

UNIVERSITY OF MAINE SYSTEM
Board of Trustees Meeting

hosted by the University of Maine System at the University of Maine
March 9-10, 2025
Board of Trustees Meeting

Present: Trustees: Trish Riley, Chair; Lisa Eames, Vice Chair; Roger Katz, Barbara Alexander, Patrick Flood, Donna Loring, Emily Cain, David MacMahon, Kelly Martin, Owen McCarthy, Elise Baldacci, William Kemler (Zoom), John Moore, Pender Makin. Chancellor: Dannel Malloy. University Presidents: Leigh Saufley, Joan Ferrini-Mundy, Ray Rice, Jenifer Cushman, Joseph McDonnell, Deborah Hedeem and Jacqueline Edmondson. Faculty Representatives: Ivan Manev, Clyde Mitchell, William Otto, Libin Thaikkattil Louis, and Joe Staples. Student Representatives: Camille Alipalo, Tristan Mitchell, Kadence Dow, Isabella Bouchard, Griffin Goins, Grace Hills, Anna McLaughlin, Tyler Davis. System Staff: Ryan Low, Jeff St. John, Robert Placido, Tracy Elliott, Paul Chan, Amon Purinton, Carolyn Dorsey, Seth Goodall, Elizabeth Stickler, and Charles Stuller Jr.

Sunday, March 9, 2025

Trustee Riley, Chair, welcomed everyone and called the Executive Session to order.

EXECUTIVE SESSION

On a motion by Trustee Alexander which was seconded by Trustee Cain, and approved by all Trustees present and by roll call vote, 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.

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

Monday, March 10, 2025

EXECUTIVE SESSION

Trustee Riley, Chair, welcomed everyone and called the Executive Session to order.

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

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

CITIZEN COMMENT

Citizen Comment is a time regularly set aside for comments from the public. Twenty-five individuals spoke during the Citizen Comment period regarding various topics including investment policies and academic freedom.

1. Diana Merenda - urged Board to adopt the Jerusalem Declaration on anti-Semitism (JDA), discussed divestment from Israel
2. Eric Brown - PhD worker discussing graduate student worker compensation and working conditions
3. Ethan Cronk - PhD candidate discussing concerns about research funding uncertainty
4. Sophie Craig - PhD candidate addressing cuts to teaching assistantships and impact on graduate education
5. Miranda Seixas - First-year Master's student advocating for increased support for graduate students
6. Elijah Bradshaw - First-year Master's student concerned about lack of funding sources for graduate workers
7. Willow Cunningham - Graduate student addressing divestment and asking for adoption of the Jerusalem Declaration on anti-Semitism
8. Talia Cullum - Secondary Education major and President of UMaine Jewish Voice for Peace, discussing free speech and assembly, executive orders
9. Gracie Gebel- Second-year transfer student discussing Executive Order's impact on campus speech
10. Devon Ingleson - Bioengineering senior discussing divestment from Israel
11. Jude Brzozowski - Undergraduate in Anthropology Department discussing divestment from Israel
12. Kylie Chan - Fourth-year undergraduate student discussing divestment
13. Edgelyn Venuh - Second-year Environmental Science student discussing impacts of executive orders/divestment from Israel
14. Asher Reisman – Urging Divestment from Israel
15. Lucas Bent - Senior undergraduate in Computer Science asking for divestment from Israel
16. Jamila Levasseur – Urging divestment from Israel
17. Connie Jenkins - Urging divestment from Israel
18. Derek DeMello - History PhD student discussing protection of international students from ICE enforcement in student housing

CHAIR'S REPORT

Chair Riley began by reminding the attendees that the Board is taking no position on the six issues that were presented by Jewish Voices for Peace of UMaine in October 2024, and welcomed comments from citizens.

Chair Riley welcomed Riley Worth, the new graduate student Board of Trustees member.

Presidents' Round Robin

President McDonnell reported that despite the cold, snowy winter in Western Maine, UMF's ski team has qualified for the United States Collegiate Ski and Snowboard Association national championships, and both basketball teams qualified for the North Atlantic Conference Eastern championships. He highlighted faculty achievements in arts, including a piano concert by Professor Steve Pan, a student play directed by Professor Janie Decker, and a new novel by Professor Lewis Robinson. He noted that UMF faculty have been preparing online course offerings, and admissions are up by double digits.

President Rice reported that men's basketball had an epic double overtime battle with Farmington, finishing their best season ever at 20-5. He noted strong enrollment growth both in competency education and traditional first-time full-time enrollment, with spring numbers the strongest in four years. For graduation on May 10, UMPI expects to see 1,000 students graduating, with 300 planning to march.

President/Dean Saufley reported that Maine Law students Adam Forier-Brown and Gus Fory argued a case related to the application of the Americans with Disabilities Act to websites before the Maine Supreme Judicial Court, earning praise from the Court. Maine Law continues to be one of six law schools in the country with applications exceeding former years' applications by more than 50%. She highlighted the law school's growing national reputation, with graduates participating in privacy expert conferences, Arctic law discussions, and climate change initiatives.

President Ferrini-Mundy shared that UMaine's R1 status was reaffirmed for another three years. She noted athletics achievements, including women's basketball coach Amy Vachon becoming the winningest coach in UMaine history with 169 wins and being named America East coach of the year. Men's basketball finished in third place, hosted their first conference playoff game in Orono in 30 years, and won their first postseason game in 20 years. Men's hockey is ranked top five in the nation. Fall enrollment looks strong with 12,844 admitted new undergraduates, 2% more than last year and the most in five years. UMaine Machias has 30 confirmed students, up 11.5% from last year.

