

## Topics for Committee on Organization and Compensation Work Plan

2016-2017

### September 8, 2016

Compensation study overview

BOR policy reviews

Committee charge

### November 21, 2016

Review of process and benchmarks for performance assessment and compensation of Chancellor and Presidents

Compensation options - salary, bonuses, deferred compensation, buy out provisions, housing, automotive benefits, etc. (follow results from compensation study)

Process for 5 year reviews

Impact of FLSA regulations

BOR policy reviews

### January 26, 2017

Mid-year reviews

BOR policy reviews

### March 30, 2017

USM strategies for collective bargaining

BOR policy reviews

### May 2017 (Date TBA)

End of year performance reviews for Chancellor and Presidents

BOR policy reviews

### June 8, 2017

Setting compensation for Chancellor and Presidents

BOR policy reviews

### Future Topics

Process for Chancellor/Presidential searches

Selection of search committees

USM supplemental retirement plans and fiduciary obligations/Optional Retirement Program