

5-24-1978

## Board of Trustees May 24, 1978

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UNIVERSITY OF MAINE  
BOARD OF TRUSTEES

APPROVED BY THE BOARD OF TRUSTEES

017

May 24, 1978  
Bangor, Maine

DATE: 7/19/78

BOARD OF TRUSTEES MEETING

CLERK: \_\_\_\_\_

PRESENT: Chairman James Page, Francis Brown, Bernard Carpenter, Patricia DiMatteo, John Donovan, Stanley Evans, Joseph Hakanson, Susan Kominsky, Robert Masterton, Sawin Millett, Thomas Monaghan, Ellen Platz, Artemus Weatherbee and Nils Wessell. Absent: Elizabeth Russell. Staff: Chancellor McCarthy, William Sullivan, Robert Binswanger, Sumner Bernstein, Barnett Shur, Arthur Buswell, Donald Beattie, Einar Olsen, Richard Spath, Howard Neville, Stanley Salwak, Kenneth Allen. Press and public.

Chairman Page convened the meeting and welcomed Mr. Joseph Hakanson to membership on the Board. On motion made and seconded, the Minutes of the March 24, 1978 meeting were APPROVED as circulated.

Chancellor's Report. In his remarks Chancellor McCarthy took special note of a number of cooperative undertakings which the University has either initiated or become associated with over the past year and which the Chancellor believes will be beneficial to the University community and the citizens of the State. Among these are an experimental program for joint admission of students established cooperatively by the Fort Kent and Orono campuses; the University College of Education proposal on which final action will be taken at this meeting; the Center for Marine Studies, recently established at Orono; exploratory discussions involving the University, the Jackson Laboratory and the Mt. Desert Biological Laboratory, on the possibilities for joint sponsorship of a doctoral program; and University participation along with industry in the Governor's Conference on Wood Energy.

REPORT OF COMMITTEES

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

1. Collective Bargaining Activity. Mr. Brown reported that the Committee had received an update on collective bargaining activity on which no action was required. For information purposes, he announced that the Committee was concerned about the implications of faculty representation on standing Board Committees given the recent election of a faculty bargaining unit and that this issue will be given careful study from a legal viewpoint. More information based on legal opinion will be made available at an early date.
2. Personnel Appointment. Mr. Brown reported that Committee consideration of an appointment to a new position of Director of University Grants and Contracts resulted in a 2-1 vote to recommend Board approval. Mr. Brown explained that the impetus for establishing the new position came from the Audit Committee in response to a need for improved administration of the increasingly complex grants and contracts area. The intention is to have an individual at the system level to monitor compliance associated with federal grants. Since the Treasurer's function has been combined with that of the Vice Chancellor for Administration, the new position does not constitute an increase in system staff. Mr. Monaghan announced that he had voted against the recommendation in Committee but that his objections had been resolved and that he would support the appointment. On motion of Mr. Brown which was

seconded, it was

VOTED: to appoint Richard L. Harshman to the position of Director of University Grants and Contracts at an annual salary of \$26,000, effective July 1, 1978.

Joint Session Personnel and Employee Relations and Finance Committees.  
Mr. Brown and Mr. Masterton reported for the Committees.

1. Employee Council Presentation. Mr. Brown reported that the committees had heard presentations by representatives from the Classified Employees Liaison Council and the Professional Employees Liaison Council and that the spokespersons had done a very thorough job of outlining the economic problems they say they encounter in trying to live with the salary and wage scales currently in force at the University. He said the Committees found the presentations helpful and will be taking these issues into consideration in developing future compensation plans.

2. Compensation Proposal. Mr. Masterton presented the Committees' recommendation for Board approval of the compensation package for FY 1979. He enumerated the specific features which included cost of living increases at 6% for faculty and professionals and for classified employees a 4% cost of living increase plus the regular step increase, with a minimum of \$6 per week for full time employees. He reported that the increase would apply to employees represented by a bargaining agent only to the extent that agreement was reached with the bargaining agent that these compensation increases constituted their full FY 79 compensation changes. Mr. Masterton took note of changes in retirement and other fringe benefits. During discussion Mrs. Kominsky expressed a preference for some portion of the faculty increase to be awarded on merit basis. Mr. Masterton indicated that he and others were supportive of the merit concept but given the impact of inflation and the modest amount of money available for salary improvement this year, the Committees decided to recommend distribution across-the-board. Mr. Brown pointed out that the comments received after last year's merit-only distribution indicated that the faculty prefer to forgo merit-based increases until parity with cost-of-living has been reached. Mr. Millett indicated he would support the recommendation but did not want his vote to be interpreted as support for across-the-board increases for the future, in lieu of merit as a part of the fundamental pay plan. After further discussion and on motion of Mr. Masterton which was seconded, it was

