 2020, be approved.

The motion was seconded by Governor Cozette and carried by a unanimous vote of 7 to 0. Governor Dameron declared the motion to be duly adopted.

Audit Report

Brent Stevens, Partner with RubinBrown LLP accounting firm, reviewed a draft of the annual audit of the University.

President's Report

University President Sue Thomas provided a report on several items of current interest and shared a selected engagements report detailing her involvement in various activities since the Board's last meeting. Dr. Thomas focused her remarks on three words that begin with "c": COVID-19, celebration, and collaboration. With COVID-19 cases surging in the Midwest, Missouri, Adair County, and on campus, she highlighted the many continued efforts of the University community to ensure that students, faculty, and staff remain vigilant about health and safety protocols. In terms of celebration, she noted the successful completion of the tenth week of 2020 Fall Semester, noting that while we don't know when the pandemic will end, we do have a finish line and it is November 24 when in-person instruction will end followed by two weeks of final course requirements to be completed through online and virtual options. Finally, she noted several successful collaborations with A. T. Still University, Adair County Health Department, City of Kirksville, and many other entities which helped to make this possible. President Thomas ended her remarks by highlighting the *Top Dog Challenge*, a Homecoming fundraising competition for local charities with the Greyhounds of the University of Indianapolis.

TRUMAN STATE UNIVERSITY  
Kirksville 63501

OFFICIAL MINUTES  
OF THE  
BOARD OF GOVERNORS

Page 2

OPEN SESSION  
OF MEETING ON  
OCTOBER 24, 2020

Enrollment Management Report

Dr. Tyana Lange, Vice President for Enrollment Management and Marketing, provided an enrollment management report.

Advancement/Foundation Board Report

Dr. Ernie Hughes, Vice President for University Advancement, provided a report on Advancement and the Foundation Board.

Annual Staff Council Report

Kara Jo Levery, Chair of Staff Council and Career Ready Coach at the University Career Center, provided the annual report from Staff Council.

Finance and Auditing Committee Report

Governor Burkemper, Chair of the Finance and Auditing Committee, provided a report on the committee meeting held on October 20.

Financial Report

Governor Burkemper presented the Financial Report which included a review as of August 31, 2020, of education and general revenues and expenditures and auxiliary system revenues and expenditures and a review as of August 31, 2020, of the Truman State University Foundation revenues and expenditures.

Academic and Student Affairs Committee Report

Governor Cozette, Chair of the Academic and Student Affairs Committee, provided a report on the committee meeting held on October 22.

Resolution Amending Chapter 5 of the Code of Policies of the Board of Governors Pertaining to Academic Programs – Gifted Education, M.A.

Governor Burkemper moved the adoption of the following resolution:

BE IT RESOLVED that Section 5.010.2 of the Code of Policies of the Board of Governors of Truman State University entitled Academic Programs be amended by the addition of the following graduate program:

Gifted Education, M.A.

BE IT FURTHER RESOLVED that the adoption of such program be subject to the approval of the Coordinating Board for Higher Education.

The motion was seconded by Governor Gingrich and carried by a unanimous vote of 7 to 0. Governor Dameron declared the motion to be duly adopted.

TRUMAN STATE UNIVERSITY  
Kirksville 63501

OFFICIAL MINUTES  
OF THE  
BOARD OF GOVERNORS

Page 3

OPEN SESSION  
OF MEETING ON  
OCTOBER 24, 2020

Budget and Capital Projects Committee Report

Governor Miller, Chair of the Budget and Capital Projects Committee, provided a report on the committee meeting held on October 21.

Construction Projects Report

Governor Miller provided an update on construction projects which had been approved by the Board at previous meetings.

Contracts for Construction Projects and Equipment Purchases

Governor Miller reported that one equipment purchase totaling \$25,000 to \$100,000 had been approved since the last meeting of the Board.

<u>Description</u>	<u>Cost</u>
2020 Ford Police Interceptor Utility AWD	\$36,201

Faculty Early Retirement Incentive Program 2022

Governor Gingrich moved the adoption of the following resolution:

WHEREAS, it is the desire of the Board of Governors of Truman State University to establish a one-time retirement incentive for faculty;

NOW, THEREFORE, BE IT RESOLVED that the attached document, entitled "Faculty Early Retirement Incentive Program 2022" shall be the policy of the Board of Governors and shall automatically expire on December 4, 2020; and

BE IT FURTHER RESOLVED that the President of the University, or her designee, be authorized to implement the policy; and

BE IT FURTHER RESOLVED that a copy of the document, as reviewed at the meeting, be attached to the minutes as an exhibit.

The motion was seconded by Governor Cozette and carried by a unanimous vote of 7 to 0. Governor Dameron declared the motion to be duly adopted, and the Secretary designated a copy of the document as Exhibit A.

Agenda Items for Future Meetings

The Board reviewed a list of projected agenda items for the regular meetings during the next year.

Dates for Future Meetings

Governor Burkemper moved the adoption of the following resolution:

BE IT RESOLVED that the next regular meeting of the Board of Governors be scheduled for Saturday, December 5, 2020, on the University campus in Kirksville, Missouri, beginning at 1:00 p.m., with the understanding that the Chair

TRUMAN STATE UNIVERSITY  
Kirksville 63501

OFFICIAL MINUTES  
OF THE  
BOARD OF GOVERNORS

Page 4

OPEN SESSION  
OF MEETING ON  
OCTOBER 24, 2020

may alter the starting time and/or place for the meeting by giving due notice of such change; and

BE IT FURTHER RESOLVED that other regular meetings of the Board during the next year be tentatively scheduled for the following dates:

Saturday, February 6, 2021;  
Saturday, April 10, 2021;  
Saturday, June 12, 2021;  
Saturday, August 7, 2021; and  
Friday, October 22, 2021.

