# Meeting Minutes

## MEETING DETAILS

<table>
<thead>
<tr>
<th>Date</th>
<th>10/30/2020</th>
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<tbody>
<tr>
<td>Time</td>
<td>8:00am – 10:00am</td>
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<td>Meeting Location</td>
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## Board of Visitors

<table>
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<tr>
<th>Name</th>
<th>Present</th>
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<tbody>
<tr>
<td>Luc Nya (Chair)</td>
<td>X</td>
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<td>Jana Lapoint</td>
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<td>Jane Eberle (Co-Chair)</td>
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<td>Chris Lavoie</td>
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<td>Clif Greim (Past Chair)</td>
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<td>Adam Lee</td>
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<tr>
<td>Roxane Cole</td>
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<td>Jennifer McCarthy</td>
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<td>Rebecca Conrad</td>
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<td>Kent Peterson</td>
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<td>Reid Crewe</td>
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<td>Aimee Petrin</td>
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<td>Kim Hamilton</td>
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<td>Nasir Shir</td>
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<td>Glenn Hutchinson</td>
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<td>Julia Sleeper</td>
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<td>Michael Hyde</td>
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<td>Julia Trujilo</td>
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<td>Neil Kiely</td>
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## Ex-Officio Non-Voting Members

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<tr>
<th>Name</th>
<th>Represent</th>
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<tbody>
<tr>
<td>Dan Crewe</td>
<td>USMF Representative</td>
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<tr>
<td>Linda Verrill</td>
<td>Corporate Partners Representative</td>
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<td>Jeff Jordan</td>
<td>Corporate Partners Representative</td>
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<tr>
<td>Hannah Qiu</td>
<td>Student Body President</td>
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<tr>
<td>Jordon Jasper</td>
<td>Student Senate Chair</td>
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<tr>
<td>Blake Whitaker</td>
<td>Faculty Senate Chair</td>
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<tr>
<td>Cathy Clements</td>
<td>Classified Staff Senate Chair</td>
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<td>Marge Jarry</td>
<td>Professional Staff Senate</td>
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<td></td>
<td>Representative</td>
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<tr>
<td>Charles Micoleau</td>
<td>Muskie BOV Chair</td>
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<tr>
<td>Elizabeth Brody Gluck</td>
<td>Maine School of Law BOV</td>
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### President’s Cabinet

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<tr>
<td>Glenn Cummings</td>
<td>X</td>
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<td>Jeanne Paquette</td>
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<td>Jared Cash</td>
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<td>Alec Porteous</td>
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<tr>
<td>Idella Glenn</td>
<td>X</td>
<td></td>
<td>Jeannine Uzzi</td>
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<tr>
<td>Natalie Jones</td>
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<td>Ainsley Wallace</td>
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### Invited Guests

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Steven Gregory</td>
<td>Secretary to the USM BOV</td>
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<tr>
<td>Julia Haltot</td>
<td>Administrative Specialist - President</td>
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<tr>
<td>PJ Singh</td>
<td>Senior Associate Director of Admissions / IDEC Co-chair</td>
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<tr>
<td>Joyce Gibson</td>
<td>Associate Professor / IDEC Co-chair</td>
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<tr>
<td>Andrew King</td>
<td>Director of Graduate Studies</td>
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<td>IDEC Fellows</td>
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<tr>
<td>Rebecca Nisetich</td>
<td>Director of Honor Program</td>
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<td>USM Foundation</td>
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### Agenda

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<tr>
<th>Item</th>
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<tr>
<td>Opening (Chair Nya)</td>
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<td>Brief Update from President Cummings</td>
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<td>Race, Equity, and Social Justice</td>
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<td>Great University Campaign</td>
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Introductions

Went over the change of the bylaws in regards to the USM Foundation and the Great University Campaign (Luc)

Glenn gave a brief update
  - Good on enrollment
  - Hit on housing (almost 10mil loss)
  - Faculty and Staff have been great with the transition – hard times but we have held up well

