

Board of Trustees
Human Resources / Labor Relations Committee

January 8, 2024

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

1:00-1:45

Executive Session

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

1:45-2:20

Public Meeting Agenda

- TAB 1 Labor Relations Update
- TAB 2 Status of Hiring Process & Procedures Process Update
- TAB 3 Vice Chancellor of Strategic Initiatives General Update
- TAB 4 Strategic Planning Update

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Labor Relations Update

INITIATED BY: Patrick Flood, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:
407 Labor Relations

UNIFIED ACCREDITATION CONNECTION:
N/A

BACKGROUND:
The Senior Director of Labor and Employee Relations, Ria DeMay, will provide a brief summary regarding the status of recent negotiations as well as a summary of collaborative labor/management working groups formed as a result of these negotiations.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Status of Hiring Process & Procedures Process Update

INITIATED BY: Patrick Flood, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

Acting Vice Chancellor for Strategic Initiatives (VCSI), Carolyn Dorsey, will present a brief update regarding work underway to update the University of Maine System’s hiring processes and procedures.

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Vice Chancellor for Strategic Initiatives General Update

INITIATED BY: Patrick Flood, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

Acting Vice Chancellor for Strategic Initiatives (VCSI), Carolyn Dorsey, will provide a brief update on current human resource related projects and initiatives, including current employment searches under the strategic initiatives department.

12/20/2023

University of Maine System
Board of Trustees

AGENDA ITEM SUMMARY

NAME OF ITEM: Strategic Planning Update

INITIATED BY: Patrick Flood, Chair

BOARD INFORMATION: X

BOARD ACTION:

BOARD POLICY:

N/A

UNIFIED ACCREDITATION CONNECTION:

N/A

BACKGROUND:

Acting Vice Chancellor for Strategic Initiatives (VCSI), Carolyn Dorsey, will provide a brief update on strategic planning initiatives that intersect with the Human Resources and Labor Relations Committee work plan.

Attachment

[HR LR Committee Work Plan FY2023](#)

University of Maine System
Board of Trustees

Human Resources/Labor Relations Committee
Fiscal Year 2023 Work Plan

Standing Agenda:

1. Collective Bargaining Update (may occur in HR/LR Committee or in Executive Session of the Board of Trustees)
2. Human Resources and Labor Relations items requiring Committee and/or Board approval

Ad Hoc Agenda: **Note: Items in red require a vote of the Committee**

- **Approval of Collective Bargaining Agreements (as tentative agreements are reached)**
- Collective bargaining goals for FY23 (review as needed)
- Review Employee Health Plan Task Force Scorecard (September)
- Evaluation of Board Chair (March)
- Comprehensive Presidential Review results (as needed)
- Discuss priorities for HR Strategic Planning (as needed)
- **Policy and compensation changes for non-represented employees (as needed)**
- Update on significant HR initiatives (as needed)
- Briefing on compliance and regulatory issues (as needed)
- Chancellor's Review Committee, chaired by Human Resources/Labor Relations Committee Chair (as needed)

Informational Reports:

- Report of Management Group appointments (These are due by the materials deadline ahead of the July, November, and March BOT meetings. It is an information item for the full BOT meeting only, there is no presentation/presenter needed)
- Workforce Profile and Turnover reports (This is due by the materials deadline ahead of the May HR/LR Committee meeting. This needs to be presented by the CHRO or designee in the HR/LR Committee meeting)
- Diversity, Equity, and Inclusion Update (develop benchmarks and report on initiatives, as needed)
- Employee Recognition and Service Awards (as needed)
- Retiree Healthcare Updates (as needed)

Meeting Schedule:

Committee Meetings are scheduled by the Board of Trustees Office on a 2-year cycle and will occur prior to each full Board meeting (approximately six times per year).