

1982

Board of Trustees December 6, 1982

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.

UNIVERSITY OF MAINE
BOARD OF TRUSTEES

December 6, 1982
University of Maine at Machias

Board of Trustees Meeting

PRESENT: Chairman Thomas Monaghan, Severin Beliveau, Francis Brown, Patricia DiMatteo, Alan Elkins, Stanley Evans, Maurice Keene, Richard Marshall, Richard Morin, Elizabeth Russell. Absent: Joseph Hakanson, Harold Raynolds, Harrison Richardson, Ellen Wasserman. One vacancy. Staff: Chancellor McCarthy, William Sullivan, Harlan Philippi, Mary Ann Haas, Samuel D'Amico, Richard Eustis, Russell Smith, Hilton Power, Constance Carlson, Paul Silverman, Robert Woodbury, Theodore Emery, Richard Spath, Frederic Reynolds. Press and public.

Chairman Monaghan convened the meeting. On motion made and seconded, the minutes of the meetings of October 25, 1982, were approved as circulated. With the concurrence of the other Trustees, the Chairman announced that there would be no smoking during the meeting.

1. Chairman's Remarks. Mr. Monaghan reported that Mr. John D. Robinson has resigned from the Board of Trustees. Mr. Monaghan commended Mr. Robinson for his contributions to the University and noted that he had served with distinction as an articulate and energetic spokesman for the institution.

2. Gifts, Grants and Awards. On motion of Mr. Beliveau, which was seconded, it was

VOTED: to accept with gratitude all gifts, grants and awards listed under date of December 6, 1982.

3. New Program, UMFK. On motion of Dr. Elkins, which was seconded, it was

VOTED: to approve the program: Practical Business Management for Agriculture submitted by the University of Maine at Fort Kent for delivery within the Bachelor of Science degree.

4. Gift of Property, UMO. Mrs. DiMatteo, Chairman of the Physical Plant Committee, presented the recommendation for acceptance of a gift of property from former Trustee John Robinson. On motion of Mrs. DiMatteo, which was seconded, it was

VOTED: to accept with gratitude the gift of land in Somerset County from John Robinson and further authorize the sale of the property with the net proceeds being used as unrestricted funds by the Orono campus.

5. Personnel Appointment, UMO. Dr. Evans, Chairman of the Personnel and Employee Relations Committee presented the recommendation for approval of the appointment of a Professor of Accounting at the Orono Campus. Mrs. DiMatteo requested clarification of a provision which specified the candidate would be considered for tenure after the initial two-year appointment. President Silverman responded that the provision is not a guarantee of tenure, but simply a notification that the appointee would be eligible in two years to be considered for tenure, within the policies of the Board of Trustees. On motion of Dr. Evans, which was seconded, it was

VOTED: to authorize the appointment of Dr. Horace Givens, as Professor of Accounting, University of Maine at Orono effective September 1, 1983, at a salary of \$41,000. The appointment would be for two years with consideration for tenure upon reappointment.

6. Executive Salaries. Dr. Evans briefed the Trustees on the background of a two-phase recommendation for salary increases for Presidents Silverman and Woodbury, and Vice Chancellor Sullivan. The recommendation was developed by the Chancellor on completion of the customary administrative review. Dr. Evans noted that the first phase provides for initial increases effective July 1, 1982, and the second phase provides for additional increases after successful completion of the Evaluation Process, which includes the use of external consultants. There was discussion of the possibility that action on the second phase of the recommendation should be deferred. Chairman Monaghan reported that Trustees Hakanson and Richardson, who were unable to be present for this meeting, have been involved with the executive compensation issue, and have indicated that they would like to participate in discussion of phase two of the recommendation. Chancellor McCarthy assured the Trustees that delayed action on phase two would not affect the Evaluation Process adversely. With the concurrence of the other Trustees, the Chair announced that action on phase two would be deferred until the February meeting. Dr. Evans moved approval of the salary increase for President Silverman, effective July 1, 1982, and the motion was seconded. Mr. Keene expressed his strong support for the concept of increases for all three administrators, whose respective performances he considered excellent. He noted, however, that he had reservations about the timing of the increases, given the current controversy in the State over the probable impact of recently enacted tax indexing legislation. At the Chairman's request, there was discussion of the timing issue. Dr. Elkins agreed that the three individuals were outstanding administrators, and expressed support for the recommendation, noting that the University would face many financial crises over the years. Mr. Beliveau said Mr. Keene's concerns were well taken, but since the individuals clearly merited the increased salaries, he supported the recommendation. Dr. Evans suggested that difficult times would mandate that the University ask more and more of its talented people, and indicated his support for the recommendation. Mr. Brown noted that criticism of salary increases is likely, whenever the action is taken. He said he would consider the increases wholly defensible in view of the managerial record of the University, which continues to be managed responsibly and within its budget. Mr. Keene said he hoped that since there were

no reservations about meritorious performance, the salary increases could be approved unanimously. There being no further discussion, it was

VOTED: to increase President Paul H. Silverman's salary by \$5,559 to \$60,639 effective July 1, 1982;

to increase President Robert L. Woodbury's salary by \$5,160 to \$59,160 effective July 1, 1982;

to increase Vice Chancellor William J. Sullivan's salary by \$4,840 to \$56,637 effective July 1, 1982.

