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Board of Trustees March 1, 1982

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

March 1, 1982
Bangor Community College

Board of Trustees Meeting

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

Chairman Evans convened the meeting. On motion made and seconded, the Minutes of the meetings of January 25, 1982 were approved as circulated.

1. Chairman's Remarks. Dr. Evans presented his proposal for improving relationships between the University and its friends and alumni. He said the Trustees must actively consider how to improve communications and develop closer working relationships for determining goals and direction for the University and for obtaining the necessary financial support for the institution. He announced that he would appoint a committee to design appropriate guideposts for improving these relationships. Among the tasks suggested for committee consideration were:

1. The development of a demographic profile of University alumni and friends.
2. The development of the appropriate mechanisms and/or procedures for improving communication.
3. The development of a set of recommendations appropriate to deriving maximum benefit from the special expertise of these individuals and/or groups toward the continued growth and support of the University.

The Chairman named the following Trustees to the steering committee: Francis Brown, Chairman; Patricia DiMatteo, Richard Marshall, Richard Morin and Harold Reynolds. The Committee was asked to present a preliminary outline, including time frame and anticipated tasks, to the Board at the April meeting.

Dr. Evans reported that for the last few months, Trustee Richardson and staff from the Orono Campus and the Chancellor's Office have been reviewing athletic scholarship policy. Consideration has been given to various concerns such as conference participation, size of scholarship program, funding alternatives for sponsoring a scholarship program, award restrictions, and funding support for the operation of the UMO Physical Education and Athletic Department. Dr. Evans announced that he would appoint an ad hoc committee to review the draft policy developed by Mr. Richardson and the staff. Named to the committee were Francis Brown, Severin Beliveau and Harrison Richardson. Dr. Evans

requested that the Committee report back to the Board at the April meeting. Concluding his remarks, Dr. Evans apologized to the Board for some of the publicity that has been given to this area prior to Board consideration of the proposal.

2. Chancellor's Report. Chancellor McCarthy commented on the conclusion of the annual tenure process which would culminate at this meeting with the Board's consideration of the nominations for tenure. He noted that the tenure process is carried out at the University in a way that is highly professional, rigorous and fair. He said that the achievement of tenure is the fulfillment of professional development although he thought that sometimes not enough recognition is given to the honor that is bestowed with conferral of tenure. He said the honor lies in the affirmation of faculty members' achievements at every level, by their peers, the administration and the Board of Trustees.

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

University of Maine at Augusta. Acting President Hilton Power.

- The Campus is making strong efforts to improve its retention rates. The advising system has been revamped and training provided for faculty advisors. In addition a program for faculty development is being initiated to help faculty improve their teaching.
- Cooperative relationships are being developed with the UMO Music Department. The Campuses are planning for joint concerts, and for a 2 plus 2 program which would enable Augusta students to complete a baccalaureate program at UMO.

University of Maine at Machias. Acting President Frederic Reynolds.

- The Campus has expanded its cultural activities significantly this year in an effort to bring the University and the community closer together. The number and frequency of film offerings has been doubled and other offerings include concerts, dance groups and art exhibits. Response from the community has been very positive.

University of Maine at Orono. President Paul Silverman.

- The President acknowledged the cooperation of the USM President, Provost and Dean of the School of Nursing in facilitating the extension of USM's baccalaureate nursing program to the Penobscot Valley area, where its central base will be at UMO. Discussions have begun with the Eastern Maine Medical Center, and contacts will be made with others, to identify potential clinical sites for the program.
- For the first time in its history, two patents have been issued in the name of the Board, one for the stick-wood furnace developed by Professor Richard Hill and his colleagues, and one for the wood

chip furnace developed by Professor Norman Smith and his colleagues. It is expected that these patents will be an important factor in the University's industrial relations and a source of revenue to help support the development of other research activities.

- Dean Karl Webb has been recognized for outstanding scholarly contributions by the Republic of Austria. He has been awarded the Golden Medal of Honor for his contributions to literature and integrative analysis of cultural developments in Austria. Dean Webb was also cited for his role in organizing an Austrian Year in Houston, Texas under the sponsorship of the University of Houston, which served as the vehicle for many cultural and literary activities.

