Human Resources and Labor Relations Committee


Committee Members Absent: None

Trustee Medd, Chair, called the meeting to order and welcomed the two new Trustees – James Erwin and Mark Gardner. She introduced and welcomed Mark Schmetz, Director of Labor Relations.

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, COLT, Police, PATFA and Service and Maintenance Units.

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

Approval of Collective Bargaining Agreements. 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 for action authorizing the Chancellor to execute the collective bargaining agreement with the Associated Clerical, Office, Laboratory and Technical Staff of the Universities of Maine, MEA/NEA, upon notice that the agreement has been ratified by the union.

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 for action authorizing the Chancellor to execute the collective bargaining agreement with the Universities of Maine Professional Staff Association, MEA/NEA, upon notice that the agreement has been ratified by the union.

University of Maine School of Law Tenured Faculty Review Program. Trustee Medd explained the University of Maine School of Law has adopted a revised Tenured Faculty Review Program. The program was developed by the faculty of the School of Law and approved by Dean Pitegoff and President Kalikow. Under this program tenured faculty will be reviewed formally every four years after their grant of tenure. In years between the quadrennial reviews, each faculty member submits a comprehensive Faculty Annual Report to the dean, associate dean for academic affairs, and associate dean for research for their review. A faculty member who receives a positive review
will be eligible for a performance-based salary increase at the discretion of the dean and as finances permit. Performance will be measured against criteria in the areas of scholarship, teaching and service. There is no assurance that any increase will be provided. The general parameters for the increases are an expectation of excellent performance supporting any increase and increases ordinarily not to exceed 7%. Faculty in the School of Law are non-represented employees. The Board of Trustees approves compensation increases and programs for non-represented employees. The program is submitted for approval so that future Board actions will recognize this program as a component of the compensation program for School of Law faculty.

On a motion by Trustee Collins, which was seconded by Trustee Hood, the Human Resources and Labor Relations Committee agreed to forward to the Consent Agenda the recommendation of the University of Maine School of Law Tenured Faculty Review Program.

Adjournment.

Ellen Doughty for  
J. Kelley Wiltbank, Clerk