

Board of Trustees
Human Resources & Labor Relations Committee

January 9, 2023

1:00 PM

ZOOM – No Physical Location is Available

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

1:00-1:40

Executive Session

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

1:40-2:15

Public Meeting Agenda

TAB 1 Proposed Exception to Board Policy 406, Section 7: *Emerita Status:*
Dr. Anne Lichtenwalner, UM

TAB 2 Proposed Exception to Board Policy 406, Section 7: *Emerita Status:*
Dr. Sharon Tisher, UM

TAB 3 UMS Hiring Policies & Procedures Review Update

TAB 4 Retiree Health Update

2:15-2:45

Executive Session

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

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: Proposed Exception to Board Policy 406, Section 7 - *Emerita Status*:
Dr. Anne Lichtenwalner, UM

INITIATED BY: Beth Dobson, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

Board Policy 406, Section 7 - *Emeritus Status*

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

This agenda item proposes an exception to Board Policy in order to allow the University of Maine President to designate Dr. Anne Lichtenwalner as Associate Professor Emerita of Extension and Animal and Veterinary Sciences effective at the time of her retirement on October 1, 2022. According to Section 406 (Emeritus Status) of the University of Maine System Administrative Procedures Manual, [4] "A University of Maine System President may confer the title of Emerita upon any retiring faculty or staff member with at least 15 years of full-time service." Dr. Lichtenwalner began her employment with the University of Maine on April 14, 2008, and has served for 14.5 years. According to Section 406, [7] "Exceptions to the Emerita Status policy may be made with approval from the Board of Trustees."

Dr. Lichtenwalner provides leadership in all areas of the land grant mission of teaching, research, and service at the University of Maine. Her appointment is 60% as Director of the Maine Veterinary Diagnostic Lab and 35% research and 5% teaching within the School of Food and Agriculture in Animal and Veterinary Science. In addition, she is a cooperating faculty member with the School of Biology and Ecology and the Honors College. The Maine Veterinary Diagnostic Laboratory processes approximately 500 diagnostic cases per year for livestock producers, veterinarians, and state agencies. In the last four years, she has served as PI or co-PI on \$3,646,738 in external grants. She has advised over 30 graduate and senior thesis students and mentored two visiting veterinary interns. Dr. Lichtenwalner has published 27 abstracts with students, co-authored three peer-reviewed journal articles with three more in progress, and seven Extension fact sheets and she has presented 20 animal health presentations at the local, regional, and national levels. Throughout the global pandemic, Dr. Lichtenwalner's lab was one of the first to be deemed "essential" on campus. Her dedication to the stakeholder groups and industries she supports through her lab, to her undergraduate and graduate students that she teaches and mentors, and also to her colleagues that she collaborates with on research projects are critical to the needs of the state.

The recommendation for emerita status has the full support of Cooperative Extension Program Administrator Mark Hutchinson, Associate Provost for Online and Continuing Education and Dean of Cooperative Extension Hannah Carter, Executive Vice President for Academic Affairs

12/22/2022

and Provost John Volin, and President Joan Ferrini-Mundy. Letters recommending her Emerita status are attached.

TEXT OF PROPOSED RESOLUTION:

That the Human Resources & Labor Relations Committee forwards this item to the Consent Agenda at the January 29-30, 2023, Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees grants an exception to Board Policy 406, as allowed by subsection 7 of the Guidelines for Emeritus status, to authorize University of Maine President Joan Ferrini-Mundy to confer Emerita status on Dr. Anne Lichtenwalner.

12/22/2022



Office of the Chancellor
15 Estabrooke Drive
Orono, ME 04469

Tel: 207-973-3205
www.maine.edu

Dannel P. Malloy
Chancellor

December 19, 2022

To: Joan Ferrini-Mundy, President
University of Maine and University of Maine at Machias

From: Dannel P. Malloy, Chancellor
University of Maine System

The University of Maine

CC: Carolyn Dorsey, Acting Vice Chancellor for Strategic Initiatives

University of Maine
at Augusta

RE: Exception to Board Policy 406, Section 7 – *Emeritus Status*

University of Maine
at Farmington

University of Maine
at Fort Kent

University of Maine
at Machias

University of Maine
at Presque Isle

University of
Southern Maine

University of Maine
School of Law

I am in receipt of your memo dated September 9, 2022 in which you request exceptions to Board Policy 406, Section 7 – Emeritus Status. The exceptions are for Dr. Anne Lichtenwalner as Associate Professor Emeritus of Extension and Animal and Veterinary Sciences effective at the time of her retirement on October 1, 2022; and Dr. Sharon Tisher as Lecturer Emerita effective at the time of her retirement on September 1, 2022.