President Cushman reported that UMA has again been recognized in US News & World Report's Best Online Program rankings, ranking nationally at #107 for best online bachelor's programs overall and #60 for best online bachelor's programs for veterans. UMA ranks first in Maine and seventh in the northern region. She highlighted UMA architecture students' participation in the Envision Resilience program addressing climate adaptation challenges in Portland and South Portland, with their work currently on display at the Portland Public Library. UMA's women's basketball team has had an outstanding season with a 26-3 record and is preparing for the USCAA national tournament.

President Hedeon highlighted that Professor of Music SC Brickman has been recognized as part of an international music competition for his piece "Dos Amum." She noted UMFK's Women's Basketball team will be competing in the USCAA National Tournament, and shared activities including a bus tour to the winter carnival in Quebec City, the Can-Am sled dog race, and upcoming events including the Sukari celebration of Acadian culture on March 27, the UMFK Foundation Spring Gala on April 5, and the Scholar Symposium on April 30.

President Edmondson announced that USM has received a Carnegie designation as a research college and university, with \$59 million in research expenditures and 11 research doctorates graduated. She

Board of Trustees Meeting
March 9-10, 2025

announced the MEMIC John T. Leonard Endowed Chair in Risk Management, supported by a \$3 million endowment with major funding from MEMIC and Cross Insurance, with Professor Dana Kerr as the first chair. USM's men's and women's indoor track and field teams were Little East champions for the second year in a row. USM's retention rate from fall to spring is 96%, the highest in recent years. She also highlighted the work of economics faculty who have been interviewed about tariffs and food prices.

Approval of FY2027 Board & Committee Meeting Calendar

In accordance with the University System's Charter and the Board's By-laws, the proposed calendar is submitted for approval. In order to allow as much flexibility as possible in planning schedules, the proposed calendar has been developed on a 2-year cycle based on the fiscal year (July to June).

Fiscal Year 2026

July 14, 2025 – UM or zoom (UMS Hosts)
*September 14-15, 2025 – UM (UMM Hosts)

October 24, 2025 – Special Board Meeting
+November 16-17, 2025 – UMFK
January 25-26, 2026 – UMA
March 15-16, 2026 – UM (UM Hosts)
May 17-18, 2026 – UMF

Fiscal Year 2027

July 13, 2026 – UM or zoom (UMS Hosts)
September 27-28, 2026 –

October 23, 2026 – Special Board Meeting
November 15-16, 2026 - UM
January 24-25, 2027 -
March 14-15, 2027 – UM
May 16-17, 2027 -

The Board of Trustees Office in consultation with the Chancellor and the Board Chair can modify the Board meeting calendar as necessary to accommodate the needs of the Board. Several of the Board meeting locations for FY2027 are “to be announced” (TBA) and will be formulated based on the need to constrain costs and the desire for campuses to host Board meetings.

TEXT OF PROPOSED RESOLUTION:

On a motion by Trustee Katz, seconded by Trustee Eames, it was unanimously approved by all Trustees present and by roll call vote, that the Board of Trustees approves the Board of Trustees meeting calendar for FY2027, as presented.

Fossil Fuel Policy Update

In alignment with the University of Maine System's commitment to addressing climate change, the Board of Trustees endorsed the Statement in Attachment 1 in 2022 for the University's investment portfolios. This Statement outlines both short-term actions and long-term goals to eliminate fossil fuel investments, as approved by the Investment Committee on April 28, 2022.

The Investment Committee was pleased to report on the progress made, as assessed by NEPC. Tracy Elliott, Vice President of Finance and Controller, presented this update to the Board, referencing NEPC's report included with the meeting materials.

The ESG investing approach reduced fossil fuel exposure by 44% across the three investment portfolios. Following the adoption of divestment goals, exposure declined by 50% over the two-year period, dropping the total allocation to fossil fuels from 1.4% to 0.7%, equating to roughly \$4.3 million in fossil fuel holdings on over \$630 million in investments.

The most significant progress was made in the managed investment pool, with exposure declining from 2% in 2022 to just 0.6% in 2024, a 70% decline. All three portfolios have seen significant declines in

exposure since 2016, and the Investment Committee has worked with NEPC to adjust the MIP's asset allocation and manager lineup to eliminate fossil fuel exposure from equity holdings.

The University's Investment Committee will continue to work with NEPC to meet its divestment goals of zero exposure to fossil fuels by 2030. The next step will be to explore fixed income manager opportunities to eliminate exposure while meeting the portfolio's return goals and fiduciary duties.

Confirmation of Student Representatives

To create the environment for interaction among and between Faculty and Student Representatives, the Trustees and System administration, the Trustees have provided opportunities for participation in the meetings of the committees of the Board.

One faculty member and one undergraduate student from each of the seven universities and one graduate student from the University of Southern Maine, one graduate student from the University of Maine, and one graduate student from the Maine Law School will be appointed by the Board as non-voting representatives to the Board of Trustees and invited to participate as non-voting members on appropriate standing committees.

