

10-22-1974

## Board of Trustees Ad Hoc Committee October 22, 1974

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UNIVERSITY OF MAINE  
BOARD OF TRUSTEES

APPROVED BY THE BOARD OF TRUSTEES

Date October 4, 1974  
By: Margaret R. Dexter, Clerk

October 22, 1974  
Bangor, Maine

ad hoc committee - Appeals and Grievances

PRESENT: Chairman Susan R. Kominsky, Kenneth H. Ramage, Jean Sampson and Stephen T. Hughes. Staff: Donald R. McNeil, Mary Ann Haas, Paul C. Dunham, George M. Shur and Kenneth T. Winters. Guests from the Faculty Liaison Council Committee: William H. Slavick, Maryann Hartman and John Steinbaugh.

Acceptance of Minutes. On motion of Mrs. Kominsky which was seconded, the Committee unanimously VOTED to accept the minutes of July 23, 1974 as circulated. Mrs. Kominsky asked that Tab A, "Recommended Appointment and Evaluation Practices", be appended to the July 23, 1974 minutes and that it be distributed to the full Board.

Meeting with the Faculty Liaison Council Committee. Mrs. Kominsky welcomed William H. Slavick, Maryann Hartman and John Steinbaugh to the meeting. Mr. Slavick indicated that the mediatory role of the Trustee Appeal Committee should be clearly stated in the Guidelines for Grievance Procedures.

On motion of Mr. Ramage which was seconded, the Committee unanimously VOTED to amend Section 5, paragraph 1 of the Guidelines for Grievance Procedures to read as follows:

In the same manner, a grievance may be reviewed at other levels of campus administration. If not resolved administratively, a committee of the grievant's peers, established in a manner approved by the President, should be created to review both sides of the grievance to attempt to mediate the dispute if possible and if resolution is not forthcoming to report to the President. The committee shall act within the following limits:

Underlined words are additions.

Role of Counsel. Faculty representatives asked reconsideration by the Committee of the right to presence of counsel at hearings affecting non-tenured faculty members.

Professor Hartman suggested that the Final Report of the Committee indicate its recognition of equal opportunity irrespective of race, sex, religion or national origin and commended the Committee for its progressive approach in developing the Guidelines for Grievance Procedures.

ad hoc committee -  
Appeals and Grievances  
October 22, 1974

The Committee agreed to bring any revisions of the Final Report and the Guidelines for Grievance Procedures to the full Board at its December meeting.

Adjournment.

Chairman Kominsky reconvened the meeting following the discussion with the Faculty Liaison Council Committee.

Mr. Ramage moved ratification of the motion made in the previous meeting. The motion was seconded and unanimously VOTED.

Mrs. Kominsky initiated discussion of the role of counsel in cases where the grievant is a non-tenured faculty member. Chancellor McNeil stated that he felt the hearings should be kept as informal as possible and recommended that no change in procedure be made at this time. Mrs. Kominsky said that she did not feel that the Guidelines for Grievance Procedures should contain a flat denial of counsel.

On motion of Mr. Ramage which was seconded, the Committee VOTED not to amend the Guidelines. Mrs. Kominsky was opposed.

Dr. McNeil agreed to discuss the Guidelines at the November 14, 1974 meeting of the Faculty Liaison Council and to take the amendment of Section 5 of the Guidelines to the Committee after the FLC meeting.

It was agreed to accept the suggestion of Professor Hartman and include the provision for equal opportunity in the accomplishments section of the Committee's Final Report.

Mrs. Kominsky announced that all changes would be reported to the full Board at its December meeting.

Adjournment.

Janet C. Beaulieu

for  
Margaret R. Dexter  
Clerk, Board of Trustees