



**BOARD OF DIRECTORS MEETING MINUTES**

**January 14, 2015**

**MEMBERS PRESENT:** Jim Koller, Shirley Patterson, Tom Henderson, John Parker, Gary Smith, Kitty Dickerson, Earl Wilson, Phil Shocklee, Patsy Higgins, Doris Littrell, Terry Barnes, Libby Miedenhoff, Ken Hutchinson, Barb Rothenberger, Rich Anderson, Don Sievert, Don Nickelson, Barbara Harris.

The meeting was called to order at 2:00 p.m. by Jim Koller, President.

**INTRODUCTIONS:** Kelley Stuck, SPHR, Associate Vice President-Human Resources, UM System

**MINUTES:** The minutes of the MURA meeting September 24, 2014—Motion to approve by Ken Hutchinson, seconded by Doris Littrell. Passed.

**GUEST SPEAKER: Kelley Stuck spoke on Medical Staff Benefits (see attachment of letter)**

- Kelley's office is aware that there is some unrest around the medical benefits plan
- They are doing a study of the plan at this time
- There will be no changes until 2017
- MU is not part of a state plan but is self-funded
- The sequence and timeline of the plan is in development
  - First, a letter will be sent explaining the response to the Task Force recommendations
  - Some suggestions were made by Board members on the timing
  - Updates are on the website at <http://umurl.us/TRTFrec.5>

Questions and discussion followed the presentation.

**ANNOUNCEMENTS:** None

**PRESIDENT'S REPORT: Jim Koller**

- United Way. Retirees exceeded the quota on UW pledges, up 113.35%. However, UW missed their overall goal by a small amount for the year. University donations exceed 6% of what they were last year. There was a 4% increase from retirees from last year with 5.2% contributing. January 31 is the final day for UW to determine the allocations of the funds.
- Test over Title IX. There has been a question regarding who must take the test over harassment and it is still unclear. (See Barbara Harris' report for further clarification)
- Golf. There is a new program for MU retirees with lower prices for the year to play golf at Gustin. See attached notice.

**TREASURER'S REPORT:** Earl Wilson (see reports)

- Earl explained to the Board that we are trying to look at the investment fund as an endowment
- Most members are lifetime members

## STANDING COMMITTEE REPORTS

**COMMUNICATIONS COMMITTEE:** Barbara Harris (see report)

- Information regarding the need to take the Title IX test has been sent to the Board. There has been some confusion. She states: the best answer is "if you got the email from 'MU HRS TRAINING' then you need to do the training."

**EDUCATION COMMITTEE:** John Parker reported.

- The breakfast meetings have been moved to the Country Club of Missouri starting in February
- The February speaker is Eddie Adelstein; March speaker is Kelley Stuck; April is President Wolfe
- We are averaging 60-70 people at the breakfast
- At the last board meeting there was a question of who should be able to use the MURA mailing list. The thought is that if MURA sponsored the program, we can promote it. See the attached proposed option to be reviewed at the next MURA Board meeting for a vote.

**NOMINATING:** Ken Hutchinson. (see report)

The Nominating Committee unanimously supports the following candidates for MURA offices with a term beginning July 1, 2015:

- |                                      |                      |
|--------------------------------------|----------------------|
| • President Elect and Program Chair: | Kitty Dickerson      |
| • Secretary:                         | Leslie Palmer        |
| • Member-At-Large Faculty:           | Robert Churchill     |
| • Member-At-Large Faculty:           | William Fisch        |
| • Member-At-Large Faculty:           | Barbara Rothenberger |

The Board approved sending the slate to the membership for vote. Bios of nominees will be published in the next MURA Newsletter. The slate will be presented for a vote March 7, 2015 at 9:30 AM at the Annual Spring meeting of MURA.

**PROGRAM:** Tom Henderson reported. See attached report.

- There was a discussion on how MURA uses dollars to subsidize food events. The holiday lunch was a lovely affair with good food and nice gifts. The Program Committee will review the costs of lunch and come back with some recommendations.
- The board recommended that a place for the Holiday lunch for 2015 be secured and authorized the Committee to reserve a space.
- Business meeting. The Chancellor will speak. Gary Ward will talk about campus construction. We have invited the new Provost as a guest.
- Volunteer Survey. This survey will go out to all retirees in the UM system in February. About 5,000-6,000 people will be included. We are looking at what retirees give back to the University and to the community.