Normally, the representative is expected to complete a two-year term; therefore, it is an expectation that the minimum term of service by Faculty and Student Representatives to the Board be two years. The nominations will be forwarded through the Presidents or Dean of the Law School to the Chancellor for submission to the Board for Trustee approval.

The following nomination is being recommended by the campuses:

Undergraduate Student Representative

Isabella Bouchard, UMM - Appointed for a 2-year term – March 2025 to March 2027

Kadence Dow, UMPI - Appointed for a 2-year term – March 2025 to March 2027

President Ferrini-Mundy introduced Isabella Bouchard, a sophomore from Old Town, Maine, majoring in Marine Biology at UMaine Machias. Isabella is president of the Art Club, Secretary of the Student Senate, a member of the Audubon Society, and a student worker for the Office of Student Life.

President Rice introduced Kadence Dow, a sophomore accounting major from Corinth, Maine, who is active in Student Government, the UMPI Business Club, the UMPI Tabletop Club, and the University Board for 2025.

TEXT OF PROPOSED RESOLUTION:

On a motion by Trustee Cain, which was seconded by Trustee Martin, and approved by all Trustees present and by roll call vote, the Board of Trustees approved the appointment of the Student Representatives to the Board of Trustees as presented.

Board Policy 212

Trustee Alexander presented proposed changes to Board Policies 212 (Free Speech, Academic Freedom and Civility).

At the direction of Chair Riley and agreement of the Board at the January 2023 meeting, the Bylaws Working Group has completed its review of the current Bylaws and recommended the changes noted in the redline format included in meeting materials. It has been the intent of the Working Group throughout this process to clarify the current wording of the Bylaws, add necessary details to reflect ongoing Board practice, and to include content in the Bylaws derived from our Charter and other operating principles where it was determined that language was important to include.

Trustee Alexander presented the final version of the edited Board Policy 212 regarding Free Speech, Academic Freedom, and Civility. She quoted from the policy: "The Board of Trustees of the University of Maine System affirms its commitment to the rights of free speech, free inquiry, and academic freedom. Free speech, free inquiry, and academic freedom and civility are interrelated and interdependent rights and values that will be protected at the University of Maine System institutions according to the following policies." She noted that the revision reflected input from system presidents, students, and faculty representatives to the board, as well as discussion at the January board meeting.

TEXT OF PROPOSED RESOLUTION:

On a motion by Trustee Alexander, which was seconded by Trustee Cain, and approved by all Trustees present and by roll call vote, the Board of Trustees approved the final version of the edited Board Policy 212 as initially presented in redlined form at the November 2024 and January 2025 Board Meetings and provided at the March 2025 Board Meeting materials in final form.

Standard Operation Procedure – Items for the Consent Agenda

At the direction of Chair Riley and agreement of the Board at the January 2023 meeting, the Bylaws Working Group has completed its review of the current Bylaws and recommended the changes noted in the redline format included in meeting materials. It has been the intent of the Working Group throughout this process to clarify the current wording of the Bylaws, add necessary details to reflect ongoing Board practice, and to include content in the Bylaws derived from our Charter and other operating principles where it was determined that language was important to include.

Trustee Alexander presented changes to an internal policy relating to the board's actions to clarify the consent agenda process. The changes indicated certain items that should not be the subject of the consent agenda and provided a mechanism for any board member to notify the chair and clerk of an intent to move an item off the consent agenda and put it on the regular agenda, allowing the board to debate the matter and have an official vote.

TEXT OF PROPOSED RESOLUTION:

On a motion by Trustee Alexander, which was seconded by Trustee Cain, and approved by all Trustees present and by roll call vote, the Board of Trustees approved the final version of the edited "Standard Operating Procedure on Consent Agenda – Items being forwarded by a Board Committee" as provided at the March 2025 Board Meeting materials in final form.

AI Workgroup Update

Trustee McCarthy and Vice Chancellor Low provided an update on the AI Workgroup. Trustee McCarthy noted the group has been focusing on three areas: governance and funding, encouraging ethical and strategic use of AI, and implications for the future of higher education. The environment is rapidly

changing, requiring a mindset shift rather than a top-down approach. He emphasized that expertise in AI doesn't require being an engineer – just willingness to try.

On the governance side, Vice Chancellor Low now has "strategic AI implementation" added to his title, and the group has drafted a stance on encouraging ethical use of AI. All campuses have policies regarding AI use, and there will be future proposals for funding tools.

The group has provided funding for pilot projects and is organizing a demo day to showcase what's happening across the system. They are also exploring how AI could enable enrollment growth by making processes more efficient.

Robert Placido presented a video demonstrating an AI-powered recruitment system developed in just one month, which would typically take years to create. The system serves job seekers, hiring managers, and HR administrators with features like intelligent job recommendations and automated descriptions.

Student member Paloma Shelton shared her experience on the committee, noting her background growing up in Silicon Valley gave her a different perspective on technology than many of her peers in Maine. She found that students who fear AI typically haven't used it, and teaching safe and ethical use is crucial. She mentioned that companies now consider AI knowledge a baseline requirement, not an advantage. Shelton also noted collaboration with Perplexity to potentially bring AI access to the UMS at very low cost.

Chair Riley commended the focus on governance and ethics, ensuring checks and balances are in place as the system advances in this area.

CHANCELLOR'S REPORT

Executive Orders & Related Federal Changes and their Impact on UMS

The federal government has issued several new policy directives over the last 30 days. The University of Maine System's leadership, legal counsel, and national higher education organizations have been actively monitoring and analyzing these materials.

