

UNIVERSITY OF MAINE SYSTEM
Board of Trustees Meeting

January 25, 2021
Zoom Meeting

Board of Trustees Meeting

Present: James Erwin, Chair; Mark Gardner, Vice Chair; Kelly Martin, Trish Riley, Lisa Eames, James Donnelly, Pender Makin, Emily Cain, Sam Collins, Tim Doak, Trevor Hustus, David MacMahon, Sven Bartholomew, Michael Michaud, and Betsey Timm. **Chancellor:** Dannel Malloy. **University Presidents:** Glenn Cummings, Joan Ferrini-Mundy, Ray Rice, Edward Serna, Becky Wyke, and Deborah Hedeon. **Faculty & Student Representatives:** Clyde Mitchell, Kennedy Rubert-Nason, Harlan Onsrud, Lisa Leduc, David Ballard, Rajay Maragh, and Eli Rubin. **System Staff:** Robert Placido, Ryan Low, Ellen Doughty, Leigh Saufley, Dan Demeritt, Jeff St. John, Chip Gavin, Carol Corcoran, Rosa Redonnett, Tracy Elliott, Kim Jenkins, and James Thelen.

Absent: None.

Monday, January 25, 2021

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

EXECUTIVE SESSION

On a motion by Trustee Hustus, which was seconded by Trustee Doak, and approved by a roll call vote of all Trustees present, the Board of Trustees meeting went into Executive Session under the following provisions:

- 1 MRSA Section 405 6-A to discuss the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment and duties.
- 1 MRSA Section 405 6-C to discuss the condition, acquisition or disposition of real property or economic development if premature disclosure of the information would prejudice the competitive or bargaining position of the UMS.
- 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-E to consult with its attorney concerning legal rights and duties of the university.

On a motion by Trustee Eames, which was seconded by Trustee Gardner, and approved by a roll call vote of all Trustees present, the Board of Trustees concluded the Executive Session.

PUBLIC SESSION

Following the Executive Session Trustee Erwin, Chair, reconvened the public meeting and welcomed everyone. He stated that the meeting was being held via Zoom and being live streamed to YouTube for the public. He explained that Governor Mills has allowed UMS to hold virtual Board meetings under the condition that roll call votes are taken for each action item. The Clerk performed a roll call of the Trustees present.

CITIZEN COMMENT

Citizen Comment is a time regularly set aside for comments from the public. The following individuals

spoke during the Citizen Comment period:
Christian Geci – Fossil Fuel Divestment

CHAIR'S REPORT

NECHE Conference

Chair Erwin stated that he attended the New England Commission of Higher Education (NECHE) virtual conference that was held in December. He participated in a panel that discussed leadership decisions made by board members during times of crisis. It was an opportunity for Chair Erwin to discuss the strides UMS has made in trying to overcome the demographic challenges that the System is facing and how unified accreditation will help System leadership make the decisions necessary to help UMS remain sustainable going forward. Chair Erwin thanked the other Trustees, Chancellor Malloy, and all others who worked so diligently to ensure that UMS could attain unified accreditation.

Retiree Healthcare Update

Chair Erwin stated that the Board appreciated the feedback received at the January Board meeting and through other various measures outlining the concerns about changing the UMS retiree healthcare plan. He explained that the Board takes the cost of healthcare for employees and retirees very seriously and while there are valid reasons to make this change, the process in which the change was administered was not working; therefore, causing much confusion and many issues in executing the change effectively. In response to the retiree concerns, the Board encouraged System Leadership to change course on the proposed changes to retiree healthcare and provide more healthcare options for retirees. Additionally, issues concerning specialty medications and other similar extraordinary medical costs were addressed. Chair Erwin thanked Vice Chancellor Ryan Low, Chief Human Resources Officer Carol Corcoran, Retiree Healthcare Ombudsperson Tracy Bigney, and the rest of Vice Chancellor Low's team for their excellent work in helping to receive and respond to retiree feedback and for helping them to navigate their healthcare options. Chair Erwin asked Vice Chancellor Low to provide an update on where things stand with the UMS retiree healthcare changes.