7. Relationship with Nasson College. Trustee Richard Marshall, Chairman of the ad hoc committee appointed at the last meeting, reported that the Committee had carefully examined the request of Nasson College Trustees to consider whether any arrangements would be appropriate between the College and the University of Maine. He said the Committee was impressed by the sincerity and dedication of Nasson Trustees, who are trying to resolve their urgent and serious financial difficulties with the best interests of their students in mind. After a review of all the facts, however, he said the Committee concluded that the University could not be part of that resolution, given the time constraints facing the College. During discussion, Chancellor McCarthy indicated that Nasson was exploring the possibility of the University's participation in some way that would enable the College to continue operating as an educational institution. He said there were three major problems which could not be immediately resolved:

- 1) the need to consider the quality of program offerings, which is a faculty matter and one which would require time-consuming negotiations;
- 2) the differences in the financial structure of the two institutions;
- 3) the urgency for the College to reach a decision about its future.

The Chancellor indicated that while the University is sympathetic, the College's deadlines are imminent and the problems cannot be worked out within their time frame.

After discussion, and on motion made and seconded, the Board voted to concur with the Committee recommendation, and the Nasson College Trustees will be so notified.

8. Collective Bargaining. Associate Vice Chancellor Samuel D'Amico provided an update on the progress of negotiations with the faculty union for distribution of the \$800,000 supplemental appropriation for faculty salaries, which has gone to arbitration. He reported that arbitration hearings have been completed and the arbitrator has until December 26th to render an opinion.

In response to questions, he indicated that the respective positions have not changed: the union favors an across-the-board increase and the University position provides for merit-based awards and attention to special needs. Mr. Beliveau said he thought that since the arbitration process was finished, the University's position should be enunciated in some way. He noted that many faculty apparently are not familiar with the proposals and he thought the faculty would be supportive of the University's position, once the documents were available for review and discussion. Mr. D'Amico said the University's proposal could be made public at this time, but he had no authority to release the union document. Chancellor McCarthy said it would be important to note that the proposal reflects the fact that the Board has recognized the need to raise faculty salaries, and the proposal is designed to be implemented within the traditional mechanism used for promotion and tenure, in order to identify and reward excellence in the best possible way. Copies of the University's position will be made available immediately.

9. Voting degrees. On motion of Dr. Evans, which was seconded, it was

VOTED: to authorize the awarding of degrees in course for the Fall Commencement 1982 and the Spring and Summer Commencements, 1983 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. Chancellor's Remarks. Chancellor McCarthy reported that if the retro-active provision of the new tax indexing law prevails, the University of Maine will be faced with a reduction of \$2.6 million in State funding in the remaining six months of this fiscal year. The figure was computed on the basis of the University's share of the State budget and, in percentage terms, the cut would amount to about 9%. He pointed out that the University would have to honor its contractual commitments and the reduction would therefore have to come from funds which have not yet been committed. In consultation with the Presidents, a list of possible cuts is being identified which, if it becomes necessary to implement, will severely damage the University's ability to carry out its mission. Mr. Beliveau noted that the \$800,000 supplemental appropriation for faculty salaries is still undistributed and consideration could be given to the use of these funds to minimize the impact of expected reductions. In response to questions about the need for Board action, the Chancellor indicated that unless the matter is resolved at the State level, it may be necessary to call a special meeting of the Board.

As points of interest and information, Chancellor McCarthy briefed the Trustees on discussion items from an Administrative Council meeting held earlier in the day:

- The State Department of Education is developing new regulations for teacher certification which would focus on expertise in subject areas; University staff will probably attend the Board of Education hearings to present their views.

- Interest is emerging in further cooperation and interchange with nearby sister institutions in Canada, with the focus on doing things that will make the availability of education in those institutions as easy as possible for Maine citizens, and vice versa.

