



DRAFT

**USM BOARD OF REGENTS
COMMITTEE ON ORGANIZATION & COMPENSATION
MINUTES – CLOSED SESSION
FEBRUARY 4, 2014**

Attendance: Regents Kinkopf, Gossett; Gonzales, Attman, Rauch, Slater; Florestano; Chancellor Kirwan; Ms. Ryan; Ms. Doyle; Ms. Bainbridge; Ms. Langrill; Ms. Goedert; Mr. Vivona

After a unanimous vote to convene in executive session, the meeting began at 1:15 PM.

1. Two MOUs for FSU and AFSCME were reviewed – exempt and non-exempt employees. This is the fourth 3-year MOU for both bargaining units (effective through June 30, 2016.) Both had minimal changes to provisions and are consistent with the USM collective bargaining coalition. Total cost to the institution for the changes is \$5,300. Committee recommends approval of both to the full board.
2. Following the policy of pre-MOU consultation, the committee reviewed provisions under discussion between CSU and the FOP. The negotiated MOU will come to a later committee meeting for review.
3. The committee consulted with legal and tax counsel about faculty retirement initiatives.
4. There was a brief discussion of TU's football coach's contract (which was not ready for committee review) under the policy for highly compensated individuals.
5. There was a request for a post severance retirement agreement for a long-serving faculty member. The committee recommends approval to the full board.
6. A private donor has offered a house to a university for a possible presidential home. The committee (and board) would have to recommend that the president live in the house as a condition of employment. There will be further discussion.

7. The Chancellor shared his midyear reviews of the presidents with the committee (notes on file). He will summarize for the full Board at its February 14 2014 meeting.