

Board of Trustees

Human Resources & Labor Relations Committee

February 9, 2026

Zoom Meeting

Present: **Committee Members:** Patrick Flood, Chair; David MacMahon, Riley Worth, Michael Michaud, Donna Loring, Lisa Eames & Trish Riley. **Chancellor:** Dannel Malloy; **System Staff:** Carolyn Dorsey, Jeffrey St. John, Ryan Low, Susan Cameron, Amie Parker, Lisa Landry, Ryan Whitlock, Crawford Cleveland & Elizabeth Stickler **Presidents:** Joan Ferrini-Mundy

Committee Members Absent: None

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

Welcome from Committee Chair

Human Resources and Labor Relations Committee Chair Flood started the public meeting with relevant announcements and updates.

Board Chair Annual Review

Committee Chair Flood noted that annual review of the Board Chair had begun its planning phase, with full launch marked by the March Board of Trustees Meeting. This will also include the Board Assessment evaluation. Committee Chair Flood notes that as this is the last annual evaluation of Board Chair Riley as her term will end in May and will take this opportunity to adjust the evaluations as to better serve the board and the Board Chair upon her departure.

Labor Relations Update

Senior Director of Labor Relations, Ryan Whitlock, provided a brief update on ongoing labor relations discussions.

The Board of Trustees ratified the labor agreement with the UMaine Graduate Workers Union during the January Board meeting, which was then fully executed upon union vote on January 28, 2026.

The University of Maine System is now moving into the implementation phase of the labor contract. The union meets regularly with key stakeholders, including the Union Executive Board, on a bi-weekly basis to prioritize and implement the provisions.

The Part-Time Faculty Labor Agreement (PATFA) will expire on September 1, 2026. The labor relations team is in contact with the PATFA Executive Board to start scheduling dates for negotiations, expected to begin in late spring and continue through the summer.

HR/LR Strategic Plan Update

Chief Human Resources Officer, Amie Parker, began this portion of the meeting by highlighting five key focus areas within the system that the HR team will be focusing on in the near future. With the help and guidance of Amie's leadership, the HR team has convened for the first time in several years and is positioned to focus on strengthening these key areas based on observations and past experiences. Those five areas are identified as: leadership and management development, organizational culture adjustment to constant change, maximizing existing HR technology, change management, and career management and mobility.

HR aims to address skill gaps identified by managers, enhance communication and comfort with change, responsibility for using existing AI and technology, and ensure organizational adaptability. The goal for career management is to mitigate single points of failure and develop a deeper talent pool within HR. HR is continuing to collaborate with unions to refresh and modernize performance management practices, acknowledging differing views on performance management importance due to the lack of a pay-for-performance structure.

Amie Parker provided an update on the successful transition to Anthem for healthcare management and CAPRX for prescription management as of January 1st. Anthem has issued over 8,300 healthcare cards to members in partnership with Anthem and has processed thousands of prior authorizations ensuring continuation of healthcare services for members, to include 4,500 prescription claims in January.

HR is also working on how best to support compliance with Title II, focusing on advancing accessibility for the community. This initiative's purpose goes beyond compliance, aiming to enhance accessibility aspects, especially in classroom settings. There is recognition of the significant change required for staff and administrators due to the initiative's integration with daily digital interactions. Efforts are ongoing to ensure employees have access to necessary tools to update non-academic materials, supporting the compliance goal.

The meeting concluded with a conversation about improving committee work and structure based on insights from a recent Board retreat. Members and administrators were invited to

suggest improvements for the committee as there is expressed openness to evolving and improving committee functions based on that feedback.

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

Kayla Flewelling, for
Elizabeth Stickler, Clerk