

UNIVERSITY OF MAINE SYSTEM
Board of Trustees Meeting

at the University of Southern Maine – Gorham Campus
January 12, 2009

Human Resources and Labor Relations Committee

Present: **Committee Members:** Jean Flahive, Chair; Norman Fournier, William Johnson, and Lyndel Wishcamper. **Other Trustees:** Tamera Grieshaber, Krisandra Horn, Marjorie Medd, and Victoria Murphy. **Chancellor:** Richard Pattenaude.
System Staff: Tracy Bigney, Frank Gerry, and Kelley Wiltbank.

Absent: James Dowe, Charles Johnson, Susan Gendron, Barry McCrum, Paul Mitchell, Wayne Newell, and Charles O’Leary.

Trustee Flahive, Chair, convened the meeting.

Leading Change. Ms. Tracy Bigney, Chief Human Resources and Organization Development Officer, provided a presentation on Leading Change. There is an emerging consensus that transformative change is needed to ensure the financial sustainability of the University of Maine System for the future. This is due to the scarce financial resources, changing demographics, changes made possible by technology, and the changing needs of Maine for an educated workforce and economic development. It is important that we are mindful of the importance of leading change in order to make the best decisions for the University System and the State and to transition from the current to the future vision of UMS.

The UMS will take a proactive approach to managing change and the human resources departments at the campuses and the System can play a key role. Change leadership encompasses planning, process, support for leaders, communication, clear expectations, and consideration for the impact on people. The UMS is currently in a pre-change mode which includes defining the need for change and the vision of a future state, determining gaps between current and future states, making decisions founded in university values, making data based decisions where applicable, identifying the practical first steps and planning the implementation process.

A leadership advisory council (Council) will be established to provide review and advice of the change process. The Council membership will include faculty and staff with expertise in leadership, change, and transition.

Executive Session

On a motion by Trustee Fournier, which was seconded by Trustee Wishcamper, the Human Resources and Labor Relations Committee went into Executive Session under the provisions of 1 MRSA Section 405 6A & 6C for the purpose of discussing personnel reassignments and duties, and labor contracts and upcoming negotiations between UMS and the employee labor unions.

On a motion by Trustee William Johnson, which was seconded by Trustee Fournier, the Committee concluded the Executive Session.

Appointments for Trustee Approval. Trustee Flahive presented the appointments at or above the level of Dean or equivalent or with tenure which require approval of the Board of Trustees. The following appointments were recommended by the Chancellor:

Elaine L. Clark, Executive Director of Facilities, Real Estate and Planning, UM

Kate Langdon Forham, Provost and Vice President for Academic Affairs, USM (with a recommendation regarding rank and tenure expected at a future meeting)

On a motion by Trustee William Johnson, which was seconded by Trustee Fournier, the Committee agreed to forward the recommendations to the consent agenda for action.

Adjournment.

Ellen Doughty for
J. Kelley Wiltbank, Clerk