- To illustrate the potential effect of federal budget reductions on UMO research and other activities, President Silverman reported on a meeting he had attended which was convened by the National Oceanographic and Atmospheric Administration (NOAA) to review implications of federal cuts for that agency. It was concluded that NOAA will not have sufficient funds to meet its current level of responsibilities. NOAA has determined that Land Grant and Sea Grant Universities offer the best possibilities for developing innovative and creative alternatives within current resources, to help the agency meet its responsibilities. Budget implications forecast:
 - termination of the national sea grant college program
 - elimination of the coastal zone management program
 - closing of Great Lakes Environmental Research Laboratory
 - termination of aquaculture research
 - termination of research in ocean dumping
 - reduction by more than half of the weather modification program
 - closing of 25 full-time and 20 part-time weather stations

One new concept being considered is the transfer of responsibility for some federal services to the private sector. NOAA is currently examining proposals for transfer of such functions as the National Weather Service and the Geodesic Service.

University of Southern Maine. President Robert Woodbury.

- The President called attention to an article on small claims which appeared in today's Portland Press Herald, noting that the research had been done by a Bowdoin College professor and by USM Professor Richard Maiman, faculty representative to the Board.
- USM has received a gift of \$8,000 from the estate of former Trustee Arthur H. Benoit. The gift, which may eventually amount to \$10,000, is designated for scholarships. The President has expressed his appreciation to the Benoit family for the gift which is especially welcome and timely in light of projected cuts in federal student aid programs.
- The future of Maine was the topic of a conference held recently at USM. The conference was organized jointly by the State Planning Office and USM's Center for Research and Advanced Study and participants included faculty from the system's campuses, State cabinet officers and other State employees. Papers prepared jointly by USM and UMO faculty provided the baseline for discussion.
- Other joint efforts include cooperation with UMA for the delivery of an MBA program to the Lewiston/Auburn area, and plans to offer programs from both campuses in the Bath/Brunswick area.

University of Maine at Farmington. Acting President Harlan Philippi had no further report since he had made a detailed presentation a week earlier to the Finance and Educational Policy Committees on the Campus's academic plan.

University of Maine at Presque Isle. President Constance Carlson.

- Enrollment for Fall 1982 looks promising although the student mix apparently will change and the Campus expects a large number of part-time students who will be combining work and study. The Campus is concentrating on ways to insure that the range of necessary services will be available to accommodate this growing segment of the student population.
- The Campus has produced its best winter carnival to date and is developing its winter recreation program.
- UMPI Professor Guy Gallagher is President of Maine/Canadian Studies which will hold its annual meeting on the Campus in April. The Honorable Richard B. Hatfield, Premier of the Province of New Brunswick, will be a special guest of the Campus during this period.
- On the planning level, the Campus is studying regional alliances in Aroostook County to develop courses in areas of interest to County consumers. The liberal studies baccalaureate, which is of particular interest to adult learners, is well along in the planning stage.

University of Maine at Fort Kent. President Richard Spath related an anecdote to illustrate the University's function as it's "s'pose' to be:" In 1974, the Campus accepted a transfer student with an undistinguished academic record from a small mid-Western college. The student was remanded to the campus's Basic Skills Center where English Professor Patricia Martin worked with him for patient hours to remedy his obvious difficulties in reading and writing. After two and a half years at Fort Kent, the student transferred to UMO, with no loss of credits, where he subsequently completed a major in chemistry. Last semester, this student completed the requirements for a PhD at Durham University in England and, for the first time in eighty years, the institution waived the final oral examination in his case, due to the "lucidity and quality of his dissertation." The dissertation is to be published by the United Nations.

