

7-20-1977

Board of Trustees July 20, 1977

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NOTE: There are no Minutes of the Executive Session

UNIVERSITY OF MAINE
BOARD OF TRUSTEES

APPROVED BY THE BOARD OF TRUSTEES

DATE: 9/28/77

July 20, 1977

CLERK: _____

PRESENT: Chairman James Page, Francis Brown, Patricia DiMatteo, Stanley Evans, John Donovan, Susan Kominsky, Robert Masterton, Sawin Millett, Thomas Monaghan, Ellen Platz, Elizabeth Russell, Artemus Weatherbee, Nils Wessell, and Clerk JoAnne Magill.
Absent: Bernard Carpenter; one vacancy. **Staff:** Chancellor McCarthy, Robert Binswanger, William Sullivan, Mary Ann Haas, Ford Campbell, Russell Smith, Samuel D'Amico, Richard Eustis, Jeanne Steele, Einar Olsen, Richard Spath, Donald Beattie, Kenneth Allen, Stanley Salwak, N. Edd Miller, Arthur Buswell, Barnett Shur, Sumner Bernstein, press and public.

Chairman Page convened the meeting. On motion made and seconded, the minutes of the regular meeting and of the Executive Session, both held on May 25, 1977, were approved as circulated. The Chairman welcomed two new Trustees to membership on the Board: Mrs. Patricia DiMatteo, Falmouth, and Mrs. Ellen Platz, Auburn. Mr. Page introduced Dr. Donald Beattie, who was recently appointed President of the University of Maine at Augusta.

On motion made and seconded, it was voted to adjourn to executive session for discussion of a personnel matter: the professional status of a University staff member.

After the executive session and on motion made and seconded, the regular meeting was reconvened.

Dr. Evans called attention to a recent letter from Governor Longley to the Trustees which listed a number of questions about the Board's activities. Dr. Evans felt that the questions had been addressed by the Board on a number of occasions, most recently in the series of hearings conducted throughout the State by the academic planning committee, but that it would be appropriate for the Trustees to review them again. He indicated he had recorded some of his thoughts which would be circulated to the Board to stimulate reactions from other Trustees. Mr. Page requested that other Trustees respond to the questions over the next few weeks and the collective reactions can be discussed at the September meeting.

Chancellor's Report. At the invitation of the Chairman, Chancellor McCarthy presented his report to the Trustees. His remarks focused on the financial plan for the upcoming year and the full text is appended to the file of these minutes.

REPORT OF COMMITTEES

1. Educational Policy Committee Dr. Donovan reported for the Committee:

Tenure Status. On motion of Dr. Donovan which was seconded, it was Voted that:

the Board of Trustees recognize that Norman J. Viger, Assistant Professor of General Engineering, UMO, has obtained de facto tenure because he has been kept on probationary status beyond the seven year standard.

Center for Marine Studies, UMO. On motion of Dr. Donovan which was seconded, it was

VOTED: that UMO be commended for its leadership in marine studies and be encouraged to continue its efforts by presenting to the Board in 60 days a planning document delineating Center of Marine Studies' responsibilities in relation to other marine efforts within the University and the State of Maine, and setting forth the policy issues or implications involved.

MPBN Position Paper. Dr. Donovan reported that the Committee had received a position paper which was presented to the Task Force of the Maine Advisory Committee on Public Broadcasting, and that progress is being made toward the resolution of conflicts in the public broadcasting area.

Dr. Donovan also called attention to the status reports on teacher education planning and library service priorities which were included with the materials circulated for the meeting.

2. Physical Plant Committee Mr. Monaghan reported for the Committee.

Acceptance of Real Estate Gifts. Mr. Monaghan presented the committee's recommendation for acceptance of two small parcels of land which have been received by the University without formal authorization from the Board. On motion of Mr. Monaghan, which was seconded, it was

VOTED: to accept the gift of land in Augusta from Purinton Associates and the gift of land in Old Town from Lowell & Eva Sherwood.

Gifts of Real Property - Policy. Mr. Monaghan reported that the Committee has reviewed a preliminary draft of a policy statement concerning acceptance of real estate gifts, which will be presented for consideration and action at the next meeting.

