

1976

Board of Trustees Joint Meeting August 11, 1976

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

August 11, 1976
Bangor, Maine

JOINT MEETING - FINANCE & PERSONNEL AND EMPLOYEE RELATIONS COMMITTEES

PRESENT: Chairman Francis A. Brown*, Artemus E. Weatherbee*, Thomas F. Monaghan*, John C. Donovan*, Robert R. Masterton*, Bernard R. Carpenter*, Susan R. Kominsky, James H. Page, Stanley J. Evans, Elizabeth S. Russell, Cynthia A. Murray-Beliveau, Nils Y. Wessell, Becky Fisher*, Grattan Murphy*.
STAFF: Chancellor Patrick E. McCarthy, Robert B. Binswanger, Richard A. Eustis, Maryann Haas, Barnett I. Shur.

*Members of the Finance & Personnel and Employee Relations Committees.

Chairman Brown opened the meeting.

Appointment of Interim President at UMA. The Chancellor proceeded to outline the process that had been adhered to in conducting a search for an Interim President. He nominated Dr. Kenneth W. Allen for this position.

The Committee asked what the term of appointment was and what the salary was. The Chancellor replied that the appointment is for this academic year and that the salary for the interim president would be the same as that paid to the late President Lloyd J. Jewett. The Chancellor said that Mr. Allen would continue as Coordinator for Health Education in addition to his new duties.

The Committee suggested that Dr. Allen continue at the salary he was being paid prior to this interim appointment and set a stipend to make up the difference between the present salary and that of the President's salary.

The Committee then inquired when the search for a permanent president would start. The reply was late this Fall. The Committee said they hoped that the criteria for selection would flow to the Board before the process was set up and the Chancellor assured the Committee that it would.

Mr. Monaghan moved, and Mr. Weatherbee seconded, the motion to recommend that the Board of Trustees authorize the interim appointment of Professor Kenneth W. Allen to the position of Interim President for the University of Maine at Augusta, effective August 12, 1976.

A copy of the process paper and its attachments outlining the procedures followed in arriving at this recommendation, and a copy of Professor Allen's resume are appended to the file of these minutes.

Appointment of Vice Chancellor for Administration. The Chancellor then outlined the process which culminated in the selection of Mr. William J. Sullivan as the nominee for the position of Vice Chancellor for Administration.

Individual Committee members who had met with the 3 top contenders for this position shared their impressions of all three with the rest of those present. All of them were most impressed with Mr. Sullivan.

Mr. Weatherbee inquired whether or not Mr. Sullivan was compelled to leave where he was, and the answer was no. Mr. Masterton responded that from his interview Sullivan stated that he wants to get back East and out of government; he has educational aspirations and this is an excellent turnaround time in his life and an excellent position in which to realize these aspirations.

Ms. Murray-Beliveau inquired whether or not women and other minorities had been interviewed. The reply was that there were two women in the first search, one in the second and that it was very difficult to identify candidates as to race and color based solely on their applications.

There being no further discussion, Mr. Monaghan moved, Mr. Masterton seconded, the motion to recommend to the Board of Trustees that they authorize the appointment of William J. Sullivan to the position of Vice Chancellor for Administration, University of Maine, at an annual salary of \$35,000, effective September 1, 1976, or earlier. The motion CARRIED.

A copy of the summary outline of the search process and a copy of Mr. Sullivan's resume are appended to the file of these minutes.

Presidents' Compensation Survey. Chancellor McCarthy reviewed with the Committee the paper entitled, "A Summary of Presidents' Compensation - University of Maine System and Selected Public and Private Institutions of Higher Education."

Mr. Monaghan expressed reservations, not so much about an increase, but about the way in which the increases were granted. He maintained that 5% of \$40,000 is not the same as 5% of \$7500, that the increase would benefit those who are making more rather than those who are earning less. He said that it was his opinion that there is a greater gap between the median and the University faculty salaries than there is between the median and the salaries of University administrators. He also questioned whether 5 of our Presidents should be earning the same salary. He stated that in his opinion there is a great difference between the UMO and UMPG campuses, on the one hand, and the UMM and UMFK campuses on the other.

Mr. Masterton replied that the administration would not have had his vote had they recommended that a larger percentage of the salary increase money go to the lower paid employees. He said that that was a sure way to guarantee the loss of quality and the retention of drones.

Mr. Masterton, in addressing himself to the question of salaries for top administrators at the various campuses, said that says something about what it is costing us to keep up the separate units. He said we should look at our missions and decide whether or not some other configuration might be recommended.

When Ms. Murray-Beliveau inquired whether or not we knew what the average percentage increase nationally in Presidents' salaries, Chancellor McCarthy replied that we didn't have that information. Mr. Wessell said that we can be fairly sure that 5% is on the low side.

Mr. Masterton went on to observe that we do not have a good pay scale and

that two \$20,000 a year administrators do not make one \$40,000 a year administrator. He said we get what we pay for.

Mr. Carpenter asked how long it would be before we have an evaluation of our Presidents. The Chancellor answered that we would have one this fall.

Mr. Weatherbee then moved, and Mr. Masterton seconded, to recommend to the Board that the campus Presidents be granted a 5% cost of living increase for fiscal year 1976/77. It was voted and the motion CARRIED.

Adjournment.

Katharine F. Stevens
Clerk/Board of Trustees