

Board of Trustees  
**Human Resources / Labor Relations Committee**

February 10, 2025

1:00 PM

ZOOM – No Physical Location is Available

The public is invited to view the meeting on YouTube. The link to the Board of Trustees YouTube page can be found the Board website: <https://www.maine.edu/board-of-trustees/>

**AGENDA**

**1:00-1:50 pm**

**Executive Session**

The Human Resources & Labor Relations Committee will enter Executive Session under the provisions of: 1 MRSA Section 405 6-A & 6-D.

**1:50 - 2:25 pm**

**Public Meeting Agenda**

**TAB 1** Annual Review of Board of Trustees Chair

**TAB 2** Labor Relations Update

**TAB 3** Strategic Planning Update

Action items within the Committee purview are noted in green.

Items for Committee decisions and recommendations are noted in red.

*Note: Times are estimated based upon the anticipated length for presentation or discussion of a particular topic. An item may be brought up earlier or the order of items changed for effective deliberation of matters before the Committee.*

University of Maine System  
Board of Trustees

**AGENDA ITEM SUMMARY**

**NAME OF ITEM:** Annual Review of Board of Trustees Chair

**INITIATED BY:** Patrick Flood, Chair

**BOARD INFORMATION:** X

**BOARD ACTION:**

**BOARD POLICY:** Section 103 Board of Trustees: Bylaws

Article II – Organization of the Board, Section 2.3 – Duties of the Chair

**UNIFIED ACCREDITATION CONNECTION:**

N/A

**BACKGROUND:** Each January the Board of Trustees Office will notify the Chair of the Human Resources and Labor Relations Committee (HR/LR) to initiate the annual evaluation of the Chair of the Board of Trustees. The HR/LR Chair will then develop and propose a process to the Board.

During the March Board of Trustees meeting the Board will discuss the input evaluating the performance of the Board Chair gathered through the evaluation process. The Trustee Nominating Committee as appointed by the By-laws will along with receiving nominations for Chair and Vice Chair for the following fiscal year take into consideration the results of the evaluation.

University of Maine System  
Board of Trustees

**AGENDA ITEM SUMMARY**

**NAME OF ITEM:** Labor Relations Update

**INITIATED BY:** Patrick Flood, Chair

**BOARD INFORMATION:** X

**BOARD ACTION:**

**BOARD POLICY:**

407 Labor Relations

**UNIFIED ACCREDITATION CONNECTION:**

N/A

**BACKGROUND:**

Vice Chancellor Carolyn Dorsey, and Senior Labor Relations Manager, Susan Cameron, will provide 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.

University of Maine System  
Board of Trustees

**AGENDA ITEM SUMMARY**

**NAME OF ITEM:** Strategic Planning Update

**INITIATED BY:** Patrick Flood, Chair

**BOARD INFORMATION:** X

**BOARD ACTION:**

**BOARD POLICY:**

N/A

**UNIFIED ACCREDITATION CONNECTION:**

N/A

**BACKGROUND:**

Chief Human Resources Officer, Amie Parker, and Vice Chancellor for Strategic Initiatives, Carolyn Dorsey, will provide a brief update on strategic planning initiatives that intersect with the Human Resources and Labor Relations Committee work plan. Those updates will discuss the following:

- Service, Action 1 - *“UMS will identify ways to support faculty, staff and administrators seeking to serve Mainers and Maine Communities through outreach projects and related activities”*
- Place to Work, Action 1 - *“Increase our capacity to address student and employee mental health as a prerequisite for student persistence, completion, and well-being, and employee effectiveness and well-being through plans...”*
- Justice, Equity, Diversity and Inclusion Action 2 - *“UMS will identify and address systemic barriers to student, faculty, and staff recruitment and retention, particularly for underrepresented and underserved populations.”*
- Justice, Equity, Diversity and Inclusion, Action 3 - *“UMS and its universities will cultivate a safe and welcoming community and a genuine sense of belonging in our university and law school communities and throughout the System for all students, faculty, and staff.”*

02/22/2024