By way of this correspondence I approve the exceptions to Board Policy 406, Section 7 and support their inclusion in the materials for review of the Board of Trustees Human Resources & Labor Relations Committee.

Rationale for Exception to Board Policy for Emerita Status

Anne Lichtenwalner

According to Section 406 (Emeritus Status) of the University of Maine System Administrative Procedures Manual, [4] “A University of Maine System President may confer the title of Emeritus upon any retiring faculty or staff member with at least 15 years of full-time service.” Dr. Lichtenwalner began her employment with the University of Maine on April 14, 2008, and has served for 14.5 years. According to Section 406, [7] “Exceptions to the Emeritus Status policy may be made with approval from the Board of Trustees.”

Prior to her retirement, Dr. Lichtenwalner served the University of Maine with over 14.5 years of service as an Associate Extension Professor in the UMaine Cooperative Extension and Associate Professor of Animal and Veterinary Sciences in the School of Food and Agriculture with an appointment as 60% as the Director of the Maine Veterinary Diagnostic Lab and 35% research and 5% teaching within the School of Food and Agriculture. In addition, she was a cooperating faculty member with the School of Biology and Ecology and the Honors College. She provided leadership in all areas of the Land Grant mission of teaching, research, and service with a dedication to the stakeholder groups and industries she supported through the diagnostic lab, to her undergraduate and graduate students that she taught and mentored, and also to her colleagues that she collaborated with on research projects that are critical to the needs of the state. Throughout the global pandemic, Dr. Lichtenwalner’s lab was one of the first to be deemed “essential” on campus and she worked tirelessly to keep the lab and the services it provides open and available to her clients. Dr. Lichtenwalner conducted an incredible amount of her work during her time at UMaine and emerita status is a reflection of UMaine’s recognition of the contributions she has made both to UMaine and to the state.

Office of the President
University of Maine
University of Maine at Machias



5703 Alumni Hall
Orono, Maine 04469-5703
Tel: 207.581.1512
umaine.edu
machias.edu

September 9, 2022

Dannel Malloy
Chancellor
University of Maine System
267 Estabrooke Hall
University of Maine
Orono, ME 04469

Dear Chancellor Malloy:

In accordance with Board of Trustee policy concerning Emeritus Status, I am pleased to forward for your approval and transmittal to the Board of Trustees my recommendation that Dr. Anne Lichtenwalner be awarded Associate Professor Emerita of Extension and Animal and Veterinary Science status effective at the time of her retirement on October 1, 2022. According to Section 406 (Emeritus Status) of the University of Maine System Administrative Procedures Manual, [4] "A University of Maine System President may confer the title of Emeritus upon any retiring faculty or staff member with at least 15 years of full-time service." Dr. Lichtenwalner began her employment with the University of Maine on April 14, 2008, and has served for 14.5 years. According to Section 406, [7] "Exceptions to the Emeritus Status policy may be made with approval from the Board of Trustees."

Dr. Lichtenwalner provides leadership in all areas of the land grant mission of teaching, research, and service at the University of Maine. Her appointment is 60% as Director of the Maine Veterinary Diagnostic Lab and 35% research and 5% teaching within the School of Food and Agriculture in Animal and Veterinary Science. In addition, she is a cooperating faculty member with the School of Biology and Ecology and the Honors College. The Maine Veterinary Diagnostic Laboratory processes approximately 500 diagnostic cases per year for livestock producers, veterinarians, and state agencies. In the last four years, she has served as PI or co-PI on \$3,646,738 in external grants. She has advised over 30 graduate and senior thesis students and mentored two visiting veterinary interns. Dr. Lichtenwalner has published 27 abstracts with students, co-authored three peer-reviewed journal articles with three more in progress, and seven Extension fact sheets and she has presented 20 animal health presentations at the local, regional, and national levels. Throughout the global pandemic, Dr. Lichtenwalner's lab was one of the first to be deemed "essential" on campus. Her dedication to the stakeholder groups and industries she supports through her lab, to her undergraduate and graduate students that she teaches and mentors, and also to her colleagues that she collaborates with on research projects are critical to the needs of the state.

