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Board of Trustees December 7, 1981

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

Bangor Civic Center
December 7, 1981

PRESENT: Chairman Stanley Evans, Francis Brown, Patricia DiMatteo, Alan Elkins, Maurice Keene, Thomas Monaghan, Richard Morin, Ellen Platz, Harrison Richardson, John Robinson, Elizabeth Russell. Absent: Severin Beliveau, Joseph Hakanson, Richard Marshall, Harold Reynolds. Staff: Chancellor McCarthy, Robert Binswanger, William Sullivan, Mary Ann Haas, Constance Carlson, Harlan Philippi, Hilton Power, Frederic Reynolds, Paul Silverman, Richard Spath and Robert Woodbury. Press and public.

Chairman Evans convened the meeting. On motion made and seconded, the minutes of the meetings held on October 26, 1981, were approved as circulated.

On motion of Mr. Brown, which was seconded, the Trustees adjourned to executive session for discussion of personnel and and collective bargaining matters. Following the executive session the Chairman reconvened the meeting.

1. Chairman's Remarks. Dr. Evans presented the names of individuals nominated through the appropriate campus process to serve as representatives to the standing committees of the Board for the coming year in accordance with Board policy. On motion made and seconded, it was

VOTED: to authorize the appointment of faculty and student representatives for a term of one year, as follows:

Faculty Representatives

UMA - Doris Baker
UMF - Richard W. Robinson
UMFK - Sharon K. Zimmer-Boucher
UMM - Ralph T. Jans
UMO - C. Stewart Doty
UMPI - Carol-Ann Hall
USM - Richard J. Maiman

Student Representatives

UMA - Don G. Harris
UMF - Ralph Russo
UMFK - Robert Haenssler
UMM - Maxelle O. Smith
UMO - Henry Marcy
UMPI - Wilfred F. Eldredge
USM - Charles Noonan

Dr. Evans commented briefly on the collective bargaining cycle recently completed between the University and the faculty unit, commending the Chancellor, his staff and campus negotiators for their performance and leadership.

2. Chancellor's Report. Chancellor McCarthy presented the faculty unit bargaining agreement with his recommendation for approval. On

motion of Dr. Elkins, which was seconded, it was

VOTED: to approve the collective bargaining agreement negotiated by the University with the faculty unit represented by Associated Faculties of the University of Maine, MTA/NEA, and further authorize the Chancellor, or his designee, to conclude the agreement on behalf of the University.

The Chancellor said he was glad negotiations had been completed and the Trustees concurred. Mr. Richardson and Dr. Evans reported that the faculty and student representatives have indicated they are eager to work with the Board in an advocacy role to support the University's request to the Legislature for a supplemental appropriation for faculty salaries. The Trustee's legislative subcommittee will coordinate the support efforts and Mr. Richardson appealed to system faculty for constructive involvement in these activities. He said the Trustees intend to use the money to correct faculty salary imbalances on several University campuses. There was further discussion of the need for a long-range strategy to develop and maintain an advocacy organization for the University which would support the major role the University plays in the overall economy and structure of the State.

3. Presidents' Reports. At the invitation of the Chairman, the Presidents briefed the Trustees on Campus activities.

Acting President Hilton Power, UMA:

- Calculations of last year's revenues show that UMA revenue exceeded \$6 million for the first time, with revenue from student tuitions accounting for 30% of the total.

President Paul Silverman, UMO:

- A delegation of UMO Vice Presidents attended a November meeting of the National Association of State University and Land Grant Colleges, the oldest national organization of its type. Vice Presidents Coupe and Aceto and President Silverman were elected to committees. Mrs. Silverman, who made a presentation on behalf of the Women in Curriculum project, was elected, along with two other spouses, to leadership of the spouse's group.
- The Women in Curriculum project initiated last fall with a small seed grant from the Chancellor's Office, has achieved national recognition and federal support in excess of \$200,000. The project is seen as an exemplary program in the United States and UMO is being asked to provide leadership in this area to a number of other institutions across the country.

- The Dwight Demeritt Award, conferred annually for scholarship and leadership in the School of Forestry, was shared by two students this year, both of whom are women.
- The UMO United Way campaign has achieved 110% of its goal so far, largely because of a wide variety of fundraising activities sponsored by students.
- Faculty and staff publications for the period 1975-1980 have been listed in an index which is available for distribution; 3,500 titles are included, representing publications of all types.
- With reference to the appointment of F. Philip Dufour as Assistant Vice President for Research and Public Service, which was approved at the last meeting and on which the President was to report back, the salary and stipend for the position have been consolidated. Mr. Dufour is now actively engaged in developing industrial and business affiliations and liaison relationships.
- UMO's Distinguished Visiting Professor, Edmund S. Muskie, has been on campus recently and his discussions of a range of subjects, both in class and in a public lecture, were exceedingly well attended.
- The most recent notable contribution to the fundraising for the Center for the Performing Arts is a donation of \$750,000 from Mrs. Elizabeth B. Noyce of Pemaquid Point. Ground-breaking was originally scheduled for 1982 and this target seems more feasible now.

