



USM Board of Regents  
Committee on Organization and Compensation  
Minutes from Public Session  
January 25, 2018  
UMCP

**Minutes of the Public Session**

Regent Gossett called the meeting of the Organization and Compensation Committee of the University System of Maryland Board of Regents to order in public session at 8:34 a.m. on Thursday January 25, 2018 in the Prince George's Room, Adele Stamp Student Union, University of Maryland, College Park.

Those in attendance: Regents Gossett, Gooden, Attman, Augustine, Dennis, Gourdine, Neall, Rauch, and Brady; Chancellor Caret; Vice Chancellors Herbst 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; (2) to protect the privacy or reputation of individuals with respect to a matter that is not related to public business; and (9) to conduct collective bargaining negotiations or consider matters that relate to the negotiations. (Moved by Regent Gossett, seconded by Regent Brady; unanimously approved). The Committee convened in closed session beginning at 8:35 a.m.

The Committee reconvened in public session beginning at 9:19 a.m.

2. **Goal Setting Framework and Performance Assessment.** Ms. Doyle presented a strawman format for annual goal setting and stressed the importance of developing clear, measurable performance goals, which would be guided by SMART goals. She also discussed the three main areas of performance measurement – achievement of annual measurable goals, behavior-based competencies and key longitudinal metrics. She noted that a new area of performance assessment is the one on behavioral competencies. The Regents discussed the draft framework for goal setting and performance assessment, discussed options for assessing behavioral competencies, and the next steps to finalize the framework and processes.
3. **Post Presidential Benefits.** The Regents discussed the variance in post presidential benefits and asked that this be discussed in more detail at a later meeting. They also asked that additional information be collected regarding best practices.
4. **2018 BOR Surveys.** The Regents approved drafts of the full BOR and the Committee surveys and recommended they be administered at the end of this academic year (Moved by Regent Brady, seconded by Regent Dennis; unanimously approved).

**5. Status of Work Plan on Executive Compensation and Governance.** The Regents reviewed the status report of the work plan.

Meeting adjourned at 10:09 a.m.



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**Minutes of the Closed Session**

Regent Gossett called the meeting of the Organization and Compensation Committee of the University System of Maryland Board of Regents to order in closed session at 8:35 a.m. on Thursday January 25, 2018 in the Prince George's Room, Adele Stamp Student Union, University of Maryland, College Park.

Those in attendance: Regents Gossett, Gooden, Attman, Augustine, Dennis, Gourdine, Neall, Rauch, and Brady; Chancellor Caret; Vice Chancellor Herbst; Ms. Doyle, AAG Bainbridge, AAG Langrill, Ms. Skolnik, and Ms. Beckett. President Schmoke was present for a portion of the meeting.

- 1. University of Baltimore Police MOU with FOP Mid-Negotiation Briefing.** The Regents were briefed on the status of negotiations between UB and the FOP. President Schmoke was present to answer questions.
- 2. Ratification of Coppin State University MOU with AFSCME for Nonexempt Staff.** The Regents recommended ratification of the MOU between CSU and AFSCME for Nonexempt Staff.
- 3. Ratification of Coppin State University MOU with AFSCME for Exempt Staff.** The Regents recommended ratification of the MOU between CSU and AFSCME for Exempt Staff.
- 4. Collective Bargaining Update.** The Regents were provided an update on the status of collective bargaining negotiations at USM institutions.
- 5. Coach contracts.** AAG Langrill provided information and advice about four coach contracts from TU and UMES that are subject to review under BOR Policy VII-10.0.
- 6. Deferred Compensation Agreement Subject to Review Under BOR VII-10.0.** AAG Langrill provided information and advice about a deferred compensation agreement subject to review under BOR VII-10.0.
- 7. President's Request for Loan.** The Regents discussed a President's request for a bridge loan.

**8. Emeritus Status Requests.** The Regents recommended approval of emeritus requests for two individuals.

Meeting was adjourned at 9:18 a.m.