USM has to be an A+ in equity- we will hear how they are making that happen

Dr. Glenn sees that there is excitement to do the work
  - Trying to build collaborations the execute programs
  - Looks at the human and financial recourses
  - Mechanism to track the progress
  - Establish and support the vision of equity and that’s to be the leader in equity
  - A proposal has been put forward to do an equity review
  - Seeking a partnership to scan the university
  - New proposed IDEC subcommittee to look at policies
  - Looking at increasing numbers in positions that deal with equity and inclusivity
  - Learning/training/development- already being done but putting the pieces of the puzzle together

New IDEC mission (Joyce)
  - If the policies and practices don’t change the culture won’t change
  - IDEC Mission Statement: IDEC is an action-oriented council composed of students, faculty, and staff. IDEC partners with University leadership, departments, and organizations to engage our community in creating and sustaining a safe anti-oppresion, anti-racist, diverse, and inclusive university for people of all identities. IDEC works to create equitable structures, policies, practices, and programming.
  - Working on building relationships with departments that are already doing the work like Women and Gender Studies
  - Its not window dressing, the work is actually getting done

PJ went over his background and the importance of the roll
  - The director of ISE will be key moving forward
  - The changes seem slow but it will take time- they just got their subcommittee in order
  - Partnership with the Cutler institute- building partnerships internally and externally

Natalie: Over 40% of this year’s incoming tenure track cohort are non-white (data supporting Joyce’s statement on improvement year over year of tenure track)

Andrew introduced the Fellows
  - IDEC Fellows bios: https://usm.maine.edu/president/usm-idec-student-fellows
  - The Fellows also lead the Student Experience Committee within IDEC governance structure (Dorcas and Finn are the Co-Chairs)

Finn introduced themselves & the fellow
  - Spoke about what the Fellows do
  - Work to be the voice of the marginalized
- Try to be a safe space for students to connect with other students
- Work in service to student- outreach, collaborations
- Had a forum for students about what’s happening in the world
- Goals
  - community forums
  - participate in support groups in multiculturalism- working with Grad interns on this for extra support
  - consult with faculty and leadership for more services
  - partner with other student groups
  - work for more gender neutral services
  - have a safe space for reporting discrimination
- Grace went over the student forum
  - Had 7-10 participate
  - Shared what they have been experiencing
  - Showed the holes that need to be filled
- Will Johnson
  - New logo
  - Intercultural Means You- every single person has a place in this group
  - Supporting marginalized groups as well as students who are uncomfortable engaging in the group
  - Created 3 new GA positions
  - One of the first projects was create outline for a bias response team
  - Summit for restorative justice- was just going to be for USM but they opened it up
    - Hosted by USM/UNE/Bates and Bowdoin
  - Wants ISE to be a safe space for all intellectual conversation
- Nasir: What is the process of being on a fellow? how long does the fellow serve or get nominated or elected?
  - How does IDEC gets involved with high school students? Schools are working hard toward same challenges but are having hard time; can IDEC help? Love to see programs for high school students at USM.
  - Andrew: Process for being a Fellow: In the spring a call goes out to all students seeking self-nominations to be Fellows the following year; those nominations are reviewed by current and continuing Fellows and IDEC leadership. Appointments are for one year, with the option for current members to stay on if they want to commit to continued service.
  - Finn: To add to Andrew’s answer, the nominations also involve an extensive application regarding each potential fellows' anti-racism philosophies and work and projects they would like to work on which are blind-evaluated by all current fellows as well as the IDEC co-chairs.
  - PJ: To answer the question about High Schools, I have had a couple of representatives from local high schools reach out to me. We are working on setting up a time to speak with them about what work they can do/ collaborate with us.
  - PJ: As a recruiter though we have been informing students about the work we are doing at USM and also introducing Dr. Idella and Will in the system
PJ: HS Schools have reached out to meet with them about how they can implement programs in their schools

Jeannine: Last summer USM offered free early college courses on antiracism/social justice (for HS students). We also work with high school teachers to offer dual enrollment in African American History through USM’s history dept.

Rebecca: Building a sustained partnership with HS where they can earn credit for the work they are doing

Finn: I think it’s safe to speak for all the Fellows when I say we would love to participate in outreach to the high schools once some of the groundwork gets set up.

