



**USM BOARD OF REGENTS  
COMMITTEE ON ORGANIZATION & COMPENSATION  
MINUTES – CLOSED SESSION  
September 8, 2015  
University of Maryland, Baltimore  
14<sup>th</sup> floor, President’s Conference Room  
Saratoga Building  
2:30 p.m.**

Call to order: Regent Kinkopf called the closed session meeting of the Organization and Compensation Committee to order at 2:30 p.m.

Those in attendance were: Regents Kinkopf, Gossett, Rauch, Attman, Slater, Neall, Shea, Augustine; Chancellor Caret; Ms. Ryan; Ms. Bainbridge, Ms. Doyle, Ms. Goedert, Mr. Vivona

1. The MOU between SU’s sworn police officers and FOP was reviewed. The committee’s recommendation will go to the full Board at its September 18 meeting.
2. There was a discussion on the upcoming USM bargaining coalition negotiations with AFSCME for nonexempt staff. The coalition members include Bowie State University, Coppin State University, Frostburg State University, University of Baltimore, UMBC, UMES and University College. USM coordinates the negotiation of certain major issues with the coalition as a group; such issues include major economic and benefits issues largely driven by state appropriations and those guided by USM policies. Each institution then negotiates individual MOUs with local bargaining issues. Mr. Vivona and Ms. Goedert gave the committee a preview of the issues that will be under discussion.
3. The committee reviewed a request for a conflict of interest exemption for a senior USM officer per Board Policy III-1.11 (Policy on Conflict of Interest in Research and Development). The committee’s recommendation will go to the full Board at its September 18 meeting

4. The Chancellor reviewed the 5-year review report of one of the USM presidents. All presidents participate in in-depth performance reviews conducted by an external team of peer presidents per Policy VII-5.01

Meeting adjourned at 3:30 PM