



USM Board of Regents
Committee on Organization and Compensation
Minutes from Public Session
November 9, 2017
Columbus Center

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 November 9, 2017 in the Multi-Purpose Room, Columbus Center, Baltimore.

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

- 1. Goal Setting Framework and Performance Assessment.** Mr. Adwin from Sibson Consulting presented to the regents on executive evaluation including the purpose, market practices, types of evaluation, and discussion of possible changes to USM practices.
- 2. Approval of public and closed session minutes from October 14, 2017.** The regents approved the minutes. (Moved by Regent Gooden, seconded by Regent Gossett; unanimously approved).
- 3. Updated Work Plan for Report on Executive Compensation and Governance.** The regents discussed the updates to the work plan and agreed to proceed as outlined in the plan.
- 4. Committee on Organization and Compensation Charter.** The regents discussed the charter and made recommendations for minor updates.
- 5. Annual Executive Goals and Compensation Calendar.** The regents discussed the calendar outlining the components of annual executive goal setting and compensation decisions.
- 6. Review and Discussion of Presidential Search Guidelines.** The regents discussed the current guidelines for presidential searches and proposed putting together a small group to look at what others around the country are doing. The decision was made to come back to the discussion in the spring.
- 7. Policy Reviews.** The regents approved the revision of I-1.00 Policy on Council of University System Presidents (Moved by Regent Gooden, seconded by Regent Brady; unanimously approved). The regents also reviewed VI-9.00 Policy on Institutional Traffic Regulations and made no changes.

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) (9) to conduct collective bargaining negotiations or consider matters that relate to the negotiations. (Moved by Regent Gooden, seconded by Gossett; unanimously approved).

Meeting adjourned at 9:59 a.m.



USM Board of Regents
Committee on Organization and Compensation
Minutes from Closed Session
November 9, 2017
Columbus Center

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 a.m. on Thursday November 9, 2017 in the Multi-Purpose Room, Columbus Center, Baltimore.

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

- 1. Frostburg State University FOP MOU Update Regarding Request for Fact-Finding.** The regents were briefed on the status of negotiations between FSU and the FOP.
- 2. University of Baltimore Police MOU with FOP Mid-Negotiation Briefing.** The regents were briefed on the status of negotiations between UB and the FOP
- 3. Collective Bargaining Update.** The Regents reviewed the status of current collective bargaining negotiations.

Meeting adjourned at 10:19 a.m.