

UNIVERSITY OF MAINE SYSTEM  
Board of Trustees Meeting

at the University of Maine System  
251 Estabrooke Hall, Orono

January 23, 2017

**Academic and Student Affairs Committee Meeting**

**Present: Committee Members:** Gregory Johnson, Chair (at USM); Sam Collins (at UMPI), James Erwin (at USM), Michelle Hood, and Karl Turner (at USM). **Chancellor:** James Page. **Presidents:** James Conneely (at UMA), John Short (at UMFK), Sue Huseman, and Ray Rice (at UMPI), and Susan Hunter. **Faculty Representatives:** Ray Albert, Terry Colby (at UMA), Patti Miles, Lisa Leduc (at UMPI), Uriah Anderson (at UMM) Elizabeth Turesky (at USM) and Cathleen McAnneny. **Student Representatives:** Samuel Borer, and Ross Harris. **System Staff:** Tracy Bigney, Ryan Low, Robert Neely, James Thelen (at UMA), Dick Thompson (at UMA), Dan Demeritt, Rosa Redonnett (at USM), Lynda Dec, Megan Clough (at UMPI), Nina Lavoie (at UMA), Donna Seppy (at UMA), Vendean Vafiades, and Rebecca Wyke (by phone). **Others Present:** Jeannine Uzzi (at USM), Jeff Hecker, Steve Gammon (at UMFK), Kay Kimball (at UMM), Camden Ege (at USM), Lorraine Spaulding (at USM), Tony Llerena, Amy Line (at UMA), Beth Higgins (at USM), Krista Meinersman (at USM), and Laurie Caton Lemos (at USM)

**Committee Members Absent:** Jason Coombs

Trustee Johnson, Chair of the Academic & Student Affairs Committee, called the meeting to order.

**Update: Report and Recommendations to the Legislature: UMS Veterans' Services.** Ms. Rosa Redonnett, UMS Chief Student Affairs Officer, briefed the Committee on the UMS Veterans' Services Report and Recommendation to the Legislature. Several campus Veterans' Services Coordinators and/or School Certifying Officials were present to answer questions.

In accordance with Public Law 2015, Chapter 465 (127<sup>th</sup> Maine Legislature), "An Act to Improve the Delivery of Services and Benefits to Maine's Veterans and Provide Tuition Assistance to Members of the Maine National Guard," the University of Maine System recently provided a report and set of recommendations in response to this legislation. This law requires the University of Maine System (UMS) and the Maine Community College System (MCCS), in consultation with the Bureau of Maine Veterans' Services, to "identify potential inefficiencies and propose improvements to veterans' services" by January 15<sup>th</sup> through a review of the following:

- Identification of the needs of student-veterans and potential student-veterans attempting to achieve a postsecondary education to degree completion;
- Identification of existing services specifically for student-veterans and other services available to student-veterans on each campus;
- Assessment of the effectiveness in meeting the needs identified;
- Determination of services not currently offered that would meet the needs identified;
- Propose services or solutions that fulfill the needs, based upon best practices in postsecondary educational institutions within the State and nationwide.

The Veterans' Services Coordinators and School Certifying Officials of the campuses of the University of Maine System (UMS), led by the UMS Chief Student Affairs Officer, and supplemented by insight provided by organizations such as the Bureau of Maine Veterans' Services and the Maine State

Approving Agency for Veterans Education, welcomed the opportunity of this legislation to review the current status of service provided to our student-veterans and to explore ways we could collaborate with each other in order to provide enhanced services and supports where appropriate.

We have made significant progress in recent years to better serve and support our student-veterans and, by extension, their families, and we share the commitment to always explore and develop better ways to provide that service. The report provides an overview of the current status, a review of each campus' approach to best serving its student-veteran population, and details a set of recommendations developed by our System leadership in partnership with our dedicated campus veterans' service and support leaders and students; these recommendations are designed to further strengthen collaboration across our campuses and with external partners who provide critical services to veterans and families across the State.

**Update: Collaborative and Multi-Campus Degrees.** Dr. Robert Neely, Vice Chancellor for Academic Affairs, provided an update on the collaborative and multi-campus degrees. Dr. Neely provided information regarding existing collaborative programming in Cybersecurity and Nursing, as well as developing efforts in the areas of Spatial Technology and GIS and Emergency Management Planning. The latter two developments could lead to new academic programmatic collaborations.