Vice Chancellor Low stated that he was pleased that the System was able to come to an agreement with retirees that eliminated lawsuits, allowed retirees the option to stay with their current Aetna plans, but also allowed retirees the option to move forward with an Aon plan and receive those additional benefits, if they chose to do so. He thanked the retirees for taking the time to share their experiences and concerns so that the System could gain a deeper understanding of the issue. He thanked the Trustees for their active engagement throughout the process. Vice Chancellor Low stated that approximately two-thirds of the UMS retirees took advantage of the option to return to their previous Aetna plan and one-third took advantage of the plans offered through the Aon marketplace. He explained that UMS is working on plans to heavily ramp up future communications concerning retiree healthcare options and that the System is interested in hearing feedback from retirees on communication improvements.

Spring Semester

Chair Erwin expressed gratitude to the Chancellor and System leadership for their extraordinary work in preparing for the start of the Spring semester amidst the Covid-19 pandemic. He thanked System and campus leadership for putting measures in place to ensure that students could safely return to campus and continue their education even with the challenges brought forth from the pandemic.

CHANCELLOR'S REPORT

Spring 2021 Semester Update

Chancellor Malloy explained that the January Board of Trustees meeting is not normally held on the first day of Spring semester but that the start of the Spring semester was delayed by a week to allow extra time

to prepare for the students return, as well as to eliminate a gap in the schedule where typically a Spring break is offered that might have opened more of an opportunity for faculty, staff, and students to leave the state and become exposed elsewhere. He stated that Spring semester covid-19 testing is going to be even more robust than the Fall semester testing. He said that where tests averaged out at about two thousand per week during the Fall, the Spring semester will see approximately seventeen thousand tests each week.

Make the Grade Initiative Update

Chancellor Malloy explained that the Make the Grade initiative was started to allow students who failed one of their classes in their first semester of learning to make up or retake the course free of charge upon their return for the second semester. He stated that last year when the program began was a success and that UMS was able to increase retention of students who failed a course in their first semester by five percent. He explained that this also helped to bolster the overall UMS student retention by two-percentage points on a year-to-year basis. Chancellor Malloy thanked the campuses for all of their great work to ensure this initiative was success last year and their continued dedication to making it a success for this year. Approximately 100 students have indicated a desire to participate in the program so far this year, with an expectation for that number to grow.

UMS Taskforce on Vaccine Planning and Partnership

UM President Joan Ferrini-Mundy provided a brief overview of the UMS Taskforce on Vaccine Planning and Partnership. Team members include President Ferrini-Mundy, General Counsel & Chief of Staff James Thelen, Chief General Services Officer Chip Gavin, Director of Public Relations Dan Demeritt, and Deputy General Counsel & Chief Compliance Officer Laurel Hyle. The task force has engaged with university scientists, nursing and public health program leaders, academic and student affairs leadership, and facilities and emergency response team members concerning vaccine planning. President Ferrini-Mundy stated that the team has been keeping up with the national advancements on vaccine issues, including reviewing the Framework for Equitable Allocation of Covid-19 Vaccine Report. The taskforce has been engaged in many discussions concerning the timing for the higher education community's vaccine eligibility. She stated that the task force has regular interactions with the Advisory Committee on Immunization Practices (ACIP), which advises the Center for Disease Control (CDC). They have also been following President Biden's plan and the popular press very closely. Maine is in Phase 1a of the vaccine plan. The cumulative reported vaccinations in Maine are 104,926 thousand. First doses of the vaccine are reported at 83,022 and second doses are reported to be 21,904. UMS is working with the state to offer 200 cubic feet of cold storage along with the use of other university facilities. Additionally, nursing students from several UMS campuses have been helping the state with vaccinations since early January. UMS is also preparing a substantial public health campaign to continue to educate the UMS community on safe protocols, as well as the community value and importance of vaccination.

