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Board of Trustees February 25, 1985

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

Bangor, Maine
February 25, 1985.

BOARD OF TRUSTEES MEETING

PRESENT: Chairman Joseph Hakanson, Severin Beliveau, Robert Boose, James Bowers, Francis Brown, Patricia DiMatteo, Stanley Evans, Geneva Kirk, Richard Morin and Harrison Richardson. Absent: Robert Dunfey, Alan Elkins, Peter Johnston, Richard Marshall, Thomas Monaghan, Barbara Sanford. Staff: Chancellor McCarthy, William Sullivan, Harlan Philippi, Mary Ann Haas, Russell Smith, Richard Eustis, Samuel D'Amico, Arthur Johnson, Richard Spath, Judith Sturnick, Constance Carlson, Frederic Reynolds, Robert Woodbury and Byron Skinner. Press and Public.

Chairman Hakanson convened the meeting. On motion made and seconded, the minutes of the meetings held on January 27 and 28, 1985, were approved as circulated. Mr. Hakanson noted that no one registered to address the Board in the period regularly reserved for citizen input.

1. Gifts, Grants and Awards. Mr. Morin, Chairman of the Finance Committee, presented the recommendations and moved its acceptance. The motion was seconded and it was

VOTED: to accept with gratitude all gifts, grants and awards listed under the date of February 25, 1985.

2. Gift of Land, UMO. In the absence of Mr. Marshall, Chairman of the Physical Plant Committee, Mrs. DiMatteo presented the recommendation and moved its adoption. The motion was seconded and it was

VOTED: to accept with thanks, the gift of approximately 100 acres of farm land adjacent to the Presque Isle Farm from Cole Properties of Bangor, Maine.

3. Completion of Concert Hall/Museum, UMO. President Johnson was asked to discuss the measures proposed for completion of this project. He reported that some of the proceeds from the Palmer estate, beyond the \$1M committed to the project earlier, will keep the project on schedule until Fall. It is expected that pledges already in hand in combination with proceeds and pledges from ongoing fund raising eventually will retire the costs of construction. However, the payment schedule for many of the donations will extend beyond the completion date for the project. Therefore, the Campus may need to use a portion of the balance of the Palmer Estate as collateral for a loan to insure that construction can be completed without costly delays. President Johnson noted that the Campus also holds project guarantees from individual benefactors which would still provide a safety margin for financing the project although there is an understanding with the benefactors that the loan guarantees would not be used except as a last resort. During discussion, it was determined that the Palmer bequest contained two important collections, one of which is to be retained by UMO; the other may be sold. A collection of Columbian art treasures, which the University is free to sell,

has been released and about 30% of this collection has already been sold. The unsold portion of this collection would serve as collateral for any loan required. After further discussion and on motion of Mrs. DiMatteo, which was seconded, it was

VOTED: to authorize the completion of the UMO Concert Hall/Museum project at a cost not to exceed \$7.5 million and further authorize the use of a portion of the Palmer Estate as collateral for any necessary loan to solve cash flow problems which may occur if private donations fail to keep pace with project expenditures.

4. Elevator - Nutting Hall, UMO. On motion of Mrs. DiMatteo, which was seconded, it was

VOTED: to authorize the installation of an elevator in Nutting Hall on the Orono campus and further authorize the transfer of \$40,000 from the campus 504 Accessibility Account to an appropriate plant fund account to cover the project cost, half of the funds to be transferred during FY85 and the balance in FY86.

5. Appointment of Director of Sponsored Programs, UMO. Dr. Evans, Chairman of the Personnel and Employee Relations Committee, presented the recommendation and moved its adoption. The motion was seconded and it was

VOTED: to authorize the appointment of Dr. Paul D. Uttormark, as Director of the Sponsored Programs Division, University of Maine at Orono, effective March 1, 1985, at a fiscal year salary of \$45,000. The appointment would be for five years.

6. Faculty and Administrator Salary Adjustments. Dr. Evans presented the recommendation. During discussion it was determined that the proposed adjustment for the Executive Director of the University of Maine Foundation was on the Board's agenda only because the individual is eligible for the University's benefit package. The Executive Director is hired by the Foundation and the Foundation pays all salary and benefit costs. On motion of Dr. Evans, which was seconded, it was

VOTED: to approve the salary adjustment, as submitted, a copy of which is appended to the file of these minutes.

