

1979

Board of Trustees Personnel and Employee Relations Committee May 22, 1979

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

May 22, 1979
Bangor, Maine

Personnel and Employee Relations Committee
Executive Session

PRESENT: John Donovan, Chairman; Bernard Carpenter, H. Sawin Millett and Ellen Platz. Other Trustees: Francis Brown, Patricia DiMatteo, Stanley Evans, John Robinson and Artemus Weatherbee. Staff: Patrick McCarthy, William Sullivan, Robert Binswanger, Samuel D'Amico, Paul Frinsko and Sumner Bernstein.

Chairman Donovan convened the executive session which was called for discussion of a collective bargaining agreement and a personnel appointment.

Appointment of USM President. Chancellor McCarthy initiated discussion of his nomination of Dr. Robert L. Woodbury as President of the University of Southern Maine. The Chancellor outlined the three-part search process which was national in scope and which attracted more than one hundred candidates who were screened initially by the Selection Committee. The Nominating Committee which included Trustees Monaghan and Donovan among its members further screened and refined the list of candidates. Nine candidates were interviewed, six by the Committee and three of these by Chancellor McCarthy. The Chancellor reported that his nominee, Dr. Woodbury, exhibits the intelligence, personality, appropriate background and preparation for the presidency and that he was the unanimous choice of interviewers and screeners at every phase of the process. Trustees present who had interviewed the candidates concurred with the Chancellor's endorsement of Dr. Woodbury.

There was discussion of the Board's role in presidential search processes. Mr. Robinson said he thought the selection procedure in this case had been excellent and proposed that in the future, the trustees have an opportunity to interview the top three presidential candidates in executive session before the Chancellor selects his nominee. The Chancellor indicated that he had no objection to the proposal. He pointed out that the final candidate doesn't always accept, and if final negotiations become too speculative, some candidates may be lost. Mr. Carpenter and Mrs. Kominsky agreed that it would be desirable for as many trustees as possible to meet with the finalists. Mrs. Kominsky suggested that a meeting be scheduled for however many of the Trustees could come. The Chancellor said he would incorporate these suggestions into the search for the Orono president.

The Chancellor presented his recommendation for a compensation package for the USM President which consisted of 1) an annual salary of \$43,000, 2) the use of a University-owned automobile, 3) the customary TIAA/CREF retirement benefits, 4) a housing allotment of \$8,000, and 5) a tuition assistance program wherein the University would share equally with the President the payment of college or university tuition for the President's children, with the stipulation that the amount contributed by the University shall not exceed the equivalent of the University's out-of-state tuition fee prevailing at the time such tuition is to be paid. During discussion, Mr. Weatherbee pointed out that the proposed tuition

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assistance program would, in effect, increase the President's compensation and expressed a preference for payment of a salary which reflects what the position is worth rather than expanding the compensation package to offset the lower salary. Mr. Robinson said he thought the University should be paying its presidents substantially more money and that the range of such salaries should reflect the differences among the Campuses. The Chancellor indicated that no final decision had been made on this issue as yet. He reported that the existing President's House on the Gorham Campus has been vacant for more than a year and will need renovating. He said he had discussed the matter with the candidate who is willing to use the house if requested to do so although he probably would prefer to live off campus. The Chancellor pointed out that payment of the \$8,000 annual housing allowance would probably be more advantageous to the University since expenses for heat, utilities and maintenance of a president's house would amount to about \$10,000 per year. Mrs. Dimatteo suggested that since the University has the house, it should be used. The Chancellor indicated that the Campus has other uses for the house if it is not to be occupied by the President. Other Trustees suggested that it might be preferable in some respects to have the President live off campus.

Collective Bargaining. Mr. D'Amico briefed the Committee on the agreement nego-

tiated with the Service and Maintenance Unit represented by Teamsters Local #48, which had been circulated to Trustees prior to the meeting. He noted that staff recommends approval of the agreement with the understanding that the agency shop provision, which is the only unresolved issue, will be arbitrated. Questions were raised about the strategy of declaring opposition at this stage. Mr. Sullivan explained that there is virtually no chance for the University to obtain a better financial package in this instance and if the contract were to be submitted to arbitration the University's position could be substantially impaired. Since agreement has been reached on all issues except the agency shop, Trustee approval of the agreement with the exception noted, would protect the University's position as negotiated. He added that the staff intends to present a vigorous defense on the agency shop provision and it should not be assumed that the University will lose on this issue.

For information, Mr. D'Amico reported that the staff will be making an offer to the Faculty Unit on the basis of funds approved for the Part I budgets. Mr. Sullivan added that the offer will be made in good faith and on the basis of all funds available but it is expected that it will not be well received and there may be some unfavorable publicity on the matter.

On motion made and seconded, the Committee adjourned to the open meeting of the Committee to take action on the items discussed.

Joanne R. Magill

Clerk, Board of Trustees

William R. Thayer