11. Public Service Presentation. Chancellor McCarthy introduced the presentation which had been scheduled as a major component of this meeting, in keeping with the Board's intent to devote four of its eight meetings to special topics. He noted that the purpose of this presentation is to focus on the University's public service mission wherein the institution's valuable human and cultural resources are made widely available to the citizens of Maine through planned and orderly delivery of activities from Campus bases. The Presidents of the system's two graduate centers, Dr. Paul Silverman and Dr. Robert Woodbury, and the President of the host Campus, Mr. Frederic Reynolds, were designated to lead the discussions.

President Silverman reviewed the origins of the concept of public service, which are imbedded in the Land Grant University system established by the Morrill Act in the mid-nineteenth century, and traced its evolution through the federal mandates which were responsible for the later development of the Cooperative Extension Service and the Agricultural Experiment Stations. He emphasized that the essential component of public service is the transfer of technology, the interpreting and delivering of information to relevant users, in a timely and effective manner.

Following President Silverman's introductory remarks, President Woodbury called attention to the materials which had been compiled by the Campuses to demonstrate how the original Land Grant concept has been transformed into a variety of activities. President Woodbury also identified several questions to be considered by Trustees and the University in their dealings with public service responsibilities:

- How to choose what is appropriate for the public service effort from among the vast choices which all could offer;
- Who should pay, and for what - increasingly, a critical concern;
- How to measure and evaluate the impact of cooperative extension and other activities, and how then to make this information available to the general public;
- How to best staff the University to build a public service capability that is extensive and on-going in a climate where public service is highly dependent on short-run grants and soft money;

- How to build partnerships and collaborative relationships with other institutions, governmental agencies, and private agencies, to maximize the effectiveness of public services;
- How to carry out the public service role in an institution which also has as a central mission, a responsibility to function as social critic.

Dr. Kenneth Allen, Acting Vice President for Research and Public Service, UMO, called attention to a booklet listing Campus offerings in the public service area. He noted that while there is a formal Research and Public Service structure at Orono, public service activities emanate from every department and college on the Campus. Among the projects offered outside the Department are:

- a specialized training program in foreign languages for teachers and students, established in Millinocket by the Deans of the College of Education and the College of Arts and Sciences, and
- a linkage for teaching an audio-tutorial course in beginning biology established in Carmel by the College of Life Sciences and Agriculture and the College of Arts and Sciences, as an experiment for advanced students in the High School. In both projects, materials are prepared and shared by the faculty from the University and from the local school systems.

Acknowledging that a wide range of public service activities are undertaken at UMO, Dr. Allen said discussion would focus on the outreach and activities of the Cooperative Extension Service, as one example of the way the Campus responds to public needs. He introduced Mr. Lewis Wyman, a UMO Program Director for Agricultural and Natural Resources, who conducted a slide presentation of the major activities of the Cooperative Extension Service which included:

- Agricultural and Natural Resources which encompasses activities for the State's Dairy Industry, and also for the Forest, Potato and Poultry industries.
- Family Living and Human Development - educational programs in Parenting and Child Development, Aging, Resource Management, Gardening, Nutrition and Health, Home Energy Conservation, among others;
- Community and Rural Development - which provides rural leadership training, assistance to communities for development of recreational enterprises and facilities, among other projects;

- 4-H Youth Programs - which enables thousands of young people to learn by doing.

To illustrate how the University's public service programs are utilized in the workplace, President Woodbury introduced two speakers who shared their experiences and their perspectives of particular activities offered through the Center for Research and Advanced Study (CRAS) at USM:

- Ms. Kelly Lombardi, Rural Economic Developer on the staff of the Washington-Hancock Community Aging, discussed her work with the elderly, their needs and problems. She spoke of the impact in the field of a major study on protective services for the elderly in the United States, produced by the Human Services Developmental Institute which is part of CRAS.
- Mr. William Pasho, Founder of Avatar, a new high tech electronics company in the Portland area, described his experience with the New Enterprise Institute as enlightening, informative and invaluable. The Institute, which was established several years ago to assist small entrepreneurs, provided the professional and objective expertise he needed to form, finance and operate a new company.

To conclude the presentation, President Reynolds described the different ways an outlying Campus is involved with public service. He noted that Machias is the cultural as well as the educational center for the area the Campus serves. It also serves as agent for programs sponsored by its sister Campuses, a number of state governmental agencies, and as host for a variety of activities sponsored by local groups. In addition, the Campus's faculty and staff have become an important part of the leadership in the communities where they live, as they volunteer their services to local agencies, boards and town governments.

Chairman Monaghan and Chancellor McCarthy thanked the participants for their presentations.

The Chairman announced that the next meeting would be held in Bangor on February 7, 1983 and on motion made and seconded, the meeting was adjourned.

JoAnne R. Magill
Clerk

