



**USM BOARD OF REGENTS
COMMITTEE ON ORGANIZATION & COMPENSATION
MINUTES –PUBLIC SESSION
MARCH 21, 2014**

Attendance: Regents Kinkopf, Gossett; Gonzales, Attman, Rauch, Slater; Augustine; Shea; Chancellor Kirwan; Ms. Ryan; Ms. Doyle; Ms. Bainbridge; Ms. Langrill; Mr. Raschke

Mr. Kinkopf called the meeting to order at 9:30

1. A recommendation to amend the Bylaws to eliminate the Committee on Effectiveness and Efficiency (E&E) was discussed. E and E, and the philosophy it promotes, has become part of the culture of the entire USM. Established as a workgroup in 2003, it was made a standing committee in 2011. Since so much of the E&E work is being conducted in the operational areas – administration/finance; academics and advancement – the need for a separate committee is seen as duplicative. There is an E&E report, which comes to the full Board for review prior to submission to the General Assembly, so this initiative will be publicly recognized and reviewed annually. Regent Gossett moved to delete Article IV, Section 13 of the Bylaws, which eliminates the committee. Regent Slater, current chair of the committee, seconded the motion. It passed unanimously and will be recommended for full board approval.
2. The Policy on Review of Contracts for Highly Compensated Personnel was reviewed for several modifications to clarify the scope and appropriate use of the policy. A statement to clarify that standard merit pay will not constitute a contract revision (and therefore will not merit board review) will be added. The term “senior” will be eliminated to describe administrative and athletic personnel. There will be a statement to make clear the benefits subject to review under this policy are above the standard benefits provided to all employees. A provision will be added that each institution (and the Chancellor) will certify that they are in compliance with this policy. A provision will also be added that the contracts in question will be forwarded to the Chancellor and the Attorney

General at the same time and that the Chair of the Committee on Organization and Compensation will be consulted regarding any concerns at this step in the review process. The term “highly compensated” will be changed to “selected personnel.” The edited policy will be circulated to committee members for final review before submission to full Board on April 11. Moved by Regent Gonzales; seconded by Regent Attman; unanimously approved to recommend to full board.

3. A motion was made to convene into executive session to discuss a coach’s salary under Policy VII-10.0; discuss pending litigation; compensation issue for a senior USM official and consult with counsel about compliance with open meetings act. Regent Attman moved; Regent Gossett seconded; unanimous vote to convene into executive session in accordance with State Government Article 10-508(a) Open Meetings Act. (10:15 a.m.)