Pandemic Response Update

Chief General Services Officer Chip Gavin provided a brief update on the UMS pandemic response. UMS is currently starting Phase 5 Covid-19 testing, which is the process of retesting all of the faculty and students who were tested in early January as part of Phase 4 testing. UMS is running a positivity rate just below one percent. The results from Phase 4 testing provided 52 positive cases from about 5900 results overall. These numbers are comparable to the figures UMS experienced at the end of the Fall 2020 semester. There are just about 50 individuals quarantining or isolating across all UMS facilities. Ninety percent of quarantine space remains available across UMS. Mr. Gavin thanked the many individuals and groups that are helping with the testing, quarantine support, and protocol implementation across the UMS community. Primarily to date UMS has used two testing partners including Vault and a collaboration with Convenient MD and Jackson Laboratories. For Phase 6 testing, UMS has now partnered with an additional collaborator, Shield T3, which is a program of the University of Illinois. UMS has brought a

mobile Covid-19 testing lab to the State of Maine and it is physically located at UM. UMS is working diligently to prepare the mobile testing lab so that testing can primarily be handled by the mobile lab. The mobile lab will be better prepared to handle the ramped up testing numbers and produce faster test results. Chancellor Malloy stated that UMS continues to follow national CDC guidelines and will remain transparent with information as the semester unfolds. He also explained that Covid-19 sewage testing will start up again soon for the Spring semester.

VICE CHANCELLOR FOR FINANCE, ADMINISTRATION, AND TREASURER'S REPORT

Vice Chancellor for Finance and Administration (VCFA) & Treasurer Ryan Low provided the following update.

Investment Update

The Managed Investment Pool has a current market value of \$396 million. It experienced a return of 8% for the month of November, with a fiscal year to date return of 13.4%. The Pension Plan has a current market value of \$26 million. It experienced a return of 5.2% for the month of November, with a fiscal year to date return of 8.5%. The Operating Fund has a current market value of \$296 million. It experienced a return of 2.2% for the month of November, with a fiscal year to date return of 4.2%. Net investment revenue stands at \$15.5 million for the fiscal year to date, which is \$12 million over the FY2021 investment income budget.

Core Financials

Vice Chancellor Low provided a brief presentation regarding Core Financial Ratios, a Key Performance Indicator (KPI) tracked by UMS. Core Financial Ratios were developed in the 1970's are a common tool used across the higher education industry to better understand and interpret an institutions financial results. Vice Chancellor Low reminded the Committee that accounting standard changes can have an impact on the System's financial statements and therefore the ratios as well. For instance, GASB Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions, was adopted by UMS with an effective date of July 1, 2016 and caused UMS to provide restated FY2017 financial results. This change required UMS to recognize the full liability on the statements and not on only a portion of the liability, which was the prior required practice. The net impact on previously stated FY2017 end of year Net Position was a reduction of nearly \$90 million. Vice Chancellor Low stated that throughout this presentation it should be noted that the Law School is counted as part of USM, at least through FY2020.

UMS tracks five financial ratios. These include the Primary Reserve, Net Operating Revenues, Return on Net Position, Viability, and collectively the Composite Financial Index. The Primary Reserve Ratio provides a snapshot of financial strength and flexibility by indicating how long the institution could function using its expendable net position, both unrestricted and restricted, excluding net position restricted for capital investments without relying on additional net position generated by operations. The Net Operating Revenues Ratio is a measure of operating results and answers the question, "Do operating results indicate that the University is living within available resources?" Operating results either increase or decrease net position and, thereby, impact the other three core ratios. The Return on Net Position Ratio measures asset performance and management. It determines whether an institution is financially better off than in the previous year by measuring total economic return. It is based on the level and change in total net position. An improving trend in this ratio indicates that the institution is increasing its net position and is likely to be able to set aside financial resources to strengthen its future financial flexibility. The Viability Ratio measures expendable resources that are available to cover debt obligations and generally is regarded as governing an institution's ability to assume new debt. The Composite Financial Index (CFI) creates one overall financial measurement of the institution's health based on the four core ratios. By

blending these four key measures of financial health into a single number, a more balanced view of the state of the institution's finances is possible because a weakness in one measure may be offset by the strength of another measure. Vice Chancellor Low provided a brief overview of how UMS as a whole and each campus individually fared against the benchmarks for each of these financial ratios. The financial impact of adoption of GASB 75 was evident throughout each of the core financial ratio benchmark graphs. This information is provided on the UMS Dashboard on the maine.edu website.

