

6-23-1976

Board of Trustees Public Meeting June 23, 1976

University Of Maine System

Follow this and additional works at: <https://digitalcommons.library.umaine.edu/bot-corp-records>



Part of the [Educational Administration and Supervision Commons](#)

Repository Citation

University Of Maine System. (date).Board of Trustees [Meeting minutes]. Raymond H. Fogler Library Special Collections Department, University of Maine, Orono, Maine.

This Minutes is brought to you for free and open access by DigitalCommons@UMaine. It has been accepted for inclusion in Corporate Records by an authorized administrator of DigitalCommons@UMaine. For more information, please contact um.library.technical.services@maine.edu.

UNIVERSITY OF MAINE
BOARD OF TRUSTEES

APPROVED BY THE BOARD OF TRUSTEES

August 12, 1976
Margaret R. Dexter, Clerk

June 23, 1976
Bangor, Maine

Public Meeting

PRESENT: Chairman James H. Page, Stanley J. Evans, Francis A. Brown, Bernard R. Carpenter, John C. Donovan, Susan R. Kominsky, Robert R. Masterton, H. Sawin Millett, Thomas F. Monaghan, Cynthia A. Murray-Beliveau, Carlton D. Reed, Elizabeth S. Russell, and Artemus E. Weatherbee. Staff: Chancellor Patrick E. McCarthy, R. B. Binswanger, R. A. Eustis, Ford Campbell, M. A. Haas, J. R. Magill, B. Russell Smith, Barnett Shur, K. T. Winters, E. A. Olsen, N. E. Miller, H. R. Neville, L. J. Jewett, F. S. Harvey, S. F. Salwak, R. J. Spath, and A. S. Buswell, Public and Press.

Mr. Page convened the meeting and welcomed Bernard R. Carpenter and Thomas F. Monaghan to the Board of Trustees.

Chancellor's Report. After complementing the University of Maine at Orono baseball team on their success in national competition, the Chancellor assessed five items of importance to the University during his eleven months in office.

He discussed the 10% Budget cut and its impact on the constituent groups within the University. Salary and wage levels as outlined in the External Salary Committee Report were compared with current levels. The Chancellor recapped the study of tuition policy as a prelude to the two tuition increases which were voted by the Board this year. The Chancellor assessed his work with the Presidents which produced an inventory of where the University is at present. He emphasized the need to work closely with the campuses.

UMO Baseball Team. Mr. Brown moved adoption of the following resolution:

Whereas, the Varsity Baseball Team of the University of Maine at Orono has completed an outstanding season of competition in Division One College Competition, and,

Whereas, the team is the Eastern Regional Champion and also New England's top college team, and

Whereas, in competition at the College World Series at Omaha, Nebraska, the UMO Team turned in an outstanding overall performance as a team and achieved

a standing of fourth place against the best college baseball talent in that nation,

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the University of Maine officially recognize this outstanding sports performance which has brought great credit and favorable public attention to the University and adds its congratulations to Coach John Winkin and all the team members of the 1976 Varsity Baseball Team of the University of Maine at Orono.

The motion was seconded and VOTED.

COMMITTEE REPORTS.

Physical Plant Committee.

Capital Budget Items. Mr. Brown moved that the Board approve three capital budget items.

1. Purington Hall Floor Repair Capital Budget Project in the amount of \$17,445 with funds coming from the Dining Hall/Residence Reserve Funds.
2. Chadbourne Hall Capital Budget Project in the amount of \$11,000 with funds coming from the Residential Life Administration Account budgeted in the Maintenance of Facilities.
3. Squash Court Alteration to Racquetball Court, UMPG, in the amount of \$18,000 to be completed with non-University funds derived from donations, fees charged for gym use, and other sources.

The motion was seconded and VOTED.

Motor Vehicle Regulations, UMA. On motion of Mr. Brown which was seconded the Board voted to adopt the University of Maine at Augusta, Motor Vehicle Rules, dated April 8, 1976 for the Augusta Campus of the University effective June 23, 1976.

A copy of the regulations is appended to the file of these minutes.

