

11-29-1978

# Board of Trustees Personnel and Employee Relations Committee November 29, 1978

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](mailto:um.library.technical.services@maine.edu).

UNIVERSITY OF MAINE  
BOARD OF TRUSTEES

APPROVED BY THE BOARD OF TRUSTEES

November 28 & 29, 1978  
Augusta, Maine

Date 1/30/79

By:

Clerk 002

PERSONNEL AND EMPLOYEE RELATIONS COMMITTEE

PRESENT: Chairman, John Donovan; Bernard Carpenter, Sawin Millett and Ellen Platz. Other Trustees: Artemus Weatherbee, Patricia DiMatteo, Elizabeth Russell, Francis Brown and Thomas Monaghan. Staff: Patrick McCarthy, William Sullivan, Samuel D'Amico, Sumner Bernstein and Paul Frinsko.

November 28, 1978

Chairman Donovan convened the meeting and the minutes of the meetings of the Personnel & Employee Relations Committee held on September 26, 1978 were Approved as circulated.

Administrative Compensation. The Chancellor reported that salary increases for certain administrators were deferred when the compensation package was approved last spring and he presented his recommendation for a 6% cost-of-living increase for campus presidents and the vice chancellors. It was proposed that the increases be retroactive to July 1st for presidents and effective for the vice chancellors on their anniversary dates. During discussion, Mr. Weatherbee expressed concern for granting an increase in compensation for administrators at a time when national anti-inflation guidelines on salaries and wages have just been released. He also objected to across-the-board increases and suggested that since some campuses are larger than others, presidential salaries should reflect that diversity. There was extensive discussion of presidents' fringe benefits, housing allowances, differential responsibilities and of the feasibility of establishing a salary range for such positions. The Chancellor pointed out that salaries for the University presidents and vice chancellors are lower than those paid for comparable positions elsewhere and he reported briefly on the status of a study of presidential positions currently underway by an off-campus consultant. After further discussion and on motion of Mr. Millett, which was seconded, the Committee, with Mr. Weatherbee abstaining,

VOTED: to recommend that the Board authorize an increase in the compensation levels for Campus Presidents and Vice Chancellors, of 6%, effective on the appropriate anniversary date of the current fiscal year.

This recommendation is forwarded to the Board for approval based upon the understanding that the Chancellor will present a timetable for providing the Board information on:

1. the impact of the Federal wage guidelines on the University.
2. the merit review process to be used for the Presidents and Vice Chancellors.

3. the disparity of job responsibilities of Presidents at the seven campuses, and
4. the appropriateness of looking at ranges for Presidential salaries.

Presidential Selection Process. There was a brief discussion of the presidential selection process for the University of Southern Maine. Chancellor McCarthy brought the Committee's attention to the addition of one student representative from the Screening Committee to serve on the Nominating Committee.

Appointment of Police Officers. On motion of Francis Brown, seconded by Ellen Platz, it was

VOTED: to recommend Board approval of the nominees, as submitted.

Collective Bargaining Representatives. On motion of Ellen Platz, seconded by Bernard Carpenter, it was

VOTED: to recommend that the Board of Trustees approve the appointment of Jonathan Rogers, UMO and Larry Caruso, UMM as student representatives to the collective bargaining process.

On motion of Ellen Platz, which was seconded, it was Voted to adjourn to executive session for discussion of collective bargaining matters and the Chancellor's salary increase.

When the Committee reconvened after the executive session, the public had departed and therefore it was decided that action on the collective bargaining agreement between the University and the Teamsters Local #48 covering the Police Unit would be deferred until the next day.

November 29, 1978.

The meeting of the Board of Trustees recessed briefly to provide an opportunity for the Personnel and Employee Relations Committee members to convene and take action on the proposed agreement covering the University Police Unit. On motion of Mr. Carpenter, which was seconded, the Committee

VOTED: to recommend that the Board approve the collective bargaining agreement negotiated by the University with the police unit represented by Teamsters Local #48 and that the Chancellor, or his designee, be authorized to conclude this agreement on behalf of the University.

Adjournment.



Sandra F. Johnson  
for  
JoAnne R. Magill  
Clerk of the Board