UMS leaders provided a brief update on the Executive Orders and other federal actions affecting UMS.

Chancellor Malloy discussed the changing priorities and interpretations of the new Administration and their implications for higher education. In fiscal year 2024, the University of Maine System received \$226 million in federal funds, including \$137.8 million in federal student loan funding, \$92.2 million in federal grants, contracts, and appropriations, and \$3.3 million in work-study funds.

The Chancellor emphasized that UMS is pushing back appropriately against threats to funding while standing by its beliefs in treating faculty, staff, and students fairly and equally. UMS was one of the systems that joined 22 states to fight back against an executive order to reduce the facility and administrative fees included in federally funded projects, securing a temporary restraining order.

He highlighted the outstanding work of the University of Maine, President Ferrini-Mundy, and supporting staff in guiding all universities through this challenging period. The system is utilizing the approach developed during COVID to share information and coordinate discussions. University legal staff have done outstanding work, and a website has been established to publish documents and updates.

He noted Senator Collins' intervention after the elimination of the Sea Grant, which has allowed UMS to renegotiate that grant.

Enrollment Update

Vice Chancellor for Academic and Student Affairs Jeffrey St. John provided an update on summer and fall 2025 admissions. Total applications are down slightly (1.7%) compared to 2024, but 2024 was a banner year. Current applications are up 16.7% over 2021, 14.8% over 2022, and 11.2% over 2023.

Completed applications are up 2.3% over the same point last year, reaching a five-year high. Most growth is attributed to traditional in-state applicants and NEBHE program applicants. Admitted applicants are up slightly over last fall, and admissions decisions are now delivered on average 3.2 days after completed applications are submitted, down from over 15 days in 2021.

Active matriculations are up 3.8% compared to last year. First-year active matriculations for undergraduate students are up 99.8% from the same point last year. Direct admission students are up 15% over last year, with matriculations for direct admitted students up 4.6%. Your Pace students tend to apply and matriculate later in the admission cycle, so applications and matriculations are expected to continue rising throughout summer and into fall.

Chancellor Malloy noted that 2021 numbers were artificially high due to COVID-related deferrals from 2020. He also highlighted the improvement in response time for admissions decisions, from 13-21 days when he arrived in July 2019 to the current average of 3.2 days.

VICE CHANCELLOR FOR STRATEGIC INITIATIVES' REPORT

The Harold Alfond Foundation has committed an unprecedented \$320 million to the University of Maine System, driving transformative change to advance education, innovation, and talent development across Maine. This historic investment enhances student experiences through research learning, improved STEM outcomes, and expanded internships, while creating workforce solutions through a new Maine College of Engineering and Computing. It also supports state-of-the-art athletic facilities and fosters interdisciplinary collaboration at the Maine Graduate and Professional Center (The Maine Center), aiming to build a global reputation for graduate programs in business, law, health, and public policy. These initiatives reflect a shared vision to shape Maine's future and strengthen its communities.

As the Vice Chancellor for Strategic Initiatives update, UMS TRANSFORMS Program Director Grace Garland and MGI/THOR Program Coordinator Eileen Moran offered a brief update on an internship project developed by a system-wide academic collaboration (Maine Geospatial Institute - MGI) funded in part by UMS TRANSFORMS.

The 2024 program had 15 positions with 45 applicants from across UMS. Interns worked more than 4,800 hours for site sponsors including Maine Bureau of Parks and Lands, Maine Department of Inland Fisheries and Wildlife, Portland Water District, and others. For 2025, the program is implementing a cost share structure with returning partners and has received applications from over 50 UMS students. She also provided updates on four featured students, noting their continued success in their fields.

VICE CHANCELLOR FOR ACADEMIC AND STUDENT AFFAIRS REPORT

90 Credit Programs Update

Vice Chancellor St. John shared an update on the development of the 90-credit applied degree programs' pilot cohort and answered questions from trustees. This is the second in a series of updates being shared with the trustees at Academic and Student Affairs (ASA) Committee meetings and at full Board meetings (the first was shared at the February 10 ASA meeting).

I. Programs in the pilot cohort. The programs identified for the pilot are:

- Business Management, UMFK
- Public Administration, UMA
- Bachelor of College Studies, UMM
- Psychology, UMPI (Your Pace)
- Bachelor of Liberal Studies, UMPI (Your Pace)

* Consistent with NECHE expectations, we will use the prefix "Applied" to distinguish our 90-credit offerings from our 120-credit offerings. In addition to clear advising, marketing, and catalog descriptions of these programs, we will take additional steps to differentiate them in cases where the term "Applied" is also associated with a 120-credit program.

II. Resource page. We have created a resource page that will go live at the end of February. It contains links to NECHE information, our established curricular development policies and processes, and articles about 90-credit programs published in the Chronicle of Higher Education, Inside Higher Ed, and other outlets over the past two years. Following the same approach taken during our 2022 NECHE self study, we will periodically update the UMS community on our progress via email and post those updates to the resource page.

III. Campus engagement. Chancellor Malloy will speak with faculty, staff, and students on this subject during his spring 2025 visits to our universities and Maine Law. Vice Chancellor St. John is sharing regular updates with the UMS Faculty Governance Council, the provosts, the enrollment managers, the registrars, and other groups, and will offer an update and answer questions at each of his spring 2025 visits with our faculty senates and assemblies.