Community Leisure Center, UMA. Mr. Monaghan presented the Committee's recommendations for acceptance of a federal grant and authorization of construction of an outdoor recreation center at UMA. Acceptance of the grant will require matching funds which are available in indirect cost recovery accounts. Mrs. Kominsky was opposed to the use of University funds for a project of this kind particularly at a non-residential campus, given other urgent unmet needs. Mr. Brown indicated that there are no outdoor recreational facilities available at Augusta and the federal subsidy will provide facilities the University could not obtain any other way. On motion of Mr. Monaghan, which was seconded, and with Mrs. Kominsky dissenting, it was

VOTED: to accept the \$75,000 grant from the U.S. Department of the Interior and authorize construction of Leisure Center facilities at UMA.

Design form for UMA Community Leisure Center. On motion of Mr. Monaghan which was seconded, it was

VOTED: that Herbert R. Doten be retained to prepare the bidding documents and to provide inspection services for the construction of the Community Leisure Center on the UMA Campus.

College Housing Loan Program. Mr. Monaghan presented a recommendation to authorize submission of applications to HUD for long term, low interest loans for improvements to college housing facilities. During discussion it was pointed out that the University will be facing an expensive program of remodeling and upgrading to comply with new federal regulations for safety standards, access for the handicapped, etc. and loan programs of this kind could provide funds to initiate needed renovation. On motion of Mr. Monaghan, which was seconded, it was

VOTED: to authorize the submission of loan applications to HUD under the College Housing Loan Program for the following projects and amounts: Lockwood Hall, Farmington, \$80,000; Stone Hall, Farmington, \$36,000; Dakin Hall, Farmington, \$35,000; Kimball Hall, Machias, \$760,000; Hannibal Hamlin Hall, Orono, \$705,000; Robie/Andrews Hall, Gorham, \$785,000; South Hall, Presque Isle, \$640,000; Park Hall, Presque Isle, \$70,000.

University Park. Mr. Monaghan reported that the Committee had heard the opposing views on UMO's proposal to assign single students to some of the apartment units in the University Park complex which has been reserved to married students. The Committee had voted to recommend that the proposal be rejected but President Neville has withdrawn the proposal and no further action is required. Mr. Monaghan indicated the Committee would continue to explore alternatives to alleviate housing problems.

Capital Construction - Budget Request. Mr. Monaghan reported that the Legislature had provided \$100,000 for safety improvements, system-wide, over the next biennium and that the University's request for a bond referendum to fund a \$5 million capital program had been approved and forwarded to the Governor for action.

Capehart. Mr. Monaghan reported that Mr. Ryer, Director of the Bangor Housing Authority, had discussed with the Committee some possible alternatives for the Capehart property and that the administration will continue discussion and develop a proposal for later consideration.

3. Personnel and Employee Relations Committee Mr. Brown reported for the Committee.

Personnel Appointments. On motion of Mr. Brown which was seconded, it was

VOTED: to appoint William J. Buchanan as police officer at the University of Maine at Portland-Gorham in

accordance with the provisions of 1971, P.L., Chapter 544, Section 142, with the understanding that the authority conferred by the Board for the performance of duties under the cited statutes is co-terminus with the individual's period of employment as Police Officer at the University of Maine.

Faculty/Administrative Appointments, UMO. Mr. Brown reported that recommendations for four appointments at UMO had been presented to the Committee shortly after the last meeting and since no meeting was scheduled in June, informal approval was obtained by telephone poll of Committee members, with the understanding that the recommendations would have to be submitted to the full Board at the next regular meeting. During discussion, Mr. Weatherbee inquired about the status of an earlier request for review of Board guidelines establishing the salary levels which require Trustee action. Mrs. Kominsky noted that none of the appointees were women and Dr. Evans expressed reservations about the thoroughness of the search process and compliance with affirmative action guidelines, noting that given scarce dollars, high level appointments should be considered with care. There being no objection to a collective recommendation for action, Mr. Brown's motion for approval of the appointments was seconded and with Dr. Evans dissenting, it was

VOTED: to approve the following appointments for the University of Maine at Orono:

- a) Ronald A. Rohrer as Professor and Chairman of Electrical Engineering, at a salary of \$25,500 per academic year, and an administrative stipend of \$4,000, effective July 16, 1977.
- b) John C. Hassler as Associate Professor of Chemical Engineering, at a salary of \$20,700 per academic year, effective September 1, 1977.
- c) C. Murray North as Professor of Music and Director of the School of Performing Arts, at an annual salary of \$26,000 per academic year, and an administrative stipend of \$3,000, effective September 1, 1977.
- d) Richard F. Dominguez as Professor and Chairman of Civil Engineering, at a salary of \$24,000 per academic year, and a \$4,000 administrative stipend, effective July 16, 1977.