Dr. Anne Lichtenwalner
Emerita Recommendation
Page 2

The recommendation for emerita status has the full support of Cooperative Extension Program Administrator Mark Hutchinson, Associate Provost for Online and Continuing Education and Dean of Cooperative Extension Hannah Carter, and Executive Vice President for Academic Affairs and Provost John Volin. A copy of the recommendation for emerita status packet is attached for your reference. I enthusiastically support the appointment of Dr. Anne Lichtenwalner as Associate Professor Emerita of Extension and Animal and Veterinary Science.

Thank you for your assistance in this matter.

Sincerely,



Joan Ferrini-Mundy
President

JFM/da

Enclosure

cc: John C. Volin, Executive Vice President for Academic Affairs and Provost
Hannah Carter, Associate Provost for Online and Continuing Education and Dean of Cooperative Extension
Mark Hutchinson, Program Administrator (for personnel file)
Nicole Lawrence, Interim Vice President of Human Resources

Rationale for Award: Please provide substantial documentation (several paragraphs) detailing the candidate's contributions in the areas of teaching, research, and public service. If additional space is needed, please attach a separate page.

Rights and Privileges to Accompany Emeritus Status:

Faculty and other professionals who retire after at least fifteen years of service to the University in the immediate past may be recommended by their deans, directors, or vice presidents for emeritus appointments. Professional administrative staff may be granted emeritus titles upon recommendation by one or more responsible administrators if they have served the University for fifteen years. When the responsible administrator feels that an individual with less than fifteen years of service deserves emeritus status, he or she may recommend that an exception be made.

Persons holding emerita/emmeritus titles are integral members of our University community, and as such are entitled to the following privileges: participation in academic convocations including commencement, faculty privileges at the library; possession of a Facilities and Events Pass (Gold Card) which offers a free parking decal for the University of Maine, use of the Fogler Library, visits to the Planetarium, attendance at all public lectures on campus, and entitles the cardholder to attend athletic and performance events as stipulated by the Gold Card policy; continuation of e-mail; inclusion on mailing lists; upon request, assignment of office or laboratory space for creative work, subject to administrative approval and availability. Emerita/emmeritus faculty may attend University and college faculty meetings as non-voting faculty.

Mark L. Hutchinson

Chairperson

7.20.2022

Date

Hannah Carter

Dean/Director

07/20/2022

Date

John Miller

Executive Vice President for

8/31/22
Date

Academic Affairs & Provost

Approval:

President

Joan Jenni-Mung

9/6/22
Date

Please forward this form to Human Resources for processing once completed.

Supervisor's Name and Position Number

For Human Resources use only:

Office of the Executive Vice President
for Academic Affairs & Provost



5703 Alumni Hall, Suite 201
Orono, Maine 04469-5703
Tel: 207.581.1547
Fax: 207.581.1633
umaine.edu

TO: Joan Ferrini-Mundy
President

FROM: John C. Volin
Executive Vice President for Academic Affairs and Provost

DATE: August 30, 2022

RE: Recommendation for Emerita Status for Anne Lichtenwalner

Dr. Anne Lichtenwalner, Associate Professor of Extension and Animal and Veterinary Sciences, will retire from the University of Maine on September 30, 2022, with 14.5 years of service. Board of Trustees policy states, "A University of Maine System President may confer the title of Emeritus upon any retiring faculty or staff member with at least 15 years of full-time service." "Exceptions to the Emeritus Status policy may be made with approval from the Board of Trustees." I am recommending an exception to the policy for Dr. Lichtenwalner.

Dr. Lichtenwalner provides leadership in all areas of the land grant mission of teaching, research, and service at the University of Maine. Her appointment is 60% as Director of the Maine Veterinary Diagnostic Lab and 35% research and 5% teaching within the School of Food and Agriculture in Animal and Veterinary Science. In addition, she is a cooperating faculty member with the School of Biology and Ecology and the Honors College. The Maine Veterinary Diagnostic Laboratory processes approximately 500 diagnostic cases per year for livestock producers, veterinarians, and state agencies. In the last four years, she has served as PI or co-PI on \$3,646,738 in external grants. She has advised over 30 graduate and senior thesis students and mentored two visiting veterinary interns. Dr. Lichtenwalner has published 27 abstracts with students, co-authored three peer-reviewed journal articles with three more in progress, and seven Extension fact sheets and she has presented 20 animal health presentations at the local, regional, and national levels. Throughout the global pandemic, Dr. Lichtenwalner's lab was one of the first to be deemed "essential" on campus.

