

5-20-1985

## Board of Trustees Personal and Employee Relations Committee may 20, 1985

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UNIVERSITY OF MAINE  
BOARD OF TRUSTEES

107 Maine Avenue, Bangor, Maine  
May 20, 1985

PERSONNEL AND EMPLOYEE RELATIONS COMMITTEE

PRESENT: Chairman Stanley Evans, James Bowers, Francis Brown, Robert Dunfey. Other trustees: Robert Boose, Joseph Hakanson, Geneva Kirk, Thomas Monaghan, Richard Morin, Harrison Richardson and Barbara Sanford. Staff: Chancellor McCarthy, William Sullivan, Harlan Philippi, Mary Ann Haas, Samuel D'Amico, Robert Woodbury, Byron Skinner, Constance Carlson, Frederic Reynolds, Judith Sturnick and Richard Spath.

Chairman Stanley Evans was delayed and in his absence, Mr. Hakanson convened the meeting. On motion made and seconded, the meeting was adjourned to executive session for discussion of personnel matters.

- Recruitment of Presidents. Chancellor McCarthy confirmed that UMA President Byron Skinner had accepted the Presidency of San Jose Community College and would be taking up his new duties in California as of July 1. The Chancellor said it would be necessary to make arrangements for an Interim President for the Augusta Campus and that he had looked for someone who is familiar with Augusta, understands non-traditional education, and has had fiscal responsibilities. He indicated that Professor Richard Randall, who has served UMA as teacher and administrator for many years, is well qualified, but Mr. Randall's elevation to the position of Dean of the College is on the agenda for action at the Board meeting today. The recommendation for the Randall appointment is the culmination of a long search for a permanent Dean, and the Chancellor said he thought it best to carry on with that appointment as planned. He said he would recommend that Dr. George P. Connick be appointed as Interim President. Dr. Connick is the Director of the Division of Basic Studies, Off-Campus Program Delivery and Instructional Television at the University of Southern Maine and he has been a major figure in the USM administration for more than a decade. The Chancellor reported that no objections to Dr. Connick's candidacy were raised in a meeting with representatives from UMA, although he indicated that this meeting was not designed for broad consultation. As a related issue, Chancellor McCarthy noted that the Personnel Committee has been attempting to develop a process for presidential searches, which heretofore have been carried out essentially on an ad hoc basis. He said it would be important to have a process in place as a basis for an orderly search, before the next search is initiated. Dr. Evans (who had arrived and assumed the Chair) said that the Trustees have discussed the need for an institutionalized search process and the Personnel Committee has explored the advantages of having a neutral, external entity design a format for the University. To this end, he said the Committee has considered and will recommend Board acceptance of a preliminary proposal submitted by the Presidential Search Consultation Service, which is an adjunct of the Association of Governing Boards. A copy of the proposal

was circulated and during discussion, Dr. Evans noted that the use of the consulting service to design the process could neutralize some of the problems and controversies which tend to arise in situations of this kind. He responded to further questions of interest from the Trustees about the specifics of the proposal. Chancellor McCarthy pointed out that since it will take some time to develop a process and conduct a search, the candidate for Interim President at UMA could expect to remain in that post for six months to a year. After discussion, the appointment of an Interim President for UMA and the preliminary proposal from the AGB consultants were referred to the full Board for action.

- Personnel Policies Handbook. Mr. D'Amico, Associate Vice Chancellor for Employee Relations, reported that the proposed Handbook, which was circulated with materials for the meeting, was designed to establish written personnel policies and regulations for the University's non-represented faculty and professional staff, a group which numbers more than 400 employees. The provisions would incorporate 1) personnel practices which have not been codified; 2) extensions to this group of Board policies applicable to other comparable University employees; and 3) a limited number of new or experimental programs, e.g., professional development. Mr. Richardson had questions about a section on Conflict of Interest. Mr. D'Amico explained that the provisions here were consistent with those negotiated for other University employees, but the statement has never been interpreted judicially for the University. Dr. Evans called for discussion of the Management Group Employment Program and provisions for University Professor, Researcher or Administrator, which were new programs. Mr. D'Amico noted that the Management Group proposal defines the obligations, both of eligible employees and the University, and he said the proposal was developed on the basis of national models. Dr. Evans indicated that the proposal to establish the University of Maine Professor, Researcher or Administrator, was designed to allow the University or the State to continue to benefit from an individual's particular skill and experience. During discussion, it was determined that appointment to these positions would be made solely at the discretion of the Trustees and none would be automatic. Eligibility would be limited to Senior Executives with at least seven years service as University Presidents or Chancellor. For clarification, it was suggested that the language of the proposal in section B., Criteria for Appointment, should include the words 'consideration for,' and read: "To be eligible for consideration for appointment as a University Professor, Researcher or Administrator...". There was discussion of other provisions for Senior Executive officers, particularly those which would pertain to incumbent Vice Chancellors. Trustees pointed out that benefits for current employees should not be reduced under the proposed provisions and the staff was instructed to clarify the language of the document as necessary to insure that existing benefits for incumbents would not be diminished. After further discussion the proposed Handbook was referred to the public meeting for action by the full Board.

On motion made and seconded, the meeting was adjourned.

JoAnne R. Magill  
Clerk