



**SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION**

TOPIC: Tentative Annual Agenda, 2016-17

COMMITTEE: Organization and Compensation Committee

DATE OF COMMITTEE MEETING: September 8, 2016

SUMMARY: The Tentative Agenda for 2016-2017 proposes anticipated action items and important information and discussion items to be considered by the Committee. The Committee has an opportunity to review the proposed annual agenda and suggest modifications, including the addition of major items that Committee members believe warrant particular attention by the Board.

ALTERNATIVES(S): This is a discussion item.

FISCAL IMPACT: No fiscal impact.

CHANCELLOR'S RECOMMENDATION: This is a discussion item.

COMMITTEE RECOMMENDATION:

DATE: September 8, 2016

BOARD ACTION:

DATE:

SUBMITTED BY: Janice Doyle, (301) 445-1906, jdoyle@usmd.edu

Topics for Committee on Organization and Compensation Work Plan	
2016-2017	
September 8, 2016	
Compensation study overview	
BOR policy reviews (on-going, as needed)	
Committee charge	
November 21, 2016	
Review of process and benchmarks for performance assessment and compensation of Chancellor and Presidents	
January 26, 2017	
Mid-year reviews	
March 30, 2017	
USM strategies for collective bargaining	
May 2017 (Date TBA)	
End of year performance reviews for Chancellor and Presidents	
June 8, 2017	
Setting compensation for Chancellor and Presidents	
Topics with Dates TBD	
Process for 5 year reviews	
Compensation options - salary, bonuses, deferred compensation, buy out provisions, housing, automotive benefits, etc. (follow results from compensation study)	
Chancellor/Presidential searches	
USM supplemental retirement plans and fiduciary obligations/Optional Retirement Program	
Impact of FSLA regulations	