

11-29-1977

Board of Trustees Personnel and Employee Relations Committee November 29, 1977

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

November 29, 1977
Farmington, Maine

DATE: 1/25/78

CLERK: _____

007

PERSONNEL AND EMPLOYEE RELATIONS COMMITTEE*

PRESENT: Francis Brown, Chairman, Thomas Monaghan. Student Affairs Committee members present for joint discussion of first agenda item: Chairman Susan Kominsky, Ellen Platz, Elizabeth Russell, Nils Wessell, Jamie Eves, Roger Teachout. Staff: William Sullivan, Samuel D'Amico, Paul Frinsko, Sumner Bernstein, Barnett Shur, Robert Binswanger, Mary Ann Haas. Also present: James Horan, Becky Fisher, Russell Smith and Richard Eustis.

Chairman Brown convened the meeting and the Minutes of the Personnel and Employee Relations Committee of September 27, 1977 were APPROVED as circulated.

Student Appointments to Board Committees. Chairman Brown reviewed the background of the development of a policy statement for appointment of students to Board committees on which there was preliminary discussion at the September meeting, and he presented the revised statement for action. On motion of Dr. Wessell, which was seconded, it was voted to recommend Board approval of the Policy for Selection of Student Members to Board of Trustees' Committees.

Jamie Eves presented a motion to delay an Administrative Council action dealing with student appointments to campus committees. Mrs. Kominsky indicated she had had several student complaints about certain selection processes and had requested a recommendation for a policy statement from the Chancellor's Office. Mr. Eves requested that the Administrative Council policy not be implemented until the Board had an opportunity to vote on the issue. After discussion there was consensus that if further consideration of the subject was appropriate, it should be included on the agenda for a future committee meeting. Mrs. Kominsky indicated that the Student Affairs Committee would discuss it at the next meeting. On motion of Dr. Wessell which was seconded, the joint session was adjourned and Chairman Brown proceeded with remaining items on the P&ER agenda.

Petition re Arming of Police. The Chairman introduced Michael McGovern who had been granted permission to present a petition opposing the arming of police officers, on behalf of the Student Collective Bargaining Committee at Orono. Mr. McGovern read the petition which the Chairman formally accepted and directed that it be placed on file. A copy is appended to the file of these minutes.

Merit Pay Issues. Chairman Brown introduced Professor Charles Lawton and Professor Albert Mitchell, representing the UMF Faculty Senate, who had been granted permission to present the Senate's merit pay position statement. Professor Lawton took note of a letter circulated to the Board in advance of the meeting outlining the Senate's objections to the merit pay system as instituted July 1st and added that while the faculty agree with the principle of merit pay, the effect of the recent distribution has been divisive and basically detrimental to the University. Professors Lawton and Mitchell discussed the faculty's specific objections to the present merit system and responded to questions from the Committee members. Professor Lawton requested that a mechanism be established for consideration of faculty views on the subject before the next round of decision making on faculty compensation. Professor Teachout reported that the Faculty Liaison Committee also was concerned and Chairman Brown invited him to

*Student Affairs Committee joined P&ER for discussion of first item.

present the Faculty Liaison Committee position to the Committee.

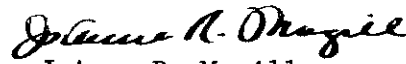
Mandatory Retirement. At the request of Vice Chancellor Sullivan, discussion of this item was deferred to the next meeting.

Non Contributory Retirement Plan Committee - Appointment. On motion made and seconded, it was

VOTED: to recommend that the Board authorize the appointment of Samuel J. D'Amico to fill the existing vacancy on the Committee, effective December 1, 1977.

Appointment of Police Officers - UMPG. During discussion of the recommendation, questions were raised about appointment of University police officers, in general, with respect to training requirements and psychological screening. Mr. Sullivan offered to compile an information report for the next meeting. On motion made and seconded, the Committee VOTED to report favorably on the recommendation for appointment of Thomas E. Fickett and Richard B. McKeen as Police Officers at UMPG.

On motion of Mr. Monaghan which was seconded, the meeting was adjourned to executive session for discussion of collective bargaining matters and consultation with legal counsel on a personnel item.


JoAnne R. Magill
Clerk of the Board