

Board of Trustees
Human Resources / Labor Relations Committee

March 1, 2021
2:00 PM to 4:00 PM
ZOOM

The public is invited to view the meeting on YouTube. The link to the Board of Trustees YouTube page can be found the Board website: <https://www.maine.edu/board-of-trustees/>

AGENDA

Executive Session

The Human Resources & Labor Relations Committee will enter Executive Session under the provisions of: 1 MRSA Section 405 6-A & 6-D.

Following the Executive Session, the Human Resources/Labor Relations Committee will reconvene the public meeting to discuss the following items:

- TAB 1 UMS Imperative for Change Update
- TAB 2 Diversity, Equity, & Inclusion (DEI) Steering Committee Reinvigoration
- TAB 3 Appointment of James H. Page as Chancellor Emeritus

Action items within the Committee purview are noted in green.

Items for Committee decisions and recommendations are noted in red.

Note: Times are estimated based upon the anticipated length for presentation or discussion of a particular topic. An item may be brought up earlier or the order of items changed for effective deliberation of matters before the Committee.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: UMS Imperative for Change Update

INITIATED BY: Sven P. Bartholomew, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

Director of Learning and Organizational Development Megan Clough and Chief Human Resources Officer Carol Corcoran will provide a status update on Imperative for Change and outline next steps.

2/19/2021

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Diversity Equity & Inclusion (DEI) Committee Reinvigoration

INITIATED BY: Sven P. Bartholomew, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

The University of Maine System created a Commission on Pluralism to support diversity and a sense of affirmation and appreciation for differences among people. In 1998 UMS announced a renewed commitment to a diverse campus, addressing the need for greater racial and ethnic diversity, and improving the diversity in the curriculum. In 2016, due to leadership departures it was decided that the now known as DEI (Diversity, Equity & Inclusion) Committee be put in abeyance. Director of Learning and Organizational Development Megan Clough and Chief Human Resources Officer Carol Corcoran will provide a brief overview of this initiative and their recommendation to reinstate the existence of the Board of Trustees Diversity, Equity & Inclusion Steering Committee, to further develop best practices, in order to accelerate System-wide DEI progress.

TEXT OF PROPOSED RESOLUTION:

That the Human Resources and Labor Relations Committee, agree to forward the following resolution for Board of Trustee approval at the March 22, 2021 Board Meeting.

That the Board of Trustees accepts the recommendation of the Human Resource and Labor Relations Committee, and approves reinitiating the existence of the Board of Trustees Diversity, Equity & Inclusion Steering Committee.

2/19/2021



HR/LR Committee Meeting

Recommendation to:

Reinstitute the BOT Diversity, Equity & Inclusion Steering Committee

“The actions our universities have undertaken to address systemic racism are laudable... We can do more, and we can be better. And we simply must.”

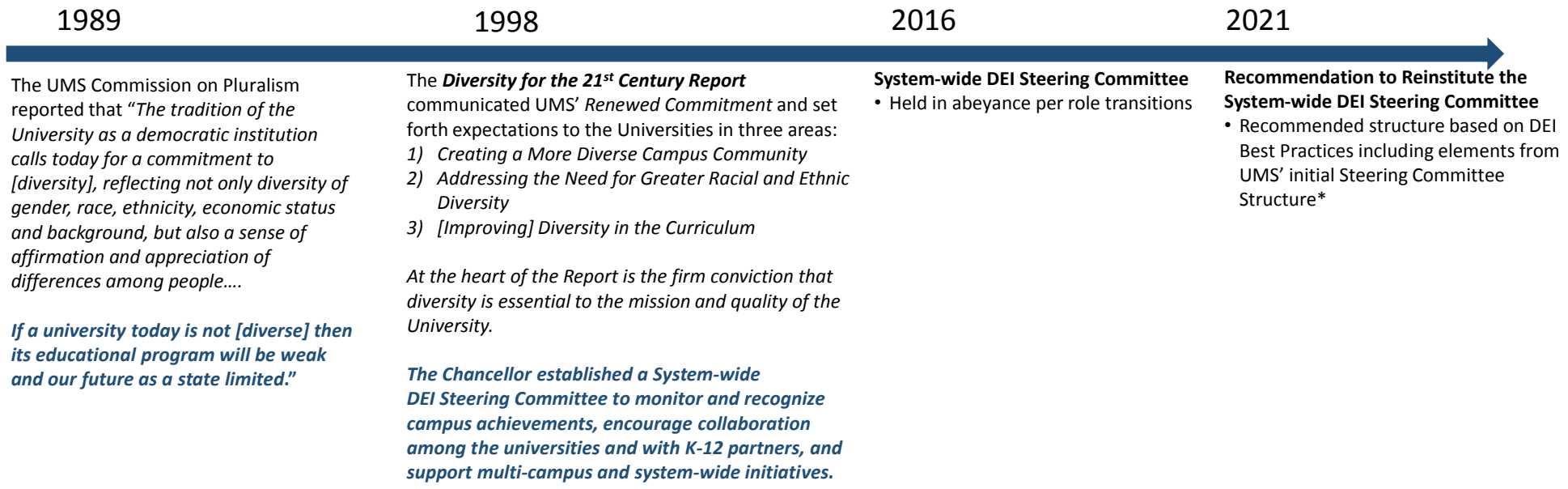
June 5, 2020. [Chancellor Dannel Malloy](#)

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UMS History Milestones related to the DEI Steering Committee

