

**Board of Trustees**  
**Human Resources & Labor Relations Committee**

**April 28, 2025, at 1:00 pm**

**Zoom Meeting**

**Present:**      **Committee Members:** Patrick Flood, Chair; Trish Riley, David MacMahon, Lisa Eames, Philip Hussey and Riley Worth. **Chancellor:** Dannel Malloy; **System Staff:** Carolyn Dorsey, Jeffrey St. John, Ryan Low, Elizabeth Stickler, Susan Cameron, Amie Parker and Lisa Landry **Presidents:** Joan Ferrini-Mundy

Committee Members Absent: Donna Loring and Michael Michaud

Trustee Floor, 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 MacMahon, 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 Hussey, which was seconded by Trustee Eames, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session

**HR/LR UPDATES**

Human Resources and Labor Relations Committee Chair Flood started the public meeting with relevant announcements and updates. In the introduction, two new trustees were welcomed to the committee: Philip Hussey and Riley Worth. Both Trustees shared their background and experience.

**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:

### **2023 - 2024 TURNOVER ANALYSIS REPORT**

Employee turnover improved significantly, retention rates increased, and targeted strategies are recommended to support workforce stability.

- Turnover decreased from 15.3% to 11.9%, closely aligning with the CUPA benchmark of 11.5%, and the retention rate rose to nearly 88%.
- Supervisors had the highest turnover rates, while first-year separations remain a concern, particularly among non-minority hires.
- Key action items include focusing on high-turnover units, enhancing onboarding and mentorship programs, and strengthening succession planning.

### **2023 - 2024 WORKFORCE PROFILE REPORT**

The workforce profile highlights strategic planning needs across succession management, diversity initiatives, and employee engagement.

- The University of Maine System employed approximately 4,500 regular employees, with a balanced gender distribution and modest progress in diversity compared to state demographics.
- Data shows 71% of employees hold at least a bachelor's degree, though improved educational attainment reporting is needed.
- Key priorities include succession planning, early career engagement, strengthening onboarding and mentoring, and reinforcing DEI efforts.

### **-Trustee Questions & Clarification**

Turnover data clarifications and workforce profile discussions highlight strategic improvements and future planning needs.

- Turnover reporting excluded faculty transitions, focused on supervisor training improvements, and identified the need for early intervention with new supervisors.
- Workforce discussions emphasized requests for more detailed staffing data and praised gender balance and succession planning efforts.

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

Elizabeth Stickler, Clerk