TOPIC: Presentation on Goal Setting Framework and Performance Assessment

COMMITTEE: Organization and Compensation

DATE OF MEETING: November 9, 2017

SUMMARY: The report on Executive Compensation and Governance recommended that USM develop a standard template and process for goal development and performance evaluation to allow for a simpler, quicker assessment. This approach should appropriately balance the desire for personalization with the need for greater consistency. The format should incorporate System-wide goals, campus specific goals, System scorecard metrics and behaviors and competencies as well as support a more transparent and comprehensive review.

Jason Adwin, Sibson Consulting, will provide an overview of the components of a goal setting framework and will also discuss best practices in performance assessment.

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

FISCAL IMPACT: Fiscal impact depends on approach utilized to develop a goal setting framework and performance assessment tool.

CHANCELLOR’S RECOMMENDATION: The Chancellor recommends that the Regents discuss the options for developing a goal setting framework and performance assessment tool.

COMMITTEE ACTION: DATE: November 9, 2017

BOARD ACTION: DATE:

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