Meeting with Faculty Representatives


Absent: Stephen Bowen, Michelle Hood and Kevin McCarthy.

Trustee Collins welcomed everyone and called the meeting to order.

Robert Rice, UMaine

- Raised concern about the numerous suggestions to use consultants for several upcoming projects and suggested the Board be cautious and sensitive about investment money in outside consultants when the UMS has a great deal of talent in-house. Hiring outside consultants will take funding away from investing in academic programs.

Valerie Hart, USM

- In the Total Compensation Study all the faculty are grouped together and she suggested that it might be useful to separate out the campuses. Discipline specific faculty data would also be a useful tool to compare Nursing Faculty or Business Faculty across different universities. There is currently a national shortage of Nursing Faculty with a high demand for undergraduate and graduate students who want to enter into the Nursing Program. USM has great difficulty attracting faculty because of the low salary level.

Ray Albert, UMFK

- He asked if there was any follow up on the issue he previously raised regarding employee participation in the UMS Wellness Program and concerns about confidentiality and privacy of accessing the employees’ health history information and awarding incentives for participation in the program.

Chancellor Pattenaude commented that participation in the UMS Wellness Program is voluntary but very important for long term financial sustainability. The Wellness Program discussions are embedded in ongoing collective bargaining conversations. The Employee Health Plan Task Force (EHPTF) was clear that the UMS has to get the health care costs under containment and the most powerful way to accomplish it is through wellness.

Ms. Tracy Bigney, Chief Human Resources and Organization Development Officer, commented that privacy and data security of the employees’ health information is an issue that is still being reviewed. The UMS Chief Information Security Officer is working with the outside vendor to examine their security practices to ensure the
highest standards possible. Privacy and security issues will be a topic discussed by the EMPTF. This topic was also discussed with some of the bargaining units and the UMS will pursue the feasibility of some of the discussions.

**Lois-Ann Kuntz, UMM**
- The Board Policy on Appointments was changed and instead of the Board approving appointments a report will be compiled periodically. She asked if the reports will be available in the Board Book rather than in the aggregate salary reports.

  Chancellor Pattenaude stated that it is intended for the Report on Appointments to be included in the Board Book material.

**Christopher Bates, UMA**
- Asked if the UMS will have a standard policy for compensation for teaching on-line courses. The faculty does not want to interfere with campus autonomy; however, there needs to be System-wide standards on what constitutes an on-line course, if it counts towards the faculty course load, and will there be course enrollment caps.

  Chancellor Pattenaude commented that System-wide standards are not put in place unless there is value. There are two groups that are addressing these issues. One group is working on defining what are campus based policies and what are System based standards. The second group is the Teaching for Technology (T4) which is looking at how to embed technology into the pedagogical process. This is also a discussion in collective bargaining.

  Ms. Bigney stated there is a link between the T4 Committee and collective bargaining. T4 is currently conducting a survey for all faculty which will provide additional input on the impact of on-line teaching. She also mentioned there are reports on the web site which will provide additional information. Faculty will also be invited to a summit scheduled in April at UMaine which will disseminate the information from the survey.

  Professor Ron Mosley commented that he is on the T4 Committee and they are working on the issues. He reminded the faculty that the UMS had a similar issue with Interactive Television (ITV) courses and compensation for those courses.

Adjournment.

Ellen Doughty for
J. Kelley Witbank, Clerk