VOTED: to approve the salary and wage proposal for the FY79 E&G Budget as presented:

Faculty and Other Professional Staff. Faculty and other professional salaries will be increased 6%, effective July 1, 1978 for fiscal year appointees and September 1, 1978 for academic year appointees. The increase will apply to all those on the payroll as of May 24, 1978.

Classified Employees. Classified employees will receive on July 1, 1978, a cost-of-living allowance equivalent to 4% and the annual step increase on their anniversary date. The cost of living increase will be 4% of present salary with a minimum, for full-time employees, of \$6 per week.

Fringe Benefits

Classified Retirement. The non-contributory retirement plan will be improved in several respects to bring it into line with ERISA standards:

- the minimum age for eligibility will be reduced from 30 to 25 years
- the service requirement for eligibility is reduced from three years to one year
- vesting will occur after 10 years service. (At present it occurs at age 55 with 15 years service)
- these changes will be applied not only to new employees but to the annuity computation for all employees retiring after July 1, 1978.

Long Term Disability. Long-term disability for all employees is insured under a TIAA policy which at present assures 50% of normal salary to an employee disabled at least 6 months. The policy is being changed to increase the allowance from 50% to 60% and to eliminate the present \$1000/month ceiling.

Health Insurance. The present limit of \$500 on maternity benefits is being eliminated. Normal hospital benefits will be paid for maternity.

Sick Leave. The present 90-day ceiling on sick leave accumulation is being raised to 120 days. Sick leave may now be used for maternity. (The present special maternity leave is eliminated)

Employees with 7 or more years of University service will accumulate sick leave at the rate of 15 days per year, instead of 12 as at present.

Other. The average annual annuity for retired classified employees under our non-contributory plan is \$724 per year. There has never been an increase in annuity for any of the 147 employees in the plan, many of whom retired many years ago.

As part of this year's compensation package, there will be a one-time increase in annuity level of 5% for each year since the employee retired.

Handbook Revisions. Benefit and leave changes for classified employees will be incorporated into the Classified Employees Handbook. The changes will be effective July 1 and the handbook revisions formalizing them will be submitted to the Personnel and Employee Relations Committee at the next Board meeting.

Finance Committee. Mr. Masterton reported for the Committee.

1. FY79 E&G Budget. Mr. Masterton presented the Committee's recommendation for approval of the unrestricted educational and general budget for FY 79 which included the compensation proposal approved in the previous action. On motion of Mr. Masterton which was seconded, it was

VOTED: to approve the unrestricted E&G Budget for  
FY 1979 as presented:

	<u>Revenue Budget</u>	<u>Expenditure Budget</u>
UMA	\$ 1,556,975	\$ 3,164,868
UMF	1,500,112	3,961,876
UMFK	409,360	1,401,371
UMM	497,944	1,609,967
UMO	12,446,915	32,667,751
UMPG	5,203,035	13,012,680
UMPI	940,687	2,711,969
TRANSFER FROM CAMPUS RESERVES	500,000	0
CO/SWS	38,781,928	3,291,499
Revenue:		
State Appropriation	\$37,754,928	
Temporary Investment Income	900,000	
Other	127,000	
Total	<u>\$38,781,928</u>	
Expense:		
Chancellor's Office	373,127	
System-wide Services*	2,918,372	
Total	<u>\$ 3,291,499</u>	
<b>TOTAL</b>	<u><u>\$61,836,956</u></u>	<u><u>\$61,821,981**</u></u>

\* Includes CAPS, Risk Insurance, Internal Auditing, etc.

