

University of Maine System
Board of Trustees
Room 427 Wishcamper Center at the University of Southern Maine

May 8, 2019

Human Resources & Labor Relations Committee

Present: Committee Members: Betsey Timm, Chair, James Erwin, Trevor Hustus, and Kelly Martin (by phone). **Staff:** Ellen Doughty and Mark Schmelz. **Others:** Dori Pratt and Susan Cameron.

Committee Members Absent: Sam Collins, Norman Fournier and Shawn Moody.

Trustee Timm, Chair, called the meeting to order and welcomed everyone.

Executive Session.

On a motion by Trustee Hustus, which was seconded by Trustee Erwin, the Human Resources and Labor Relations Committee agreed to go into Executive Session under provisions of:

- 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Erwin, which was seconded by Trustee Hustus, the Human Resources and Labor Relations Committee concluded the Executive Session.

Workforce Profile Report, 2018 and Turnover Analysis, October 31, 2017 to October 31, 2018

Mr. Mark Schmelz, Chief Human Resources Officer, provided a brief overview of the 2018 Workforce Profile Report and the 2017-2018 Turnover Analysis. There is limited diversity as measured in the federal ethnicity categories. Overall 4.4% of employees System-wide report a minority race/ethnicity. As a result, Mr. Schmelz encouraged the UMS to develop strategies to focus on diversity and inclusion in the workforce. Trustee Erwin raised a concern about the age of the UMS workforce. The average age by employee category is: administrators average age is 55, faculty 52, salaried 46, and hourly employees average age is 50. These averages have held steady with little variation over the past few years. A significant proportion of faculty (45.5%), hourly (47.2%) and administrators (54.5%) are 55 or older. The age demographics have an impact on succession planning as well as a driver for health care cost.

Additional information about the meeting can be found on the Board of Trustees website:

<http://staticweb.maine.edu/wp-content/uploads/2019/04/meeting-materials-050819.pdf?0d0f03>

Adjournment.

Ellen N. Doughty, Clerk