It gives me great pleasure to support this recommendation for emerita status for Dr. Anne Lichtenwalner. She is certainly deserving of this honor and recognition.



Office of the Dean
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Orono, ME 04469-5741
Direct: (207) 581-3238
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1-800-287-0274
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E-mail: hcarter@maine.edu

July 20, 2022

President Joan Ferrini-Mundy
5703 Alumni Hall, Suite 200
Orono, ME 04469

Dear President Ferrini-Mundy,

I am pleased to write this strong letter of support for Dr. Anne Lichtenwalner's application for Emeritus Status. Dr. Lichtenwalner is an Associate Extension Professor in UMaine Cooperative Extension (CE) and Associate Professor of Animal and Veterinary Sciences in the School of Food and Agriculture (SFA). Dr. Lichtenwalner's appointment is 60% as the Director of the Maine Veterinary Diagnostic Lab (UMVDL) and 35% research and 5% teaching within SFA and Animal and Veterinary Science (AVS). In addition Dr. Lichtenwalner is a cooperating faculty member in the School of Biology and Ecology and the Honors College. As you can see, Dr. Lichtenwalner epitomizes an exceptional faculty member at the University of Maine as she provides leadership in all areas of the Land Grant mission of teaching, research and service. She does so with a dedication to the stakeholder groups and industries she supports through her lab, to her undergraduate and graduate students that she teaches and mentors and also to her colleagues that she collaborates with on research projects that are critical to the needs of the state.

I am highlighting her work from the past four years to give you a sense of how she has focused both her time and efforts to meet the critical needs of the livestock industry in the state, in addition to robust portfolio of teaching and research.

Selected highlights since 2018 include:

- Leadership of the Maine Veterinary Diagnostic Laboratory which processes approximately 500 diagnostic cases per year for livestock producers, veterinarians, and state agencies.
- 25,500 pages views on the Veterinary Diagnostic Lab website and related pages on Extension's Livestock website were viewed over 61,000 times.
- Served as the PI or co-PI on \$3,646,738 in external grants.
- Leadership in fostering a relationship between Maine state veterinarians and Extension to serve unmet needs. In addition, overall leadership in increasing veterinary services to livestock producers in Maine.
- Awarded a patent titled "Soft tissue in-growth of porous, three-dimensionally printed, transcutaneous implants of varying material and pore geometry".
- Advised over 30 graduate and senior thesis students and mentoring two visiting veterinary interns.
- Directed and contributed to a professional development 10-week program during the NSF Research Experience for Undergraduate (REU) summer program.
- Published 27 abstracts with students, co-authored three peer-reviewed journal articles with three in progress and seven Extension fact sheets.
- Presented 21 animal health presentations at the local, regional and national levels.

extension.umaine.edu

Maine's Land Grant and Sea Grant University



Lichtenwalner

Page 2

I believe it is important to note that throughout the global pandemic, Dr. Lichtenwalner's lab was one of the first to be deemed "essential" on campus and she worked tirelessly to keep the lab and the services it provides open and available to her clients. In addition, recently, the United States and Maine has had to address avian influenza outbreaks and Dr. Lichtenwalner has been key to Maine's efforts around diagnostic work and outreach efforts.

Dr. Lichtenwalner has been a stellar faculty member at the University of Maine for over 14.5 years, she will be only a few months shy of 15 years of service upon her retirement date and I would request that this does not deter her application for this recognition as she has done an incredible amount of work during her time at UMaine and I believe that being granted this status is a reflection of our recognition of the contributions she has made both to UMaine and to the state.

If I can answer any questions about this application or provide any further information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads 'Hannah Carter'.

Dr. Hannah Carter, Dean
UMaine Cooperative Extension

extension.umaine.edu

Maine's Land Grant and Sea Grant University

Rationale for Emerita Status for Dr. Anne Lichtenwalner:

During 2008-2018, Dr. Lichtenwalner provided above satisfactory service, research and teaching for UM Cooperative Extension and the School of Food and Agriculture. The following information is from the Dean's recommendation letter following her 2018-22 post-tenure review packet.

