

TOPIC: University of Maryland University College: Proposed Institutional Human Resources Policies

COMMITTEE: Organization and Compensation

DATE OF COMMITTEE MEETING: March 30, 2017

SUMMARY: In 2015, the Board of Regents approved UMUC's request to "formally delegate to UMUC's President the authority to establish a new business model." As part of that approval, the Board formally delegated to UMUC's President the authority to develop and manage its own personnel and faculty policies, subject to the approval of the Board. UMUC has created its own comprehensive set of policies, in intended to replace University System of Maryland policies contained in "Section VII: Personnel/Human Resources" of the Board of Regents Policies and Procedures. They are intended to assist UMUC in attracting and retaining top talent in a market where the competitors are primarily for-profit universities and other private sector businesses. These policies will create a performance based culture, including a market-based pay structure for exempt employees that will include variable compensation based on performance. In keeping with this model, the policies will permit exempt employees to be terminated for cause if they fail to meet established performance expectations.

The policies generally provide employee benefits and leave similar to existing USM policies. The policy that governs the review of certain employment contracts by the Board's Organization and Compensation Committee, "VII-10.00-UC – UMUC Policy on Review of Certain Contracts and Employment Agreements," varies slightly from the USM policy. The proposed UMUC policy requires that, prior to execution of an employment contract for highly compensated individuals, the contract must first be submitted to UMUC's Office of Legal Affairs for review and approval for legal form and sufficiency, with a copy to the Chancellor. After consultation with the Maryland Attorney General's Office, the Office of Legal Affairs is required to communicate significant legal concerns to the UMUC President, who is required to consult with the Chancellor about any significant legal or other concerns.

The proposed policies consolidate existing UMUC Stateside and Overseas policies. Each has been reviewed for substance by the USM Office of Human Resources and for legal sufficiency by the Office of Attorney General. They are on today's agenda for the Finance Committee's review and approval.

The proposed policies, along with the current USM policies, can be found on the USM website at <https://www.usmd.edu/regents/bylaws/drafts/umuc-hr/>.

ALTERNATIVE(S): This is an information item.

FISCAL IMPACT: There is no estimated fiscal impact.

CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE RECOMMENDATION:

DATE: March 30, 2017

BOARD ACTION:

DATE:

SUBMITTED BY: Joseph F. Vivona (301) 445-1923