Collective Bargaining Update. Mr. Brown reported that the first election for union representation was underway. The ballots have gone out to the police unit with an August 1st deadline for return. In addition, unit determination for faculty is progressing.

4. Student Affairs Committee Mrs. Kominsky reported for the Committee.

Student Conduct Code. Mrs. Kominsky reported on the process for development of code revisions, noting that opportunities had been provided for extensive discussion of viewpoints and that a draft had been circulated to the Campuses for review and comments. She outlined several non-substantive changes which had been developed during Committee deliberations. During discussion, Mr. Weatherbee and Mr. Masterton raised questions about the absence of provisions for repayment of debts. Mrs. Kominsky thought that the University has a right to try and enforce repayment although the student code was not considered the appropriate vehicle for that purpose. Mr. Masterton suggested that the issue be addressed separately at some point. On motion of Mrs. Kominsky which was seconded, it was

VOTED: to approve the University of Maine Student Conduct Code as revised and further amended by the Committee effective July 20, 1977. A copy of the revised Code incorporating all Committee amendments is attached to the file of these minutes.

For information, Mrs. Kominsky further reported that the Student Affairs Committee had considered a schedule for the upcoming year and that it expects to look at student rights and responsibilities and reserve some time to engage students in discussion of global issues, at the suggestion of Dr. Wessell. In response to concerns raised by UMOSG, the Committee will review Board policy on student activity fees and explore the possibility of developing Board policy for student committee appointments. The Committee also discussed Freshman use of cars.

5. Finance Committee Mr. Masterton reported for the Committee.

Gifts, Grants and Awards. On motion of Mr. Masterton which was seconded, it was

VOTED: to accept with gratitude all gifts and grants filed under date of July 20, 1977, a complete listing of which is appended to the file of these minutes.

Tuition Waiver. On motion of Mr. Masterton which was seconded, it was

VOTED: to authorize the waiving of tuition and fees for Joanne Jewett, enrolled as an undergraduate student at the University of Maine at Orono for the academic year 1977-78.

Mr. Masterton reported that the search for a Treasurer is continuing.

Mr. Masterton reported that the Finance Committee had received a report on the status of Audit Committee recommendations, and the auditors have forwarded a letter concerning the audit scope for the coming year. In accordance with discussion at the last Finance Committee meeting, proposals are being requested from a number of audit firms, including the present auditors. This year's audit will include a review of the recommendations made by the Audit Committee at its Spring meeting.

Employee Compensation. To initiate discussion of the compensation package, Mr. Masterton presented the Committee's recommendation:

that \$2.4 million from the 1977/78 budget be allocated for salary and wage increases;

that a fund calculated at 6% of the salaries paid faculty and other professionals be established, to be distributed on the basis of merit as salary increases, in accordance with guidelines to be promulgated by the Chancellor's office;

and that wages paid classified employees be increased by \$8.00 per week, effective July 1, 1977, and that the two longevity steps in the present pay scale be paid at the completion of six and seven years, respectively, of satisfactory service;

and that the classified employees manual be revised to assure that a classified employee, upon promotion from a position in one wage band to a position in another, shall receive an increase in wages of at least 5%.

Before opening the subject for discussion, Mr. Masterton reported on the Committee deliberations and he wanted to record that the Committee, in voting on the proposal, anticipates that the Campuses will observe the guidelines from the Chancellor's Office for faculty and professional increases which limit individual increases to no more than 10%, and the Committee does not anticipate that these funds will be used for a 6% across the board increase, but that there will be attempts to address the disparities which have been reported to the Board over a period of time. Mr. Masterton briefed the Board on the Committee discussion of the classified salary increases, noting that the staff recommendation for \$6 per week across the board was raised to \$8 in committee because the members thought the effect of inflation weighed more heavily on classified employees at the lower salary levels. He alerted the Board to the need for an additional \$100,000 to cover the extra \$2 per week, which is not included in the \$2.4 million. The staff has proposed several alternatives for funding the extra \$100,000. The staff will report on the means utilized at the September meeting. There was discussion of the several components of the compensation package. In response to a question from Mrs. Kominsky concerning merit in-

creases for classified employees, the Chancellor elaborated on the classified pay system which incorporates merit steps and explained that the \$8 per week would be in addition to the step increases which are based on satisfactory performance. Mr. Monaghan reiterated his concern for inequities at the lower pay levels. Mr. Masterton reported that the Finance Committee has asked the staff to present a proposal for review of the entire salary and wage system to obtain information before consideration of employee compensation in the next budgetary year. Mr. Weatherbee indicated he would support the recommendation despite his opposition to across the board increases, in principle. On motion of Mr. Masterton which was seconded, the recommendation on employee compensation was VOTED.

