



USM Board of Regents
Committee on Organization and Compensation
Minutes from Public Session
September 8, 2016
University of Maryland, Baltimore

Minutes of the Public Session

Regent Gooden called the meeting of the Organization and Compensation Committee of the University System of Maryland to order in public session at 8:00 a.m. on Thursday September 8, 2016 in the President's Conference Room 03-117, 14th floor, 220 North Arch Street, Baltimore 21201.

Those in attendance: Regents Gooden, Gossett, Augustine, Gourdine, Neall, Rauch, Slater, and Brady; Chancellor Caret; Ms. Doyle, AAG Bainbridge, AAG Langrill, Mr. Vivona, Ms. Skolnik, Ms. Levy, Ms. Moultrie, Ms. Beckett.

1. **Approval of meeting minutes from meeting on July 21, 2016.** The regents approved the minutes from the July 21, 2016 meeting of the organization and compensation committee. (Moved by Regent Gossett, seconded by Regent Slater, unanimously approved.)
2. **Recommendations regarding compensation for Chancellor and Presidents.** The regents discussed the General Assembly hearing with the joint Education Subcommittees on August 25, 2016 regarding compensation for the Chancellor and Presidents. The regents approved a proposal to eliminate the use of bonuses as compensation and examine alternatives, as well as to make immediately public any future compensation decisions regarding the Chancellor or Presidents. (Moved by Regent Gooden, seconded by Regent Slater, unanimously approved).
3. **Review of committee charge.** The regents discussed the charge of the Committee on Organization and Compensation as laid out in the Board of Regents bylaws. The regents agreed that some changes are needed and will revisit the charge at a later meeting with some proposed language changes.
4. **Proposed schedule for BOR policy review.** The regents approved the proposed schedule for review of BOR policies over a four-year period. (Moved by Regent Gooden, seconded by Regent Gossett, unanimously approved).
5. **Tentative annual agenda 2016-2017.** The regents discussed a work plan for the 2016-2017 year, including the topics the committee plans to cover. Some items were moved around and added to ensure that relevant topics are addressed.
6. **Reconvene to closed session.** There was a motion to convene in closed session to discuss the topics set forth in the closing statement, matters exempted from the Open Meetings Act, under the General Provisions Article, §3-305(b) (1) (i): the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation or performance evaluation of appointees, employees or officials over whom it has jurisdiction; (7) to consult with counsel to obtain legal advice on a legal

matter; and (9) to conduct collective bargaining negotiations or consider matters that relate to the negotiations. (Moved by Regent Gossett, seconded by Regent Augustine, unanimously approved).

Meeting adjourned at 8:57 a.m.