**RETIREMENT, HEALTH, BENEFITS:** Doris Littrell

- The committee will be meeting to share Kelly Stuck's presentation.

**UNIVERSITY LIAISON/ADMINISTRATION: Terry Barnes** reported

- A meeting with President Wolfe with all campuses will be in April
- Met with the Chancellor to get acquainted and discussed the following:
  - The annual meeting
  - The volunteer survey
  - The Chancellor's visioning
  - Chancellor wants to include a MURA member on the visioning committee
  - A spring meeting is not yet set with the Chancellor

**PAST PRESIDENTS: Gary Smith.** (see attached Constitution changes)

- Proposed revisions to the MURA Constitution were presented
- Changes are made with additions in red and underlined and deletions have a strikethrough
- After Gary presented the committee report, Earl Wilson had a few changes to add that related to the 501(c) status and duties of the Treasurer
- All changes are on the attached and will be published in the newsletter and presented for a vote March 7, 2015 at 9:30 AM at the Annual Spring meeting of MURA.

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

**FACULTY COUNCIL: Don Sievert (see report)**

**OLD BUSINESS: NONE**

**NEW BUSINESS:** John Parker moved and Doris Littrell seconded that we present Michael Porter a gift certificate for playing the piano at the breakfast meetings of MURA. Passed.

Meeting adjourned 4:00 PM.

Next meeting of the Board is Wednesday, April 22, 2015 at 2:00 PM.

Respectfully submitted,

Shirley Patterson, MURA Secretary

MURA BOARD OF DIRECTORS MEETING  
AGENDA  
307 B Housh Conference room  
3rd Floor Alumni Center, Wednesday, January 14, 2015, 2:00 PM

Call to order/ Approval of Agenda/ Introductions

Approval of Minutes from Business Meeting September 24, 2014

Announcements

President's Report: Jim Koller

Treasurer's Report: Earl Wilson

Guest Speaker: Kelly Stuck, SPHR, Associate VP Total Rewards- UM System

**STANDING COMMITTEE REPORTS**

Awards	Sandy Taylor
Communications	Barb Harris
Education	John Parker
Finance	Earl Wilson
Governmental Affairs	Mary Ann McCollum
Membership	Dick Otto
Nominating	Ken Hutchinson
Ombudsman	Patsy Higgins
Program	Tom Henderson
Retirement, Health, Benefits	Doris Littrell
UM Liaison/Administration	Terry Barnes
Past Presidents	Gary Smith
Board Secretary	Shirley Patterson

**Ex-Officio, Ad Hoc and Other Special Committee Reports**

Audit/ Report	Libby Miederhoff
Faculty Council	Don Sievert
Historian	G.B. Thompson
Asher Lifelong Learning Institute	Don Nicholson
Staff Council	Phil Shocklee
University Retiree Benefits	Bob Stewart

Old Business

New Business

## **Treasurer's Report to MURA Board January 14, 2015**

As shown by the attached cash flow statements for the current year through January 13, 2015 and for the year ended June 30, 2014, MURA continues to enjoy sound financial condition. As of January 13, 2015, the cash balance is \$5,201.53, down \$4,544.06 since the end of the prior fiscal year. The decrease is attributable to the \$5,000 transfer from the bank account to the Vanguard fund approved by the Board at the July 23, 2014 meeting.

Total investment income will be lower this year as capital gains are now added to the investment fund balance rather than being transferred to MURA's bank account. This improves our ability to predict spendable income and permits the investment fund balance to track market performance. Last year, capital gains of \$2,006.45 were reported as investment income, compared with capital gains of \$1,417.82 that were added to the balance in the Vanguard Wellesley Income Fund this year.