VICE CHANCELLOR FOR ACADEMIC AFFAIRS' UPDATE

Vice Chancellor for Academic Affairs (VCAA) Dr. Robert Placido provided an update on the following Academic Affairs items:

Faculty Spotlight

Dr. Ryan Wallace, Director, Maine Center for Business and Economic Research (CBER) at the Muskie School of Public Service and Dr. Andrew Crawley, Assistant Professor of Economics at the University of Maine presented an information concerning the EDA University Center - Supporting Economic, Workforce, and Community Development in Maine. Dr. Wallace explained that CBER's mission is to provide public and private sector stakeholders with independent university-based analytical expertise and technical assistance that supports economic, community, and workforce development for all Mainers. CBER has been designated by the US Economic Development Administration (EDA) as a University Center for the state of Maine. Current programs include supporting innovation and diversification in Maine's forest resource economies and communities, supporting efforts that build Maine's knowledge workforce, and response and recovery efforts to the COVID-19 pandemic. CBER has several projects in development including research on remote worker migrant profiles and attraction strategy, economic implications of broadband for Maine and various technical assistance projects. Dr. Crawley explained that his work has brought about many collaboration with agencies across the state and that he has successfully obtained over \$700 thousand in grants for his research. He founded and directs the Maine Regional Economic Modeling Lab, which publishes cutting-edge research that tackles real world economic problems in top tier academic journals. Additionally, the lab is a mentoring opportunity for students by providing extensive research and service learning experiences. Research projects include advanced thematic approach to regional economic development, Covid-19 economic assessments, and the Maine dynamic labor index, which provides a better understanding of changing labor market conditions.

Enrollment Update

VCAA Placido provided a brief update on enrollment and application status. He stated that the undergraduate enrollments for Spring are up when compared to the same day last year. He explained that this is in large part due to the behind the scenes action happening to try to bring UMS enrollments back up to meet or exceed last year's figures, including work surrounding student debt and outreach. Undergraduate applications for Spring 2021 are down 3% when compared to last year at this time. Undergraduate applications for Fall 2021 are down 5% when compared to last year at this time. One possible explanation for the decline is the idea that high school advisors were delayed in meeting with students due to the pandemic; therefore, delaying submission of college applications. The applications that have been submitted to UMS are being processed faster than in past years and because of that, admissions figures are even when compared to the same time last year. Something UMS has been focusing on is getting students to commit to attending college at UMS. This initiative is paying off because UMS undergraduate matriculations are up 62.3% from last year. UMS is well ahead of other higher education institutions in the State and nation-wide.

Executive Director of Public Relations Dan Demeritt provided highlights of the promotional outreach

directed toward new and existing students. The pandemic has taken a toll on college search activities and engagement such as college fairs, campus tours, and engagement with high school counselors. Free Application for Federal Student Aid (FAFSA) applications are down 6% and first-year, in-state applications are down 10%. In October 2020, UMS increased engagement with campus admission offices and enrollment managers. The Chancellor formed a working group to help UMS with expediting financial aid package offers and approvals. The System worked with the Finance Authority of Maine (FAME) to offer financial aid guidance one month early on December 1st. This allowed UMS to make early financial aid offers to students and that contributed to an increase of 48% in first-year, in-state matriculations and an increase of 159% in first-year, out-of-state matriculations, when compared to last year. UMS is launching the On Track for College 2021 initiative in the Spring. This initiative will provide numerous instant, individualized, and all-inclusive virtual campus events. The campus events will include appearances from campus leadership and student ambassadors. Several marketing pushes for this initiative are in the works, where UMS will be encouraging prospective students to “Think Ahead” and prepare for their future college and career success.