The motion was seconded by Governor Christofferson and carried by a unanimous vote of 7 to 0. Governor Dameron declared the motion to be duly adopted.

Agenda Items for Closed Session

Governor Cozette moved the adoption of the following resolution:

BE IT RESOLVED that this meeting be continued in closed session, with closed records and closed votes as permitted by law, for consideration of the following items as authorized by Section 610.021, Revised Statutes of Missouri:

1. Approval of minutes for the closed session of the last meeting under Subsection 14 of the statute for "Records which are protected from disclosure by law";
2. Individual personnel actions under Subsection 3 of the statute for "Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded"; and
3. Confidential communications with the General Counsel; and

BE IT FURTHER RESOLVED that if any business not covered by the stated reasons for the closed session is raised during the closed session, then this meeting shall be reopened to the public and an announcement about a resumption of the open session shall be made in the hallway outside of the meeting room.

The motion was seconded by Governor Gingrich and carried by a unanimous vote of 7 to 0. Governor Dameron declared the motion to be duly adopted.

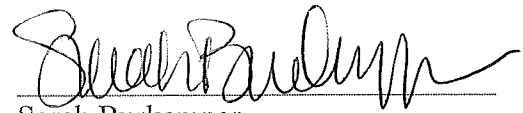
TRUMAN STATE UNIVERSITY  
Kirksville 63501

OFFICIAL MINUTES  
OF THE  
BOARD OF GOVERNORS

Page 5

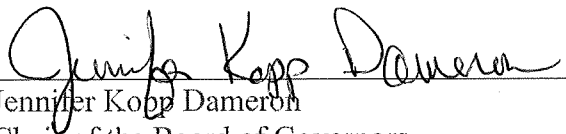
OPEN SESSION  
OF MEETING ON  
OCTOBER 24, 2020

The closed session of the meeting began shortly after 2:40 p.m.



Sarah Burkemper  
Secretary of the Board of Governors

I hereby certify that the foregoing minutes  
were approved by the Board of Governors  
on the 5<sup>th</sup> day of December, 2020.



Jennifer Kopp Dameron  
Chair of the Board of Governors

## Faculty Early Retirement Incentive Program 2022

### Purpose

The Board of Governors of Truman State University recognizes that early retirement should be for the mutual benefit of the faculty member and the University. This policy permits some faculty members another alternative in planning for retirement.

#### I. Time Limits and Retirement Dates

The Early Retirement Incentive option is available to eligible full-time faculty members and other employees with faculty status, with a separation/retirement date no later than May 31, 2022.

#### II. Eligibility

Eligible for the program are all full-time employees holding faculty rank currently employed at Truman, who will meet one of the following conditions by May 31, 2022.

1. MOSERS Participant – MOSERS Retirement Eligible on or before June 1, 2022.
2. CURP Participant – Age plus years of service must equal 70 on or before June 1, 2022.

The Program is not available to employees who have previously retired under the MOSERS or CURP retirement systems or who have already committed their written intent to retire from the University. Retirement eligibility under MOSERS is determined solely by the plan and not by the University. Prior to submitting an application to the Program, employees should obtain verification of retirement eligibility directly from the appropriate plan.

The Early Retirement Incentive is not a guaranteed benefit. Eligible faculty members must request the Early Retirement Incentive in writing to the Office of Human Resources not later than 4:30 p.m. on December 4, 2020. Selection will be based on criteria outlined in Section V. The program is limited to thirty-five (35) applicants. If interest exceeds thirty-five applicants, selection then will be based upon years of service at Truman State University as calculated from May 31, 2022. Such definition of “seniority” is used solely for the purpose of this program. In the event two applicants have the same seniority date, then a first come, first served criterion will apply. Approved applicants will be notified by Human Resources and must complete and sign the Retirement Agreement and Release within ten (10) working days of notification of approval.

#### III. Incentive

The Retirement Incentive consists of a cash incentive payment of \$30,000 which will be payable as a lump sum upon retirement.

#### IV. Enrollment Period

This incentive is being offered beginning November 2, 2020. Applications for early retirement must be received by December 4, 2020. November 2, 2020 through December 4, 2020 is the only application window available for this incentive.

#### V. Selection for Participation

Acceptance for participation in the program will be at the sole discretion of the University based on a variety of factors including student enrollment trends, faculty areas of expertise, and the University's operating needs. In the event an individual is selected for participation in this program who has had a university funded sabbatical within the last two years, any remaining service requirement to fulfill terms of that sabbatical will be waived.

#### VI. Other Retirement Benefits

This program is in addition to any benefits an employee is entitled to under the MOSERS or CURP plans. Individuals should contact representatives from those plans as well as the Social Security Office before making decisions regarding applying for the incentive.

#### VII. Professional Advice

Eligible employees are advised to seek tax and/or investment advice from professionals regarding tax implications of the incentive. The University does not provide financial or tax advice.

Employee medical insurance coverage will terminate in accordance with University Policy. COBRA coverage may be purchased for health, dental and vision insurance coverage for up to 18 months. Retiree medical insurance coverage can also be purchased through the University through age 65 or Medicare eligibility. Individuals age 65 or older are eligible for Medicare. All individuals are encouraged to explore insurance options and consult with professionals regarding insurance decisions.

#### VIII. Revision

This faculty early retirement incentive program supersedes all other early retirement incentive programs previously adopted.