Report of Committees.

Committee of the Whole. Francis Brown, Chairman of the Educational Policy Committee, reported that the Board had met earlier in the day as a Committee of the Whole to review nominations for honorary degrees and for tenure.

7. Honorary Degree Nominations. On motion of Mr. Brown, which was seconded, it was

VOTED: to approve the slate of Honorary Degree nominations, as submitted.

8. Tenure Nominations. Mr. Brown reported that the Trustees had spent the morning in discussion of the nominations with the individual Campus Presidents. He said the Trustees recognize the significance of the tenure awards both for the faculty and for the institution and he noted that the fiscal consequences of the University's commitment to lifetime tenure can amount to as much as \$1 million for each tenured faculty member. He commended the Presidents and the peer committee for the rigorous review process which takes place on each Campus prior to Board consideration. On motion of Mr. Brown, which was seconded, it was

VOTED: to approve nominations for tenure for University faculty, as follows:

University of Maine at Augusta

Associate Professor with Tenure

Division of Nursing Education

Cushman, Eleanor, Assistant Professor of Nursing Education

Libby, Elizabeth, Assistant Professor of Nursing Education

Division of Arts and Humanities

Katz, Robert I., Assistant Professor of Art

Leo, Eleanor, Assistant Professor of English

University of Maine at Farmington

Associate Professor with Tenure

Department of Psychology

Anzivino, Susan A., Assistant Professor of Psychology

University of Maine at Fort Kent

None

University of Maine at Machias

Tenure at Present Rank

Science/Mathematics Division

Duncan, Charles D., Associate Professor of Chemistry

University of Maine at Presque Isle

Associate Professor with Tenure

Division of Education/Health, Physical Education and Recreation

Beaudet, Suzanne M., Assistant Professor of Health, Physical
Education and Recreation

Division of Mathematics/Science

Pearson, Nolan E., Assistant Professor of Mathematics

Tenure at Present Rank

Division of Social Science

Wysocki, Raymond, Associate Professor of Business Management

University of Southern Maine

Associate Professor with Tenure

College of Arts and Sciences

Abrams, Richard, Assistant Professor of English

Martin, Peter J., Assistant Professor of Music

O'Mahoney-Damon, Patricia, Assistant Professor of Biology

Pollock, Stephen G., Assistant Professor of Geology

Russell, Robert J., Assistant Professor of Music

Schiferl, Ellen, Assistant Professor of Art

Professor with Tenure

School of Law

Lang, Michael B., Associate Professor of Law

Tenure at Present Rank

College of Arts and Sciences

Ashley, Kathleen M., Associate Professor of English

College of Engineering and Science (UMO)

Hodgkin, Brian C., Associate Professor of Electrical Engineering

College of Education

Callendar, Willard D., Professor of Education

School of Business, Economics and Management

Neveu, Raymond P., Professor of Finance

University of Maine at Orono

Associate Professor with Tenure

College of Arts and Sciences

Barkan, Steven, Assistant Professor of Sociology

Berkun, Cleo, Assistant Professor of Social Welfare

deMoulpied, Deborah, Assistant Professor of Art

Glanz, William, Assistant Professor of Zoology

Groce, Susan, Assistant Professor of Art

Laverty, Edward, Assistant Professor of Political Science

Nees-Hatlen, Virginia, Assistant Professor of English

Stankiewicz, Mary Ann, Assistant Professor of Art

College of Engineering and Science

Co, Alberto, Assistant Professor of Chemical Engineering

Messier, Peter, Assistant Professor of Engineering Technology

Rock, Chester, Assistant Professor of Civil Engineering

College of Life Sciences and Agriculture

Schilmoeller, Gary, Assistant Professor of Child
Development and Family Relations

Tavantzis, Stylianos, Assistant Professor of Plant Pathology

Tjepkema, John, Assistant Professor of Plant Pathology

Tenure at Present Rank

College of Education

Rog, James, Associate Professor of Education and
Physical Education

College of Engineering and Science

Crosby, Herbert, Associate Professor of Mechanical
Engineering Technology

College of Arts and Sciences

Grunze, Michael, Professor of Physics

Markowsky, George, Professor of Computer Science

College of Business Administration

Givens, Horace, Professor of Accounting

Educational Policy Committee.