Over the past four years, Dr. Lichtenwalner has provided significant leadership in the following areas: 1) Veterinary diagnostic services to livestock producers, 2) Improving livestock veterinary services in Maine, 3) Mastitis investigations and 4) Livestock and wildlife health. Dr. Lichtenwalner epitomizes an effective and extraordinary faculty member with her exceptional Extension programs, impactful research, and passion for teaching and mentoring students.

Selected highlights of her work and educational programs since 2018 include:

- Leadership of the Maine Veterinary Diagnostic Laboratory which processes approximately 500 diagnostic cases per year for livestock producers, veterinarians, and state agencies.
 - 25,500 pages views on the Veterinary Diagnostic Lab website and related pages on Extension's Livestock website were viewed over 61,000 times.
 - Served as the PI or co-PI on \$3,646,738 in external grants.
 - Leadership in fostering a relationship between Maine state veterinarians and Extension to serve unmet needs. In addition, overall leadership in increasing veterinary services to livestock producers in Maine.
 - Awarded a patent titled "Soft tissue in-growth of porous, three-dimensionally printed, transcutaneous implants of varying material and pore geometry".
 - Advised over 30 graduate and senior thesis students and mentored two visiting veterinary interns.
 - Directed and contributed to a professional development 10-week program during the NSF Research Experience for Undergraduate (REU) summer program.
-
- Published 27 abstracts with students, co-authored three peer-reviewed journal articles with three in progress and seven Extension fact sheets.
 - Presented 21 animal health presentations at the local, regional, and national levels.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Proposed Exception to Board Policy 406, Section 7 - *Emerita Status*:
Dr. Sharon Tisher, UM

INITIATED BY: Beth Dobson, Chair

BOARD INFORMATION:

BOARD ACTION: X

BOARD POLICY:

Board Policy 406, Section 7 - *Emeritus Status*

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

This agenda item proposes an exception to Board Policy in order to allow the University of Maine President to designate Dr. Sharon Tisher as Lecturer Emerita effective at the time of her retirement on September 1, 2022. According to Section 406 (Emeritus Status) of the University of Maine System Administrative Procedures Manual, [4] "A University of Maine System President may confer the title of Emerita upon any retiring faculty or staff member with at least 15 years of full-time service." Dr. Tisher has 27 years of part-time service to the University of Maine. According to Section 406, [7] "Exceptions to the Emerita Status policy may be made with approval from the Board of Trustees."

As a lecturer, Dr. Tisher's primary duties were teaching, although she also participated in some research, advising, and service. Her teaching assignments were with the Honors College, the School of Economics, and the Ecology and Environmental Sciences program. She has taught over 500 credit hours to over 2500 Honors students, offering all four courses in the Honors College 16-credit Civilizations sequence and has also developed numerous Honors special topics courses. She has regularly provided lectures for the Honors Civilizations sequence. Dr. Tisher developed the University of Maine's first climate policy course and researched and wrote A Climate Chronology, which has evolved to a 230-page document, with plans underway to develop a selective, interactive, illustrated "milestones" version. She plans to further develop this project in continued collaboration with faculty from the Climate Change Institute. Emerita status could substantially enhance the success of future fundraising efforts for this unique project. Dr. Tisher's service to the profession is noteworthy. She has testified on numerous occasions before the Maine legislature and has served on a variety of non-profit boards. She is actively engaged on issues concerning University policy.

The recommendation for emerita status has the full support of the Director of the School of Economics Mario Teisl, Dean of the Honors College Ellen Weinauer, Dean of College of Natural Sciences, Forestry, and Agriculture Diane Rowland, Executive Vice President for Academic Affairs and Provost John Volin, and President Joan Ferrini-Mundy. Letters recommending her Emerita status are attached.

12/22/2022

TEXT OF PROPOSED RESOLUTION:

That the Human Resources & Labor Relations Committee forwards this item to the Consent Agenda at the January 29-30, 2023, Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees grants an exception to Board Policy 406, as allowed by subsection 7 of the Guidelines for Emeritus status, to authorize University of Maine President Joan Ferrini-Mundy to confer Emerita status on Dr. Sharon Tisher.