IV. Status of the programs. Trustees can expect detailed updates about where the pilot programs stand in the curricular development and approval process at the April 28 ASA meeting and at the May Board meeting.

In response to Chair Riley's clarification, Dr. St. John confirmed that these programs are exclusively for adult degree completers, with multiple checks in place to prevent traditional-age students from enrolling. Trustee Cain praised the process as a good example of how the system can be nimble while communicating proactively and asking tough questions.

Students seeking to enroll in a 90-credit program must *either*:

- a. Already be enrolled in a program, certificate, or course(s) after having joined one of our universities as an *adult degree completer*, defined as (1) having some prior earned credit, and (2) having been away from one of our universities or another college or university for at least two years. This is consistent with our existing definition of adult degree completers for scholarship purposes. These qualifications will be checked by the student's academic advisor and cross-checked by the university registrar. *or*
- b. If not already enrolled as a UMS adult degree completer, 90-credit program applicants must be guided through a transcript evaluation, including evaluation of CPL (credit for prior learning—i.e., work/life experience equivalent to earned academic credit), and must meet the away-for-two-years requirement as well. These students' eligibility will

be checked and cross-checked by the academic advisor and the registrar.

Professor Manev raised concerns about process, transparency in communication to faculty, and the potential disruptive nature of these programs. He also suggested considering alternative naming approaches like Georgia's "Nexus degree" to better differentiate the programs.

Dr. St. John responded that these programs will be evaluated like any other programs, assessing learning outcomes, program outcomes, student persistence, and progression toward degree. The "applied" designator was selected as the most efficient approach, as introducing a new degree type would require an 18-month to two-year approval process at the state level.

In response to Trustee MacMahon's question about master's degree requirements, Dr. St. John noted that no decision has been made yet regarding whether students completing 90-credit programs could roll directly into master's programs.

90 CREDIT APPLIED BACHELOR'S DEGREE PROGRAMS

TEXT OF PROPOSED RESOLUTION:

On a motion by Trustee Martin, which was seconded by Trustee Cain, and approved by all Trustees present and by roll call vote, the Board of Trustees authorized the University of Maine System (UMS) to develop and submit up to five 90-credit applied bachelor's degree programs for consideration by the New England Commission of Higher Education (NECHE) in Fall 2025 for the purpose of providing affordable, accessible education limited to adult degree completers who seek to finish or initiate degrees for career advancement. Programs will be developed by faculty subject to the regular, established process for developing new undergraduate programs.

Vote to Approve University of Maine System 2025 Tenure Nominations

Candidates recommended for tenure in the University of Maine System are brought forward for approval by the Board of Trustees in March with action to take effect September 1, 2025. Chair Riley noted that, while the approval process by the Board often feels routine, the Board recognized the extraordinary work that faculty produce and the multi-phased process to review that work in making decisions to grant tenure. She thanked all involved, applauded the commitment of the faculty and thanked Chair Macmahon and the ASA Committee for their detailed review,

Vice Chancellor St. John reported that 54 outstanding tenure candidates came forward through their universities to the Academic and Student Affairs Committee at the end of February: one from Farmington, one from Fort Kent, five from Presque Isle, ten from UMA, thirteen from USM, and twenty-four from the University of Maine. Five exceptions to board policy were included for faculty applying one year early, all of whom were highly qualified. He noted there were no issues, concerns, or irregularities with any of the applications. The list of candidates is appended to the minutes.

Trustee Alexander expressed concern about not seeing the published names of individuals receiving tenure and suggested including them in the agenda in the future. The discussion clarified that names would be published after board approval, and Sam Warren would send out a release with summary bios of each candidate. Chair Riley noted that each year she sends congratulatory notes on behalf of the Board to all who have been granted tenure

The Academic and Student Affairs Committee approved the following resolution to be forwarded for Board of Trustees approval at the March 10, 2025 Board meeting:

TEXT OF PROPOSED RESOLUTION:

On a motion by Trustee Cain, which was seconded by Trustee Martin, and approved by all Trustees present and by roll call vote, the Board of Trustees accepted the recommendations for tenure submitted by the universities of the University of Maine System. Approvals will take effect September 1, 2025 for faculty with academic-year appointments and on July 1, 2025 for faculty with fiscal-year appointments.

Tenure at Time of Hire, University of Southern Maine

The University of Southern Maine has requested that Dr. Karen Wilson be awarded tenure at the rank of Associate Professor in the Department of Environmental Science within the College of Science, Technology, and Health at the University of Southern Maine, effective September 1, 2024, in accordance with Board of Trustee Policy 310. Dr. Wilson's credentials have been reviewed by the faculty of the Department of Environmental Science at the University of Southern Maine and received their full support.

The Academic and Student Affairs Committee approved this item to be forwarded to the March 10, 2025 Board of Trustees meeting for approval of the following resolution:

TEXT OF PROPOSED RESOLUTION:

On a motion by Trustee Cain, which was seconded by Trustee Martin, and approved by all Trustees present and by roll call vote, the Board of Trustees accepted the recommendation of the Academic and Student Affairs Committee and approves tenure at time of hire, Associate Professor in the Department of Environmental Science with tenure to be effective September 1, 2024.

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

The Vice Chancellor for Finance and Administration and Treasurer Ryan Low provided two (2) brief updates at the March 10, 2025, Board of Trustees meeting.