Amendment to Motor Vehicle Regulations, UMF. Mr. Brown moved that the Board approve amendments 1 and 2, both dated May 21, 1976, to the Motor Vehicle Regulations for the University of Maine at Farmington effective June 23, 1976. A copy of the amended regulations is appended to the file of these minutes.

The motion was seconded and VOTED.

Student Affaris Committee, Title IX. Ms. Murray-Beliveau reported that the Committee reviewed a status report showing progress toward compliance with Title IX which applies to education programs and activities receiving or benefitting from

federal financial assistance. The University is required to do a self-evaluation before July 21, 1976. The report will be circulated to Trustees at the next meeting.

Code Review. Ms. Murray-Beliveau informed the Board that a study team has been formed to review the disciplinary code. The team will meet in July to review current policy.

Fee Inventory. She also reported that in November an inventory of existing fees and a review of approval authority for fees will be presented to the Trustees.

Educational Policy Committee.

Mid-Coast Community College Services Report. Dr. Donovan reported that the Committee had reviewed a report on Mid Coast Community College Services, University of Maine at Augusta.

UMF Nomination. On motion of Dr. Donovan which was seconded, the Board VOTED that Margaret K. Heath be promoted to Assistant Professor with tenure at the University of Maine at Farmington.

Planning for Graduate Education. Dr. Donovan reported that the Committee had reviewed Graduate Education plans for the University of Maine at Orono.

MPBN Fund Raising Television. Dr. Donovan moved that the Board of Trustees authorize the Maine Public Broadcasting Network to utilize and experiment with such television fund raising techniques as are deemed appropriate, consistent with good taste and professional standards of the University of Maine for a trial period of one year subject to review thereafter and further subject to the following conditions:

1. That there be no fund raising on Channel 26 during the fiscal year 1976, 1977.
2. No direct mail solicitation for MPBN in areas of overlap with WCBB, Channel 10.
3. That the Advisory Committee study long range implications of support for both WCBB and MPBN.

4. That efforts be made to get the Legislature to restore cuts in MPEN funding in order to obviate fund raising in the future.

The motion was seconded and Carried. A copy of the proposal and rationale is appended to the file of these minutes.

Appointments to Screening Committee. Dr. Donovan moved that the following appointments to the Screening Committee which coordinates long range planning for two-year programs at the Vocational Technical Institutes and the University be approved:

Dick Conrad Rice, Vice President for Academic Affairs, UMF, to fill an unexpired term and serve until June 1978; George P. Connick, acting Vice President for Academic Affairs, UMPG, to a three year term as a replacement for President Jewett whose term has expired.

The motion was seconded and unanimously VOTED. A copy of the proposal is appended to the file of these minutes.

Personnel and Employee Relations Committee.

Classified Employee Handbook. Mr. Brown moved that effective June 23, 1976: the Board of Trustees adopt the original Classified Employee Handbook, dated April 1, 1975, with the system-wide policy revisions; that, effective June 23, 1976, previous agreements affecting specifically identified regular classified employees will be honored with respect to the following employment conditions:

- A. Allowing longevity increases to be based upon total campus longevity rather than specific job longevity at UMO and UMPG.
- B. Crediting past regular full-time service for re-hired regular employees in computation of accumulated vacation once five continuous years are served at UMO and UMPG.
- C. Paying differentials of 20 cents per hour for shifts between 4:00 p.m. and 12:00 a.m. and 30 cents per hour for shifts between 12:00 a.m. and 8:00 a.m. for classified nurses at UMO.
- D. Allowing two months paid child-bearing leave for full-time regular employees who have requested such leave prior to June 23, 1976, at all campuses.

- E. Determining full-time regular employee status for purposes of employee benefits based upon less than forty (40) hours worked in a regularly scheduled workweek at UMO, UMPG, and UMF. Wages, however, will continue to be based upon actual numbers of hours worked.
- F. Determining seniority as a maximum of nine (9) months for regular classified employees laid off prior to June 23, 1976, at all campuses.
- G. Red circling rate of pay for regular employees whose original rate at the time of implementation of the Job Classification Program was above the designated rate at UMPG.

