Trustee Medd, Chair, called the meeting to order.

Chancellor James Page introduced Dr. Linda Schott, as the new President at UMPI, Dr. Kathryn Foster, as the new President at UMF and Dr. Michael Stevenson, the new Provost and Vice President for Academic Affairs at the University of Southern Maine.

Executive Session
On a motion by Trustee Fournier, which was seconded by Trustee Hood, the Human Resources and Labor Relations Committee went into Executive Session under the provisions of 1 MRSA Section 405 6-A for the evaluation of personnel and the consideration and discussion of assignments, duties and personnel actions related to staffing and under 1 MRSA 405 6-D to discuss with its negotiators the status of the UMS negotiations of its labor contracts with AFUM, UMPSA, and COLT Units and the pending contracts with PATFA and Service and Maintenance.

On a motion by Trustee Fournier, which was seconded by Trustee Hood, the Committee concluded the Executive Session.

Appointment of Richard Cost as President Emeritus, UMFK
On a motion by Trustee Fournier, which was seconded by Trustee Collins, the Human Resources and Labor Relations Committee agreed to forward to the Consent Agenda for action the awarding of the title President Emeritus of the University of Maine at Fort Kent to Dr. Richard Cost in recognition of his service and contributions.

Approval of Collective Bargaining Agreements
On a motion by Trustee Hood, which was seconded by Trustee Fournier, the Human Resources and Labor Relations Committee agreed to forward to the Consent Agenda for action authorizing the Chancellor to execute the collective bargaining agreement with The Maine Part-Time Faculty Association, American Federation of Teachers Local #4593, AFT-Maine, AFL-CIO upon notice that the agreement has been ratified by the union.

On a motion by Trustee Hood, which was seconded by Trustee Fournier, the Human Resources and Labor Relations Committee agreed to forward to the Consent Agenda for action authorizing the Chancellor to execute the collective bargaining agreement with Teamsters Local Union #340 Service and Maintenance Unit, subject to reaching a complete tentative agreement and upon notice that the agreement has been ratified by the union.
Compensation Program Review Recommendations. Trustee Medd explained that Chancellor Page has conducted a review of UMS compensation programs that provide for discretionary salary increases. The review was undertaken to ensure that discretionary increases provide equitable treatment of employees and prudent use of financial resources consistent with Maine values. At the same time, program procedures must be designed to provide appropriate oversight of salary increases while allowing for management ability to react to changed circumstances and to manage the workforce without burdensome administrative requirements. The recommendations from the Compensation Program Review were reviewed by University leadership and the revised recommendations reflect minor additions and corrections. Board approval is requested to amend the Board of Trustee Policy # 404.3 – Appointments to provide the Chancellor with authority to set parameters for review of appointments, initial salaries, and subsequent salary adjustments. As a result of the Compensation Review, Chancellor Page will be tightening parameters for salary adjustments. This will include adding limitations to amounts that may be awarded and reinstituting System level approval of certain adjustments for management approved positions and establishing general parameters. This is contrary to the recent changes made to reduce the required approvals in order to streamline processes and allow management discretion to Presidents. However, the volume and pattern of increases and the public attention to the issue indicate a need to move in this direction. Board approval will not be required for the specific requirements that the Chancellor will put in place. Instead, the Board will grant the Chancellor the authority to determine the appropriate parameters for review.

On a motion by Trustee Fourier, which was seconded by Trustee Hood, the Human Resources and Labor Relations Committee agreed to forward the changes to Board of Trustees Policy # 404.3, as presented, to the Consent Agenda for action.

Appointment of Dr. Selma Botman as Special Assistant to the Chancellor on Global Education. On a motion by Trustee Collins, which was seconded by Trustee Fournier, the Human Resources and Labor Relations Committee agreed to forward to the Consent Agenda the appointment of Dr. Selma Botman as the Special Assistant to the Chancellor on Global Education and for purposes contemplated in this reassignment continued use of the title of President.

Appointment of President, University of Southern Maine. On a motion by Trustee Fournier, which was seconded by Trustee Collins, the Human Resources and Labor Relations Committee agreed to forward to the Consent Agenda the appointment of Dr. Theodora Kalikow as President of the University of Southern Maine for a two-year term effective July 9, 2012 at an annual salary of $203,000.

UMS Workforce Overview and the Progress Report on the Implementation of Recommendations of the Employee Health Plan Task Force. The UMS Workforce Overview and the Progress Report on Implementation of Recommendations of the Employee Health Plan Task Force were listed as agenda items; however, due to time constraints these items were not discussed.

Adjournment.

Ellen Doughty for
J. Kelley Wiltbank, Clerk