

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

June 25, 2018

Human Resources & Labor Relations Committee

Present: Committee Members: Betsey Timm, Chair (at USM) Sam Collins (at UMFK), Norman Fournier (at UMFK), Trevor Hustus (at USM), and Kelly Martin (by phone). **Presidents:** John Short (at UMFK). **Staff:** Ellen Doughty, James Thelen (at UMA) and Mark Schmelz (at USM).

Committee Members Absent: Shawn Moody, James Erwin, and Jim Donnelly.

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

Appointment of Kathryn A. “Kate” Foster as President Emerita. Board of Trustees Policy provides that Emeritus status may be conferred by a university president, except that awarding the title President Emeritus is recommended by the Chancellor to the Board of Trustees. After a recommendation from the Chancellor, the Board of Trustees may confer after appropriate resolution Emeritus Status upon a retiring President or former President with at least 5 years of service. Emeritus status is an honor that allows the individual to retain a title following retirement. The individual university may accord privileges such as library use, participation in academic convocations, inclusion on mailing lists and office space, if available, to emerita.

Dr. Kathryn A. “Kate” Foster will step down as President of the University of Maine at Farmington on June 30, 2018. Dr. Foster has served as the 14th President since July 1, 2012. During Dr. Foster’s tenure UMF has experienced an increase from a five-year decline in enrollment, boosted student selectivity and success, created a university advancement division and developed and aligned plans for programming and investment through the university strategic plan, campus master plan, recruitment and retention plan, advancement plan and marketing plan. Dr. Foster also focused on major improvements to the campus facilities and infrastructure, seeing to completion a Central Biomass Heat Plant which together with geothermal wells significantly reduced campus dependence on fossil fuels. During her tenure, UMF received a ten year accreditation from CIHE of NEASC, expanded university governance with staff senate and inclusion of faculty on the President’s Council and energized the university’s Board of Visitors. Dr. Foster is considered the “students” President and is beloved by the students. As of July 1, 2018, Dr. Foster will assume the appointment as the 16th President of the College of New Jersey in Ewing Township, New Jersey.

On a motion by Trustee Hustus, which was seconded by Trustee Fournier, the Human Resources and Labor Relations Committee agreed to forward this item to the Consent Agenda at the July 16, 2018 Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees awards the title President Emerita of the University of Maine at Farmington to Dr. Kathryn A. “Kate” Foster in recognition of her service and contributions.

Appointment of Susan J. Hunter as President Emerita. Dr. Susan J. Hunter will step down as President of the University of Maine on June 30, 2018. Dr. Hunter served as the 20th President since July 1, 2014 and became the President at the University of Maine at Machias on July 1, 2017. Dr. Hunter began her full-time career at the University of Maine in 1991 as a faculty member in the Department of Biological Sciences. Her administrative positions included Chair of the Department of Biological Sciences, Associate Provost and Dean of Undergraduate Education, the Executive Vice President for Academic Affairs and

Provost; and just prior to her appointment as UMaine's first woman president, Dr. Hunter served as Vice Chancellor for Academic Affairs for the University of Maine System. Dr. Hunter has advanced enrollment, fundraising, advocacy and partnerships. Since 2014, UMaine has recruited the largest incoming classes and the largest number of out-of-state students in the university's history. Dr. Hunter continued the implementation of UMaine five-year strategic plan developed during her tenure as Provost. She has enhanced partnership with the University of Maine Foundation that resulted in restructuring of advancement operations into a single entity for greater impact and engagement with the donor community. Dr. Hunter served as a valued advisor and member of the Chancellor's Council of Presidents and has worked with members of the Board of Trustees closely and constructively to advance the Board's priority outcomes and the One University initiative. The students of these universities adore her, deeply respect her, and appreciate her accessibility to them.

Board Policy # 406, Guidelines for Emeritus Status, Item # 5 states that "After a recommendation from the Chancellor, the Board of Trustees may confer after appropriate resolution Emeritus Status upon a retiring President or former President with at least 5 years of service. And, Item # 7 further states that "Exceptions to the Emeritus Status policy may be made with approval from the Board of Trustees". Dr. Susan J. Hunter has been President of the University of Maine for four years. A request for Exception to Board Policy # 406, Items # 5 & 7 be granted in this instance.

On a motion by Trustee Hustus, which was seconded by Trustee Collins, the Human Resources and Labor Relations Committee agreed to forward this item to the Consent Agenda at the July 16, 2018 Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees awards the title President Emerita of the University of Maine to Dr. Susan J. Hunter in recognition of her service and contributions.

Executive Session

On a motion by Trustee Hustus, which was seconded by Trustee Fournier, 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.
- 1 MRSA Section 405 6-A to discuss the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment and duties.

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

Additional information about the meeting can be found on the Board of Trustees website:
<http://staticweb.maine.edu/wp-content/uploads/2018/06/MM-HR-rev061518.pdf?0d0f03>

Adjournment.

Heather A. Massey for
Ellen N. Doughty, Clerk