Trustee Wishcamper welcomed everyone and called the meeting to order. Issues raised during this session are as follows:

**Robert Rice, UM**
- Encouraged the use of faculty in assisting with student retention.
  - Early intervention with the help of faculty, administrators and staff.
  - Counseling and advising is critically important.

**Joanne Williams, USM**
- Some of the students she advises are employed so they can hopefully pay off their USM tuition bill in time to register from semester to semester.
  - This is a very daunting process for the students.

**Kim-Ann Perkins, UMPI**
- She does faculty advising to undeclared students and the undeclared students are the second largest group on campus.
  - If campuses focus on this group of students it could significantly impact retention rates.
  - UMS doesn’t address the needs of the undeclared students.

**Terry Colby, UMA**
- For her Nursing students, she thinks there is a connection between student finances and retention.
  - Those students who have to work full time and a full time course load have a more difficult time.
  - One way to help those students is offering more financial aid, grants, etc.

President Kalikow, UMF
- Raised the importance of Federal Financial Aid Policy in the long term picture. Currently financial aid does not cover all of the student’s tuition forcing students to work more and not focus on their studies. The students who must work while in school often do not finish on time.
- Our campuses do a remarkable job distributing the financial aid that is available; it’s just never enough funding.
Robert Rice, UM
- The Tenure and Statistics Report indicates that the faculty population is older than the national wide average.
- Because of budget constraints the UMS has sacrificed hiring new young faculty.
  - Raised concern about the overall faculty replacement process and the long term faculty transition challenges resulting from the economic situation.
  - During budget constraints the open faculty positions salaries are sacrificed to cover the budget deficits. Current faculty appreciates that approach; however, in the long term there needs to be a System-wide mechanism to replace their faculty.
    - The Strategic Investment Fund (SIF) will be approximately $5 million within a couple of years and that level of funding could cover many faculty positions. The SIF is being spent on great initiatives but it takes funding away from the campuses.

Trustee Wishcamper
- Suggested the UMS provide more data and education on the issue of the faculty replacement and transition challenges.
  - He also mentioned that in the private sector the velocity of change is great and the jobs are not the same as 25 years ago. The flexibility that administrators have with reallocating payroll in order to accomplish attracting new faculty is limited or constrained by the tenure system.
  - He asked how does the UMS modernize and renew programs and faculty in a way that everyone is productively engaged.

Karen Barrett, UMF
- UMF just completed a search and was fortunate to find a candidate who was willing to accept the appointment at the salary level that is available.
  - UMF has only been able to attract candidates who are “all but dissertation” (ABD) because the campus cannot afford the salary that is expected from candidates who currently hold a PhD.
  - Prospective employees are getting advice from their advisors not to accept positions below a certain salary level.

Robert Rice, UM
- Tenure does not guarantee a life time job.
- If a campus wants to achieve depth in a particular program or research then it needs faculty who have longevity.
- The Phoenix model using only web based classes and contact with faculty/advisors only by email is not as effective as the face to face interaction the students have with faculty and advisors.
- Teaching today is different than 10 years ago.
- UMS needs to look at System-wide initiatives with an understanding about the short and long term impacts for all of the campuses.

President Kalikow, UMF
- Administrators have enough flexibility to redeploy staff as needed. It is a painful process and should not be done lightly.
• Tenured faculty provides the institution with the kind of commitment needed to run the institution.
• The faculty change their curriculum on an annual basis in order to keep up and be engaged. This is what the universities receive from tenured faculty.
• The faculty are the core of the institution. Tenure is one of the customs to ensure that the universities have the best possible faculty to teach and serve the students.
• Advising, counseling, and setting up internships are all done by the faculty.

Trustee Wishcamper
• He clarified that he was not disagreeing with the tenure process but commenting that tenure might constrain the System from freeing up resources and asked how can the UMS create resources to be able to attract younger faculty members and replenish faculty resources.

Terry Colby, UMA
• She feels there is a financial problem in trying to attract new faculty especially in the service areas.
• Suggested a dialog to look into a System-wide approach.

Raymond Albert, UMFK
• Commented that there could be opportunities for the UMS to be more innovative by working collaboratively System-wide but this would be challenging and would require a lot of work among campuses.
• If the System could foster this approach all of the campuses would benefit.

Karen Barrett, UMF
• Money doesn’t necessarily equate to productivity. It does keep people from leaving because they are dissatisfied. However, there are things to improve the work environment.
• Raised concerns about the new MaineStreet Market Place electronic procurement process.
  o They are being encouraged to use MaineStreet Market Place instead of the purchasing cards.
  o Adding vendors to the Market Place has been a time consuming process.
  o Many faculty are purchasing the goods themselves and waiting to be reimbursed which is a long process.
  o There is an increase in the “hassle factor” and questioned what is the UMS losing in timeliness when staff cannot make things happen at the time the goods are needed for their classrooms.

Chip Gavin, System Director of Facilities Management and General Services
• He explained to the Board what the MaineStreet Market Place is. It is a System-wide initiative for an electronic strategic procurement process. He also explained the vendor creation process.

Lois-Anne Perkins, UMPI
• Requested a better understanding of Online.Maine; what it is and what are its expectations.
• For the past two Board meetings the faculty have asked to be involved in the Online.Maine planning.
• There continues to be confusion and concern because it is not clear to the faculty how the decision making on the creation and use of Online.Maine is going to occur.
• She inquired about what programs will be available through Online.Maine and how will the faculty be trained.

President Allyson Handley, UMA
• There are multi levels of faculty involvement with Online.Maine.
• The launch of Online.Maine was in two stages. The first stage included the programs currently being offered by distance education. The second stage includes new programs which has input through the Chief Academic Officers.
• There are different approaches on the campuses to preparing and training faculty who want to utilize technology in their teaching.

Curt Madison, Director of Distance Education
• Online.Maine is a way to market all of the campuses’ programs to the students.
• Details about the programs are retained at the campus level.

Adjournment

Ellen Doughty for
J. Kelley Witbank, Clerk