Effective June 23, 1976, those classified policy revisions affecting faculty and professional staff will also be adopted for these groups of employees specifically, the changes in the tuition waiver provision to include non-credit courses and in the child-bearing leave policy to a six-weeks' deferred, paid leave.

The motion was seconded.

Mr. Weatherbee moved that the resolution be amended to delete the tuition waiver for non-credit courses for classified employees.

The motion to amend was seconded.

Voting for the motion to amend were Mr. Masterton, Mr. Carpenter, Mr. Monaghan, Mr. Millett, and Mr. Weatherbee. Opposed were Dr. Evans, Ms. Kominsky, Mr. Reed, Dr. Russell, Mr. Brown, Dr. Donovan, and Ms. Murray-Beliveau.

The motion to amend Failed.

The Chairman called for the vote on the Classified Employee Handbook.

Voting for the measure were: Mr. Brown, Dr. Donovan, Mr. Millett, Mr. Carpenter, Mr. Monaghan, Dr. Russell, Mr. Reed, Ms. Kominsky, and Mr. Masterton.

Ms. Murray-Beliveau voted in opposition to the reduction in duration of the child-bearing leave from eight weeks to six weeks.

Mr. Weatherbee abstained.

The motion Carried.

Negotiating Representative, Mr. Brown moved that the Board designate the Chancellor of the University of Maine as its representative for purposes of negotiation and administering collective bargaining agreements with properly authorized employees, agents or representatives. The Chancellor shall coordinate all collective bargaining activities with campuses or units on matters of general University concern, and he is hereby further authorized to sub-delegate his operational responsibility as the Board of Trustees designee for collective bargaining matters as he may deem proper.

The motion was seconded.

Mr. Weatherbee asked that the record show that the result of such negotiations are subject to approval by the Board.

The motion was unanimously VOTED.

Personnel Actions. Mr. Brown announced that in the recommendation made at the May Board meeting to appoint Dr. George Wood, III, to the Cutler Health Center, UMO, the title of the position was inadvertently omitted. Dr. Wood was appointed to the position of Assistant Director for Medical Service at the Cutler Health Center, UMO.

On motion of Mr. Brown which was seconded, the Board VOTED to appoint Mark DeGregorio as police officer at the University of Maine at Orono effective June 23, 1976, in accordance with the provisions of Private and Special Laws, Chapter 532, Section 8-A.

Mr. Brown moved that the Board of Trustees appoint Jeanne Rogge Steele as Public Information Specialist for the University of Maine at a salary of \$15,000 per year effective June 28, 1976.

The motion was seconded and VOTED.

Copies of the appointment are appended to the file of these minutes.

Finance Committee.

Salary and Wage Plan. Mr. Masterton moved adoption of the following recommendation:

That effective July 1, 1976, the allocation of \$3,500,000 for fiscal 1976/1977 to effect salary/wage adjustments for professional and classified employees of the University of Maine with the distribution of funds as follows:

- A. 5% cost of living increase for all E & G employees
- B. 3.8% average merit increase for faculty and professional and administrative staff.
- C. Resumption of the Job Classification Program for regular employees
- D. All employees funded from either auxiliary enterprise or restricted funds shall receive similar treatment, with funds provided by the auxiliary enterprise or the agency

The motion was seconded.

Mr. Weatherbee moved that the Board amend the Salary and Wage Plan by striking section B and insert in its place the following:

5% average merit increase for faculty and
1.4% average merit increase for professional
staff.

The motion was seconded. A copy of the proposed amendment and statement are appended to the file of these minutes.

The motion was DEFEATED.

Voting for the amendment were: Dr. Donovan, Ms. Murray-Beliveau, Mr. Weatherbee, Ms. Kominsky, Mr. Reed, and Mr. Monaghan.

Opposed were: Mr. Carpenter, Mr. Brown, Mr. Millett, Dr. Evans, Mr. Masterton, Dr. Russell, and Mr. Page.

The vote was called on the Salary and Wage Plan which CARRIED.

Gifts and Funds. On motion of Mr. Masterton which was seconded, the Board VOTED to accept with gratitude all gifts and funds filed under the dates June 22 and 23, 1976.

