Joint Session between the Academic and Student Affairs Committee and the Human Resources and Labor Relations Committee


Present by Polycom: Committee Members: Samuel Collins (at UMPI), Norman Fournier (at UMFK), James Erwin (at USM), Gregory Johnson (at USM), Marge Medd (at USM), and Karl Turner (at USM). Faculty Representatives: Robert Rice (at UM). Presidents: President Cynthia Huggins (at UMM) and President Theo Kalikow (at USM).

Present by Phone: Committee Members: Bonnie Newsom. Presidents: President Allyson Handley and President Kate Foster.

Committee Members Absent: Michelle Hood and Paul Mitchell.

Trustee Johnson, Chair, called the meeting to order.

Discussion on Tenure. Trustee Johnson explained that the Academic and Student Affairs Committee invited the Human Resources and Labor Relations Committee to participate in a joint information and discussion session about tenure. The session is intended to provide Trustees with a fuller understanding of tenure in academia and the policy and contract framework around tenure in the University of Maine System.

Dr. Susan Hunter, Vice Chancellor for Academic Affairs, reviewed the Procedures for Awarding Tenure. Dr. Hunter discussed the trends in instructional staff employment from 1975 to 2011, the percentage of tenured faculty from 2003 to 2013 and the tenure status from 2003 to 2013. She addressed questions such as:

- What is tenure?
- What do faculty go through to achieve tenure?
- Are different contractual arrangements appropriate for different situations – research intensive, clinical teaching? What contractual arrangements are in place in UMS and in comparable institutions nationally?
- How can faculty appointments support programs that are inter-disciplinary, delivered across the system or multi-university programs?
- What is the role of tenured faculty in the peer review process and in the evolution of the university?

Ms. Tracy Bigney, Clerk of the Board, reviewed the provisions relating to tenure outlined in the Associated Faculties of the University of Maine System (AFUM) Collective Bargaining Agreement. The areas of the Collective Bargaining Agreement that were discussed include the following areas:

- Article 7 – Appointment, Reappointment and Non-Reappointment, and Contract Status
- Article 9 – Promotion and Tenure and Continuing Contract Procedures
- Article 10 – Evaluations
- Article 17 – Retrenchment
- Article 18 – Position Elimination
Article 20 – Salaries and Overload
Appointment to multiple departments, transfer of program, elimination of position.

Trustee Johnson proposed that the System staff, Trustee Medd and himself meet to explore in more detail the areas of concern in the Tenure process and compile a work plan.

Adjournment

Ellen Doughty for
Tracy B. Bigney, Clerk of the Board