



**DRAFT**

**USM BOARD OF REGENTS  
COMMITTEE ON ORGANIZATION & COMPENSATION  
MINUTES – OPEN SESSION  
September 11, 2014  
4:30 PM  
Via teleconference**

Attendance: Regents Kinkopf, Gossett, Rauch, Slater, Gooden, Gonzales, Attman, Augustine, McMillen, Shea; Chancellor Kirwan; Ms. Ryan; Ms. Doyle; Ms. Bainbridge; Mr. Page; Mr. Vivona; Ms. Goedert

The meeting was called to order at 4:30 PM.

There was a discussion a new policy recommended from the Regent's Intercollegiate Athletic Workgroup about incentive-based compensation for athletic directors and coaches. The policy focuses on enhancing student academic success by formalizing an expectation that coaches and athletic directors should be held responsible for reaching the NCAA APR standard of at least 930. The policy also proposes reporting by Division I programs to assess compliance. After extensive discussion, it was determined that there were several clarifications needed for the policy and it will be modified and reviewed at the next committee meeting on October 14. All were in agreement that such a policy is important.

There was a motion to convene in closed session to discuss matters exempted from the Open Meetings Act, under Article §10-508 (8) specifically to discuss matters related to collective bargaining negotiations. It was moved and seconded (Kinkopf, Slater) and unanimously approved. Meeting adjourned at 5:05 PM.