4. Report of the Committee of the Whole. Mr. Brown, Chairman of the Educational Policy Committee presented the nominations. He commended the staff for their efforts which have refined and improved the tenure process. Mr. Reynolds and Dr. Evans added their commendations to the staff and congratulations to the nominees for their achievement. On motion of Mr. Brown, which was seconded, it was

VOTED: to approve the 1982 nominations to tenure as follows:

University of Maine at Augusta

Richard John Randall, Promotion to Associate Professor with Tenure, Division of Mathematics, Sciences, and Social Sciences

Barry M. Farber, Tenure at Present Rank of Associate Professor, Division of Business and Governmental Sciences

University of Maine at Farmington

JoAnne S. Burgess, Tenure at Present Rank of Associate Professor, Program in Elementary, Secondary and Early Childhood Education, Division of Education

Paul B. Frederic, Promotion to Associate Professor with Tenure, Department of Geography, Division of Arts and Humanities

Elizabeth S. Squibb, Promotion to Associate Professor with Tenure, Program in Elementary, Secondary and Early Childhood Education, Division of Education

University of Maine at Fort Kent

Eberhard H. Thiele, Promotion to Associate Professor with Tenure, Mathematics/Science Division

Roger W. Cooke, Tenure at Present Rank of Assistant Professor, Social Science Division

University of Maine at Machias

William J. Little, Promotion to Professor with Tenure, Business
Studies Division

Sheryl F. Lambson, Promotion to Associate Professor with Tenure,
Business Studies Division

University of Maine at Orono

Kenneth Ahn, Promotion to Associate Professor with Tenure,
College of Arts and Sciences

Dennis Cox, Promotion to Associate Professor with Tenure, College
of Arts and Sciences

Pushpa Gupta, Promotion to Associate Professor with Tenure, College
of Arts and Sciences

Thomas Kellogg, Promotion to Associate Professor with Tenure,
College of Arts and Sciences

Victor Konrad, Promotion to Associate Professor with Tenure,
College of Arts and Sciences

Irving Kornfield, Promotion to Associate Professor with Tenure,
College of Arts and Sciences

Lawrence Mayer, Promotion to Associate Professor with Tenure,
College of Arts and Sciences

Marisue Pickering, Promotion to Associate Professor with Tenure,
College of Arts and Sciences

Bruce Sidell, Promotion to Associate Professor with Tenure,
College of Arts and Sciences

William Snyder, Promotion to Associate Professor with Tenure,
College of Arts and Sciences

Seth Tyler, Promotion to Associate Professor with Tenure, College
of Arts and Sciences

Ann K. Schonberger, Promotion to Associate Professor with Tenure
Bangor Community College

Carol B. Gilmore, Promotion to Associate Professor with Tenure,
College of Business Administration

Lloyd Barrow, Promotion to Associate Professor with Tenure,
College of Education

Jerry D. Lowry, Promotion to Associate Professor with Tenure,
College of Engineering and Science

Thomas Brann, Promotion to Associate Professor with Tenure, College
of Life Sciences and Agriculture

K. Elizabeth Gibbs, Promotion to Associate Professor with Tenure,
College of Life Sciences and Agriculture

Alan Kezis, Promotion to Associate Professor with Tenure, College
of Life Sciences and Agriculture

Billie DeMont, Tenure at Present Rank of Professor, College of
Education

William H. Peake, Tenure at Present Rank of Professor, College of
Engineering and Science

Earl F. Epstein, Tenure at Present Rank of Associate Professor,
College of Engineering and Science

Lawrence T. Fisher, Tenure at Present Rank of Associate Professor,
College of Engineering and Science

Floyd Newby, Tenure at Present Rank of Associate Professor, College
of Life Sciences and Agriculture

University of Maine at Presque Isle

Charles F. McCoy, Promotion to Associate Professor with Tenure,
Division of Social Science

Jack C. Sheltmire, Promotion to Associate Professor with Tenure,
Division of Education, Health, Physical Education and Recreation

University of Southern Maine

Luisa Deprez, Promotion to Associate Professor with Tenure, College
of Arts and Sciences

Louis Gainey, Promotion to Associate Professor with Tenure, College
of Arts and Sciences

Duncan Hewitt, Promotion to Associate Professor with Tenure, College
of Arts and Sciences