MURA has not yet been billed for the August and November 2014 newsletters. The combined estimated cost for these two newsletters will be in the range of \$1,200 to \$1,400.  
Respectfully submitted,

Earl Wilson, Treasurer

**MU Retirees Association  
Statement of Cash Flows**

	Current Year to Date January 13, 2015	Year Ended June 30, 2014
<b>Activities Supported by Member Dues and Investment Income:</b>		
<b>Receipts</b>		
Dues-annual	\$810.00	\$ 1,262.50
Dues-lifetime	750.00	1,200.00
Investment income	1,301.06	4,395.66
<b>Total Operating Receipts</b>	\$ 2,861.06	\$ 6,858.16
<b>Disbursements</b>		
Newsletter-publishing/printing		1,299.46
Newsletter-postage/delivery		748.58
Business meeting		583.32
Fall information meeting	800.72	728.13
MURA Internet Office	59.40	-
Attend AROHE Conference (Note A)	909.03	-
AROHE dues		120.00
Flagship Council		100.00
Filing fee State of Missouri	15.00	-
Membership materials		150.00
Post office box rent and postage		60.40
Miscellaneous (Note 2)	100.00	251.39
<b>Total Operating Disbursements</b>	1,884.15	4,041.28
<b>Excess of Operating Receipts over Disbursements</b>	976.91	2,816.88
<b>Self-Supporting Activities:</b>		
<b>Holiday Luncheon</b>		
Receipts	\$1,940.00	1,472.25
Disbursements	2,460.97	2,521.24
<b>Net Receipts (Disbursements)</b>	(520.97)	(1,048.99)
<b>Spring Picnic</b>		
Receipts		780.00
Disbursements		967.49
<b>Net Receipts (Disbursements)</b>		(187.49)
<b>Other Disbursement</b>		
Transfer from checking to investment account (Note 3)	(5,000.00)	
<b>Net Increase (Decrease) in Cash During Period/Year</b>	(4,544.06)	1,580.40
<b>Cash Balance, Beginning of Year</b>	9,745.59	8,165.19
<b>Cash Balance, End of Period/Year</b>	\$ 5,201.53	\$ 9,745.59
<b>Investment Assets (See note 4)</b>	<b>Jan. 13, 2015</b>	<b>Jun. 30, 2014</b>
Lifetime Members Reserve Investment Account	\$ 82,178.64	\$ 76,515.75

**Notes, year ended June 30, 2014:**

- (1) President-Elect Tom Henderson attended AROHE biennial conference.
- (2) Reimbursed John Parker for fall social pianist fee.
- (3) Transfer authorized by Board at July 23, 2014 Board meeting.
- (4) This asset pool was established from lifetime membership dues. The income from these investments provides continuing services for lifetime members as they no longer pay membership dues. Currently, these assets are invested in the Vanguard Wellesley Income Fund.

## Communications Committee

*Barb Harris*, MURA Communications Chair

The November newsletter went out late due to an unexpected family emergency with Jayson Meyer (we use his software to produce the final layout that goes to Printing Services). 694 newsletters were mailed, 55 MURA members have opted for electronic only and 17 households were combined into one mailing. Each newsletter costs over \$1.00 to print and mail (68 cents to print the most recent one) so while \$75 isn't much, it's the equivalent of 10 new membership fees. Also, on this newsletter I modified the intro line on the address label to say "time to renew" and it apparently created some activity according to Dick Otto. He said he got an influx of checks about a week later and wondered what caused it!

The deadline for articles to be submitted for the February newsletter is January 31<sup>st</sup>. The slate of nominations for the Board, Bio's of the proposed Board members, the President's letter, Kelley Stuck's benefit article, an Osher update, the Award nomination form and the proposed by-law changes will be included. If anyone has any other suggestions for articles, please send them to me.

Uproar for the required mandatory training email has hopefully subsided and an explanation/retraction email has been sent. There is still confusion on who has an appointment and who doesn't but the best answer is if you got the email from 'MU HRS TRAINING' then you need to do the training.

Weekly electronic updates are being forward for the Chancellor's campus update and every two weeks for Mizzou Weekly.

[harrisb@missouri.edu](mailto:harrisb@missouri.edu)

573-268-6630

January 14, 2015

## Faculty Council Observer's Report

The two largest issues for Council in the last few months have been the two Executive Orders from President Wolfe. The first was Title IX-related and is designed to lessen sexual misconduct on campus. One primary vehicle for accomplishing this is the making of all employees mandatory reporters. Faculty Council is both uncertain and unhappy with aspects of this. The English Department, for example, has had to deal with student essays in which the matter of such conduct arises. Reporting each such occurrence seems both excessive and inappropriate to numerous instructors. What sort of statement should be placed on syllabi is another concern. A concern of mine is the discouragement of reporting that such a statement might create. If students know that any comments about sexual conduct MUST be reported, they are far less likely to make them. From what we read, those who have been the victims of misconduct have difficulty deciding whether to report the conduct. The mandatory reporting requirement is likely to short-circuit any discussions of this important issue.

