

University of Maine System

**Zoom Meeting
February 10, 2025**

Human Resources & Labor Relations Committee Meeting

Present: **Committee Members:** Patrick Flood, Chair; Trish Riley, David MacMahon, Lisa Eames, Philip Hussey and Michael Michaud. **Chancellor:** Dannel Malloy; **System Staff:** Carolyn Dorsey, Jeffrey St. John, Ryan Low, Elizabeth Stickler, and Amon Purinton. **Presidents:** Joan Ferrini-Mundy and Ray Rice **Others:** Jason Talbert, Susan Cameron, Amie Parker.

Committee Members Absent: Donna Loring

Trustee Flood, Chair, welcomed everyone and called the meeting to order. The Clerk performed a roll call of the Committee members present.

Executive Session

On a motion by Trustee Eames, which was seconded by Trustee Michaud, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed to go into Executive Session under the provisions of:

- 1 MRSA Section 405 6-A to discuss the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment, and duties.
- 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Riley, which was seconded by Trustee Michaud, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session.

Annual Review of Board of Trustees Chair

The Chair of the Human Resources and Labor Relations Committee (HR/LR) has initiated the annual evaluation of the Chair of the Board of Trustees. During the March Board of Trustees meeting the Board will discuss the input evaluating the performance of the Board Chair gathered through the evaluation process.

Labor Relations Update

Vice Chancellor Carolyn Dorsey, and Senior Labor Relations Manager, Susan Cameron, provided 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.

Strategic Planning Update

Chief Human Resources Officer, Amie Parker, and Vice Chancellor for Strategic Initiatives, Carolyn Dorsey, provided a brief update on strategic planning initiatives that intersect with the Human Resources and Labor Relations Committee work plan. Those updates discussed the following:

Service Action 1 – Support for Community Engagement

“UMS will identify ways to support faculty, staff, and administrators seeking to serve Mainers and Maine communities through outreach projects and related activities.”

This foundational goal remains a strategic priority. While no specific updates were provided in this session, it continues to guide HRLR's commitment to public service through academic and community engagement.

Service Action 2 – Mental Health & Well-being (Place to Work, Action 1)

“Increase our capacity to address student and employee mental health as a prerequisite for student persistence, completion, and well-being, and employee effectiveness and well-being.”

Amie Parker shared updates on two key wellness initiatives:

- **New Employee Assistance Program (EAP):** Rolled out on January 1 via ComPsych, offering improved support services following feedback from staff and supervisors.
- **Supporting Employees Who Are Grieving:** A training module launched in late 2023, available through UMS Academy, covering various forms of grief—not just bereavement. Early feedback has been overwhelmingly positive.

Progress includes:

- **Training on conflict and difficult conversations,** delivered live and on-demand via UMS Academy.
- Hiring of the first system-wide Title IX Coordinator for employees, enhancing investigation capacity and institutional response to gender-based complaints.

-UMS Academy Learning Platform Update

CHRO Amie Parker and VC Carolyn Dorsey discussed recent upgrades to UMS Academy, emphasizing its role in improving access to professional development:

- Now aligned with the student academic platform, allowing easier use for student workers and faculty.
- Enables quicker deployment of custom content based on staff feedback and learning needs.
- Offers flexibility through a blend of live sessions and on-demand resources—supporting real-time and self-paced learning.

-Trustee Questions & Clarification

A trustee inquired about victim support in harassment cases. CHRO Amie Parker clarified:

- Title IX coordinators or campus-specific resources are assigned based on the nature of the report.
- Cease harassment notices are often misunderstood; the review process aims to increase clarity and ensure balanced support for all involved.

Additional information about the meeting can be found on the Board of Trustees website:

<https://www.maine.edu/board-of-trustees/meeting-agendas-materials/human-resources-and-labor-relations/>

Adjournment

Charles Stuller Jr for
Elizabeth Stickler, Clerk