Voting for the motion were: Mr. Masterton, Mr. Reed, Dr. Russell, Mr. Monaghan, Mr. Carpenter, Mr. Millett, Mr. Weatherbee, and Mr. Brown.

Ms. Kominsky and Ms. Murray-Beliveau voted in opposition to a fund for male athletes.

Dining Hall and Residence Budget. Mr. Masterton moved that the Board of Trustees approve the following 1976.1977 Auxiliary Enterprise Budgets and Charges:

I. 1976/77 Auxiliary Enterprise Budgets

	<u>Revenue</u>	<u>Expenditures</u>
UMA	\$ 212,000	\$ 208,661
UMF	1,415,781	1,415,781
UMFK	239,760	273,995 ^a
UMM	488,825	487,753
UMO	11,207,263	10,994,226
UMPG	2,021,742	2,021,742
UMPI	671,489	670,375

II. Room and Board Charges

	<u>1975/76</u>	<u>1976/77</u>	<u>Increase</u>
UMF	\$1,395	\$1,395	\$ 0
UMFK	1,395	1,395	0
UMM	1,395	1,405	10
UMO			
All Meals	1,505	1,605	100
14 Meals	1,445	1,545	100
BCC			
All Meals	1,450	1,550	100
14 Meals	1,390	1,490	100
UMPG	1,395	1,395	0
UMPI			
Park Hall Suites	1,395	1,460	65
All Other	1,395	1,410	15

^aIncludes a \$35,000 subsidy for dining/residence as approved by the Board of Trustees.

The motion was seconded and VOTED.

E and G Budgets. On motion of Mr. Masterton which was seconded the Board of Trustees VOTED to establish the 1976/1977 Unrestricted Educational and General Budgets as follows:

	<u>EXPENDITURES</u>	<u>REVENUE</u>
UMA	\$ 2,723,976	\$ 1,596,172
UMF	3,125,370	1,209,325
UMFK	1,135,634	393,716
UMM	1,319,990	438,495
UMO	24,337,363	9,725,485
UMPG	10,006,069	4,319,380
UMPI	2,183,432	827,996
UMCO ¹	339,709	0
UMSWS ¹	1,853,319	60,062
EMPLOYEE BENEFITS ²	5,831,945	0
RISK INSURANCE	169,500	0
STATE APPROPRIATION ³	0	0
TEMPORARY INVESTMENT INCOME	0	33,459,200
TRANSFER FROM COMPENSATION RESERVE	0	650,000
TOTAL	<u>453,026,307</u>	<u>400,000</u>
	<u>\$53,026,307</u>	<u>\$53,079,831</u>

¹University of Maine, System-Wide Services.

²Excludes \$200,000 for 30% share of individuals health insurance premiums.

³Includes \$400,000 for student aid, \$500,000 for employee compensation--\$493,613 for E&G, and the remaining \$6,387 is for MPBN, \$300,000 for supplemental student aid, and excludes \$16,103 for MPBN salaries and wages.

Voting for the measure were Dr. Evans, Mr. Masterton, Ms. Kominsky, Mr. Reed, Dr. Russell, Mr. Millett, Mr. Weatherbee, Ms. Murray-Beliveau, Dr. Donovan, and Mr. Brown. Mr. Carpenter and Mr. Monaghan abstained.

MPBN Operational Budget. Mr. Masterton moved that the Board establish the expenditure level for the Maine Public Broadcasting Network at \$1,319,300 for 1976/1977 subject to the same provisions incorporated in the Educational and General Budget contingent upon fund raising on MPBN television as approved by the Board.

The motion was seconded and VOTED.

Mr. Carpenter abstained.

A copy of the background and detailed Budget is appended to the file of these minutes.

Health Fees. On motion of Mr. Masterton which was seconded the Board VOTED approval of the following changes:

Changes in student health fees at the University of Maine at Orono and at the University of Maine at Farmington with the understanding that there will be a study of cost adequacy of Student Health Fees:

1. A student health fee of \$14 per semester at UMO, with the fee for summer session students electing to participate at the rate of \$1 per credit hour. Implementation of this fee to be for summer session 1976.
2. A \$26 Voluntary Student Health Insurance Fee at UMF effective with the fall semester of 1976.