Research Faculty Affiliates and Exchange

UM Director of Research Development, Jason Charland, provided an update on work to formalize the process to deepen and expand relationships among faculty and graduate students from different universities across the System in teaching and research. Components include publicizing and expanding opportunities for UMS faculty to have formal affiliation with the University of Maine Graduate School, and providing access to established colleagues, research infrastructure and instrumentation, and opportunities to advise/serve on committees for graduate students at UM and USM. A parallel effort would be undertaken in teaching, with the potential to maximize full-time faculty teaching under-load by allowing them to teach courses at another university, and enabling faculty with unique disciplinary expertise to teach in graduate programs at UM and USM.

ACTION ITEMS

Authorization Portland Commons and Career & Student Success Center, USM

Vice Chancellor Low explained that UMS received updated pricing information on the USM Portland Commons and Career & Student Success Center project late last week. The pricing for the project came in at approximately \$2.6 million higher than expected, with cost differences primarily driven by increases in cost for steel and plumbing. With such short notice of the pricing change before the Board meeting, UMS has decided to hold off on presenting this item for action and it will be deferred to a future Board meeting. There is still 100% support for the project; however, UMS will pause to further delve into the price changes before coming back to the Board for approval.

Acceptance and Administration of Harold Alfond Foundation Grants

Chair Erwin stated that this item was being deferred to the March 22, 2021 Board of Trustees meeting.

Honorary Degree Nominations for 2022

On a motion by Trustee Collins, which was seconded by Trustee Cain, and approved by a roll call vote of all Trustees present, the Board of Trustees approved the 2022 nominations for Honorary Degrees as presented.

CONSENT AGENDA

On a motion by Trustee Gardner, which was seconded by Trustee Collins, and approved by a roll call vote of all Trustees present, the items on the Consent Agenda were unanimously approved by the Board of Trustees as follows:

Acceptance of Minutes

October 26, 2020 – Academic & Student Affairs Committee
October 26, 2020 – Human Resources & Labor Relations Committee
October 28, 2020 – Finance, Facilities, Technology Committee
October 28, 2020 – Audit Committee Meeting
October 28, 2020 – Special Board of Trustees Meeting
November 16, 2020 – Board of Trustees Meeting
December 1, 2020 – Investment Committee Meeting
January 4, 2021 – Academic & Student Affairs Committee
January 4, 2021 – Human Resources & Labor Relations Committee

The Board of Trustees reviewed the following agenda item as forwarded by the Finance, Facilities, & Technology Committee to the Consent Agenda from its meeting on January 6, 2021:

Reimbursement Resolution – University of Maine Energy Center (UMEC) Project

The Board of Trustees accepted the recommendation of the Finance, Facilities and Technology Committee and approved the resolution entitled “Reimbursement of Project Expenditures” with respect to financing the University of Maine Energy Center Project (the UMEC Project).

DISCUSSION ITEMS

Unified Accreditation Update

Chief of Staff and General Counsel James Thelen introduced Jeff St. John, the newly appointed Associate Vice Chancellor for Accreditation and Strategic Initiatives. Prior to taking this position Dr. St. John was the Senior Associate Provost for UM, where among other responsibilities he lead UM’s accreditation efforts and their interaction with the New England Commission of Higher Education (NECHE). When taking into account the extensive work that will go into preparing for the NECHE spring visit and eventual self-study, it was decided that having a dedicated point person to lead that effort would be imperative for successful completion of the UMS unified accreditation process. Dr. St. John will be collaborating with the System-wide Unified Accreditation Steering Committee in effort to lead UMS to the desired unified accreditation outcome. There will be many other people across the UMS community that will also play an important role in the success of the UMS unified accreditation model.

