

University of Maine System
Board of Trustees Meeting

Zoom Meeting
September 14, 2020

Human Resources & Labor Relations Committee Meeting

Present: **Committee Members:** Sven Bartholomew; Chair, James Erwin, Betsey Timm, Trevor Hustus, Trish Riley, Michael Michaud, and Sam Collins. **Presidents:** Rebecca Wyke and Deborah Hedeem. **Staff:** Carol Corcoran, Ellen Doughty, Ryan Low, Miriam White, and Rosa Redonnett. **Others:** Leigh Saufley and Megan Clough.

Absent: Mark Gardner.

Trustee Bartholomew, Chair, called the meeting to order and welcomed everyone. The Clerk performed a roll call of the Committee members present.

Executive Session

On a motion by Trustee Collins, which was seconded by Trustee Michaud, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed to go into Executive Session under the provisions of:

- 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 Erwin, which was seconded by Trustee Riley, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session.

Following the Executive Session, the Committee reconvened the Public meeting to discuss the following items:

Exception to Board Policy 406, Section 7 – Emeritus Status

Leigh Saufley, Dean of the Law School provided information on the proposed exception to Board Policy 406 – *Emeritus Status* in order to allow the Law Dean to designate two retired professors as Professors Emeritus. The need for this exception results from the changes made to the Law School's status as an independent campus, and the fact that the myriad changes to Board Policies and other documentation have not yet been completed. In September 2019 the Board approved the recommendation that the Law School Dean report directly to the Chancellor, with the Dean's participation at the System level to be similar to that of a campus President, at the discretion of the Chancellor. Board Policy 406 has not been updated to reflect the Law Dean's authority to confer Emeritus status on retired faculty, referring still to the authority of a President to confer Emeritus status on a member of the Law faculty. Because the President of USM no longer has authority related to Law faculty, there is a gap in the Emeritus designation policy. Two now-retired professors have been identified as being deserving of Emeritus status: Former Dean Donald Zillman, and Professor Lois Lupica. Both meet the criteria established by the Board, and both have served Maine Law with distinction. Letters recommending their Emeritus status were provided to the Committee.

On a motion by Trustee Collins, which was seconded by Trustee Timm, and approved by a roll call vote of all Trustees present, the Human Resources and Labor Relations Committee approved this

item to be forwarded to the Consent Agenda at the September 28, 2020 Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees accepts the recommendation of the Human Resources and Labor Relations Committee and grants an exception to Board Policy 406, as allowed by subsection 7 of the Guidelines for Emeritus status, to authorize the Dean of the University of Maine School of Law to confer Emeritus status on Former Dean Donald Zillman and Professor Lois Lupica.

Aon Retiree Health Plan Update

UMS Chief Human Resources Officer (CHRO) Carol Corcoran provided an update to the status of the Aon Retiree Health Insurance Program. On August 17, 2020 UMS provided notification to the UMS retiree base, which consists of approximately 3000 people including spouses, to inform them that UMS was going to transition from Aetna insurance to the open market place through Aon. UMS believes this program will provide the benefit of the retiree being able to select a program that is best suited for their individual healthcare needs at a more cost effective price, due to Aon being able to offer lower prices as part of their larger group discounts. This will be a benefit for the retiree and the System as it will also represent a cost savings for the UMS. When the change was announced, some retirees raised concerns over the switch from Aetna and UMS has been working with the retirees to explain the reason for the change and the benefits it will have for the retirees. CHRO Corcoran stated that UMS has learned that the communication roll out should have been more comprehensive. There has been resistance from the UMS Unions stating that they should have been consulted before this change occurred; however, UMS stands firm that retirees are not union members, meaning there was not a need to consult with the unions. The base plan that is being offered currently through Medicare does not offer services that people actually need at this stage in their life such as vision and hearing and this transition will offer people the opportunity to purchase insurance that is more appropriate for their personal health needs. Trustee Committee members stated that it is important to make sure to keep this process public and that this benefit is indexed, which the System has committed to do.

