



USM Board of Regents  
Committee on Organization and Compensation  
Minutes from Public Session  
August 22, 2017  
USM Office

**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 9:03 a.m. on Tuesday August 22, 2017 in the Chancellor's Conference Room, Elkins Building, USM Office, Adelphi, MD.

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

1. **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) (1) (i): the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation or performance evaluation of appointees, employees or officials over whom it has jurisdiction; (7) to consult with counsel to obtain legal advice on a legal matter; and (9) to conduct collective bargaining negotiations or consider matters that relate to the negotiations. (Moved by Regent Brady, seconded by Regent Gossett; unanimously approved). The Committee convened in closed session beginning at 9:05 a.m.

The Committee reconvened in public session beginning at 10:02 a.m.

2. **Sibson Consulting Report on Executive Compensation and Governance.** The Regents discussed the report with a representative from Sibson consulting and noted that this Committee and the full BOR will continue to review the recommendations of the report and make plans for implementation. The Regents accepted the report (Moved by Regent Attman, seconded by Regent Gossett; unanimously approved).
3. **USM Executive Compensation Philosophy.** The Regents reviewed the draft USM Executive Compensation Philosophy and recommended changes to be brought to the September 6<sup>th</sup> meeting of the Committee.

Meeting adjourned at 10:45 a.m.

The Committee then reconvened in closed session beginning at 10:45 a.m.



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**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 9:05 a.m. on Tuesday August 22, 2017 in the Chancellor's Conference Room, Elkins Building, USM Office, Adelphi, MD.

Those in attendance: Regents Gooden, Gossett, Attman, Augustine, Gourdine, Neall, Rauch, and Brady; AAG Bainbridge, AAG Langrill. Chancellor Caret, Vice Chancellor Vivona, Ms. Doyle, Ms. Skolnik, and Ms. Beckett were present for portions of the meeting.

- 1. Ratification of University of Maryland, College Park MOU with Fraternal Order of Police for Sworn Police Officers.** The regents recommended ratification of the MOU between UMCP and the FOP for Sworn Police Officers.
- 2. Mid-Negotiation Briefing by University of Maryland, Baltimore County re MOU with Fraternal Order of Police for Sworn Police Officers.** The regents were briefed on the status of negotiations between UMBC and the FOP for Sworn Police Officers.
- 3. "Effects" Bargaining Briefing by University of Maryland, Eastern Shore re MOU with AFSCME for Nonexempt Employees.** The regents were briefed on the status of "effects" bargaining between UMES and AFSCME-represented nonexempt employees.
- 4. Coach contracts.** AAG Langrill provided information and advice about five coach contracts from UMCP and BSU that are subject to review under BOR Policy VII-10.0.
- 5. Legal Advice Related to Policy VII-10.0.** The regents received legal advice and provided input to counsel about reviews of contracts under Policy VII-10.0.
- 6. Follow-Up and Feedback Regarding FY18 Compensation of USM Presidents and Chancellor.** The regents discussed feedback related to the FY18 compensation and performance of USM presidents and the Chancellor.

Meeting reconvened in public session at 10:02 a.m. and reconvened in closed session at 10:45 a.m. to continue discussion of Follow-Up and Feedback Regarding FY18 Compensation of USM Presidents and Chancellor.