Margaret Fournier, Promotion to Associate Professor with Tenure,
School of Nursing

Charles Welty, Tenure at Present Rank of Associate Professor,
College of Arts and Sciences

Richard Clarey, Tenure at Present Rank of Associate Professor,
School of Business, Economics, and Management

5. New Academic Program, USM. Mr. Brown presented the recommendation for approval of a graduate program in Public Policy and Management at both the Masters and Doctoral level. Dr. Binswanger, Vice Chancellor for Academic Affairs, reported that the program, which has been two years in development, represents an innovative approach to an area that has attracted increasing interest around the country. President Woodbury noted that the program is based on an interdisciplinary effort in which the Deans of Schools and Colleges throughout USM have participated. The course of study will draw on the range of disciplines to help educate students who will have major responsibilities in policy management areas in public and quasi-public agencies. Mr. Reynolds expressed his support for the program which he said deserved special commendation. He said it would provide opportunities for a wide variety of enrichment, insuring that it will be a responsive educational program in the finest sense. On motion of Mr. Brown, which was seconded, it was

VOTED: to approve the proposal from the University of Southern Maine for a Graduate Program (Masters and PhD) in Public Policy and Management.

6. Academic Master Plans, UMA and UMF. Mr. Brown reported that both plans had been thoroughly discussed a week earlier in a joint meeting of the Finance and Educational Policy Committees. He noted that there were no negative votes in the Committees' session and that the reservations of the one person who abstained have subsequently been resolved. Chancellor McCarthy noted that the ability to change direction requires consensus and that there had been substantial participation in the process for development of both plans.

UMA Plan - The Chancellor reported that the process for developing the plan had been underway for nearly two years and had engaged almost every person on Campus and many community people as well. After discussion and on motion of Mr. Brown, which was seconded, it was

VOTED: The Trustees accept the Progress Report of the UMA Academic Plan as presented to the Trustees, March 1, 1982, and further, the Trustees authorize the Chancellor to transfer \$55,000 of funds set aside for academic program development to the Augusta operating budget for implementation of major priorities listed in the progress report.

UMF Plan. Mr. Hakanson commended President Philippi and the Farmington Campus for development of this plan which he said was brilliant and creative. After discussion and on motion of Mr. Brown, which was seconded, it was

VOTED: That the Trustees accept the University of Maine at Farmington report, The Farmington Idea, as presented to the Trustees, March 1, 1982, and, further, to authorize the Chancellor to transfer \$90,000 of funds set aside for academic program development to the Farmington operating budget to be used in implementing the proposal.

7. College of Forest Resources. Mr. Brown moved adoption of the recommendation to elevate the School of Forestry to College status. The motion was seconded. During discussion Chancellor McCarthy reported that this recommendation is the first of a number of proposals President Silverman is working on to prepare the Orono Campus for its appropriate role in the 1980's. UMO has been encouraged by its supporters in the industry to take the leadership in developing the human and intellectual resources that will be needed to maintain the forest industry as a productive and important component in the State. Woodlands in Maine constitute the largest privately held forest in the world and in contrast to the despoilment of natural resources elsewhere, the forest here is larger and more productive than it was in 1910. The Chancellor indicated that the problems which must be resolved are the needs for scholarship, research and manpower training that only a University can carry forward. President Silverman pointed out that since forestry products account for 40% of the State's economy and the industry employs 30% of the working population, the Campus recognizes a special responsibility to do all it can to safeguard the future of the forests and the industry. The President also noted that this recommendation is only one part of a larger plan that is evolving from the self-study which has been underway for more than a year. When the data and recommendations from the study have been brought together in an overall proposal, the proposal will be reviewed at the Campus level and submitted for Board consideration. On motion of Mr. Brown, which was seconded, it was

VOTED: to authorize the establishment of a College of Forest Resources, effective July 1, 1982.

8. Gifts, Grants and Awards. Mr. Joseph Hakanson, Chairman of the Finance Committee highlighted the major gifts and moved acceptance of the recommendation. The motion was seconded and it was

VOTED: to accept with gratitude all gifts, grants and awards listed under date of March 1, 1982.