Mr. Richardson said he wanted to commend President Silverman publicly for his performance in a number of areas, and particularly for his efforts for the Center of the Performing Arts.

President Robert Woodbury - USM:

- The Commission on Institutions of Higher Education, which is the chief accrediting body for New England, has recommended that USM be accredited for ten years, the longest term that can be awarded. The recommendation was the culmination of a process which began a year ago with an institutional self-study and included campus inspection and evaluation by a team of faculty and staff from other institutions all over the country.
- Mr. Roy Gallant, Director of the Southworth Planetarium on the Portland Campus, and one of the leading scientific writers, has authored a book, Our Universe, which was published by the National Geographic Society. Last year more than 600,000 copies of this volume were sold and the Society has converted many of the artistic renditions contained therein to a permanent exhibit for the Southworth Planetarium, where it was opened last week.

Chancellor McCarthy and the Trustees extended congratulations to President Woodbury on the ten-year accreditation.

Acting President Harlan Philippi, UMF:

- Dr. Philippi took note of the untimely death of a young professor, Jerry Owens, this past week. Professor Owens will be remembered by a number of Trustees for the musical presentation to the Board during a visit to the Farmington Campus in November 1979.
- The Towns of Rumford and Mexico have requested that the Campus deliver liberal arts courses in their towns to provide more educational opportunities for their citizens, and they have pledged to provide the necessary financial support for these courses. Delivery of five courses will begin this fall, and eight more will be offered in the spring.
- The extensive planning process initiated more than a year ago has been completed and a proposal for a complete academic reorganization will be submitted for Board consideration.

Dr. Elkins inquired about availability of housing in Farmington for students who are single parents, a problem which was called to his attention during a visit to the Campus. Dr. Philippi said he would explore the matter. Mr. Robinson inquired whether the proposal for an academic plan would include an evaluation of the Health Education Resource Center (HERC), with attention to the effectiveness of the program. Dr. Philippi said that until recently there had been only a subjective appraisal of the merit and function of the HERC program but evaluation is already underway to determine whether the system needs a health education resource unit, and if it does, where it should be located. He added that the assumption is that UMF would not be the best location.

President Constance Carlson, UMPI:

- Efforts have focused on internal structure and reorganization, and on ways to improve the institutions image, particularly in the areas of academic advising and retention of students. Admissions and financial aid have been reorganized into a single office which will be more convenient for students. Replacement personnel have been recruited to fill vacancies in Math and Zoology.

President Richard Spath, UMFK:

- The institution has been informed of its 5-year reaccreditation by the New England Association of Schools and Colleges.
- On completion of a review by the State Department of Education, the Visiting Committee unanimously recommended reaccreditation of all teacher education programs for a five year period.

4. Academic Year Calendars. Mr. Brown, Chairman of the Educational Policy Committee, presented the recommendation for approval of Campus calendars for 1982-83. During discussion, questions were raised about scheduling of classes at UMO to begin before Labor Day. Dr. Elkins noted that many tourist industry businesses rely on student workers, and proprietors have communicated to Trustees their concerns about pre-Labor Day class schedules. In response, President Silverman observed that the traditional schedule has given way to the demand for the fall semester to end before Christmas. Even with a semester reduced to 14 weeks, it is necessary to begin very early in September to complete the semester by Christmas, and for two years out of every 8-year cycle, classes must start before Labor Day. Dr. Silverman said he was concerned about the trend to shorter semesters and asked the UMO Calendar Committee to reconsider the old calendar which ran until January with a recess at Christmas. The other Presidents were asked to report on the terms of their calendars. They reported 14-week semesters and widespread support for the pre-Christmas termination date. Mr. Reynolds said that UMM may consider reinstating a short Christmas break and extending the fall semester into January. President Carlson pointed out that 50% of the students at Presque Isle are non-traditional students and that flexibility in scheduling is an important factor. She said she sees no weakening of the quality of education as a consequence of the shorter semester. She said the campus has achieved substantial energy savings as a result of the January term break. Mr. Monaghan said he thought the complaints from Maine businesses should receive serious consideration and suggested that UMO review its position. President Silverman said his Campus is sensitive to the concerns of the tourist industry, and he pointed out that students are free to take the necessary time over the Labor Day weekend to discharge their responsibilities to employers, although very few students do this. He reported that no concerns about the calendar have been raised by students and that the schedule is accorded broad student support. After further discussion and on motion of Mr. Brown, which was seconded, it was

VOTED: to approve the 1982-1983 Campus Calendars
as proposed by the Presidents of the seven
campuses of the University of Maine.

