

University of Maine System  
Board of Trustees Meeting

Zoom Meeting  
March 1, 2021

**Human Resources & Labor Relations Committee Meeting**

**Present:** **Committee Members:** Sven Bartholomew; Chair, James Erwin, Mark Gardner, Trevor Hustus, and Michael Michaud. **Presidents:** Joan Ferrini-Mundy and Ray Rice. **Staff:** Carol Corcoran, Ellen Doughty, Ryan Low, Robert Placido, Rosa Redonnett, Laurel Hyle and James Thelen, **Others:** Tamara Mitchell, Susan Herbst, Megan Clough, Susan Cameron and Rachel Piper

**Absent:** Betsey Timm, Trish Riley, and Sam Collins.

The start time of this meeting was delayed by approximately 10 minutes, while the Committee waited for a quorum of Trustee Committee members to join the meeting.

**Executive Session**

On a motion by Trustee Hustus, which was seconded by Trustee Gardner, 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.
- 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 Erwin, which was seconded by Trustee Gardner, 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, Trustee Bartholomew, Chair, reconvened the public meeting and welcomed everyone. A roll call was taken of the Trustee Committee members present.

**UMS Imperative for Change Update**

UMS Director of Learning and Organizational Development Megan Clough provided a status update on Imperative for Change and outline next steps. Ms. Clough stated that a significant group of Diversity, Equity & Inclusion (DEI) leaders across the System and many other key members of the UMS community have been meeting and offering their perspective into the collected group of DEI priorities. Because DEI priorities have been handled at the campus level thus far, performing an aggregate look in the collective has allowed UMS to identify how to handle DEI in the most prudent and effective way to benefit the entire System, while dealing with limited resources. A finalized plan will be completed by May, and the DEI team will provide an update to the Human Resources & Labor Relations Committee and full Board at that time.

**Diversity, Equity, & Inclusion (DEI) Steering Committee Reinvigoration**

Ms. Clough and Chief Human Resources Officer Carol Corcoran provided a brief overview of the initiative to reinstate the existence of the Diversity, Equity & Inclusion (DEI) Steering Committee. In 1989, UMS 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. However in 2016, due to leadership departures it was decided that what is now known as the DEI Committee, be put in abeyance. Ms. Clough, Chief Human Resources Officer Carol Corcoran and the rest of the team working on the UMS DEI initiative are recommending that the UMS DEI Steering Committee be reinvigorated and reinstated to further develop best practices and to accelerate the System-wide Diversity, Equity & Inclusion progress.

On a motion by Trustee Erwin, which was seconded by Trustee Gardner, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed 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.

**Appointment of James H. Page as Chancellor Emeritus**

Trustee Erwin provided a brief overview of the request to confer Chancellor Emeritus status to James H. Page. Dr. 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 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."

On a motion by Trustee Erwin, which was seconded by Trustee Gardner, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed 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.

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

Adjournment

Heather A. Massey for  
Ellen N. Doughty, Clerk