



**USM BOARD OF REGENTS  
COMMITTEE ON ORGANIZATION & COMPENSATION  
MINUTES – PUBLIC SESSION  
October 14, 2014  
Noon  
University of Maryland, Baltimore  
President’s Conference Room 03-117 – 14<sup>th</sup> Floor  
220 North Arch Street, Baltimore, MD 21201**

Attendance: Regents Kinkopf, Attman, Rauch, Slater; Gooden, Gonzales, Ahmed, McMillen; Chancellor Kirwan; Ms. Ryan; Ms. Doyle; Ms. Bainbridge; Ms. Goedert, Mr. Vivona, Mr. Page, Ms. Berthold, Mr. Anderson

The meeting was called to order at noon.

The revised new policy on intercollegiate athletics, now renamed the Policy on Achievement in Intercollegiate Athletics (V-2.20), was discussed. The revised policy focuses on enhancing coaches and athletic directors accountability for student athlete academic progress by basing any incentives on reaching the NCAA APR standards. Kevin Anderson, UMCP Athletics Director, was invited to present his views on how the policy, as written, would affect the management of the athletics program based on the timing of performance reviews and when the APR scores are released. After a lengthy discussion, the Regents agreed to accept the revised policy (with one amendment proposed by Mr. Slater), and it was unanimously approved. It will be brought to the full Board on October 24.

Ms. Berthold presented an overview of the process the Chancellor and Regents use to establish annual compensation packages for the USM Presidents. The process compares presidential base salaries with presidents’ Carnegie peers as listed in the CUPA (College and University Professional Association) database. The committee was complimentary of the consistency and trustworthiness of the process but would like to gather information about other forms of compensation used by other universities or systems. They asked the Chancellor to explore a process – either with USM staff or an outside consultant -- to gather total compensation information from our peers – compensation beyond base salary, such as deferred compensation, bonuses, housing allowances, etc. The Committee asked him to report back at the next committee meeting on ways to gather such additional information.

There was a motion to convene in closed session to discuss matters exempted from the Open Meetings Act, under Article §10-508 1 (i), (9) specifically the appointment, employment or evaluations of individuals, collective bargaining negotiations, and administrative matters (a board evaluation process) Motion was moved and seconded and unanimously approved (Kinkopf, Gooden).

Meeting adjourned 1:05 PM