

SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**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.

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COMMITTEE ACTION: DATE: November 9, 2017

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BOARD ACTION: DATE:

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