6. Finance and Student Affairs Committees Mr. Masterton reported that the joint session had considered recommendations for tuition and fees and suggested that the three components be considered separately, as they had been in committee: 1) in-state tuition; 2) out-of-state tuition and 3) room and board charges.

Resident Tuition. Mr. Masterton presented the recommendation for resident tuition which calls for an increase of \$110 per year for each of the next two years for undergraduate residents on all Campuses; for resident graduate students in each of the next two years, an increase of \$120 per year at Portland-Gorham, \$125 per year at Orono and \$175 per year at the Law School. No change was proposed for part-time academic students, Continuing Education or Summer Session. Mr. Masterton briefed the Board on the Committee discussion and noted that the recommendation had been approved by a vote of 6-4. There was extensive discussion of the proposal. Concern was expressed for the trend to higher tuition and the probability that further increases would impact on the very population the University should be attracting. There was discussion of the validity of the fair share concept and it was noted that an additional student aid fund of \$250,000 will be available. Questions were raised about Law School tuition and it was explained that this matter is under study and recommendations will be developed for future consideration. After further discussion, and on motion of Mr. Masterton which was seconded, it was

VOTED: to establish tuition charges for resident students at the University of Maine for academic years 1977-78 and 1978-79, in accordance with the following schedule:

	<u>RESIDENT TUITION CHARGES 1977-78 and 1978-79</u>			
	<u>Current Tuition 1976/77</u>	<u>1977/78</u>	<u>1978/79</u>	<u>Annual Increase</u>
<u>UNDERGRADUATE FULL-TIME</u> ¹				
UMA	\$550	\$660	\$770	\$110
UMF	550	660	770	110
UMFK	550	660	770	110
UMM	550	660	770	110
UNO-Associate	575	685	795	110
UNO-Baccalaureate	675	785	895	110
UMPG	600	710	820	110
UMPI	550	660	770	110

(continued)

(continued)

<u>GRADUATE FULL-TIME</u> ¹				
UMO	\$775	\$900 ⁵	\$1,025 ⁵	\$125
UMPG	700	820 ⁵	940 ⁵	120
PROFESSIONAL SCHOOLS ³				
LAW	900	1,075	1,250	175
 <u>PART-TIME CAMPUS</u>				
<u>ACADEMIC</u> ²	\$30	\$30	\$30	\$ 0
 <u>CONTINUING EDUCATION AND</u>				
<u>SUMMER SESSION</u> ⁴	\$30	\$30	\$30	\$ 0

¹Academic year charge

²Per credit hour charge.

³Only professional school at present is Law School

⁴Per credit hour charge.

⁵.5% higher than undergraduate rate

Non-resident Tuition. Mr. Masterton presented the recommendation which essentially provided for implementation of full cost tuition for out-of-state students over a four year period. He reported on the Committee discussion and noted that the recommendation had been approved in committee by a vote of 5-4 with one abstention. He moved acceptance of the tuition schedules as presented, based on a four-year transition period, and the motion was seconded. Mr. Weatherbee moved an amendment, which was seconded, to accelerate full cost implementation to two years and add another \$500,000 to the special student aid fund for a total of \$750,000. After discussion of the probable impact of the amendment, the motion to amend failed to carry with Mr. Weatherbee, Mr. Millett and Mr. Monaghan voting in favor and Mr. Brown, Mrs. DiMatteo, Dr. Donovan, Dr. Evans, Mrs. Kominsky, Mr. Masterton, Mrs. Platz, Dr. Russell, and Dr. Wessell opposed.