- Summer antiracist institute
  - What’s next for USM a robust and 360 support of the Pres 3rd priority
  - Invest in training and support for faculty and staff
  - IDEC curriculum committee put forth a proposal for an equity audit

Glenn spoke of the new Public Safety Task Force

Jane: From the SOPO school department they had a group called C3- would be a great group to help connect with HS students

Glenn spoke of the controversy w/ the BLM statement

How do we tap into the brain trust coming in from refugees
  - They have experience/background/education that would be invaluable to our community

Ainsley takes the floor to talk about the campaign
  - Give a sense of where we’ve been, where we are and where we’re going
  - After the bond they needed to reevaluate/asses the true fundraising potential
  - Sarah spoke of the study
    - Position the campaign as a historic 5 year campus investment
    - Incorporate the grad center
    - Leadership was key
    - The campaign would require the most support in their history- generosity from the community
  - The development has happened at the same time as the cabinet has been developing the strategic priorities
  - The buckets- 4 areas
    - Scholarships
    - Center for the arts
    - Programs of Excellence
    - Career and Student Center

Dan- USM has made a major transition
  - Has been on the foundation for 9 years and there has been an amazing transition and transformation
  - This was the time to start the campaign- it has arrived in the appropriate time in its history to become the university Portland and greater Portland deserves
  - CFA: Creating the facility the students need

Justin spoke of teams in place and those that need to be put together
  - What attracted Justin is USMs commitment to scholarships
  - How do we create an unbelievable pathway for students so they apply and come
Spoke about Promise Scholars
  • Social, academic and cultural support
  • Spoke of Dan and Ainsley’s leadership and CCS

• Ainsley- USM will be unrecognizable in 5 years
  o End of last fiscal year was the prelaunch phase
  o July 1 was the launch
  o Securing gifts at unprecedented levels
  o Focusing in this quarter- finish funding the promise scholarship to support 100 students
  o Looking for 100% participation on foundation board
  o Looking for people to become champions of the effort, not just donations
  o How do we continue to get our closest friends in on the action- inspiring conversations about why USM matters and what matters to you
  o Want the BOV to be informed advocates and ambassadors
  o Hope to come back in Feb meeting

• Opened the floor for discussion

• Linda: In some of your early conversations, what are you getting for questions? What are prospects most interested in?
  o Glenn: People have been saying that they believe in the institution and that there is finally consistency and direction- They always ask how will this affect students / if I give money to promise will the be successful – there is a 92% retention rate of promise scholars
  o Justin: He asks people what do they love about USM
  o Dan: He cannot emphasize enough that dollar for dollar this campaign is specifically to benefit students- he has never been more clear that when he is asking for money that when it goes from their pocket it will go directly to support students

• Nasir: How can the board pass information along/how can they help
  o Dan: enthusiasm and believing in it- the most important thing they can do is communicate
  o Would like everyone to own it- own the process and the campaign- speak about it like it’s the best thing happening in Maine
  o You might not have a deep check book but your enthusiasm will sell- anyone and everyone is a campaign leader

• Nasir was looking for more actionable suggestions
  o Corey: there is a video about promise scholars they can share
  o Share the email that gets sent out and repost
  o From Ainsley: [https://www.givecampus.com/schools/UniversityofSouthernMaine/the-promise-scholarship-campaign/?a=4022805#updates](https://www.givecampus.com/schools/UniversityofSouthernMaine/the-promise-scholarship-campaign/?a=4022805#updates)

• How to best amplify
  o Ainsley and Corey will work to come up with a guideline for how to amplify the messages

• Corey: The USM Foundation Impact email newsletter just hit your inboxes this morning from Ainsley. There's a great article about the $1 million Promise Scholars Challenge.

• Dorcas spoke about her educational journey and how Promise helped her
  o A new mentor program in Promise
  o There are not options for immigrants so Promise was a huge comfort and help
• LUC closed the meeting
  o Invited all the BOV to attend the BOT/BOV summit