12/22/2022



Office of the Chancellor
15 Estabrooke Drive
Orono, ME 04469

Tel: 207-973-3205
www.maine.edu

Dannel P. Malloy
Chancellor

December 19, 2022

To: Joan Ferrini-Mundy, President
University of Maine and University of Maine at Machias

From: Dannel P. Malloy, Chancellor
University of Maine System

The University of Maine

CC: Carolyn Dorsey, Acting Vice Chancellor for Strategic Initiatives

University of Maine
at Augusta

RE: Exception to Board Policy 406, Section 7 – *Emeritus Status*

University of Maine
at Farmington

University of Maine
at Fort Kent

University of Maine
at Machias

University of Maine
at Presque Isle

University of
Southern Maine

University of Maine
School of Law

I am in receipt of your memo dated September 9, 2022 in which you request exceptions to Board Policy 406, Section 7 – Emeritus Status. The exceptions are for Dr. Anne Lichtenwalner as Associate Professor Emeritus of Extension and Animal and Veterinary Sciences effective at the time of her retirement on October 1, 2022; and Dr. Sharon Tisher as Lecturer Emerita effective at the time of her retirement on September 1, 2022.

By way of this correspondence I approve the exceptions to Board Policy 406, Section 7 and support their inclusion in the materials for review of the Board of Trustees Human Resources & Labor Relations Committee.

Rationale for Exception to Board Policy for Emerita Status

Sharon Tisher

According to Section 406 (Emeritus Status) of the University of Maine System Administrative Procedures Manual, [4] “A University of Maine System President may confer the title of Emeritus upon any retiring faculty or staff member with at least 15 years of full-time service.” Dr. Tisher has 27 years of part-time service to the University of Maine. According to Section 406, [7] “Exceptions to the Emeritus Status policy may be made with approval from the Board of Trustees.”

As a Lecturer, Sharon Tisher has dedicated 27 years of service to the University of Maine as a part-time faculty member with teaching assignments in the Honors College, the School of Economics, and the Ecology and Environmental Sciences Program. She has taught over 500 credit hours to over 2500 students. Although research was not an expectation of Ms. Tisher’s part-time classification, shortly after she began teaching Environmental Law, she was invited by Jim Wilson to work with him on the U.S. State Department’s Man and the Biosphere Human-Dominated Systems Directorate’s Everglades project. Beginning in 2011, as she developed the University’s first climate policy course, Ms. Tisher began researching and writing *A Climate of Chronology*, which has evolved to a 230-page document, with plans underway in her retirement to develop a selective, interactive, illustrated “milestones” version. Emerita status could substantially enhance the success of future fundraising efforts for this unique project.

Office of the President
University of Maine
University of Maine at Machias



5703 Alumni Hall
Orono, Maine 04469-5703
Tel: 207.581.1512
umaine.edu
machias.edu

September 9, 2022

Dannel Malloy
Chancellor
University of Maine System
267 Estabrooke Hall
University of Maine
Orono, ME 04469

Dear Chancellor Malloy:

In accordance with Board of Trustee policy concerning Emeritus Status, I am pleased to forward for your approval and transmittal to the Board of Trustees my recommendation that Dr. Sharon Tisher be awarded Lecturer Emerita status effective at the time of her retirement on September 1, 2022. According to Section 406 (Emeritus Status) of the University of Maine System Administrative Procedures Manual, [4] "A University of Maine System President may confer the title of Emeritus upon any retiring faculty or staff member with at least 15 years of full-time service." Dr. Tisher has 27 years of part-time service to the University of Maine. According to Section 406, [7] "Exceptions to the Emeritus Status policy may be made with approval from the Board of Trustees."

As a lecturer, Dr. Tisher's primary duties were teaching, although she also participated in some research, advising, and service. Her teaching assignments were with the Honors College, the School of Economics, and the Ecology and Environmental Sciences program. She has taught over 500 credit hours to over 2500 Honors students, offering all four courses in the Honors College 16-credit Civilizations sequence and has also developed numerous Honors special topics courses. She has regularly provided lectures for the Honors Civilizations sequence. Dr. Tisher developed the University of Maine's first climate policy course and researched and wrote *A Climate Chronology*, which has evolved to a 230-page document, with plans underway to develop a selective, interactive, illustrated "milestones" version. She plans to further develop this project in continued collaboration with faculty from the Climate Change Institute. Emerita status could substantially enhance the success of future fundraising efforts for this unique project. Dr. Tisher's service to the profession is noteworthy. She has testified on numerous occasions before the Maine legislature and has served on a variety of non-profit boards. She is actively engaged on issues concerning University policy.