\*\* The proposed expenditure budget includes a budgeted surplus of \$14,975

2. Room and Board Charges 1978/79. Mr. Masterton presented the Committee's recommendation for Board approval noting that the proposed increases have been reviewed by the appropriate faculty, student and administrative constituencies at the campus level. On motion of Mr. Masterton which was seconded, it was

VOTED: to establish room and board charges for the academic year 1978-79 in accordance with the following schedule:

ROOM AND BOARD CHARGES

1978/79

	Current Charges <u>1977/78</u>	Recommended Charges <u>1978/79</u>	Increase	
			<u>\$</u>	<u>%</u>
UMF	\$1,395	\$1,475	80	5.7
UMFK*	1,445	1,500	55	3.8
UMM*	1,430	1,500	70	4.9
UMPI*	1,430	1,500	70	4.9
UMPG*	\$1,440	\$1,520	80	5.6
UMO	\$1,605	\$1,705	100	6.2
BCC	\$1,550	\$1,650	100	6.5

\*Had increase last year

3. Budget Status. Mr. Masterton reported that with two months remaining in the fiscal year there is a positive balance and the budget for the year is expected to be in balance.

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

VOTED: to accept with gratitude all gifts, grants and awards filed under date of May 23, 24, 1978, a complete list of which is appended to the file of these Minutes.

5. Status of Financial Aid. Mr. Masterton reported that the Board would receive a further report on scholarship categories at a future meeting.

6. NDSL - Quarterly Aging. Mr. Masterton reported that the University's experience with NDSL default rates is better than the National average.

Joint Session Finance Committee and Subcommittee on Public Broadcasting. Dr. Evans reported for the Committees.

1. MPBN Budget. Dr. Evans noted that the Subcommittee, which was created by the Board to monitor its delegation in public broadcasting, wanted to have some role in the MPBN budget review and that the members had met with the Finance Committee for this purpose. The committees heard a presentation by the MPBN staff about the budget, plans for the coming year, and on recently publicized problems with the shortfall resulting from bookkeeping problems.

connected with the grant from the Corporation for Public Broadcasting. The Committees are satisfied that the problems have been resolved and Dr. Evans indicated MPBN would end its budget year in the black. On motion of Dr. Evans which was seconded, it was

VOTED: to approve the revenue and expense budget for the Maine Public Broadcasting Network of \$1,425,608 for FY79, subject to the same provisions incorporated in the Unrestricted E&G budget.

FY 79 MAINE PUBLIC BROADCASTING NETWORK BUDGET

I. REVENUE BUDGET

	<u>FY 79 Budget</u>	
	<u>\$</u>	<u>%</u>
State Appropriation	855,782	60.0
Corporation for Public Broadcasting	337,211	23.7
Public Contributions	155,000	10.9
Other	77,615	5.4
<b>Total</b>	<b><u>1,425,608</u></b>	<b>100.0</b>

II. EXPENSE BUDGET

Administration	135,995	9.5
Engineering	513,991	36.1
Programming	335,508	23.5
Production	310,368	21.8
Fund Raising	28,022	2.0
Equipment	45,740	3.2
Other	55,984	3.9
<b>Total</b>	<b><u>1,425,608</u></b>	<b>100.0</b>

Student Affairs Committee. Mrs. Kominsky reported that the Committee had received reports on student activity fee policy, student appointments to Campus Committees and activities in the copyright area. The Committee further requested that the campuses and the staff develop a policy process for student appeal of administrative decisions, to be operational by November 1, 1978.

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

1. Naming of Physical Facility. Mr. Monaghan presented the Committee's recommendation for naming a special purpose room at UMO. To honor the request for no publicity until after dedication ceremony, Mr. Monaghan moved approval of the recommendation as circulated in meeting materials as TAB H. The motion was seconded and VOTED.\*

2. Information Items. Mr. Monaghan reported that the Committee had reviewed the staff's maintenance plan for FY 1979, noting that while funds for maintenance have been increased somewhat, available dollars are still inadequate to meet the needs. The Committee also discussed the new federal OSHA legislation which requires access to public buildings for the handicapped and which will be effective in mid-1980. A UMO study indicates that at least \$1M would be required for compliance on that Campus. Mr. Monaghan also briefed the Trustees on the status of the student housing project at Orono on which construction is scheduled to begin in August 1978 and completed by August, 1979.