Dr. St. John stated that UMS has a work plan and an organization structure in place for the unified accreditation efforts. A road map has been developed that details every area of work that will be completed over the next 2.5 to 3 years, which includes actions, outcomes, and messaging, in every area of that work. He stated that a 5 person project management team has been appointed to navigate the road map work and he thanked the team for their dedication to the project. The team includes Dr. St. John, Director of Organizational Effectiveness Kim Jenkins, Associate Vice Chancellor for Student Success & Credential Attainment Rosa Redonnett, Associate Vice Chancellor for Academic Affairs Carolyn Dorsey, and USM Vice Provost for Mission & Accreditation Dominic Barraclough. Dr. St. John stated that he would be providing regular updates to the UMS Unified Accreditation Steering Committee, the Presidents Council, the Faculty Governance Council, and the Chief Academic Affairs Committee. He explained the Spring 2021 NECHE visit will consist of a 2 person NECHE team will join UMS virtually over a 2 day period. The team members have been identified and a meeting to discuss expectations and timing for the Spring 2021 visit is scheduled for tomorrow. Dr. St. John stated that nine draft teams, made up of employees across the entirety of the System are currently being developed. Each team will be charged with drafting content for the 2 year self-study, concerning the specific NECHE accreditation standard that they have been assigned. The plan is to have the nine drafts completed by the end of May 2021 and from there Dr. St. John and the project management team will begin to stitch the drafts together into one larger

report over the Summer 2021. Dr. St. John would like to share a working completed draft of the self-study report with a member of NECHE in Fall 2021 to get an idea of the System's compliance with providing the information needed in order to ensure a successful self-study completion in Fall 2022.

Proposed Changes to Board of Trustee Policy 803 - Naming of Physical Facilities

Vice Chair Mark Gardner stated that the Ad Hoc Working Group for Naming of Physical Facilities was formed after the September 28, 2020 Board meeting to review Board Policy 803 – *Naming of Physical Facilities*. The working group was charged to consider the factors relied upon by the C.C. Little Hall Name Task Force in its June 23, 2020 report and recommendation for this name change and determine whether these factors or others should be expressly incorporated into Board Policy 803 to guide the Board's consideration of future naming recommendations of this nature. Members of the Ad Hoc Group are: Trustee Mark Gardner, as Chair; Trustee Emily Cain; Ainsley Wallace, USM Foundation President & CEO; Liam Riordan, UM Professor; and Ellen Doughty, Clerk of the Board. A proposed revision to Board Policy 803 was developed by the group in early November and has been submitted to key stakeholders for feedback. The working group met in early December to consider the feedback and make any final revisions before submitting the proposed revisions as an information item at the January 2021 Finance, Facilities, & Technology (FFT) Committee. The FFT Committee agreed to forward the proposed revisions with no changes to the January 25, 2021 Board of Trustees meeting as an information item. The proposed policy will then be presented as an action item at the March FFT Committee meeting and the March Board of Trustees meeting.