On the question of the main motion, with Mrs. Kominsky dissenting, it was

VOTED: to establish tuition charges for non-resident students at the University of Maine for academic years 1977-78 and 1978-79, in accordance with the following schedule:

NON-RESIDENT TUITION CHARGES 1977-78 and 1978-79			
Current Tuition 1976/77	1977/78 ⁶	1978/79 ⁶	Average Annual Increase
\$1,751	\$2,038	\$2,325	\$287
1,668	1,976	2,284	308
1,800	2,075	2,350	275
1,800	2,075	2,350	275
1,825	2,093	2,362	268
2,050	2,263	2,476	213
1,800	2,075	2,350	275
1,671	1,978	2,285	307
\$2,050	\$2,335	\$2,620	\$285
1,800	2,148	2,496	348
2,350	2,560	2,770	210
1/10th of Full-Time Non-Resident Semester Rate	\$88	\$92	-
\$30	\$30	\$30	\$ 0

⁶Based on moving to a uniform rate over four years

Room and Board Charges. Mr. Masterton moved the recommendation which was seconded and

VOTED: that room and board charges at the University of Maine for academic year 1977-78 be established in accordance with the following schedule:

	<u>ROOM & BOARD CHARGES</u>		
		1977/78	
	Current Charges <u>1976/77</u>	<u>1977/78</u>	<u>Increase</u>
UMA*	\$ --	\$ --	\$--
UMF	1,395	1,395	--
UMFK	1,395	1,445	50
UMM	1,405	1,430	25
UMD	1,605	1,605	--
BCC	1,550	1,550	--
UMPG	1,395	1,440	45
UMPI	1,410	1,430	20

*UMA has no student housing

Committee Assignments At the request of the Chairman, it was moved, seconded and

VOTED: to ratify the Chairman's Committee assignments for the coming year, a listing of which is appended to the file of these minutes.

Student and Faculty Appointments On motion of Mr. Monaghan which was seconded, it was

VOTED: to appoint faculty and student representatives to the standing committees of the Board as follows:

Student and Faculty Representatives to Board Committees.

<u>Committee</u>	<u>Student</u>	<u>Faculty</u>
Educational Policy	Daniel J. O'Leary	Dr. Frank F. Doran
Finance	Becky Fisher	Dr. James F. Horan
Physical Plant	Sandra Bovard	Dr. John C. Quinn
Student Affairs	Jamie Eves	Dr. Roger S. Teachout

Resolutions for retiring Trustees.

On motion of Dr. Evans which was seconded, it was unanimously

VOTED: that the Board of Trustees express its gratitude to Kenneth Ramage for his conscientious and enthusiastic contribution to the work of the Board and the interests of the University of Maine. Ken's trusteeship has been characterized by his willingness to accept any assignment and we have imposed on his generosity repeatedly. He has served as a member of the Personnel Committee and as Chairman of Physical Plant Committee. We have been grateful for his judgement in the development of Board policies on appeals and grievances and on collective bargaining, and for his service on the ad hoc committee on trustee responsibility and accountability. Ken has discharged the duties of his trusteeship with uncompromising integrity and we solicit his continued interest in the University's affairs as a member of the University family in good standing.

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On motion of Dr. Evans which was seconded, it was unanimously VOTED: that the Board of Trustees express its appreciation to Cynthia Murray-Beliveau for her dedicated service to the Board and the University. Cynthia brought to the Educational Policy and Student Affairs Committees on which she served, the benefit of her professional experience in teaching and counselling, and her sensitivity to the issues of academic excellence have been invaluable to the work of the Trustees' academic planning committee. Her abiding concern for the welfare of students on all campuses has been a hallmark of her trusteeship and the Board commends her for her contributions to the University system.

On motion of Dr. Evans which was seconded, it was unanimously VOTED: that the Board of Trustees express its appreciation to Carlton Reed for his many years of service to the Board. During the term of his Trusteeship, Bud has been a valued member of the Finance, Physical Plant and Personnel Committees and we are grateful for his reasoned counsel in legislative affairs and his contribution to the establishment of a Trustee Code of Ethics. We extend our best wishes to Bud and accept him into lifetime membership in the Trustee Alumni Club.

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Schedule Chairman Page called attention to a schedule of meetings proposed for the coming year which had been distributed for review, and he requested that any questions concerning time or place of the meetings scheduled be communicated through the Clerk for discussion at the September meeting. Mr. Monaghan and Mrs. Kominsky questioned the bi-monthly basis of the proposed schedule. Other Trustees indicated they preferred meeting bi-monthly. The Chairman suggested the bi-monthly meetings be retained for a few more meetings, then alternatives could be considered.

Adjournment.



JoAnne R. Magill
Clerk of the Board