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 8:32 a.m. on Thursday March 29, 2018 in Conf. Rm. 03-117, Saratoga Building, University of Maryland, Baltimore.

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

1. **Goal Setting Framework and Performance Assessment.** Ms. Doyle presented updates to the goal setting and performance assessment framework, including a description and examples of behavioral competencies. These updates were based on feedback from the last committee meeting, as well as feedback from the presidents.

2. **Review of 5-Year Presidential Review Process.** The Regents discussed the current five-year review process and possible changes to the process. They will be reviewing this in more depth at a future meeting.

3. **Summary of Process for Aging Salary Data.** Vice Chancellor Herbst provided a summary of how her office will be updating the compensation data provided in the Sibson Report on Executive Compensation and Governance.

4. **Post Presidential Benefits.** The Regents discussed post presidential benefits as a follow-up to their discussion at the January 25th meeting. They discussed possible guidelines for post presidential benefits.

5. **Review of Process and BOR Guidelines for Presidential Searches.** The Regents discussed the guidelines for presidential searches and discussed possible processes for a more in-depth review.

6. **Briefing Book for Organization and Compensation Committee.** The Regents discussed the development of a briefing book that would include documents developed over the past year related to executive compensation, goal setting, and performance assessment.

7. **Status of Work Plan on Executive Compensation and Governance.** The Regents reviewed the status report of the work plan.

8. **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; (1) (ii) any other personnel matter that affects one or more specific individuals; and (9) to conduct collective bargaining negotiations or consider matters that relate to the negotiations. (Moved by Regent Gossett, seconded by Regent Gourdine; unanimously approved).

Meeting adjourned at 10:14 a.m.
Minutes of the Closed Session

Regent Gooden called the meeting of the Organization and Compensation Committee of the University System of Maryland Board of Regents to order in closed session at 10:14 a.m. on Thursday March 29, 2018 in Conf. Rm. 03-117, Saratoga Building, University of Maryland, Baltimore.

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

1. **Collective Bargaining Update.** The Regents were provided an update on the status of collective bargaining negotiations at USM institutions.

2. **Coach contracts.** AAG Langrill provided information and advice about coach contracts from TU, CSU, and UMCP that are subject to review under BOR Policy VII-10.0.

3. **Emeritus Status Requests.** The Regents recommended approval of an emeritus request for an individual.

Meeting was adjourned at 10:20 a.m.