5. Policy on Tenure for Administrators. This item was deferred from the July meeting when the Trustees approved a series of tenure policy guidelines except for one dealing with tenure for academic administrators, which was returned to the Administrative Council for further consideration. The Chancellor elaborated on a memorandum from the Administrative Council which was handed out as the meeting began. The memo contained a summary of the Council's discussion on the issue, along with their recommendation for adoption of a guideline which would allow senior administrators to be considered for tenure after the conclusion or termination of their administrative assignment. The Chancellor said the Council recommended implementing this guideline for a five-year period, to test the premise of an alternate route to security for academic administrators. He noted that despite unanimous agreement in the Council on this proposal, serious concerns remain, particularly at Orono, for the difficulties involved in recruitment of administrators in the national marketplace. He reported that the

Council has been addressing other issues related to conditions of employment for administrators, and expects to present recommendations at a future meeting. Appended to the Memorandum was a letter from President Silverman noting his support for the proposed guideline but reiterating his concern that UMO remain competitive in the national marketplace, and urging that an enhanced compensation/benefit package be developed to offset the loss of near-term access to tenure. At the invitation of Trustees, the Presidents offered their comments:

- President Woodbury said there was no question that the capacity to offer tenure is a valuable recruiting tool and he recognized that to recruit academic administrators, without tenure, is to place the individual in a high risk situation. On the other hand, he said tenure may be inappropriate in these instances, since tenure is awarded for academic performance and academic promise. The proposal for a three-year period at the end of administrative service, in which an individual could perform as a faculty member and have time to seek tenure, was offered as a reasonable compromise and constitutes a significant contract to offer a prospective candidate. He indicated that other kinds of supports may be appropriate and also attractive as inducements and that these should be considered.
- Acting President Philippi said he believed that tenure for administrators or as a recruiting device was inappropriate. Tenure recognizes scholarly and academic achievement, and carries a presumption that these will continue into the future. Full-time administrators lack the time to maintain scholarly achievement.
- President Spath pointed out that a number of high quality administrators have been recruited without tenure.
- Acting President Power said he didn't believe the practice of offering tenure was commonplace or necessary.
- President Carlson concurred with Dr. Philippi and Acting President Reynolds said his views had been expressed.
- President Silverman reported that the qualification for being tenurable is part of the criteria used for recruitment of academic leaders in the national marketplace, in which UMO competes. He said there is an implication of accomplishment and potential that might not otherwise be there if criteria for tenure were not applied to the candidates. He pointed out that academic administrators must make the difficult decisions about academic departments and performance in this area may well create problems as individuals return to the departments when their administrative role is finished. He recommended that the proposed policy guideline be linked to an improved compensation and fringe benefit package which would make risk-taking more attractive.

Mr. Brown moved adoption of the proposed guideline:

Senior administrators, deans and above, shall not be awarded tenure as part of their administrative contracts.

Persons appointed to such positions from within the University who already possess tenure will retain it during their service to the University of Maine. Persons appointed to such positions from outside the University may be awarded professorial rank upon formal request at the time of appointment, subject to the regular campus process. If the request receives the campus recommendation, it will follow the regular appointive procedure, through the Chancellor to the Board of Trustees for approval.

Senior administrators who desire to be considered for tenure upon the completion or termination of their administrative appointment but who have not previously sought faculty rank, will have reserved a three-year period of tenure consideration with faculty rank in a unit or department if appropriate to their particular discipline.

This policy will be in effect for an experimental period of five years. Persons eligible for the policy include all those presently serving as senior administrators.

The motion was seconded. After discussion, Mr. Keene and Mr. Richardson said they would prefer to have more time for consideration of the issues. Mr. Richardson moved to table the matter until the next meeting of the Board. The motion was seconded and with Trustees DiMatteo, Elkins, Monaghan and Morin dissenting, the proposed tenure policy guideline was tabled to the January meeting.

6. Academic Program Discontinuance. Mr. Brown moved the recommendation for discontinuance of the Canadian-American Studies Minor at the Fort Kent Campus. The motion was seconded and it was

VOTED: to approve the request submitted by the by the University of Maine at Fort Kent to discontinue the Canadian-American Studies Minor in the Bachelor of Science and Bachelor of Arts Degree Programs, effective June 30, 1982.