The recommendation for emerita status has the full support of the Director of the School of Economics Mario Teisl, Dean of the Honors College Ellen Weinauer, Dean of College of Natural Sciences, Forestry, and Agriculture Diane Rowland, and Executive Vice President for Academic Affairs and Provost John Volin. A copy of the recommendation for emerita status packet is

Sharon Tisher
Emerita Recommendation
Page 2

attached for your reference. I enthusiastically support the appointment of Dr. Sharon Tisher as Lecturer Emerita.

Thank you for your assistance in this matter.

Sincerely,



Joan Ferrini-Mundy
President

JFM/da

Enclosure

cc: John C. Volin, Executive Vice President for Academic Affairs and Provost
Ellen Weinauer, Dean, Honors college
Diane Rowland, Dean, College of Natural Sciences, Forestry, and Agriculture
Mario Teisl, Director, School of Economics (for personnel file)
Nicole Lawrence, Interim Vice President of Human Resources

 Lecturer, School of Economics and Honors College

 9/1/2009 to date

Rationale for Award: Please provide substantial documentation (several paragraphs) detailing the candidate's contributions in the areas of teaching, research, and public service. If additional space is needed, please attach a separate page.

See attachment B.

Rights and Privileges to Accompany Emeritus Status:

Faculty and other professionals who retire after at least fifteen years of service to the University in the immediate past may be recommended by their deans, directors, or vice presidents for emeritus appointments. Professional administrative staff may be granted emeritus titles upon recommendation by one or more responsible administrators if they have served the University for fifteen years. When the responsible administrator feels that an individual with less than fifteen years of service deserves emeritus status, he or she may recommend that an exception be made.

Persons holding emerita/emergitus titles are integral members of our University community, and as such are entitled to the following privileges: participation in academic convocations including commencement, faculty privileges at the library; possession of a Facilities and Events Pass (Gold Card) which offers a free parking decal for the University of Maine, use of the Fogler Library, visits to the Planetarium, attendance at all public lectures on campus, and entitles the cardholder to attend athletic and performance events as stipulated by the Gold Card policy; continuation of e-mail; inclusion on mailing lists; upon request, assignment of office or laboratory space for creative work, subject to administrative approval and availability. Emerita/emergitus faculty may attend University and college faculty meetings as non-voting faculty.

Recommendations:

Mario Teisl, SOE

Chairperson

7/7/2022

Date

07/07/2022

Ellen Weinauer, Honors

Dean/Director

7/14/22

Date

Diane Rowland, NSFA

Executive Vice President for

Academic Affairs & Provost

Approval:

President

8/31/22

Date

9/6/22

Date

Please forward this form to Human Resources for processing once completed.

Office of the Executive Vice President
for Academic Affairs & Provost



5703 Alumni Hall, Suite 201
Orono, Maine 04469-5703
Tel: 207.581.1547
Fax: 207.581.1633
umaine.edu

TO: Joan Ferrini-Mundy
President

FROM: John C. Volin 
Executive Vice President for Academic Affairs and Provost

DATE: August 30, 2022

RE: Recommendation for Emerita Status for Sharon Tisher

Dr. Sharon Tisher, Lecturer, will retire from the University of Maine on August 31, 2022, with 27 years of part-time service. Board of Trustees policy states, "A University of Maine System President may confer the title of Emeritus upon any retiring faculty or staff member with at least 15 years of full-time service." "Exceptions to the Emeritus Status policy may be made with approval from the Board of Trustees." I am recommending an exception to the policy for Dr. Tisher.

As a lecturer, Dr. Tisher's primary duties were teaching, although she also participated in some research, advising, and service. Her teaching assignments were with the Honors College, the School of Economics, and the Ecology and Environmental Sciences program. She has taught over 500 credit hours to over 2,500 Honors students, offering all four courses in the Honors College 16-credit Civilizations sequence and has also developed numerous Honors special topics courses. She has regularly provided lectures for the Honors Civilizations sequence. Dr. Tisher developed the University of Maine's first climate policy course and researched and wrote *A Climate Chronology*. Dr. Tisher's service to the profession is noteworthy. She has testified on numerous occasions before the Maine legislature and has served on a variety of non-profit boards. She is actively engaged on issues concerning University policy.

It gives me great pleasure to support this recommendation for emerita status for Dr. Sharon Tisher. She is certainly deserving of this honor and recognition.

