

1982

Board of Trustees Executive Committee December 6, 1982

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

December 6, 1982
University of Maine at Machias

Executive Committee

PRESENT: Chairman Thomas Monaghan, Francis Brown, Patricia DiMatteo, Stanley Evans, Richard Morin, Elizabeth Russell. Other Trustees: Severin Beliveau, Maurice Keene, Richard Marshall. Faculty Representatives: Rodney Cole, Harry Kerr, Sharon Zimmer-Boucher, Ralph Jans, Carol-Ann Hall, Kenneth Rosen, Douglas Allen. Student Representatives: Clifford Hannon, Ronald Woodworth, Mark Higgins, Kathleen Hunt, Thomas Hamilton. Staff: Chancellor McCarthy, William Sullivan, Harlan Philippi. Samuel D'Amico, and Campus Presidents, Reynolds, Carlson, Power, Emery, Spath, Silverman and Woodbury.

Chairman Monaghan convened the meeting which is regularly scheduled to brief faculty and student representatives on the Board's agenda.

With reference to the item on executive salaries, the Chairman indicated that ranges have been proposed, based on national scales, and that outside evaluations could result in further increases for certain of the Presidents next July. He said he would suggest, however, that the Board take no action on this latter aspect of the recommendation until the next meeting, since some of the Board members who have participated in the salary review process could not be present for today's session. Mr. Hannon and Professor Jans, who are serving on the presidential search committees of their respective Campuses, said it would be helpful for the committees to have specific information about the ranges. Chancellor McCarthy said the figures could be made available, but he pointed out that responsibility for salary negotiations with prospective candidates rests with the Chancellor's Office.

Mr. Woodworth, UMFK, inquired about the status of Board consideration of a proposal approved by the student body last April, to extend the Campus student activity fee to part-time students. Chairman Monaghan suggested that he call the matter to the attention of President Spath, who could have it presented for action at the next meeting.

A question was raised about the impact on the University of recently passed legislation which provides for retroactive tax indexing. The Chancellor reported that the University might have to cut as much as 9% from the balance of this year's State-provided funds, and he pointed out that to achieve reductions in the last half of a year, it will be necessary to determine what dollars have not been allocated. Among the University's unallocated funds are the \$800,000 supplemental appropriation for faculty salaries, and some funds for programs which are not yet operational. The Campuses will identify available options. In response to a question concerning the possibility that the court will rule on the constitutional issue, and he pointed out that there

are numerous other legal and political ramifications as well. If the retro-active provision prevails, he noted that there will be a significant financial impact on all State-funded agencies, including the University.

Mr. Hamilton, UMA, asked for Trustee reaction to the notion of extending the academic calendar to fifteen weeks, which he said was being considered by one of the Campuses. Chancellor McCarthy acknowledged that each Campus develops its own calendar, which is subject to Board approval, but he noted that no proposal for calendar change had been presented as yet. President Silverman reported that the issue is being reviewed at Orono to determine what calendar period is best from an educational perspective. He pointed out that until recently a fifteen-week calendar was considered minimal, and he said the shortened calendar currently in effect appears to have contributed to a significant increase of incompletes. Professor Jans noted that the Machias faculty prefer to complete the first semester after the New Year but students would rather finish up before Christmas. Chancellor McCarthy said there were many conflicting views about calendars both within the University and among outside industries who rely on a seasonal student workforce. Mr. Monaghan said the issue is of importance to many Trustees as well and suggested that the Campuses make every effort to resolve calendar problems at the local level.

There was discussion of the status of the distribution of the \$800,000 supplemental appropriation for faculty salaries. Mr. D'Amico reported that the arbitration hearing has been completed and the arbitrator has until December 26th to render an opinion. The union's position is for a percentage-based across-the-board increase. The University's position calls for a combination of merit pay and attention to special needs. In response to questions from Professor Allen, Mr. D'Amico confirmed that the University's definition of merit is specified in the proposal and that the definition is similar to that specified for achievement awards in a previous faculty contract. Chairman Monaghan ascertained that the proposal could now be released as a public document, and he directed that copies be made available to all who wished to have them. Faculty representatives expressed their concerns for the equitable distribution of merit-based awards. Mr. D'Amico indicated that the University's proposal would be implemented through the tenure and promotion process. Professor Allen pointed out that the tenure and promotion process at UMO which is lengthy and very time consuming, ordinarily reviews about thirty candidates per year, over a period of six months. He questioned whether this mechanism would be adequate to review equitably the 500-600 faculty who would need to be considered on that Campus. Mr. D'Amico said he thought the task, which is accomplished at other institutions of higher education, could be performed at the University as well. Professor Rosen suggested that the Trustees formulate goals for the administration of the \$800,000. Mr. Monaghan said that as a personal conviction, he believed strongly in Campus autonomy. He pointed out that the Board is composed of lay people whose function is to set policy, and he felt the merit concept would allow the Campus administrations to carry out the policy established by the Board. President Silverman said the University's proposal was an attempt to respond to the needs in a very reasoned way and that he thought the faculty would be supportive of the University's position once they were aware of the details of the proposal. He urged that the document be made available

immediately. Chancellor McCarthy said the Trustees feel strongly about the need to reward meritorious performance and he pointed out that imperfections in the merit distribution mechanism is no justification for not undertaking the task at all. Professor Jans reported that the union has taken the position that the \$800,000 was obtained as a result of their picketing of and taking a strong stand with the Board of Trustees. Mr. Monaghan reiterated that union activity was in no way a motivating factor. He said the initiative was taken wholly by the Chancellor and the Board and that the University's request for a supplemental appropriation was submitted to the Legislature weeks in advance of the union's interest in the matter. Professor Allen said faculty support the concept of merit, per se, but Orono faculty believe the University must address the issue of non-competitive salaries which he said exist at every level. Mr. Monaghan pointed out that the University has improved faculty salaries substantially over the last few years and Dr. Allen concurred that progress has been made. President Silverman said the University's proposal focuses on those Campuses which are the most disadvantaged in terms of their sister Campuses, and reiterated that the University's position could only benefit from exposure and discussion.

There being no further business, the meeting was adjourned.

JoAnne R. Magill
Clerk