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

1. Greenbook Activity. Dr. Donovan reported that the Committee had received reports on the first year's progress with implementation of the Greenbook recommendations. During the Committee meeting which was well attended by many of the Trustees, there was concensus that much had been accomplished in this first year. Dr. Donovan indicated that there were some areas, however, where progress has been slow and he requested that Trustees share any concerns they may have in this regard. He also reported that in response to action by the Committee, the staff will be moving ahead with the establishment of the Subcommittee on Transfer in accordance with Greenbook recommendations. Dr. Donovan announced that the Portland-Gorham planning document will be available for review and discussion by the Board at the July meeting.

2. University College of Education. On behalf of the Committee, Dr. Donovan commended the staff for the development of the proposal on the University College of Education. On motion of Dr. Donovan, which was seconded, it was

VOTED: to accept the plan University College of Education: Objectives, Structures, Programs and Responsibilities, as approved and revised by the Administrative Council May 3, 1978, for implementation. A copy of the plan is appended to the file of these Minutes.

Subcommittee on Designation. Mr. Brown reported for the Subcommittee which he chaired and on which Mr. Masterton and Mrs. Kominsky also served as members, to review the several possible names which have been suggested for the campus unit at Portland-Gorham. Mr. Brown noted that the considerations specified in the charge indicated it would be ". . .important that the subcommittee deliberation tend to be directed to the appropriateness of the name of the institution as well as the appropriateness of the designation within the framework of the University of Maine system." He reported that considerable material had been received and made available to committee members including letters from many interested individuals and more than 200 indications of support from an organized group for the designation "University of Southern Maine." He called

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\*Recommendation appended to the file of these Minutes re: "Thomas Lynch Music Room."



attention to the committee's report, which had been circulated to all Board members, and which summarized the committee's concern for the dual effect of any name change on the campus concerned and on the system as a whole. Given these considerations, Mr. Brown moved the committee's recommendation that the Board reconsider its previous action calling for a name change effective July 1, 1978 and take no action on a change of name at this time. The motion was seconded, and there was extensive discussion. Mr. Monaghan, who had served on the Trustee Subcommittee on Structure which originally recommended a name change, reiterated his support for the change in designation, citing awkwardness of the present hyphenated name which he believed emphasizes the differences between the component parts of the institution and impedes efforts toward cohesiveness. Other Trustees objected to further delay on a final decision. Mr. Brown pointed out that the Subcommittee was not recommending that no change be made but that the matter deserves careful thought and through the planning effort currently underway at Portland-Gorham, there may be further indications of the importance of the name change, as well as a particular name which could be widely supported. Mr. Masterton suggested that the issue was receiving disproportionate attention at a time when the highest priority was the development of the academic plan. After further discussion, a vote was called on the question of postponement. With Mrs. Kominsky, Dr. Evans, Mr. Masterton and Mr. Brown voting in favor of postponement and Mr. Monaghan, Mrs. Di Matteo, Mr. Weatherbee, Mr. Hakanson, Mrs. Platz, Mr. Millett, Mr. Carpenter and Dr. Donovan opposed, the motion was DEFEATED.

Mr. Weatherbee moved: to change the name of the University of Maine at Portland-Gorham to the University of Southern Maine, effective July 1, 1978.

The motion was seconded and with Mrs. Kominsky, Mr. Masterton, Dr. Evans and Mr. Brown dissenting, it was VOTED.

Subcommittee on Continuing Education. Mrs. Kominsky reported that the Campuses are refining the planning documents and the Subcommittee has requested a report by January 1st in order to have time for Trustee discussion of the policy issues involved before the budget process is completed.

Subcommittee on Public Broadcasting.

1. Dr. Evans reported that the Subcommittee had received reports on

- 1) the status of negotiations between MPBN and WCBB. The Subcommittee has been assured that these will continue despite the change in MPBN administration;
- 2) recent FCC inspection of MPBN facilities which disclosed some violations at some of the radio stations;
- 3) MPBN activities over the past year. Underlying problems contributing to a significant loss of personnel have been resolved and the staff has made plans for replacement. The philosophy for the coming months will focus on holding the line, with no new programs, expenditures or directions anticipated.

2. Appointment of Acting General Manager. On motion of Dr. Evans which was seconded, it was

VOTED: to confirm the appointment of Edward Winchester as Acting General Manager of the Maine Public Broadcasting Network for an indefinite period.

