

University of Maine System  
Board of Trustees  
Rudman Conference Room, 253 Estabrooke Hall, Orono

March 6, 2017

## **Human Resources & Labor Relations Committee**

**Present: Committee Members:** James Erwin, Chair (at USM); Sam Collins (at UMPI), Gregory Johnson (at USM), Shawn Moody (at USM), and Theresa Sutton (at USM). **Chancellor:** James Page (at UMA). **Presidents:** John Short (UMFK) and James Connelly (UMA). **Staff:** Tracy Bigney, Lynda Dec, Steven Gammon (UMFK), Dick Thompson (UMA), Mark Schmelz and Rebecca Wyke (at UMA). **Others:** Kay Kimball (at UMM).

**Committee Member Absent:** Norman Fournier.

Trustee Erwin called the meeting to order.

**Human Resources Wellness Initiatives Update.** Ms. Lynda Dec, Chief Human Resources Officer, explained the Wellness Initiative was launched at the University of Maine System on January 1, 2011. Although a large percentage of UMS employees participate in the RiseUp Wellness program to earn a reduction in their health premium, true employee engagement has been a challenge.

Working through the Employee Health Plan Task Force, the Wellness program has made improvements on multiple fronts. These improvements have increased the engagement of UMS employees far beyond the earning of premium credits.

These improvements include:

- Launch of a new Coaching Vendor in 2017
- Wellness Newsletter
- Re-engagement with Campus Wellness Champions
- Wellness Councils
- Campus-generated programs
- Implementation of Benefit Partner Communication Calendar
- Increase in wellness activities (quarterly wellness challenges)
- On-campus seminars and webinars
- New focus on financial wellness

Ms. Dec will plan to come back to the Committee in about six months with more information about the impact of the program.

### **Executive Session**

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

Adjournment.

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