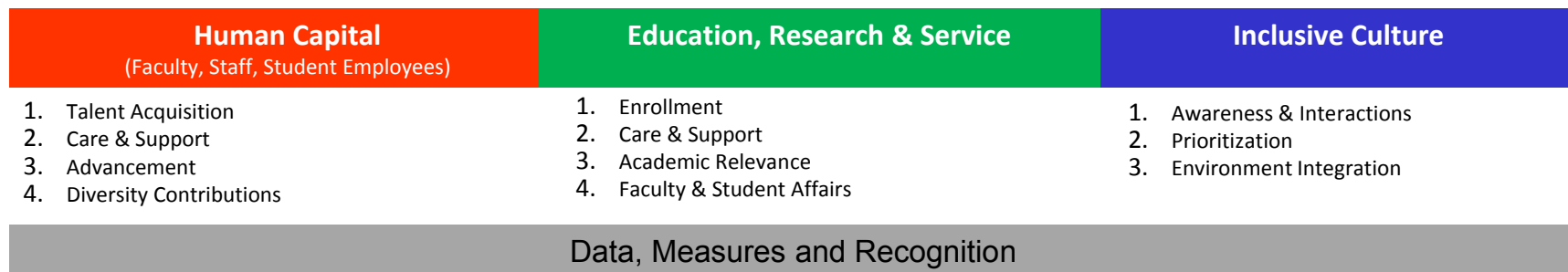
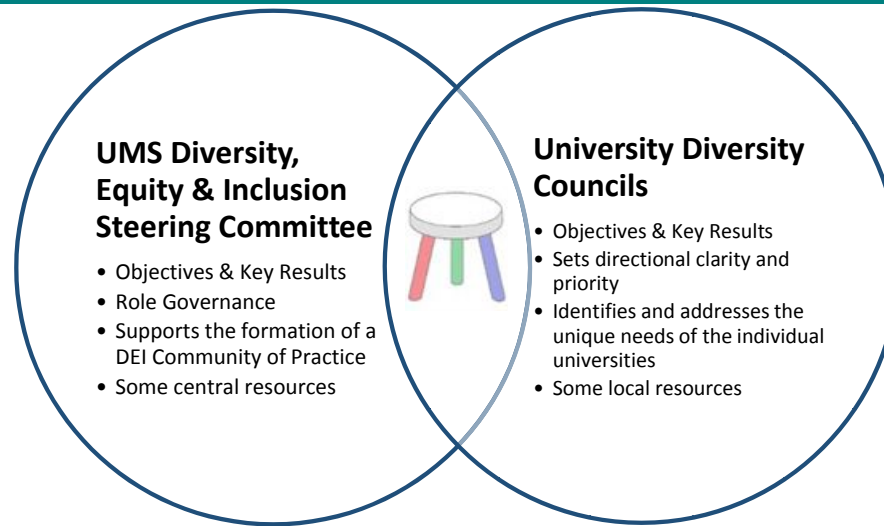


1998: The Steering Committee will review individual institutional [Diversity] Plans prior to the presentation to the Board of Trustees and will review progress on an annual basis and make recommendations to the Chancellor and the Board regarding both institution specific and system-wide initiatives. The Steering Committee will include representatives from each university diversity committee, the Board of Trustees, the System Office, and Maine’s racial, ethnic, and other diverse communities. The System Office will provide funding assistance to support these diversity efforts as appropriate. **Our success in addressing our diversity goals and changing campus climate will depend on our willingness to commit the human and financial resources necessary to these efforts, to provide incentives and rewards, and, indeed, to design a system of reward that recognizes and supports those who undertake these efforts.**



A Proven DEI Advancement Framework

Stewarding & Sustaining Diversity, Equity & Inclusion at UMS



University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Appointment of James H. Page as Chancellor Emeritus

INITIATED BY: James R. Erwin, Board Chair

BOARD INFORMATION: **BOARD ACTION:** X

BOARD POLICY: Board Policy # 406 – Emeritus Status

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

Board of Trustees policy provides that the awarding of the title Chancellor Emeritus is reserved to the Board of Trustees. Emeritus status is generally conferred at the time of retirement to faculty, administrators and staff who have completed fifteen or more years of service. However, exceptions may be made for employees with shorter 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 emeriti.

Dr. James H. Page retired as Chancellor of the University of Maine System on June 30, 2019. Dr. Page served as the 14th Chancellor since March 20, 2012. During his seven years of public higher education leadership and service, he restored the financial stability of the System and achieved a nation-leading commitment to affordability of Maine students and their families. The One University framework developed under his leadership to guide Maine’s public higher education reform has become a national model of engagement and strategic change.

Dr. Page oversaw a six-year tuition freeze, consolidated administrative functions across the campuses, saved more than \$80 million in annual expenses, and made historic investments in student financial aid. The fiscal stability and capacity for statewide partnership and leadership achieved during Chancellor Page’s term positioned Maine’s public universities for a record \$102 million in student and state-focused public investment over the course of the last biennium. The UMS made new investments including \$3 million appropriation that is expanding Early College opportunities to every Maine community, a commitment of \$50 million in debt service from the Legislature to support an increase in STEM and critical engineering education capacity, and a \$49 million voter-supported general obligation bond to invest in the workforce development infrastructure of all seven campuses.

Board Policy # 406, Guidelines for Emeritus Status, Item # 6 states that “*The Board of Trustees may confer by appropriate resolution the honorary office of Chancellor Emeritus on a retiring or former Chancellor with at least 5 years of service.*”

TEXT OF PROPOSED RESOLUTION:

That the Human Resources and Labor Relations Committee agrees to forward the following resolution to the March 22, 2021 Board of Trustees meeting:

That the Board of Trustees awards the title of Chancellor Emeritus of the University of Maine System to Dr. James H. Page in recognition of his service and contributions.