BOARD OF TRUSTEES
EXECUTIVE COMMITTEE

Meeting by Videoconference

By Zoom Meeting:
https://unh.zoom.us/j/92502687148

(June 11, 2020)

Meeting Minutes

In Attendance: Executive Committee Members (via teleconference): Chair Joseph Morone, Vice Chair Jamie Burnett, Secretary Kass Ardinger, Todd Black, Jackie Eastwood, Chris Pope, Morgan Rutman, and Alex Walker. Other Trustees: Amy Begg, Don Birx, Jim Dean, Frank Edelblut, Cathy Green, Cailee Griffin, George Hansel, Todd Leach, Scott Mason, Mike Pilot, Mark Rubinstein, Marjorie Smith, Melinda Treadwell, and David Westover. Also participating (via teleconference): Karen Benincasa, Jim McGrail, Cathy Provencher, Ron Rodgers, Steve Balmos, and Tia Miller.

Call to Order: At 4:00 pm, Chair Morone called the meeting to order, called the roll, and noted the presence of a quorum sufficient for the conduct of business.

Conduct of a Telephonic Meeting: Chair Morone made the following announcement regarding the conduct of a telephonic meeting and counting all members toward the quorum requirement whether or not physically present in the meeting location:

This meeting is being held by electronic means in conformance with the Governor’s emergency declaration of March 13, 2020, and subsequent emergency orders, as well as the applicable provisions of the New Hampshire Right-to-Know Law, RSA 91-A. If during the conduct of this meeting, anyone has difficulty connecting or staying connected to the video or audio feed please contact Tia Miller at tia.miller@usnh.edu.

Discussion:

Trustee Smith thanked and complimented the University of New Hampshire for the excellent work done to host a meeting of the House of Representatives in the Whittemore Center.
Planning for Fall Opening:

UNH President Jim Dean described the three major issues facing the university at this time: The financial necessity of implementing the cost-cutting measures identified by Huron, the demonstrations regarding systemic racism and the need to find full and permanent solutions, and the management of the COVID-19 crisis and the opening of the campus for in-person programming in the fall, including communications with the relevant constituencies.

Chair Morone showed a video clip of an interview with Governor Sununu regarding the importance and value of reopening the state’s institutions of higher education.

KSC President Melinda Treadwell provided an update on the work of the COVID Coordinating Council including the dashboard and project management tools developed for the project by Steve Balmos.

Nonpublic Session: At 5:04 pm, on a motion moved by Chair Morone and seconded by Trustee Eastwood, the committee voted unanimously by roll call to go into nonpublic session for the proposes indicated:

VOTED, that the Executive Committee go into nonpublic session for the purposes of discussing the development of voluntary employee separation and retirement plans and consulting with legal counsel on the legal risks associated with opening the residential institutions for on-campus programming in the fall, pursuant to the provisions of the New Hampshire Right to Know Law regarding: (1) discussing personnel matters including the performance of one or more public employees, (2) matters likely to affect collective bargaining strategy, and (3) consultation with legal counsel as authorized by RSA 91-A:2, I (a) and (b); 91-A:3, II (a).

Return to Public Session: On motion duly made and seconded, the Executive Committee returned to public session at 6:00 pm. Chair Morone announced the committee approved two motions while in nonpublic session, as follows:

Motion to Approve a COVID-19 Enhanced Retirement Program (CERP):

VOTED, on recommendation of the Administrative Board, that the Executive Committee approve a COVID-19 Enhanced Retirement Program (CERP) that Chief Executive Officers may make available to eligible faculty and staff members who are at an age designated by the CEO at their respective institution (no less than 55 years) and have a number of calendar years of status service designated by the CEO (no less than 5 years) by the retirement date, AND FURTHER, that such approval will allow for a one-time exception to policy BOT V.C.3.1.1.2 which requires that any separation program offering must be included in the original approved budget and less valuable per participant than the previous offering, AND FINALLY, the Chief Executive Officer of each institution, in consultation with the USNH CHRO and General Counsel, has the authority to determine (1) the otherwise eligible employees to whom the program will be made available, (2) the timing of the window(s) in which an employee may volunteer to participate, provided all
windows close no later than October 15, 2020, (3) the dates at which employee may and are required to terminate employment, provided no final termination date is later than June 30, 2021, unless extenuating circumstances preside and (4) caps, if any, on the number of participants or total dollars available to fund the program, or both.

Motion to Approve a COVID-19 Enhanced Separation Program (CESP)

VOTED, on recommendation of the Administrative Board, that the use of funds be approved for a COVID-19 Enhanced Separation Program (CESP) that Chief Executive Officers may make available to eligible tenured faculty who do not qualify for the CERP and are in programs which the major may be eliminated or reduced, as outlined in the attached document, at each of the component institutions of the University System of New Hampshire, AND FURTHER, that such approval will allow for a one-time exception to policy BOT V.C.3.1.1.2 which requires that any separation program offering must be included in the original approved budget and less valuable per participant than the previous offering, AND FINALLY, the Chief Executive Officer of each institution, in consultation with the USNH CHRO and General Counsel, has the authority to determine (1) the otherwise eligible employees to whom the program will be made available, (2) the timing of the window(s) in which an employee may volunteer to participate, provided all windows close no later than October 15, 2020, (3) the dates at which employee may and are required to terminate employment, provided no final termination date is later than June 30, 2021, unless extenuating circumstances preside and (4) caps, if any, on the number of participants or total dollars available to fund the program, or both.

Chair Morone announced the Executive Committee will hold another special meeting next week, on Thursday, June 18.

Adjourn: At 6:10 pm the meeting was adjourned.