- 1) Investment Update/Flash Reports
- 2) Budget Update

The Managed Investment Pool, with a market value of \$381 million at the close of January, saw a gain of 2.3% for the month and is up 5.3% fiscal year to date, with an estimated loss of about 1% in February. The Pension Fund, with a January market value of \$17 million, saw a gain of 1.7% for the month and is up 3.7% for the fiscal year to date, with an estimated February gain of 0.7%. The Operating Fund, with a January market value of \$349 million, saw a gain of 0.9% for the month and is up 3.9% fiscal year-to-date, equating to a year-to-date net return of \$9.5 million, or \$7 million over the annual investment return budget of \$2.5 million. He noted that the markets were experiencing significant volatility on the day of the meeting.

Regarding the budget process, Low reported that budget materials from all campuses would be posted by the next day. He reminded trustees of the full-day FFT meeting on March 19, where campuses will present their budgets for 50-70 minutes each. The meeting will be livestreamed on YouTube and recorded for later viewing. On April 16, the FFT committee will hold a budget workshop from 9am to 12pm for

follow-up questions, with the committee vote scheduled for April 30, and the full board vote at the May 18-19 meeting.

Osher School of Music, Steinway Piano Financing, Project and Reimbursement Resolution Authorization, USM

The University of Maine System acting through the University of Southern Maine (USM) requested authorization to finance up to Two Million, Eight Hundred Thousand dollars (\$2,800,000) in pianos and related costs procured for the Osher School of Music.

The Osher School of Music currently has 43 pianos with an average age of 51 years and all are assessed in either fair or poor condition. With the opening of the Crewe Center for the Arts in August, the time is right to replace these pianos. The Osher School of Music, which will reside within the Crewe Center for the Arts, is aspiring to become a designated All Steinway School. This designation will place the Osher School of Music within the top schools of music. This designation will also enable the Osher School of Music to be more competitive in recruiting students and faculty. A criterion to becoming a designated All Steinway School is at least 90% of the pianos must be Steinway. If the Osher School of Music becomes a designated All Steinway School this summer, it will be the 250th institution to do so. The approximate 28 pianos under this proposal include a concert grand piano for the performance hall, pianos for practice rooms, and electronic pianos for group lessons.

The Finance, Facilities and Technology Committee approved this recommendation to be forwarded to the March 10, 2025 Board of Trustees meeting, for approval of the following resolution:

TEXT OF PROPOSED RESOLUTION:

On a motion by Trustee Cain, which was seconded by Trustee Katz, and approved by all Trustees present and by roll call vote, the Board of Trustees accepted the recommendation of the Finance, Facilities, & Technology Committee and approves the Financing, Project and Reimbursement of Project Expenditures resolution to authorize the University of Maine System, acting through the University of Southern Maine, to fund pianos and related costs with a Project total up to \$2,800,000, using financing with a maximum principal amount of debt of up to \$2,800,000 and declares official intent for System reimbursement from the proceeds of tax-exempt obligations for certain capital expenditures funded by the System prior to the issuance of such tax-exempt obligations.

Maine Graduate and Professional Center (“The Maine Center”) Building Renovations

The Maine Center is seeking approval to spend up to \$8,500,000 from existing UMS Capital Improvement Funds (CIF) provided by the Governor Mills and Maine Legislature, Congressionally Directed Spending (CDS) secured by U.S Senators Susan Collins and Angus King at the request of UMS awarded to UMS for the Maine Center, and \$250,000 from Maine Center Reserves.

The Maine Center expanded from 300 Fore Street into 7 Custom House Street at the end of 2023. Significant renovations are required at 7 Custom House Street and additional capital expenditures remain at 300 Fore Street and/or are required to connect the buildings. The requested funding is estimated to provide for renovations on two or more floors equaling approximately 20,000 square feet.

The Maine Center will require additional phases of renovations once more funding is secured through fundraising and/or other sources.

The funding comes from three sources: approximately \$6 million in capital improvement funds set aside for the Maine Center, \$2.4 million in Congressional Directed Spending thanks to Senators Collins and King (which has already been received), and approximately \$250,000 in capital reserves from the Maine Center.

Goodall noted they are working closely with Vice Chancellor Low and the Board of Trustees regarding ongoing operating costs and managing the Alford dollars, particularly addressing the "cliff effect" as faculty and programming transfers to universities in future years.

The Finance, Facilities and Technology Committee approved this recommendation to be forwarded to the March 10, 2025 Board of Trustees meeting, for approval of the following resolution:

TEXT OF PROPOSED RESOLUTION:

On a motion by Trustee Cain, which was seconded by Trustee Martin, and approved by all Trustees present and by roll call vote, the Board of Trustees accepted the recommendation of the Finance, Facilities, and Technology Committee, and authorizes the University of Maine System, acting through the Maine Center, to spend up to \$8,500,000 for renovations and capital improvements at the Maine Center in Portland, Maine.

CHIEF INFORMATION OFFICER'S REPORT

Dr. Robert Placido, Chief Information Officer, provides this overview of ongoing Information Technology initiatives. The IT department is actively managing these essential projects, each contributing to the enhancement of our technological infrastructure and operational efficiencies, aligning with the University's mission to foster educational excellence through technology, collaboration, and service.

