Meeting with Faculty Representatives


Absent: Angela Faherty, Kevin McCarthy, and Wayne Newell.

Trustee Fournier welcomed everyone and called the meeting to order.

ONLINE.MAINE

Terry Colby, UMA
- The Faculty Representatives have a lot of questions around the Online.Maine initiative and suggested that the faculty representatives meet with Dr. Madison.

Kim-Anne Perkins, UMPI
- Inquired about the integration of Blackboard and Online.Maine and asked that the faculty be able to collaborate with Dr. Madison.

Trustee Wishcamper
- Agreed that the Faculty Representatives would be a great group to coordinate the faculty questions with Dr. Madison.

RECRUITMENT AND RETENTION OF FACULTY

Karen Barrett, UMF
- Recruitment and retention of faculty continues to be problematic.
- The accrediting bodies are encouraging the campuses to bring diverse faculty to campus, however, campuses cannot hire non-diverse faculty to work in Maine because of the lack of compensation. The question remains under the circumstances how can the campuses attract diverse faculty.

President Botman
- Salary deferential with other universities is a challenge. USM recently lost a diverse faculty member to UMass – Dartmouth for a higher salary and less work load.

Trustee Wishcamper
- Diversity is a very important issue and maybe UMS needs to make the curriculum more global.
President Kalikow
  • The issue is lack of financial resources for compensation.

Kim-Ann Perkins, UMPI
  • All of the campuses receive excellent marks for diversity and global context in the curriculum from the accrediting bodies. The problem is the lack of diverse faculty and the makeup of the faculty itself.

President Botman
  • UMS has added an international component to the general education curriculum but the real problem continues to be the lack of funding for salaries

Karen Barrett, UMF
  • Asked if the UMS has researched turn over costs of replacing faculty who leave because of salary. Certain amount of faculty turn-over is enviable but how many failed searches have there been and how many offers were made before finding the successful candidate. Searches are very costly.
    o Tracy Bigney commented the turnover is actually below the national average.

Chancellor Pattenaude
  • UMS does compile turn over and retention data which is included in the annual report. However, more data would be beneficial; particular prior to tenure is awarded.

Trustee Goodman
  • Commented that it was his impression that when diverse students enroll, they get frustrated with lack of other diverse students and staff.

Trustee Fournier
  • Suggested that more data be available for January meeting.

Adjournment

Ellen Doughty for
J. Kelley Wiltbank, Clerk