



USM Board of Regents  
Committee on Organization and Compensation  
Minutes from Public Session  
November 21, 2016  
USM Office

**Minutes of the Public Session**

Regent Gooden called the meeting of the Organization and Compensation Committee of the University System of Maryland Board of Regents to order in public session at 8:01 a.m. on Monday November 21, 2016 at the USM Office, Chancellor's Conference Room, Adelphi.

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

1. **Discussion on compensation study.** The regents heard from Sibson, the company chosen to conduct the USM compensation study. There was a discussion about the process and timeline and Sibson answered questions that the regents had.
2. **Review of current process for presidential assessment, compensation, and recruitment.** The regents discussed the current processes that are used for presidential assessment, compensation, and recruitment in order to clarify the processes and provide context for the Sibson representatives.
3. **Review of committee charge.** The regents approved the proposed changes to the committee charge, which includes minor amendments made at the meeting. (Moved by Regent Brady, seconded by Regent Gossett; unanimously approved).
4. **BOR policy reviews.** The regents had no changes to VI-3.00: Policy on Advertising. The regents approved the proposed changes to VI-6.10: Policy on Records Management, which includes minor amendments made at the meeting. (Moved by Regent Gourdine, seconded by Regent Brady; unanimously approved).
5. **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 Slater, seconded by Regent Gourdine; unanimously approved).

Meeting adjourned at 9:19 a.m.