Multi Factor Authentication (MFA) System Expansion

The MFA System Expansion is divided into two parts; Adoption & Integration. The adoption of the expanded Multi Factor Authentication (MFA) system was implemented on January 1, 2025. A dashboard providing detailed statistics about the MFA adoption is available [here](#) (Access Required).

As of January 15, 2025, the adoption rate for the expanded MFA system among faculty and staff stands at 80% total, with 95% of full-time faculty/staff and 51% of part-time faculty/staff enrolled respectively. Multi-Factor Authentication (MFA) implementation will be expanded to additional systems, prioritizing those containing restricted data, including systems such as ImageNow, for GLBA compliance. Secondary priority systems include those containing internal and confidential data. These MFA implementations support both cybersecurity insurance requirements and data protection goals.

Network Infrastructure Modernization

After serving the University of Maine System community for more than 20 years, the tempest wireless network was decommissioned on January 1, 2025. Despite being the most utilized network due to its user-friendly nature, accounting for 43.5% of campus traffic, tempest's open architecture with public IPs and unencrypted traffic posed increasing security risks and performance challenges

The networking team executed a strategic transition plan that balanced security requirements with user needs. Key to this success was the early deployment of MaineEDU-Open, a new secure network designed specifically for residential IoT devices, coupled with a comprehensive communication campaign targeting different user segments. The university now maintains a modern, layered network infrastructure featuring

eduroam for secure authentication, specialized networks for IoT devices (medev and MaineEDU-Open), and a filtered guest network (MaineEDU-Guest).

Boomi Implementation

Having established both test and production environments, the Enterprise Services team has successfully completed a comprehensive 40-hour hands-on training program with several team members having earned a Boomi Associate Developer Certification.

The team is actively working on replacement integrations for Oracle Cloud Recruiting and Jaggaer (MaineStreet Marketplace). In addition to these replacement integrations, the Boomi team is working with our developers on detailed implementation approaches for additional priority integrations. Initial core system integrations are targeted for completion in Spring 2025.

HighPoint Course Auditor (Simulation Mode)

Campus reports were completed November 2024. Data analysis is ongoing, with internal and external campus engagement meetings beginning January 13, 2025 and ending February 2025. Next phase: developing campus-specific data cleanup training with additional assistance offered by HighPoint. The system-wide data cleanup associated with this effort is projected to be completed by spring, with UMF's 4-3 credit DRPs continuing into the summer. Back-office Course Auditor implementation is not included in current project scope and requires future planning.

Unified Course Search

UMS:IT reconvened with HighPoint on January 16, 2025, this time including campus registrars for their first review of the project's design and engineering specifications. During this meeting, the registrars provided feedback on functionality improvements and student usability features, which HighPoint will incorporate into their engineering development process. The design review and engineering feedback phase will conclude in February, followed by further development and prototyping in March and April. The project is targeted for completion in Spring 2025.

Maine Law: Separate Business Unit

Maine Law's separation into a distinct MaineStreet business unit continues to progress. A planning meeting between Maine Law leadership and the Associate CIO for Enterprise Services is scheduled for January 22, 2025. This session will review critical business processes, both current and future, required to advance the technical implementation plan.

Raptor Enhancements

The Raptor Enhancements project is on track for February 2025 delivery. Progress on three key enhancements is as follows: ACE/Credly document type implementation is complete and validated; export script for campus-specific transcript association is near completion, with testing planned for late January 2025; dashboard display and data integration updates will follow the export script testing.

eRez Life

The eRezLife Implementation project is on track. Campus vendor training is complete, and the phased rollout continues as planned. IT is coordinating with residence teams on training, data migration, and systems integration. Next milestone: Go-live at UMA and UMFK on January 15, 2025, with no current risks identified. Final phases will focus on student financials integration and testing. Legacy Mercury system retirement is planned for 2025.

Parchment Transcripts & Diploma

The University of Maine System has received confirmation from the National Student Clearinghouse (NSC) regarding their March 7, 2025 service deactivation. This planned deactivation is the final step needed to implement Parchment Transcript and Diploma services across UMS campuses in early March. The technical implementation work for Parchment was completed in December 2024. NSC will provide detailed transition instructions on February 21, 2025, two weeks before the deactivation date, ensuring a coordinated switchover to the new Parchment service.

UMS IT Communications Project

The "UMS IT Communications" project is focused on assessing existing technologies and communication strategies to enhance IT communication and better engage end users. Current efforts include evaluating the effectiveness of existing communication methods, benchmarking against higher education best practices, and developing refreshed messaging approaches. A key milestone in this phase is the introduction of the newly styled communication featuring the Zoom AI Companion, which exemplifies the project's commitment to delivering clear and engaging IT updates. This work directly supports the University of Maine System's 2023–2028 strategic goals of enhancing employee effectiveness and fostering effective organizational communication. By prioritizing these foundational improvements, the project will position IT to better meet user needs.

Consent Agenda

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

- Acceptance of Minutes
- University of Maine System 2026 Honorary Degrees

EXECUTIVE SESSION

On a motion by Trustee Cain, which was seconded by Trustee Martin, and approved by all Trustees present and by roll call vote, 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.

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

The next meeting of the Board of Trustees will be held at the University of Maine at Presque Isle on May 18-19, 2025.

