



**USM BOARD OF REGENTS  
COMMITTEE ON ORGANIZATION & COMPENSATION  
MINUTES – CLOSED SESSION  
January 19, 2016  
University of Maryland, Baltimore  
14<sup>th</sup> floor, President’s Conference Room  
Saratoga Building  
11:15 AM**

Call to order: Regent Kinkopf called the closed session meeting of the Organization and Compensation Committee to order at 11:15 a.m.

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

1. Mr. Vivona and Ms. Goedert gave an update on USM’s 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. The coalition and AFSCME are negotiating a fourth 3-year MOA. 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. The Committee on Organization and Compensation will individually review those contracts. The coalition is focused on the establishment of “family friendly” policies and the alignment of USM compensation measures with state funding guidelines during negotiations.
2. The MOU between Salisbury University’s nonexempt staff and MCEA was reviewed. The committee’s recommendation will go to the full Board at its February 12, 2016 meeting.

3. The committee reviewed 8 coaches' contracts for UMCP in accordance with Policy VII-10.0. Ms. Langrill in the AG's office previously reviewed the contracts. It was noted that the provision on student performance, although not included in the initial drafts of some of the contracts, has been subsequently added.
4. The committee discussed certain duties and job responsibilities with the Chancellor.
5. The Chancellor reviewed the mid-year evaluations of the USM presidents with the committee.

Meeting adjourned at 12:30 PM