

SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** Annual Executive Goals and Compensation Calendar

**COMMITTEE:** Organization and Compensation

**DATE OF MEETING:** November 9, 2017

**SUMMARY:** The Report on Executive Compensation and Governance recommends developing an annual calendar for the administration of performance assessment and compensation to help guide decision-making and responsibilities.

A draft annual calendar is included for review and feedback.

**ALTERNATIVE(S):** The Committee could choose not to discuss the topic.

**FISCAL IMPACT:** Components included in the annual calendar may carry fiscal impacts.

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends that the Committee discuss the annual calendar and provide feedback.

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COMMITTEE ACTION: Information item only DATE: November 9, 2017

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BOARD ACTION: DATE:

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Annual Calendar - Performance Assessment and Compensation Administration		
Objectives	Responsible Staff	Comments
<b>September</b>		
Review Org and Comp Committee charge/charter	Chancellor's Office	
Review of goal setting template	Chancellor's Office	
<b>October/November</b>		
Discussion of compensation components for next fiscal year	Chancellor's Office	
<b>January</b>		
Mid-year reviews for Chancellor and Presidents	Chancellor's Office	
<b>March</b>		
Aging of compensation data - comparison with peers	Chancellor's Office/A&F	
<b>April/May</b>		
End-of-year performance reviews for Chancellor and Presidents	Chancellor's Office	
<b>June</b>		
Setting compensation for Chancellor and Presidents	Chancellor's Office	
<b>July/August</b>		
Finalize Chancellor/President goals for upcoming year	Chancellor's Office	