Of some assistance here is the idea, explained by interim Title IX coordinator Linda Bennett, that the reporting is primarily a referral to those who might be better able to determine what action is best as the result of such reports. E.g., one might recommend no further action, counseling, reporting incidents to campus or city police, etc.

The other executive order has to do with removal of tenured faculty for deficiencies in job performance. This executive order was handled rather differently from the one above in that considerable faculty input and influence occurred via Intercampus Faculty Council members. A subcommittee was formed which recommended significant faculty involvement in the process before reversion to extant Collected Rules is invoked. This is to determine the appropriateness of invoking those rules. Much discussion occurred about using the "preponderance of evidence" vs. "clear and convincing" criterion of evidence. The former was likely to produce more "convictions" than the latter. The matter of disposition of such cases in the future and for how long into the future, such as in Promotion and Tenure deliberations and annual evolutions, was questioned with somewhat uncertain answers.

About this second executive order, the process involves implantation of the order at the February Board of Curators meeting, with a year following in which President Wolfe can make additions or corrections. This was a faculty-generated condition designed to give faculty more say on the final form of the changes to the Collected Rules.

Puzzling to me is why removal of tenured faculty is suddenly such an issue. It is not as if no faculty have been removed for such infractions as the order addresses. There have been such cases and consequent removal. So the problem the executive order is attempting to solve is not entirely clear to me. When I was asked about this, the answer I received was that either President Wolfe, or the Board of Curators, or both, thinks it important that we publicly address such matters at the current time.

I have let President Koller know that I might be unable to attend Council meetings this spring because I currently have a class scheduled at the Council meeting time. I offer to do my best to find out what is happening and to report to you. Or, if you prefer, by all means select someone else to carry out this responsibility.

Donald Sievert



## MURA PROGRAM COMMITTEE REPORT FOR JANUARY 14, 2015 BOARD MEETING

Tom Henderson, reporting

The Program Committee met on January 6, 2015 at Upper Crust. First item of business was to review outcomes of the Fall Social, Fall Information Meeting, and the Holiday Luncheon. Attendance at the three events was 41, 85, and 90 with 96 registered for luncheon. Cost of the meetings respectively was \$100, approximately \$800 and \$2425. Costs continue to rise significantly and discussion centered on looking at other locations during the next program year. Suggestion was made that we might want to consider having the fall social at somewhere such as Mizzou North with its museum location as a possible change of pace for the event. The suggestion was favorably accepted for next year.

Another suggestion by the chair was to consider moving the fall social and fall information meeting forward to September and October respectively to position the information meeting before or during the likely health benefits enrollment period. If significant changes are possibly forthcoming in the plan next year, it would give attendees a more timely chance to address questions of HR representatives likely to be invited to the meeting. Secondary recommendation was to have upcoming voluntary survey results shared with the membership at the information meeting as well.

A brief summary of the Board's meeting with the President and Chancellor in separate meetings was provided. President's meeting focused on Health Benefits discussion and the status of administration of the email system as it pertains to retirees. Each campus is operationally different and Tom Henderson was asked at the meeting to follow up with UM representatives to explore the least cost, uniform system that might become available to retirees across the system.

The meeting with the Chancellor focused on his intent as it relates to retiree involvement in a visioning process he will undertake in 2015. The Chancellor was also informed of the UM System supported, volunteer survey of retirees initiated by MURA. MURA's involvement in the United Way campaign was described by President Jim Koller and acknowledged by the Chancellor. The Chancellor was also invited to attend MURA's annual business and membership meeting on March 7, 2015.

The Program meeting closed with Tom Henderson describing the preliminary plans undertaken for the winter social and the program portion of the annual meeting. Speakers at the annual meeting have tentatively been scheduled that include Chancellor Loftin and possibly Vice Chancellor Gary Ward with an introduction and brief comments by the incoming Provost Garnett Stokes. All of the speakers are subject to confirmation in the coming days due to the uncertainties of their schedules. No planning had been undertaken with the MURA picnic although the date and facilities are confirmed at Twin Lake Park on May 13, 2015.

