



**Human Resources Priorities FY09 and Agenda for Action.** Ms. Tracy Bigney, Chief Human Resources and Organization Development Officer, reviewed the following functions human resources will focus on for FY09:

- Improved classification and compensation program for hourly paid employees.
- Greater involvement of employees in wellness, health improvement and steps to slow the cost trend in health insurance.
- Updated Affirmative Action plans to promote workforce diversity.
- Redesign of HR business processes to reduce costs, beginning with payroll processes.
- Collective bargaining to achieve the System's strategic goals.

These human resources goals and our overall human resources program are well aligned with the Agenda for Action.

**Human Resources/Labor Relations Committee Agenda for 2008-09.** Trustee Flahive discussed the possible Human Resources/Labor Relations Committee topics for discussion for the Committee Work Plan for the coming year. These topics include health strategy, compensation, workforce profile, succession management, and organization development and change management.

**Proposed Board Policy on Campus Violence.** Trustee Flahive explained the proposed Board of Trustees policy on Campus Violence. Preventing and responding to incidents of violence and domestic violence in university facilities and related to university activities is unfortunately an important responsibility of universities in their roles as educational institutions and employers. The proposed policy on Campus Violence states the Board's commitment to maintaining an environment free of violence and domestic violence for students, employees, and visitors. After the Human Resources/Labor Relations Committee reviewed the policy, it will be revised as an action item for the November Board meeting. Feedback on the proposed policy can be forwarded to Ms. Bigney for review.

**Appointment of the Vice Chancellor of Finance and Administration and Treasurer.**

Trustee Flahive announced that on August 27, 2008 the Board of Trustees Executive Committee approved the appointment of Ms. Rebecca Wyke as Vice Chancellor of Finance and Administration and Treasurer of the University of Maine System effective September 16, 2008 and as Vice Chancellor designate effective September 1, 2008. The appointment will be for a two-year term at an annual salary of \$165,000.

Adjournment.

Ellen Doughty for  
J. Kelley Wiltbank, Clerk