State of IT 2020 Report

Chief Information Officer (CIO) David Demers provided a brief overview and highlights of the UMS 2020 State of IT Report. He stated that the UMS IT team was highly focused on providing increased support, new tools, and platforms for faculty, students, and staff to ensure that classes and work could continue despite the challenges brought on by the COVID-19 pandemic. As part of the Spring 2020 shift to remote teaching and learning, UMS IT launched a number of new tools designed to support the shift including a new remote computer lab service. This remote tool was designed to allow students to access physical computer labs on campus from anywhere they had internet access. UMS IT partnered with Labster to provide a catalog of just over 100 virtual laboratory simulation courses and with Respondus to provide online examination proctoring. CIO Demers explained that with the switch to remote learning, there was a large increase in the use of existing UMS IT platforms such as Blackboard Learn, Zoom web conferencing, and Kaltura video recording. In Spring 2020 new services such as a remote access virtual private network (VPN) and remote desktop access were launched rapidly to facilitate remote work for staff members. In order to enhance communication and transparency, the web technologies team assisted in establishing the UMS Health Advisory website and Together for Maine website. Additionally, when Maine public schools identified that lack of adequate home internet access was limiting students' participation in online learning, UMS stepped up to offer them additional network capacity. By amplifying current connectivity, local school parking lots are now open access Wi-Fi hotspots for use by Maine students and the public. There are now more than 200 hotspots statewide and can be located by visiting the servingu.maine.edu website. CIO Demers also provided information on Fall 2020 Safe Return critical infrastructure investments and new services deployed to support flexible teaching and learning options including \$2.56 million in web-conferencing classroom upgrades, implementation of the Brightspace learning management system, and support for COVID-19 reporting and testing. Additionally, in 2020 UMS IT worked on several non-pandemic related projects such as the cloud storage migration from Box to Onedrive, EAB Navigate, MyCampus Portal upgrade, and an extensive ERP assessment. Chair Donnelly, thanked CIO Demers and the UMS IT team for their dedication and superb work in providing support to ensure that UMS was able to continue to teach, learn, and work, despite the challenges brought on through the pandemic.

UMS Imperative for Change

Chief Human Resources Officer (CHRO) Carol Corcoran, Director of Learning and Organizational Development Megan Clough, and Associate Vice Chancellor for Student Success & Credential Attainment Rosa Redonnett provided an update on the UMS Imperative for Change initiative. UMS is reviewing historical information, assessing current plans and practices across the System, and recommending future shared direction and initiatives to ensure that UMS is both ending inequities and creating an environment that actively seeks, welcomes and retains a diverse population of faculty, staff and students. Previous presentations have been made at the Human Resources & Labor Relations Committee and the Academic & Student Affairs Committee to set the stage for this work. Fundamental and central to this important focus for the UMS are the significant and impactful strategies and initiatives of the universities in addressing systemic racism and building capacity to provide an inclusive culture grounded in equity that is welcoming to faculty, staff and students. The collaboration between the universities and the System will be a critical component of the sustainability and progress for this work, all done through the lens of the goals of unified accreditation.

While all universities have active Diversity, Equity and Inclusion (DEI) initiatives underway, select university diversity leaders provided insight into their work during the presentation. These leaders in combination with UMS shared service leaders and students presented information to the Board on the necessary next DEI steps needed to further this within our System and appeal to prospective students, families and employees in an increasingly diverse and competitive environment. Additional presenters included Chancellor Dannel Malloy; Danielle Gabrielli – UM graduate student; Ray Rice – UMPI President; Idella Glenn – USM Associate Vice President for Equity, Inclusion and Community Impact; Kimberly Whitehead – UM Vice President and Chief of Staff; Jacquelyn Lowman – UMPI Associate Professor of English; Jeannine Uzzi – USM Provost and Executive Vice President for Academic and Student Affairs; Melanee Terry – UMPI student; and Linda Beck – UMF Associate Dean of Experiential & Global Education/Professor of Political Science.

The DEI Team made several recommendations to the Board including leveraging the UMS Academy platform to support DEI education; expanding curricular review and DEI research capacity; enhancing partnerships for local and statewide DEI improvements; and continuing UMS admissions audit and improvements initiated by the CAOC. Additionally, several recommendations concerning the Human Resources proposal for building UMS talent & inclusion competitive advantage were also made. The DEI team is looking for the Trustees to support this very important work and to hold themselves and the System accountable to make tangible progress in this area going forward.

The Trustees thanked the presenters for providing such personal and detailed insight into the current DEI situation at UMS. There was overwhelming support from the Trustees to continue to pursue this crucial initiative and to continue to update the Board on the progress going forward.

Additional information about the meeting can be found on the Board of Trustees website:
<https://www.maine.edu/board-of-trustees/meeting-agendas-materials/board-of-trustees/>

DATE OF NEXT MEETING

The next meeting of the Board of Trustees will be held on March 22, 2021, via Zoom.

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