# MURA Constitution

As Amended through March, 2012

## Article I - Name

The name of this organization shall be "The MU Retirees Association," herein referred to as the Association or MURA. The organization was initially incorporated under the name of University of Missouri – Columbia Retiree's Association, and the name of the same is being changed by this Amended and Restated Articles of Incorporation.

(Suggested revision of Article II with strikethrough for deletion)

## Article II - Purpose

The purpose of the Association is to represent, promote and protect the interests of the retirees and to promote the welfare of the University of Missouri. ~~The corporation is organized exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code.~~

## Article III - Membership

The membership of the Association shall consist of University of Missouri retirees, their spouses or surviving spouses, and active faculty or staff age 55 and older who each pay the Association dues. Retirees from other universities or colleges and/or their spouses may, upon payment of dues, be non-voting Associate Members.

## Article IV - Objectives

The objectives of the Association are:

*Sect. 1.* To promote and protect the legitimate welfare, rights and entitlements of retirees, including, but not limited to, retirement and health benefits.

*Sect. 2.* To serve as a channel of communication between retirees and the University and with other appropriate groups and individuals.

*Sect. 3.* To continue as a contributing part of the University family.

*Sect. 4.* To provide educational and social activities for retirees.

*Sect. 5.* To encourage members to continue their active participation in, and involvement with, the University family.

## Article V - Officers and Board of Directors

*Sect. 1.* The Officers of the Association shall consist of the President, the President Elect, the Secretary, and the Treasurer.

*Sect. 2.* The Board of Directors, hereafter referred to as the Board, shall consist of the Officers, the immediate past President, the chairs of standing committees, and six members at large, three of whom shall be listed as staff and three as faculty. The Historian shall serve as a non-voting ex-officio member of the Board if not otherwise on the Board.

*Sect. 3.* The Officers of the Association shall serve terms that shall be staggered to provide continuity. The President Elect shall serve one year, then will become President for one year. The Secretary shall be elected in an odd numbered year; the Treasurer in an even numbered year, each for a two-year term. The Board members at large shall serve a three-year term with two members being elected each year.

*Sect. 4.* Elections shall be held at the spring meeting. The terms of newly elected Officers and Board members shall begin July 1. No Officer or Board member shall serve more than two consecutive full terms in the same position, with the exception of the Communications Committee chair, who shall serve not more than six years.

(Suggested revision of Sect. 4 follows (in red and underlined):

*Sect. 4.* Elections shall be held at the spring meeting. The terms of newly elected Officers and Board members shall begin July 1. No Officer or Board member shall serve more than two consecutive full terms in the same position, with the exception of the Communications Committee chair, Liaison Committee chair, Ombudsman Committee chair, and Education Committee chair. Chairs of these committees will serve at the request of the current president.

(Suggested revision of Sect. 5 in red and underlined)

*Sect. 5.* The Officers shall have the responsibilities listed below:

The President shall:

- Preside over Association and Board meetings.
- Be an *ex-officio* member of all committees other than the nominating and audit committees.
- Appoint chairs of all committees, with the exception of the Finance, Program, and Past Presidents Committees, subject to the approval of the Board, no later than at its next meeting. Appoint members of all committees.
- Assume the duties of the Treasurer in the event that the latter is unable to perform the duties of the o
- Office.

The President Elect shall:

- Chair the Program Committee and be responsible for the programs of the Association business, informational, and social meetings.
- Assume the responsibilities of the President in the absence of the latter.

The Secretary shall:

- Keep minutes of all official meetings of the Association and of the Board.
- Distribute or read the minutes of each meeting for approval at the next meeting of the same body.
- Prepare directory of Board members and committee members.

The Treasurer shall:

- Chair the Finance Committee
- Be responsible for handling the funds of the Association.
- Prepare financial reports to be presented to the Board at regular meetings.
- Report the financial status of the Association at the annual meeting
- Prepare necessary federal ~~and state~~ tax returns.
- File annual or biennial registration reports with Missouri Secretary of State

*Sect. 6.* The Board shall:

- Formulate and recommend changes in Association policy.
- Direct the activities of the Association between meetings.
- Maintain liaison with any group or organization in the interests of the Association.
- Approve the appointments of all committee chairs.
- Recommend any necessary change in membership dues to be voted on by the Association at the annual meeting.
- Perform such other duties as may properly pertain and as may be provided for elsewhere in the Constitution and Bylaws.