7. Master of Science in Nursing, USM. Mr. Brown presented the proposal for this new program which had been evaluated in the program approval process and submitted with the Chancellor's recommendation

for approval. During discussion Dr. Elkins expressed his support, noting that the program was extremely well researched and well conceived. Dr. Russell and Mrs. Platz concurred. On motion of Mr. Brown, which was seconded, it was

VOTED: to approve the Master of Science in Nursing as submitted by the University of Southern Maine, for implementation September 1, 1982.

8. Master of Science in Computer Science, USM. Mr. Brown presented the recommendation for approval of this new program and moved its adoption. The motion was seconded and it was

VOTED: to approve the Master of Science in Computer Science as submitted by the University of Southern Maine.

9. Voting Degrees. On motion of Mr. Brown, which was seconded, it was

VOTED: to authorize the awarding of degrees in course for the Fall commencement 1981 and the Spring and Summer commencements for 1982 to those students fully recommended by the appropriate faculties and the Presidents of the respective institutions and/or divisions of the University of Maine.

10. Library Services Annual Report. Mr. Brown called attention to the Annual Report on University of Maine Library Services which was included for information with materials for the meeting. Noting that the cost of providing library services was one of the major problems facing the University, he commended the efforts of the system's librarians to maintain the level of library services. He said it would be important for the Board to keep in mind that the quality of education will suffer if libraries are allowed to fall below acceptable standards. Dr. Binswanger reported that a new committee is exploring ways to better utilize new technology, and consolidated purchasing is being considered. Mr. Robinson observed that expenditures for library services in the Law School amounted to more than \$3,000 per student and he inquired whether this expense is reflected in out-of-state tuition. Mr. Sullivan reported that Law School tuition for non-residents is based on full cost of the School's program, including library services.

11. Gifts, Grants and Awards. In the absence of the Chairman of the Finance Committee, Mr. Robinson presented the recommendation and moved its acceptance. The motion was seconded and it was

VOTED: to accept with gratitude all gifts, grants and awards listed under the date of December 7, 1981.

12. Pesticide Storage Building, UMO. Mr. Richardson, Chairman of the Physical Plant Committee, presented the recommendation and moved its acceptance. The motion was seconded and it was

VOTED: to authorize the construction of a Pesticide Storage and Handling Facility at Highmoor Farm and further authorize the transfer of \$35,000 from the Highmoor Farm account to an appropriate plant fund account to cover the project cost.

13. Sale of Land, UMO. On motion of Mr. Richardson, which was seconded, it was

VOTED: to authorize the sale of approximately 9.43 acres of land in Veazie to the Veazie Sewer District for \$15,000.

14. Gift of Property. Mr. Richardson presented the recommendation for acceptance of a gift of land in Jonesboro intended by the donors for the benefit of the University of Maine at Machias. On motion of Mr. Richardson which was seconded, it was

VOTED: to accept with gratitude the gift of 200 acres of land in Jonesboro, Maine from Samuel and Hattie Lou Smith.

15. Capital Construction Status Report. Mr. Richardson called attention to the report which was included for information with materials circulated for the meeting. No action was required.

16. Senior Administrator's Salary Schedule. Mr. Morin, Chairman of the Personnel and Employee Relations Committee, presented the recommendation for an 8% increase. Mr. Richardson noted that the adjustment was intended to recognize service to the University and he reported that the Trustees expect to review the senior administrative structure. Dr. Evans indicated that discussions would begin in February. On motion of Mr. Morin, which was seconded, it was

VOTED: to increase the salaries of University senior administrators by 8% effective December 1, 1981. The reserved portion of the September increase for those earning over \$45,000 will be released effective the same date.

17. Personnel Appointment, USM. Mr. Morin presented the recommendation for appointment of an Executive Director for University Relations. President Woodbury elaborated on the duties of the position which included both development and public relations functions. After discussion and on motion of Mr. Morin, which was seconded, it was

VOTED: to authorize the appointment of
Ms. Alyce S. O'Brien as Executive
Director for University Relations at the
University of Southern Maine, effective
January 11, 1982. The fiscal year salary
for the position will be \$34,000.

18. Collective Bargaining - Status Report. Mr. D'Amico reported:

- Professional and administrative staff unit (UMPSA) negotiations have been suspended and a formal fact-finding hearing is scheduled for December 16th;
- Clerical, office, laboratory and technical unit (COLT) - mediation is being scheduled;
- Police and security - a request for fact-finding is being submitted to the Maine Labor Relations Board;
- Service and Maintenance - proposals for a successor agreement have been received and negotiations will begin December 18.

There being no further business, Chairman Evans announced that the next meeting of the Board would be held in Bangor on January 25, 1982. On motion made and seconded, the meeting was adjourned.

JoAnne R. Magill
Clerk, Board of Trustees