9. Lewiston Project. Mr. Brown reported that some citizens in the Lewiston area are still interested in the Lewiston project and an attempt may be made to hold another referendum in Lewiston later this year. He said the Committee had discussed the project in general terms at its last meeting and he noted that State Legislators, Representative Paul Gauvreau and Senator Beverly Bustin, were present to convey their interest and to determine what plans the Trustees might have for the project. Mr. Brown said the Committee indicated that the University would not be in a position to implement the project unless new funding is made available.
10. Missions Statements. Chancellor McCarthy reported that campus mission statements are being reviewed and affirmed as part of the ongoing five-year planning process. The Educational Policy Committee has reviewed the statements and recommends their approval.

UMFK. On motion of Mr. Beliveau, which was seconded, it was

VOTED: to approve the mission statement of the University of Maine at Fort Kent.

UMM. Mr. Brown reported that the statement circulated with the materials for the meeting had been revised slightly for clarification and he moved adoption of the revision. The motion was seconded and it was

VOTED: to approve the revised mission statement for the University of Maine at Machias.

UMPI. On motion of Mr. Brown, which was seconded, it was

VOTED: to approve the mission statement for the University of Maine at Presque Isle.

11. Revision to Policies on Tenure and Appointment of Faculty and Senior Administrators. Mr. Brown reported that the Committee of the Whole had also considered a recommendation from the Administrative Council for revisions to Board policy as it relates to the appointment and tenuring of Deans. The recommendation was presented in two parts:

- 1) That the policy on Tenure be revised by adding the following:

"Individuals appointed to the position of Dean who receive a concurrent faculty appointment in an academic department as a term of the administrative appointment shall be eligible for tenure consideration in accordance with Board policy upon conclusion of service as Dean."

- 2) That the Policy for Appointment of Faculty and Senior Administrators be revised by adding the following:

"Employment agreements with individuals appointed as Deans shall provide a rolling three-year obligation on the part of the University during service in the administrative position. Such three-year obligation shall carry forward to a successor faculty appointment, if any, pending the determination of tenure status during this terminal period."

In response to questions, Chancellor McCarthy explained that the intent of the recommendation was to provide an opportunity for Deans to seek tenure on concluding their administrative appointments. The proposed rolling contract would provide job security for a three-year period carrying forward from the administrative appointment, during which the individual could seek to qualify for tenure in a faculty position. During the extensive discussion which followed, it became apparent that the language of the recommendation was unduly confusing and on motion made and seconded, the recommendation was tabled and the staff was instructed to present a reworded recommendation for consideration at the next meeting.

12. Report of Ad hoc Committee on ROTC. Mr. Bowers reported that the Committee had met with its consultant, Professor Carolyn Stephenson, Director of Peace and World Order Studies at Colgate, for an extensive discussion of peace studies as an academic field. The Committee will arrange for further meetings with Professor Stephenson which will include faculty and ROTC personnel, and the Board will be kept informed of the deliberations.
13. Report of the Ad hoc Committee on Legal Affairs. Mr. Beliveau, Chairman of the Committee, distributed a proposed job description for the position of General Counsel as directed by the Board at its last meeting. After discussion and on motion of Mr. Beliveau, which was seconded, it was

VOTED: to approve the job description for the position of University Counsel, a copy of which is appended to the file of these minutes.
14. Legislative Affairs. Mr. Beliveau briefed the Trustees on the status of pending legislation, noting that the budget request is the primary issue of concern to the University at this time. He said that the climate in the Committee on Education is very positive and encouraging but he pointed out that the significant increase requested by the University and the scarcity of State dollars will inevitably require the sustained mobilization of University constituents in support of the budget request.
15. Date of the Next Meeting. Mr. Hakanson announced that the next meeting of the Board would be held at the University of Maine at Orono on March 25, 1985.

There being no further business, the meeting was adjourned.

JoAnne R. Magill
Clerk