*Sect. 7.* Vacancies that occur shall be temporarily filled by the President with the approval of the Board. Such appointments shall run until the next meeting of the Association, at which time persons shall be elected to complete the vacant terms. If the Presidency is vacated, the President Elect shall assume its duties.

*Sect. 8.* There shall normally be at least two meetings of the Board each year. Other meetings may be convened by the President or by written request of the majority of the Board.

*Sect. 9.* A quorum at meetings of the Board shall consist of a simple majority of its members.

*Sect. 10.* Between meetings of the Board, the Officers may take emergency action, which shall be reported at the next meeting of the Board.

## **Article VI - Rules of Order**

The Amended and Restated Articles of Incorporation (sometimes referred to as "constitution") may be amended by a two-thirds (2/3) majority of the members present at a meeting of the Association, provided that at least 50 members are present and further provided that the general membership has been notified of the proposed amendment at least fifteen (15) days in advance of such vote. Amendments from the floor that alter the substance of the proposed amendment will not be considered. However, the Association may request a meeting at which a modified amendment is to be presented for consideration.

## **Article VII - Inurement Income**

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to, its members, directors, officers, or other private persons except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered.

## **Article VIII - Legislative or Political Activities**

No substantial part of the activities of the corporation shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the corporation shall not participate in or intervene, including the publishing or distribution of statements, in any political campaign on behalf of any candidate for public office.

(Suggested revision of Article IX in red with underline and strikethrough for deletion)

## **Article IX - Operational Limitations**

Notwithstanding any other provision of these articles, the corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501(c) ~~(3)~~ (4) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue law) or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue law).

## **Article X - Dissolution**

Upon the dissolution of the corporation, the Board of Directors shall, after paying or making provision for paying all of the liabilities of the corporation, dispose of all the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such corporation or organizations organized at the time to qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue law), as the Board of Directors shall determine. Distribution of assets can be utilized to provide a service to the University of Missouri, a tax exempt organization or by transferring the assets to a not for profit organization meeting the requirements above stated. The dissolution of the corporation shall require a two-thirds majority of the members voting at a specially convened meeting, provided that the membership has been notified in writing at least fifteen (15) days before the date of the meeting. Any such assets not so disposed of in accordance with the above shall be disposed of by the Circuit Court of the County which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, that said Court shall determine, which are organized and operated exclusively for such purposes.

## **Article - Bylaws**

Details of the activities of the corporation shall be regulated by the bylaws of the corporation, which bylaws shall be approved by the membership.

# BY-LAWS

Details of the activities of the Association shall be regulated by the By-Laws.

*Sect. 1. Annual Meeting.* There shall be an annual business meeting each spring. At this meeting, there shall be committee reports, transaction of Association business, and the opportunity to consider other matters of interest.

*Sect. 2. Additional Meetings.* There shall be at least one other meeting of the Association, normally in the fall, to conduct Association business, other than the regular annual elections and dues changes.

*Sect. 3. Special Meetings.* Special meetings may be called by the Board or on petition signed by at least twenty-five (25) members of the Association to consider business stated in the petition.

*Sect. 4. Quorum.* A quorum at meetings of the Association shall consist of fifty (50) members.

*Sect. 5. Fiscal, Board and Membership Years.* The fiscal year and the date for new Officers and Board members shall begin on July 1 and end on June 30. The membership year shall begin on January 1 and end on December 31.

*Sect. 6. Membership Dues.* Dues in the Association shall be recommended by the Board and approved by a majority of the members present and voting at the annual meeting of the Association.

*Sect. 7. Committee Assignments.* All committee chairs and members shall be appointed by the President. Committee chairs shall be approved by the Board no later than at its next meeting with the exception of the Finance, Program, and Past Presidents Committees. The terms of office of standing committees shall be concurrent with that of the President.

*Sect. 8. Standing Committees.* The standing committees shall be Finance; Membership; Program; Communications; Ombudsman; Retirement, Health, and Other Benefits; University Liaison; Awards; Governmental Affairs; Nominating; Education; and Past Presidents. The chair of each committee shall report regularly to the President and annually, in writing to the Board, prior to the annual meeting.