Attachment B: Rationale for Award Teaching

Sharon Tisher, J.D. has retired after more than 27 years of dedicated service to the University of Maine. As a lecturer, Tisher's primary duties were teaching, although she participated in some research, advising and service. Tisher's teaching assignments were with the Honors College, the School of Economics, and the Ecology and Environmental Sciences program.

Tisher joined the Honors Program in 1996. Over the last 27 years, she has taught over 500 credit hours to over 2500 students. She has offered all four courses in our 16-credit Civilizations sequence and has also developed numerous Honors special topics courses, one of which involved an experiential learning trip to New York City. Tisher has been active in Honors in other ways, nominating several of the selected Honors Read texts and regularly providing lectures for the Honors Civilizations sequence, including on the Sumerian text *Inanna*, on Mary Shelley's *Frankenstein*, and on Rachel Carson's *Silent Spring*. A collection of Tisher's outstanding student reviews and feedback is appended.

Tisher joined the economics faculty in 1994, and taught EES/ECO 324 Environmental Law and Policy, almost every year (she did not teach during the pandemic), and developed the University's first climate policy course, EES 312 (previously ECO 312), in 2012. Her teaching evaluations were very consistent, and mostly around 4.7 out of 5. Tisher's plan after retirement is to continue to teach EES 324 and EES 312 as an adjunct instructor.

Research

Research was not an expectation of Tisher's part-time classification. However, shortly after she began teaching EES 324 she was invited by Jim Wilson to work with him on the U.S. State Department's Man and the Biosphere Human-Dominated Systems Directorate's Everglades project. She published an analysis of Constitutional "takings law" as it applied to Everglades restoration projects. See attached CV.

Beginning in 2011, as she developed the University's first climate policy course, Tisher began researching and writing *A Climate Chronology*, which has evolved to a 230 page document, with plans underway to develop a selective, interactive, illustrated "milestones" version. Tisher took a leave of absence from Honors this academic year, and is retiring from her part-time regular teaching position, to have time to further develop this project, in continued collaboration with faculty of the Climate Change Institute. In future iterations she plans to expand the recognition of the role of traditionally underrepresented groups in climate science and policy making. The project has recently received excellent press coverage, including in *The New Yorker*, and endorsements from climate scientist and author Michael Mann, and climate activist and author Bill McKibben. Tisher feels that emerita status could substantially enhance the success of future fundraising efforts for this unique project.

Public service

Tisher's public service activities are listed in the attached CV. All but the last two entries under Past Public Service were coincident with her affiliation with the University. She has testified on numerous occasions before the Maine legislature on matters related to Constitutional takings law, toxins and GMO regulation. She has authored numerous opinion pieces on environmental issues, linked at her [Scholars Strategy Network page](#). Tisher has been on a variety of non-profit boards (e.g., President of the Natural Resources Council of Maine, and the Maine Organic Farmers and Gardeners Association). She has been actively engaged as well on issues concerning University policy. She was the only UM faculty member who testified in the legislative public hearing in opposition to the bill to permit concealed carry of weapons on UMS campuses. She was one of several faculty members who actively supported DivestMaine's petition to the Faculty Senate to ask the Trustees to divest fossil fuel investments in the University's endowment. The resolution passed the Senate by a wide margin.



Ellen Weinauer, Dean
Honors College



Diane L. Rowland, Dean
College of Natural Sciences, Forestry, and
Agriculture



Mario Teisl, Director
School of Economics

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: UMS Hiring Policies & Procedures Review Update

INITIATED BY: Beth Dobson, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

As a follow-up to the July Board of Trustees meeting, where Chancellor Malloy presented his summary of the UMS Employment Search Process Review, the Chair of the Board has tasked the Human Resources & Labor Relations Committee to work with System Staff to complete a review of all UMS hiring policies and procedures and report back to the Board with findings and recommendations upon completion of the review. Acting Vice Chancellor for Strategic Initiatives, Carolyn Dorsey, will provide a brief status update on the review of UMS hiring policies and procedures.

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Board of Trustees

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AGENDA ITEM SUMMARY

NAME OF ITEM: Retiree Health Update

INITIATED BY: Beth Dobson, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

Acting Vice Chancellor for Strategic Initiatives, Carolyn Dorsey, will provide a brief status update on retiree health.

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