Parking Fee. Mr. Masterton moved that the Board authorize an increase from \$1.00 to \$5.00 as the Parking Fee at the University of Maine at Orono effective September 1, 1976. The motion was seconded and VOTED.

Student Activity Fees. On motion of Mr. Masterton which was seconded the Board VOTED to confirm the following campus Student Activity Fees for 1976/1977:

UMA	\$20	UMO	
UMF	\$35	Undergraduate	\$20
UMFK	\$30	Graduate	\$10
UMM	\$35	BCC	\$40
UMPI	\$30	UMPG	\$24
		UMPG-LAW	\$12

Employee Insurance Program. On motion of Mr. Masterton which was seconded the Board VOTED to continue the University of Maine group insurance program with Union Mutual Co. A copy of the background data is appended to the file of these minutes.

Guidelines for Request to 108th Legislature. Mr. Masterton reported that the Finance Committee had requested that the staff consider, when possible, the reports from the Ad Hoc Academic Planning Committee, the Performance Audit Committee of the Legislature, the External Salary Committee, the 1976 year-end figures and new programs in the formulation of the request to the 108th Session of the Legislature. The Finance Committee agreed to the following guidelines:

1977/78 Guidelines

Part I

Salary and Wage Increase = 8.7%
Employee Benefits = 1.3%
Other than Personal Services = 6%

Part II

The request for new and/or expanded programs will be limited to an amount not to exceed 5% of the 1976/77 State Appropriation

1978/79 Guidelines

Part I

Salary and Wage Increase = 7%
Employee Benefits = 1%
Other than Personal Services = 6%

Part II

The request for new and/or expanded programs will be limited to an amount not to exceed 4% of the 1977/78 State Appropriation.

Unrestricted Funds Status Report. Mr. Masterton reported that the Committee had reviewed the Unrestricted Funds Status Report for May 1976. A copy is appended to the file of these minutes.

Capital Budget Items. Mr. Masterton reported that the Committee had reviewed the Capital Budget items for UMF, UMO, and UMPG and had approved the method of funding.

Election of Officers. Mr. Brown moved that the Board elect the following slate of officers for fiscal year 1976/1977.

James H. Page, Chairman

Stanley J. Evans, Vice Chairman

Katharine F. Stevens, Clerk

Ford Campbell, Treasurer

The motion was seconded and VOTED with one dissenting vote. Mr. Weatherbee requested that the record show that he had cast a no vote for the election of the Chairman as a protest against the Chairman's vote on the salary distribution plan amendment which Mr. Weatherbee had proposed.

Harry W. Gordon. Mr. Page read the following resolution:

Whereas, Harry Gordon, the first University of Maine System Treasurer, is a man of strength and perseverance, modesty and straightforwardness, we wish to recognize and honor Harry for his thirty years of service to the University of Maine and the People of Maine.

Harry, you have seen the University through thirty years of thick, thin, and thinnest, through a forty-fold increase in revenues, a twenty-fold increase in assets and a 10 per cent across the board cut.

Your accomplishments are a matter of record; your foresight and recognition of progressive change enabled you to reorganize the Treasurer's office to meet the needs of the merged University.

You have made a unique contribution; you have served with wisdom, good humor and understanding.

We, the members of the Board of Trustees, on behalf of the entire University community and the citizens of Maine, extend our heartiest congratulations to Harry W. Gordon upon the occasion of his June 30, 1976 retirement. In many cases unbeknown to the recipients, your prudence and resourcefulness have beneficially touched the lives

of thousands of Maine students. For this we offer you sincere thanks.

We would like to take this opportunity to announce that the Chancellor has conferred on Harry W. Gordon the title of Treasurer Emeritus.

Along with our sincere best wishes to Harry and his lovely wife Diana, we wish you many years of happiness in retirement.

Mr. Masterton moved that the Board adopt this resolution.

The motion was seconded and unanimously VOTED.