- a. The Finance Committee, chaired by the Treasurer, shall administer the funds of the Association as directed by the Board.
- b. The Membership Committee shall have the responsibility for recruiting members, certifying applicants, and implementing policies relating to membership.
- c. The Program Committee, chaired by the President Elect, shall recommend and develop meeting programs as directed by the Board not otherwise covered by the Education Committee.
- d. The Communications Committee shall be responsible for disseminating information about the purpose and activities of the Association, including the periodic newsletter.
- e. The Ombudsman Committee shall facilitate the resolution of complaints, problems and information requests from retirees related to University retiree programs and policies not otherwise covered by appeal procedures.
- f. The Retirement, Health and Other Benefits Committee shall promote the benefits of retirees, keep the Board informed of any proposed changes in these benefits, and suggest changes that the Association should recommend to the University administration.
- g. The University Liaison Committee shall maintain contact with the administrative officers and committees of the University of Missouri-Columbia and the University of Missouri system.

- h. The Awards Committee shall identify candidates for Retiree Awards and prepare the nomination documents.
- i. The Governmental Affairs Committee shall establish procedures for and provide oversight of the methods used by MURA to impact the making of University and Governmental rules, regulations and laws affecting University retirees.
- j. The Nominating Committee shall consist of five members, three of whom shall be the three most recent former presidents of MURA, plus two others appointed by the President from MURA membership at large and/or the Board of Directors. The Nominating Committee shall have no more than three faculty or three staff persons, and a minimum of two members of either gender. It is the Committee's responsibility to nominate the next president-elect/program chair and members of the Board of Directors. The Nominating Committee is to begin this process no later than December 31.
- k. The Education Committee shall be responsible for educational programming including the breakfast meetings.
- l. The Past Presidents Committee shall serve through its chair in an advisory capacity to the Board.

*Sect. 9. **Special Committees.*** The President shall appoint an Audit Committee as an ad hoc committee. The President may appoint other ad hoc and special committees for specific services as needed.

*Sect. 10. **Amendments.*** The Bylaws may be amended by a majority of the members present and voting at a meeting of the Association, provided the membership has been notified fifteen (15) days before the meeting. Amendments to the amendment proposed from the floor must be in writing.

## GOLF

To: All you hackers - oh yes, pros and wanna-bes.

Re: EXCITING NEW GOLF OFFER FOR 2015.

I have just completed a number of meetings, phone visits and email messages with Jim Knoesel, golf Pro at the UM A.L. Gustin golf course on Stadium in Columbia.

I'm pleased to forward to you the results of our visits, for your consideration.

Beginning January 1, 2015, a brand new RETIREE golf pass will be in effect for MU retirees. Unlimited golf (including green fees and a golf cart for one is \$1225. For a couple the charge is \$2000. This plan is in effect the entire year, seven days a week when the course is open.

Please note that normally, staff members pay \$1575 and \$2575, respectively. Thus, it is a substantial savings - especially considering the escalating private club fees.

For more information, come to Gustin or contact Jim personally at:  
Jim Knoesel @ 882-6016, or by email @ [Knoeseljr@missouri.edu](mailto:Knoeseljr@missouri.edu).

NB: This new golf price plan is in effect for all MU retirees even if you should go back to work at the university following retirement.

Good luck and hit 'em straight!

James R Koller, PhD  
Professor Emeritus,  
Educational, School & Counseling Psychology  
President, MURA, University of Missouri





January 15, 2015

Dear University Retiree,

Last April, the Total Rewards Task Force recommended that we “leverage marketplace opportunities for retiree medical benefits.” This recommendation caused concern among some of our retirees. However, the Task Force also emphasized that the university should ensure the availability of accessible and affordable coverage and continue to guide and support retirees. I want you to know that you are forever a part of the university family and that will not change in the future.

My letter to you in June gave assurance that no changes were being made for 2015, and we provided additional updates at various campus Retiree Association meetings last fall. We are just now taking the first steps to begin the study. Its purpose is to ensure our retiree medical program best serves both you and the university. Many new retiree medical plans are now available in the marketplace, offering similar value to our current plan but at a lower cost. I frequently hear from retirees about the challenges of living on a limited budget, and we want to support you in getting the most for the medical premiums you pay.

If changes are made, they will not take place until January 2017. You will receive notice of any changes about a year in advance. The university’s intention is to continue to provide access to one or more medical plans for current retirees and continue to contribute a portion of your premium.

