Human Resources and Labor Relations Committee


Absent: Susan Gendron, Krisandra Horn, and Margaret Weston.

Trustee Flahive, Chair, convened the meeting.

Executive Session
On a motion by Trustee William Johnson, which was seconded by Trustee O’Leary, the Human Resources and Labor Relations Committee went into Executive Session under the provisions of 1 MRSA Section 405 6A & 6C to discuss personnel and collective bargaining issues.

The Board of Trustee invited the leaders of the unions representing university employees to meet with the Board in executive session to discuss labor relations. The follow union leaders were present:

- Kerry Ann Sullivan – Universities of Maine Professional Staff Association (UMPSA)
- John Bracciodieta – Universities of Maine Professional Staff Association (UMPSA)
- Ron Mosley – Associated Facilities of the University of Maine System (AFUM)
- Ross Ferrell – Associated Facilities of the University of Maine System (AFUM)
- Chris Gardner – Teamsters’ Local 340 (Police Unit)
- Carl Guignard – Teamsters’ Local 340 (Service & Maintenance & Police Units)
- Michael Burke – Maine Part-time Faculty Association (PATFA)
- Jerry Ashlock - Maine Part-time Faculty Association (PATFA)

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

On a motion by Trustee McCrum, which was seconded by Trustee O’Leary, the Human Resources and Labor Relations Committee agreed to forward the following Appointments for Trustee Approval to the consent agenda for action:

- Stuart L. Marrs, Associate Provost and Dean for Undergraduate Education, UM
- Darren J. Ranco, Associate Professor of Anthropology with Tenure and Coordinator of Native American Research, UM
- Eric F. Rolfson, Vice President for Development, UM
- Scott E. Steinberg, Dean of Undergraduate Admission and Chief Marketing Officer for the Division of Enrollment Management, USM
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