Mr. Monaghan complimented Mr. Page on his service to the University and to the Board as its Chairman and endorsed his service to the State of Maine.

Margaret R. Dexter. Dr. Evans moved that the Board express its appreciation to Margaret R. Dexter who has served as Clerk of the Board of Trustees.

The motion was seconded and VOTED.

1976/1977 Board Meeting Calendar.

On motion of Dr. Evans which was seconded the Board VOTED to meet on the following days in 1976/1977:

1976

September 8-9*
October 26-27
November 30 - December 1

1977

January 25-26
February 22-23
March 22-23
April 26-27
May 24-25
June 21-22

*In September, the Board meeting will be on Wednesday and Thursday, September 8 and 9

Voting for the calendar were Dr. Evans, Mr. Masterton, Ms. Kominsky, Mr. Reed, Dr. Russell, Mr. Monaghan, Mr. Millett, Dr. Donovan, and Mr. Brown.

Opposed were Ms. Murray-Beliveau, Mr. Carpenter, and Mr. Weatherbee.

There was agreement that the Trustees should experiment with different formats for Board meetings.

By Laws Amendment. Ms. Kominsky moved the following By Laws amendment.

Section 4.4 (b) to be amended as follows:

b. Attendance at committee meetings shall be restricted to committee members, other members of the Board, to the Chancellor, to Administrative Council members, and to such others as are specially invited. Committee meetings shall be open to the press and public, except by vote of the committee.

Deletions are indicated by strikeouts. Additions are indicated by underline.

The motion was seconded. Voting for the Amendment were Mr. Brown, Dr. Donovan, Ms. Murray-Beliveau, Mr. Monaghan, Dr. Russell, Mr. Reed, Ms. Kominsky, and Dr. Evans. The motion FAILED for lack of approval of ten members.

Mr. Page reminded Board members that he and Dr. Evans would contact them for their preference in Committee assignments prior to the July Meeting.

Executive Session. On motion of Mr. Brown which was seconded the Board VOTED to go into executive session to discuss preparation for collective bargaining and matters relating to compensation for administrators.

RECONVENED PUBLIC MEETING

PRESENT: Chairman James H. Page, Stanley J. Evans, Robert R. Masterton, Susan R. Kominsky, Carlton D. Reed, Elizabeth S. Russell, Thomas F. Monaghan, Bernard R. Carpenter, H. Sawin Millett, Cynthia Murray-Beliveau and Francis A. Brown.
Chancellor Patrick E. McCarthy, R. B. Binswanger, R. A. Eustis,

Page 14
Public Meeting
June 23, 1976

Ford Campbell, M. A. Haas, J. R. magill, B. Russell Smith, Barnett Shur, K. T. Winters, F. S. Harvey, L. J. Jewett, H. R. Neville, E. A. Olsen, N. E. Miller, S. F. Salwak, R. J. Spath, A. S. Buswell, Public and Press.

Mr. Page reconvened the Public Meeting.

There was general agreement that the next meeting will be in Fort Kent in July. The Clerk-elect was directed to call each Trustee to select a date.

Collective Bargaining. On motion of Mr. Brown which was seconded, the Board VOTED to adopt the following policy statement on collective bargaining:

The citizens of Maine have offered all University employees the right to vote for or against collective bargaining.


Collective bargaining is one of many ways for conducting our affairs in regard to compensation and working conditions. University employees must determine whether their own situation would be improved and whether the interests of the University would be served through collective bargaining.

Employees are asked to consider whether or not equitable treatment of faculty and staff necessarily requires the presence of a union as the third party. Also, to be considered is the possibility of adverse effects on the maintenance of a healthy environment for learning.

The Board recognizes that the decision to join or not to join a union must ultimately be made by University employees; nonetheless, it cannot ignore its responsibility to assure that whatever decision is reached is informed and is agreed to by the largest possible number of affected employees.

Accordingly, we hereby direct the Chancellor's office and the Presidents of our individual campuses to inform employees about collective bargaining and to encourage all eligible employees to participate in any elections which might occur.

Adjournment.


Margaret R. Dexter
Clerk, Board of Trustees