Report of the University Committee of Librarians. Dr. James MacCampbell, Chairman of the Committee, reported on the recommendations on which the Committee has been at work for the past year in response to the Board's request for the establishment of University-wide priorities for library improvement. To supplement the written report, Dr. MacCampbell summarized the four areas of library service which have been identified by the Committee as being of crucial importance at this time: staff development, collection development, staff expansion and establishment of a base salary structure for professional librarians. Along with its report and recommendations, the Committee included a listing of next steps affecting service to students and faculty, which they consider of great importance for the future of the University's library service.

Election of Officers. Mrs. Kominsky, Chairperson of the Nominating Committee, presented the following slate of officers for the upcoming year:

Chairman, Francis A. Brown  
Vice Chairman, Stanley J. Evans  
Clerk, JoAnne R. Magill

There being no further nominations from the floor, the Clerk was instructed to cast one ballot for the slate. Mr. Page, retiring Chairman, thanked the Trustees for all courtesies extended during his tenure in the Chair.

Resolutions for Retiring Trustees. In recognition of Mr. Robert R. Masterton, Mr. Brown presented the following citation:

ROBERT R. MASTERTON  
University of Maine Board of Trustees  
1973 - 1978

The Board of Trustees is proud to commend Robert R. Masterton, of Portland, for his service to the University and State over the past five years.

The skills Bob has brought to his position have contributed markedly to this institution. His leadership in financial matters has strengthened the fiscal base of the University and brought about high standards of performance and accountability.

But Bob's interest in the University has not been limited to financial affairs. The years have revealed in him a profound understanding of the purposes of public higher education.

He has been concerned not simply about whether the University is well-managed, but about the direction in which it is heading...not simply about whether it is properly financed, but about the quality of its instruction.

On this Board, as in his business career, Bob has shown the breadth of his Renaissance tastes. As he is a leader in the corporate support of the fine arts, he has been an articulate spokesman for the life of the mind in Maine. His advocacy of the University before the legislature helped bring about an understanding, not simply of our immediate funding needs, but of the purposes of public higher education in this state.

As a member of the ad hoc Committee on Academic Planning, he has helped to chart the course the University will follow for years to come. His energy and enthusiasm have inspired his colleagues.

He has been a source of good advice, good humor and good sense.

He leaves the Board with the highest respect of his colleagues and their gratitude for his contribution to the University of Maine.

In recognition of Dr. Nils Y. Wessell, Dr. Evans presented the following citation:

NILS Y. WESSELL  
University of Maine Board of Trustees  
1968 - 1978

The Board of Trustees acknowledges with profound appreciation the contribution Nils Wessell has made to the University of Maine. His trusteeship began with the merger in 1968. He has been present, as it were, since the Creation.

Nils has a unique blend of academic expertise and administrative experience. A fully credentialed professor, he brought to the Board an understanding of the faculty's central role in the University and the ramifications of that enigma known as tenure. As an educational administrator he led a landmark effort to develop formal guidelines for faculty appointments, promotion and tenure. To this day the "Wessell Report" is the foundation of our faculty personnel policy. (I must confess that in some circles the complete reference is to "that damned Wessell Report." Even that may not be the complete reference.)

Nils took on the job of bringing order out of chaos in the selection of honorary degree recipients. The procedures his committee devised balance carefully campus interests and Board prerogatives.

Two years ago he became chairman of the ad hoc Academic Planning Committee. In that capacity he chaired a historic academic debate over the purposes of the University, its use of resources and its curriculum. That debate involved all elements of the University, and much of the state of Maine. It was focussed by his skill. It was warmed by his humor. It was ennobled by his vision.

No recitation of committee assignments, however, can express the scope - or the depth - of Nils' contribution. It was not the number of his tasks, or the importance of those tasks, but the quality of mind and spirit - the concern - the humanity which he brought to his work here which place us forever in his debt.

He has honored us with his presence. We shall miss him.

Other Business. Mr. Weatherbee suggested that the leadership of the Board be expanded as much as possible in order to involve more Trustees, especially in the Chairmanships. Chairman-elect Brown invited Trustees to share with him any suggestions they might have for Board procedures.

Mr. Weatherbee requested that the staff compile a summary information document containing important facts about the University which could be used by Trustees as they attempt to interpret and explain the University to its constituents.

The Chairman announced that the next meeting of the Board would be held in Bangor on July 19th.

JoAnne R. Magill  
Clerk of the Board

*JoAnne R. Magill*