**Dealing with Statewide Nursing Shortage.** Dr. Neely discussed the statewide nursing shortage. In 2012, the Maine Partners in Nursing Education and Practice, funded by a HRSA Grant, produced the *State of Maine Nursing Workforce Strategic Plan: 2012 – 2020*. The data behind this plan are striking and illustrate the need for immediate action, e.g., the average age of the RN in Maine is 50.6 years, 3.6 years older than national averages; 48% of RNs are > 51 years of age; faculty represent the oldest group with 64.5% > 51 years of age; and the list continues. When coupled with an aging Maine citizenry and fragmented statewide initiatives across various healthcare systems, the current problem of a nursing workforce shortage only worsens. On the basis of these realities, a commitment exists among the UMS nursing programs and their faculty to proactively address these issues through greater output of nursing graduates, providing pathways to graduate education for bachelor's trained nurses, and preparing nurse educators to address nursing faculty shortages. The reality, however, is that the current problems will require collaboration across an array of universities, healthcare providers, agencies, legislators, and other groups. Thus, as a first step, the UMS will be a key participant in upcoming meetings of the Maine Nursing Action Coalition (MENAC) that emerged from the work that began in 2012. Such participation will be coupled, but not limited, to the current UMS Nursing Program Integration (PI) team. One of the PI team's strategies this year for increasing the number of nursing graduates will be the creation of a Blue Ribbon Committee that will work with health system partners to overcome constraints related to clinical placement and supervision of nursing students, as well as address other issues regarding access to nursing education.

A second strategy of the Nursing PI Team is to explore interinstitutional curricular collaborations, particularly those that would result in efficiencies or economies of scale to generate savings that could be reinvested into nursing and increase the production of nursing graduates. Further, the Program Integration Team, seeks to further opportunities for educational attainment of nurses through the possibility of a system-wide MSN that might support appropriate disciplinary tracks to support areas of critical need and student interest. Both of these latter endeavors will be enhanced by the statewide conversations described in the previous paragraph. Broad collaborative programming in nursing, however, also necessitates consideration of the ways in which the UMS can remove administrative and financial barriers that suppress creativity and a willingness to pursue inter-institutional partnerships.

**University of Maine System Commitment to Civility: Perspectives and Update.** Chancellor Page provided a brief update on the UMS commitment to civility. The Student Representatives to the UMS Board of Trustees have asked that the Board make a statement affirming the University's commitment to civility. This is a timely issue as many universities nationally are facing questions about campus climate and civility. In August the Association of Governing Boards (AGB) Board of Directors issued a statement on Governing Board Accountability for Campus Climate, Inclusion and Civility. The AGB statement may be found at <http://agb.org/statements/2016-08/statement-campus-climate-inclusion-civility>.

UMS Board policies on Free Speech and Assembly (Policy 212) and Campus Violence (Policy 414) state the university's commitment to civility and free expression.

Chancellor Page stated that the first question is the degree to which the institution is committed to a constellation of values including academic freedom, free speech, and civility. The second question is whether our commitment is properly documented and articulated. The first step in this review is to look at relevant policies and practices. We may need more readily available documents about freedom of inquiry and civility, which are now spread over several policies and documents. A small group is working to evaluate gaps. The group includes Chancellor Page, President Cummings, President Huseman, Trustee Johnson, Trustee Erwin, and General Counsel Thelen. The group will report to Presidents Council soon.

**Board Policy 402 - Sex Discrimination, Sexual Harassment, Sexual Assault, Relationship Violence, Stalking and Retaliation – UMS Implementation and Next Steps.** Ms. Redonnett; Ms. Lynda Dec, Chief Human Resources Officer; Ms. Megan Clough, UMS Director of Learning and Organizational Development; and Ms. Nina Lavoie, UMS Senior Legal Counsel provided a brief presentation on the status of implementation and next steps relating to Board Policy 402 - Sex Discrimination, Sexual Harassment, Sexual Assault, Relationship Violence, Stalking and Retaliation. Board Policy 402 was approved at the May 2015 Board of Trustees meeting. At that same time, the Student Conduct Code and several other related policies were updated. Since the last report (June 2016), much activity has occurred, including launching the third year of our online training, the delivery of comprehensive training for all Title IX and Student Conduct staff, focused training for specific campuses (including Student Conduct Review Boards), and the implementation of a Systemwide case management system for our student conduct cases (and associated behavioral intervention tracking) and for our internal investigations specific to human resources which is leading to a better alignment of practices across our campuses and to the potential for sharing cases as necessary. In addition, the Department of Learning and Organizational Development, led by Megan Clough, is developing a comprehensive approach to employee training and tracking which will further the important training already conducted specific to Board Policy 402.

**Student Representatives Discussion Topic: Survey and VCAA Campus Visits.** Mr. Sam Borer, Student Representative from UM, stated that the Student Representatives have been working on the following:

- In order to more effectively represent the student voice, a student survey of all current students is being conducted this spring in anticipation of campus visits by Vice Chancellor Neely and Chief Student Affairs Officer Redonnett. The focus of the survey is to ascertain those areas of most import to students as regards their academic experience.
- The Student Representatives are developing a new system of communication between themselves and the Board. They will be electing a "student voice" to speak on behalf on all of the Student Representatives.

**Faculty Representatives Discussion Topic: Duties and Obligations.** Dr. Cathleen McAnney, Faculty Representative from UMF, explained that the Faculty Representatives, working with the Chancellor and Vice Chancellor Neely, have been formulating updated duties and obligations as well as goals related to their work as faculty representatives. A draft document is ready and Faculty Representatives stated their desire to have feedback on the draft from Trustees.

Ellen Doughty for  
Tracy B. Bigney, Clerk of the Board