9. Bingham Fund. On motion of Mr. Hakanson, which was seconded, it was

VOTED: to reclassify the Bingham Fund Award, accepted by the Board of Trustees in September 1981, as a gift and that interest earned on its unexpended balance be credited to the fund.

10. English-Math Building, UMO. On motion of Mrs. DiMatteo, which was seconded, it was

VOTED: to authorize the completion of the Mathematics section of the top floor on the English/Math Building and further authorize the transfer of \$125,000 from the "President's Contingency Account" to an appropriate Plant Fund Account to cover the project's cost.

11. Press Box, Football Field, UMO. On motion of Mrs. DiMatteo, which was seconded, it was

VOTED: to authorize the construction of a new Press Box and new Scoreboard at the Orono campus football field and further authorize the transfer of \$35,000 from the "President's Contingency Account" to assist in the funding of this project.

12. Capital Construction Status Report. Mrs. DiMatteo called attention to the report which was included for information with the materials circulated for the meeting. No action was required.

13. COLT Unit Collective Bargaining Agreement. Mr. Morin, Chairman of the Personnel and Employee Relations Committee, presented the recommendation. During discussion, Mr. D'Amico reported that this constitutes the first agreement with the COLT Unit and that the basic economic package provides an increase of 8% in this fiscal year, and a 9% increase for FY 1983. On motion of Mr. Morin, which was seconded, it was

VOTED: That the collective bargaining agreement negotiated by the University with the COLT unit represented by MTA/NEA, is approved; and the Chancellor, or his designee, is hereby authorized to conclude the agreement on behalf of the University.

14. Police Unit Collective Bargaining Agreement. Mr. Morin presented the recommendation. Mr. D'Amico reported that the Police Unit had elected to retain the step increases but the total economic package provided an 8% increase for FY 1982 and a 9% increase for FY 1983. After discussion and on motion of Mr. Morin, which was seconded, it was

VOTED: That the collective bargaining agreement negotiated by the University with the Police unit represented by Teamsters Local No. 48 is approved; and the Chancellor, or his designee, is hereby authorized to conclude the agreement on behalf of the University.

15. Collective Bargaining Status Report. Mr. D'Amico reported that:

- negotiations are continuing with the Service and Maintenance unit for the second year of their contract
- the University has been informed that the Professional unit, which is the only unresolved contract for this fiscal year, has filed for arbitration.

16. Other business. Mr. D'Amico reported that the staff had drafted a policy statement on sexual harassment to supplement existing Board policies in the general area of discrimination. It was deemed advisable to have a specific policy statement covering all employees and students in the University in order

that individuals have a way to assert their rights if the need arises. Mr. D'Amico indicated that if the policy was adopted existing Campus procedures would be reviewed to insure that they fit into appeal mechanisms which would be developed by and tailored to the individual Campuses. Mr. D'Amico thanked Dr. JoAnn Fritsche, EEO Officer at the Orono Campus, for her efforts in preparing the statement for Board consideration. After discussion and on motion of Mr. Morin, which was seconded, it was

VOTED: to approve the following:

Sexual harassment of either employees or students is a violation of federal and state laws. It is the policy of the University of Maine that no member of the University community may sexually harass another. In accordance with its policy of complying with non-discrimination laws, the University of Maine will regard freedom from sexual harassment as an individual employee and student right which will be safeguarded as a matter of policy. Any employee or student will be subject to disciplinary action for violation of this policy.

Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education;
- 2) submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual; or
- 3) such conduct has the purpose or effect of interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive employment, educational, or living environment.

It is the policy of the University of Maine to ensure fair and impartial investigations that will protect the rights of the person(s) filing sexual harassment complaints, the person(s) complained against, and the University as a whole.

Campus Presidents are directed to take appropriate steps to distribute this policy statement and to inform students and employees of procedures for raising complaints.

Chairman Evans announced that the next meeting of the Board would be held on April 26th on the Farmington Campus.

On motion made and seconded, the meeting was adjourned.

JoAnne R. Magill
Clerk