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## Board of Trustees Executive Committee January 25, 1982

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UNIVERSITY OF MAINE  
BOARD OF TRUSTEES

Executive Committee  
January 25, 1982  
Bangor Civic Center

PRESENT: Chairman Stanley Evans, Francis Brown, Joseph Hakanson, Richard Morin, Harrison Richardson and Elizabeth Russell. Other Trustees: Thomas Monaghan, Richard Marshall, Alan Elkins. Faculty representatives: Ralph Jans, Stewart Doty, Doris Baker, Carol-Ann Hall, Richard Maiman. Student representatives: Don Harris, Robert Haenssler, Maxelle Smith, Henry Marcy, Wilfred Eldredge, Charles Noonan. Staff: Chancellor McCarthy, William Sullivan, Robert Binswanger, Presidents Power, Silverman, Reynolds, Woodbury. Press and public.

Chairman Evans convened the meeting and invited faculty and student representatives to comment on agenda items.

Tenure Policy. On behalf of Professor Zimmer-Boucher from the Fort Kent campus, who had been delayed, Professor Jans offered comments on the proposed policy guideline on tenure for administrators. He reported that Fort Kent faculty take the position that the necessity to reabsorb tenured administrators would create problems for some campuses where small departments might have to forego other needs to accommodate tenure administrators returning to teaching positions. The faculty also oppose the reserved three-year period of tenure consideration as an option for untenured administrators on completion of their administrative appointments, since such individuals would have to be continued in salaried positions while working toward qualifying for tenure. Professor Doty reported that the Orono campus makes a deliberate effort to recruit administrators who are tenurable and the concern there is to attract candidates who will relate well to faculty. He urged that a procedure be developed that would be flexible enough to work well on all campuses. Mr. Richardson pointed out that awarding of tenure is the sole province of the Board and the primary concern of the Trustees is to insure that nominees are well qualified. He said he would not support the recommendation as presented since he thought it unwise to try to design a single guideline to resolve the range of competing issues which would need to be considered. Professor Hall said the recommendation had had a demoralizing effect on Presque Isle faculty who are concerned that individuals are recruited at twice the salaries of faculty already in place. Mr. Brown reported that the University's practice now is to establish a base salary and designate a separate administrative stipend which is discontinued when the individual leaves the administrative post for a tenured position.

Student Activity Fees. Mr. Brown asked the student representatives if they anticipated any need to increase activity fees for the coming year, and was informed that the current fee schedules appear to be adequate for the present.

Association of Independent Professors. Chairman Evans announced that repre-

representatives from the Association of Independent Professors (AIP) had requested permission to address the Board and had been granted an opportunity to present a statement to the Executive Committee at this session. He introduced Professor Edward Huff who was accompanied by Professor Dennis McConnell and Mr. David Baxter, all from the Orono campus. Professor Huff thanked the Committee for the opportunity to meet with them and reported that the AIP represents a number of faculty and professionals who object strongly to being forced to support a union. He took note of several specific positions taken by the faculty union during recent contract negotiations, indicating that the AIP did not support these positions and were pleased when they eventually were dropped from contention. Professor Huff said the Association takes the position that individuals' freedom of choice is paramount and that employees should have the right to support a union, or not, as each sees fit. On behalf of the AIP, he requested that the Trustees refuse to allow any University employee to be forced to join or pay dues to a union. Professor Dennis McConnell presented a brief update on the status of legal efforts to resolve the union security issue and reported that the Association would continue its efforts to amend the collective bargaining enabling legislation. Mr. Baxter, a professional staff member, endorsed the sentiments for freedom of choice, noting that the union security provision currently in effect, while not perfect, is acceptable.

Supplemental Appropriation. There was discussion of the University's request to the Special Session for a supplemental appropriation for faculty salaries. Professor Malman said the faculty are disappointed by the Governor's decision to recommend funding only \$500,000 of the University's \$2.6 million request. He also noted that there was some confusion about the Chancellor's response to the public announcement of the decision. Chancellor McCarthy reported that initially the Governor had decided not to include any money for the University in his budget request. When he was prevailed upon to reconsider and subsequently agreed to include \$500,000, the Chancellor said he was happy that at least some funding for the University had been restored. Mr. Richardson emphasized that the Chancellor's Office has not reneged on the commitment to seek funds for faculty salaries. The commitment has been vigorously pursued. He said it was important to understand that the University is competing for funds against the significant and legitimate needs of the State's social services agencies and he pointed out that there is no assurance that even the Governor's recommendation will be approved by the Legislature. To dispell any confusion about the genesis of the supplemental request, the Chancellor reiterated that the request was initiated by the University and submitted to the Governor in early October. The request was not connected in any way with contract negotiations concluded with the faculty union in December. There was further discussion of strategy for supporting the request which will be coordinated by the Trustees Legislative Subcommittee. There was consensus that it will be important to contact legislators on an individual basis and to involve faculty, students and alumni in that effort. Mr. Richardson requested that the Chancellor's Office prepare a fact sheet for distribution to participants, along with the notice of the legislative hearing dates. Mr. Harris reiterated his suggestion that a long-term strategy be developed to educate legislators and the public about the University's needs on a continuing basis. Mr. Brown suggested that the Board be asked to devote some time in an open seminar involving faculty and students, to discussion of long range objectives for the University, including issues of private funding, government research and grants. The Chairman recommended that the Chancellor's Office arrange for such a seminar as part of a future meeting of the Board.

Adjournment.

JoAnne R. Magill, Clerk