

University of Maine System
Board of Trustees Meeting

Zoom Meeting
October 24, 2022

Human Resources & Labor Relations Committee Meeting

Present: **Committee Members:** Beth Dobson, Chair; Lisa Eames, Patrick Flood, Donna Loring, David MacMahon, Michael Michaud and Trish Riley. **Staff:** Loretta Shields, Ellen Doughty, Robert Placido, Carolyn Dorsey, Jeff St. John, and Ryan Low. **Others:** Susan Cameron and Ria DeMay.

Absent: None.

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

Approval of Proposed Changes to Board of Trustees Policy 401 *General Equal Opportunity*

UMS Chief Human Resources Officer Loretta Shields explained that the Board of Trustees Policy 401 *General Equal Opportunity* is being changed to include protected classes outlined in Federal and State law and the American Bar Association standards. These changes will provide alignment and clarity for the UMS community. Additionally, these changes support the Chancellor's *Imperative for Change* initiative in that it supports the goal to "rebuild systems that are fair and just for all people.

The revised Policy was reviewed by the Human Resources & Labor Relations (HR/LR) Committee in August and by the full Board at the September Board meeting. It was presented at the October HR/LR Committee for approval to be forwarded to the November Board meeting for full Board approval.

On a motion by Trustee Michaud, which was seconded by Trustee Eames, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations approved the following resolution to be forwarded to the Board of Trustees for approval at the November 13-14, 2022 Board Meeting:

That the Board of Trustees accepts the recommendation of the Human Resources and Labor Relations Committee and approves the proposed changes to Board Policy 401- Equal Employment Opportunity as presented.

Executive Session

On a motion by Trustee Riley, which was seconded by Trustee Michaud, 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, UMPA, ACSUM, Police, PATFA, and Service and Maintenance Units.

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

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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

Heather A. Massey for
Ellen N. Doughty, Clerk