

1979

## Board of Trustees Executive Session July 25, 1979

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Meet with PK, Chancellor Page and Comm. Gervais RE: Marine Bond

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UNIVERSITY OF MAINE  
BOARD OF TRUSTEES

July 25, 1979  
Bangor, Maine

Executive Session

PRESENT: Chairman Francis Brown, Alan Elkins, Stanley Evans, Joseph Hakanson, Susan Komtnsky, Thomas Monaghan, Ellen Platz, John Robinson, Elizabeth Russell, Thaxter Traflet and Artemus Weatherbee. Absent: Bernard Carpenter, Patricia Dimatteo, James Page and Richard Redmond. Staff: Chancellor McCarthy, William Sullivan, Robert Blinswanger, Samuel D'Amico and Legal Counsel Paul Rinsko.

Chairman Brown convened the executive session which was voted for discussion of collective bargaining matters and personnel items.

1. Acting President, UMO. Before continuing discussion initiated in the public meeting, Mr. Monaghan explained that he had requested a deferral of this item to executive session in view of Mr. Weatherbee's proposal to disqualify the individual appointed as Acting President from becoming a candidate for the permanent position. Mr. Monaghan indicated that he had no objection to the Chancellor's nominee but he was concerned that public discussion of the disqualification proposal might generate comments which could be misconstrued as a reflection on the nominee. Mr. Weatherbee announced that after further consideration, he had decided to withdraw the proposal for disqualification, but he asked the Chancellor to report on the situation at UMO with respect to the search for a new president. The Chancellor said he thought the situation at UMO was very hopeful and that there was evidence of a significant amount of goodwill. He reported on the series of meetings he has held with different groups at the Campus, numbering about 300 persons in all, where discussions have focused on the search process and their expectations for a new president, as well as the future of the Campus and its relations with the Board and with other institutions in the system. The Chancellor responded to other questions of interest and there was further discussion of his nominee for Acting President, Dr. Kenneth Allen, and of the details of the search process for the new president. The Chancellor indicated that he would report further on the specifics of the search process at the September meeting.

2. Port Kent President. In response to a request from Mr. Weatherbee, the Chancellor briefed the Trustees on the status of President Spath who has been granted a three month medical leave. The Chancellor suggested that the leave could be renewed for an additional three months, noting that the Campus is operating reasonably well and that such an extension would not be unreasonable. There was further discussion of Dr. Spath's future. Dr. Elkins suggested that it would be appropriate for the Chancellor to seek a medical evaluation of Dr. Spath from his physician to determine the extent of his illness and the implications this may have for his employment. Chairman Brown asked Dr. Elkins and Dr. Evans to assist Chancellor McCarthy with this matter.

3. Faculty Unit Negotiations - Tentative Agreement. To initiate discussion of the tentative agreement, Mr. D'Amico briefly reviewed the background of the negotiations which have been underway for about nine months. He noted that management had been able to maintain certain basic positions and had made improvements in a few areas. He pointed out that the tentative agreement was based on the entire package and was being presented to Trustees at this time for preliminary review prior to returning the package to AFUM for formal consideration and ratification by the union. The proposed agreement would then be returned to the Board for final approval. There was extensive discussion of the tentative agreement which focused on the union security components of the package. After discussion, Mr. D'Amico stated he would hold further meetings with AFUM. If those meetings were productive and if the proposed agreement was ratified by the union before the next Board meeting, it would then be submitted to the Trustees for final action by mail ballot.

4. Operating Budget. In continuing discussion of the budget which was initiated in the public meeting, the Chancellor reviewed the recommendation for an energy surcharge and said he wanted to stress that he considered the surcharge to be a temporary mechanism. He reported that it will be necessary for the Board to address tuition increases again next year, and he suggested that the surcharge could be folded into the increase at that time. Meanwhile, the surcharge would serve to emphasize the critical nature of the energy crisis and the need for conservation. He said he could not advise reducing the educational program to pay for increases in oil.

The Chancellor went through the detail of the expenditure budget, elaborating on the unallocated funds which will provide for employee benefits, special maintenance, the USM academic plan and the pool for collective bargaining. At the Chancellor's request, Mr. Sullivan presented the details of the proposed compensation package for non-represented employees. In essence, the provisions included:

- a. 9% increase in the wage schedule for non-represented classified employees. This adjustment replaces the step increase for which such employees are normally eligible, and it will have the effect of raising the entire scale 9%. The recommendation was developed in consultation with the Classified Employees Liaison Council and has the Council's enthusiastic endorsement;
- b. a one-time payment of one half of one percent of the June 30, 1979 annual salary for non-represented classified employees, as a good faith gesture toward equity for employees who last year received increases about 3% lower than comparable employees represented by the Teamsters Union.
- c. an increase of 8.5% in the salaries of non-represented professional employees
- d. pending approval of the contract negotiated with faculty and represented professionals, which contains a dependent tuition waiver provision, the administration recommends that this benefit, which would provide the same one-half tuition waiver for

dependents who are full-time students of the University  
be extended to non-represented classified and non-represented  
professional employees.

Mr. Sullivan also reported that health insurance coverage for basic care will  
be changed over to Blue Cross; major medical coverage will remain with Union  
Mutual. It is anticipated that these changes will effect a savings of approx-  
imately \$100,000. There was general discussion of the compensation packages;  
Mr. Sullivan and Chancellor McCarthy responded to questions from  
the Trustees.

On motion made and seconded, the Trustees voted to adjourn to the public  
meeting.

Joanne R. Magill  
Clerk, Board of Trustees