

University of Maine System  
Board of Trustees Meeting

Zoom Meeting  
May 6, 2024

**Human Resources & Labor Relations Committee Meeting**

**Present:** **Committee Members:** Patrick Flood, Chair; David MacMahon, Donna Loring, Trish Riley, Michael Michaud, and Valerie Landry. **Staff:** Chancellor Malloy, Carolyn Dorsey, Jeffrey St. John, Ryan Low, Kaitlin Adeloyle, Elizabeth Stickler, and Paul Chan. **Others:** Jason Talbert, Jacob Foster, Susan Cameron, and Ria DeMay.

**Trustees Not Attending:** Lisa Eames

Trustee Flood, Chair, welcomed everyone and called the meeting to order. The Clerk performed a roll call of the Committee members present.

**Executive Session**

On a motion by Trustee Michaud, which was seconded by Trustee Riley, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed to go into Executive Session under the provisions of:

- 1 MRSA Section 405 6-A to discuss the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment, and duties.
- 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Michaud, seconded by Trustee Riley, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session.

**HR/LR Chair Announcements and Updates**

Human Resources and Labor Relations Committee Chair, Trustee Patrick Flood started the public meeting with relevant announcements and updates.

**2023 Workforce Profile Report**

Compensation Manager Jacob Foster presented the findings of this Annual Report created to inform both management and the Board of Trustees of specific demographics as pertains to the composition of the UMS workforce.

**2023 Turnover Analysis Report**

Compensation Manager Jacob Foster presented the findings of this Annual Report, created to educate and inform management and the Board of Trustees of turnover in the UMS workforce for the annual time frame indicated.

**Labor Relations Update**

Senior Director of Labor and Employee Relations, Ria DeMay, and Senior Labor Relations Manager, Susan Cameron, provided a brief summary regarding the status of recent negotiations as well as a summary of collaborative labor/management working groups formed as a result of these negotiations.

**Human Resources and Labor Relations Work Plan Update**

Acting Vice Chancellor for Strategic Initiatives (VCSI), Carolyn Dorsey, provided a brief update on changes to the Human Resources and Labor Relations Committee Work Plan document. The work plan is being shifted to be more chronological.

**Status of Board Policy Review as it Relates to HR Hiring Process and Procedures**

Acting Vice Chancellor for Strategic Initiatives, Carolyn Dorsey, and Trustee Barbara Alexander gave a brief update on the status of the Board Policy Review as it relates to the Human Resources Hiring Process and Procedures project.

Additional information about the meeting can be found on the Board of Trustees website:  
<https://www.maine.edu/board-of-trustees/meeting-agendas-materials/human-resources-and-labor-relations/>

Adjournment

Elizabeth Stickler, Clerk