In February and March, we will hold listening sessions across the state to hear your thoughts on the current program and what you value most about retiree medical coverage. You will receive details on the dates and locations later this month. Your input will help us evaluate the latest marketplace developments against what is important to you. In addition, the leadership of each of the four campus retiree associations has agreed that their combined group will serve as a “guiding coalition” for the project. Betsy Rodriguez and I have committed to meet with them routinely throughout the project to listen to the feedback they are receiving from you and provide updated information to share with you.

**University of Missouri System myTotal Rewards**

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Additionally, we will provide updates regarding the retiree medical study on our website at <http://umurl.us/TRTFrec5>. Be sure to check the site periodically for the latest study developments and educational offerings and access an email address which you can use to give us feedback.

We anticipate that we will complete the study by the fall of 2015. My communications with you will continue to be frequent as we look at what is new, different, and possibly even better today than when the university's retiree medical plan was developed 50 years ago. We look forward to your input as we move ahead.

Sincerely,

Kelley Stuck  
Associate Vice President, Total Rewards  
University of Missouri System

**University of Missouri System myTotal Rewards**

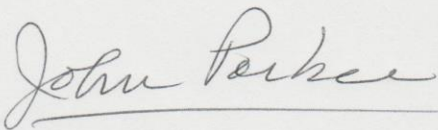
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FOR DISCUSSION AND CONSIDERATION FOR FORMAL POLICY

TWO ISSUES THAT HAVE BEEN BROUGHT UP AND DISCUSSED AT TWO RECENT BOARD MEETINGS ARE THE QUESTIONS OF WHO SHOULD BE ENTITLED TO USE THE MURA MAILING LIST AND FOR WHAT PURPOSES, OR WHO SHOULD BE ALLOWED TO PROMOTE QUASI RELATED OR NONRELATED MURA ACTIVITES THROUGH WRITTEN OR ORAL MEANS. SUCH REQUESTS BY OUTSIDE ORGANIZATIONS OR INDIVIDUALS HAVE NOT BEEN COMMON OCCURRENCES, BUT THEY DO, ON OCCASION, OCCUR. THE FOLLOWING IS AN EXAMPLE WHICH IS INTENDED TO START DISCUSSION. ~~ARE~~ SOME CONSIDERATIONS WE MIGHT USE TO START A DISCUSSION WHICH POSSIBLY COULD LEAD TO FORMAL PROTOCOL DETERMINING THE CIRCUMSTANCES THROUGH WHICH AN INDIVIDUAL, ORGANIZATION, OR NON-SPONSORED MURA EVENT MIGHT USE THE MAILING LIST OR MAKE ORAL SOLICITATIONS AT MURA EVENTS.

\*ALL MURA-SPONSORED OR CO-SPONSORED ACTIVITIES/EVENTS TO WHICH MURA MEMBERS ARE INVITED TO PARTICIPATE MAY USE THE MAILING LIST OR BE PROMOTED AT A MURA EVENT WITH THE APPROVAL OF THE MURA BOARD.

  
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MU Retirees Association

% Shirley Patterson, Secretary

January 14, 2015

Subject: Report of the Nomination Committee to MURA Board of Directors. Committee Membership. Ken Hutchinson, Immediate Past President and Chair; Rose Porter, Past President; Nan Erickson, Past President; Rich Anderson, Member; Kitty Dickerson, Member

The Nominating Committee of the MU Retirees Association met and unanimously supports the following slate of new board members, for terms beginning July 1, 2015:

President-Elect and Program Chair: Kitty Dickerson (brief bio attached), replacing Tom Henderson

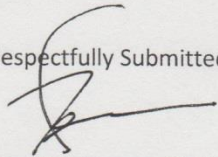
Secretary: Leslie J. Palmer (brief bio attached), replacing Shirley Patterson

Member-At-Large-Faculty: Robert (Bob) J. Churchill (brief bio attached), replacing Bob Stewart

Member-At-Large-Faculty: William (Bill) B. Fisch (brief bio attached), replacing Kitty Dickerson

Member-At-Large-Faculty: Barbara Rothenberger (brief bio attached), second full term.

Respectfully Submitted,

A handwritten signature in black ink, appearing to be 'Ken Hutchinson', written over the text 'Respectfully Submitted,'.

Ken Hutchinson, Chair