Imperative for Change

CHRO Corcoran, UMS Associate Vice Chancellor for Student Success and Credential Attainment Rosa Redonnet and UMS Director of Learning and Organizational Development Megan Clough provided an update on the UMS Imperative for Change initiative. Moved by the tragic death of George Floyd this past June, Chancellor Dannel P. Malloy issued a challenge to the University of Maine System, "An Imperative for Change". The Chancellor affirmed the condemnation of racial injustice and violence against Black Americans, as well as a commitment to examining, confronting and ending inequities in our universities and communities wherever and against whomever they exist. Since that time, the Human Resources team and the Academic Affairs Office jointly has continued on-going effort to review our history, to assess current practices and to recommend future initiatives to ensure the university is not only ending any inequities but creating an environment that actively seeks and welcomes a diverse population of faculty, students and staff. Additionally, the team conducted a resource analysis across the System and met with the UM Grant Leadership Department and the General Counsel's Office to inquire about funding for the initiative. A starting analysis where the team assessed progress since UMS Talent & Inclusion Competitive Advantage White Paper was presented in September 2019 and a review of all UMS employees, students, and Trustees for diversity, equity, and inclusion was also completed. A history of UMS initiatives with similar intent spanning back from 1989 to present day was provided to the Committee. Additionally, the presenters outlined a short-term initial proposal of action plans to be implemented within the next year. These are plans that are intentional to be sustainable and in the immediate and long term future for generations of the University of Maine System. The Imperative for Change initiative is scheduled to be discussed at the September Chief Academic Officers Council and Academic & Student Affairs

Committee meetings, followed by the November 16, 2020 Board of Trustees meetings. The Trustee Committee members agreed that this initiative is crucial for UMS and urged the Imperative for Change team to be conscious about including a diverse group of people in the team itself, when making these plans forward.

Employee Health Plan Task Force (EHPTF) Scorecard

CHRO Corcoran presented an overview of the Employee Health Plan Task Force (EHPTF) Scorecard. The EHPTF scorecard provides important highlights of how the University of Maine System's health and welfare programs are performing. Data is tracked on a calendar year basis for the last three year period, to identify any trends over time. The scorecard combines claims and demographic data, as well as health and plan management statistics, to provide a holistic view of the program. While claims have been trending up over the last several years, the plan is consistently performing below trend. This is indicative of the proactive plan management that the University of Maine System has put in place. High in-network utilization helps to keep claims cost down for both the plan and the member, as care is provided at a discounted contract rate and prevents balance billing. In-network utilization has continued to increase year over year for the past several years. Use of the emergency room saw a decrease in 2018 and remained steady in 2019; it continues to be below norms when compared to Cigna's book of business. Urgent care usage increased in 2019, while telemedicine saw a slight decrease. This indicates that members are seeking other points of care that are more convenient and less costly to themselves and the plan, as new options become available and the network expands. As the cost of prescriptions continue to rise, members are seeking ways to control their out-of-pocket cost. Generic utilization continued to see an increase, while mail order remained steady. Completion of level one and two of the UMS Wellness Program have increased over the past several years, providing a premium savings as well as cash incentive to employees and their spouses/partners to help drive engagement. University of Maine System's preventive care statistics are generally above Cigna norms, however there are some areas of focus that have been targeted to continue to increase compliance. Over the past several years, the percentage of members in the low risk category has increased slightly, with a dip in 2019; however, the percentage of members in the medium and high risk categories are high compared to Cigna norms. Continued communications of the programs available, directing care to the most appropriate setting and ensuring compliance with medication and treatment are integral to managing the cost and moving members down to lower risk categories.

Human Resources & Labor Relations Committee FY2021 Work Plan and Committee Duties and Responsibilities

CHRO Corcoran and Trustee Bartholomew reviewed the draft FY2021 Human Resources & Labor Relations Committee Work Plan and Committee Duties and Responsibilities in preparation for submission at the September 28, 2020 Board of Trustees Meeting.

Additional information about the meeting can be found on the Board of Trustees website:
<https://www.maine.edu/board-of-trustees/wp-content/uploads/sites/12/2020/09/MtgMat-HR-091420.pdf>

Adjournment
Heather A. Massey for
Ellen N. Doughty, Clerk