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/>

Adjournment
Elizabeth Stickler, Clerk

University of Maine System Approved by Trustees for Tenure and Promotion 2025

The University of Maine

Adams, Hollie - Promoted to the rank of Associate Professor with Tenure, Creative Writing
Baumbach, Diana - Promoted to the rank of Associate Professor with Tenure, Art
Carter, Erin Percival - Promoted to the rank of Associate Professor with Tenure, Marketing
Chatfield, Matthew - Promoted to the rank of Associate Professor with Tenure, Evolution and Eco Health
Crittenden, Jennifer - Promoted to the rank of Associate Professor with Tenure, Social Work
Enright, Esther - Promoted to the rank of Associate Professor with Tenure, Educational Leadership
Falconer, Heather - Promoted to the rank of Associate Professor with Tenure, Professional and Technical Writing
Freeman, Mary - Promoted to the rank of Associate Professor with Tenure, New England History
Flanagan, Sara - Promoted to the rank of Associate Professor with Tenure, Special Education
Golet, Walter - Promoted to the rank of Associate Professor with Tenure, Marine Sciences
Grey, Erin - Promoted to the rank of Associate Professor with Tenure, Aquatic Ecosystem Genetics
Lacy, Alicia - Promoted to the rank of Associate Professor with Tenure, Athletic Training
Lapp, Justin - Promoted to the rank of Associate Professor with Tenure, Design
Mech, Angela - Promoted to the rank of Associate Professor with Tenure, Forest Entomology
Mérèles, Jose - Promoted to the rank of Associate Professor with Tenure, Plant Systematics
Record, Sydne - Promoted to the rank of Professor with Tenure, Landscape Conservation
Schatzman, Rachel - Promoted to the rank of Associate Professor with Tenure, Sustainable Agriculture
Schild, Kristin - Promoted to the rank of Associate Professor with Tenure, Geomatics
Stough, Rusty - Promoted to the rank of Associate Professor with Tenure, Marketing
Talbot, Jared - Promoted to the rank of Associate Professor with Tenure, Developmental Biology
Vannozzi, Anthony - Promoted to the rank of Associate Professor with Tenure, Surveying Engineering Technology
Wiesen, Thomas - Promoted to the rank of Associate Professor with Tenure, Applied Macroeconomics
Worsdorfer, Manuel - Promoted to the rank of Associate Professor with Tenure, Management and Computing and Information Science
Wujcik, Evan - Promoted to the rank of Associate Professor with Tenure, Chemical Engineering

University of Maine at Augusta

Bayless, Jonathan - Promoted to the rank of Associate Professor with Tenure, Mathematics
James, Caleb - Promoted to the rank of Associate Professor with Tenure, English
Holleb, Lauren - Promoted to the rank of Associate Professor with Tenure, Mental Health & Human Services
Long, Jennifer - Promoted to the rank of Associate Professor with Tenure, Biology
Rahn, Amy - Promoted to the rank of Associate Professor with Tenure, Art History
Rubinsky, Valerie - Promoted to the rank of Associate Professor with Tenure, Communication
Shim, Juyoung - Promoted to the rank of Associate Professor with Tenure, Biology
Tague, Noel - Promoted to the rank of Associate Professor with Tenure, English
Walker, Kathryn - Promoted to the rank of Associate Professor with Tenure, Dental Health
White, Rebecca - Promoted to the rank of Associate Professor with Tenure, History

University of Maine at Farmington

Achey, Nicole - Promoted to the rank of Associate Professor with Tenure, Rehabilitation and Human Services

University of Maine Fort Kent

Board of Trustees Meeting

March 9-10, 2025

Plourde, Maisie - Promoted to the rank of Associate Professor with Tenure, Nursing

University of Maine School of Law

No Tenure Nominations for 2025

University of Maine at Machias

No Tenure Nominations for 2025

University of Maine at Presque Isle

Emery, Stacey - Promoted to the rank of Associate Professor with Tenure, Business

Jenkins, William - Promoted to the rank of Professor with Tenure, Psychology

Nonken, Reed - Promoted to the rank of Associate Professor with Tenure, Business

Papsadora, Matthew - Promoted to the rank of Associate Professor with Tenure, Physical Therapist Assistant

Wagner, Beverly - Promoted to the rank of Associate Professor with Tenure, Social Work

University of Southern Maine

Butler, Melinda - Promoted to the rank of Associate Professor with Tenure, Literacy, Language and Culture

Casimir, Tara Victoria - Promoted to the rank of Associate Professor with Tenure, Nursing

Dangi, Tek - Promoted to the rank of Associate Professor with Tenure, Recreation and Leisure Studies

Lanba, Asheesh - Promoted to the rank of Associate Professor with Tenure, Mechanical Engineering

Lyden, Catherine - Promoted to the rank of Associate Professor with Tenure, Nursing

Mansouri, Rozhin Yousefvand - Promoted to the rank of Associate Professor with Tenure, Accounting

Maxworth, Ashanthi - Promoted to the rank of Associate Professor with Tenure, Electrical and Computer Engineering

Renga, Ian Parker - Promoted to the rank of Associate Professor with Tenure, Education

Salotto-Cristobal, SeifAllah - Promoted to the rank of Associate Professor with Tenure, Theatre

Schmitt, Adam - Promoted to the rank of Associate Professor with Tenure, Teacher Education

Stewart, Brandon - Promoted to the rank of Associate Professor with Tenure, Psychology

Towle, Ashley - Promoted to the rank of Associate Professor with Tenure, History

Wood, Sandra - Promoted to the rank of Associate Professor with Tenure, Linguistics