



USM Board of Regents
Committee on Organization and Compensation
Minutes from Public Session
November 21, 2016
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 8:01 a.m. on Monday November 21, 2016 at the USM Office, Chancellor's Conference Room, Adelphi.

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

1. **Discussion on compensation study.** The regents heard from Sibson, the company chosen to conduct the USM compensation study. There was a discussion about the process and timeline and Sibson answered questions that the regents had.
2. **Review of current process for presidential assessment, compensation, and recruitment.** The regents discussed the current processes that are used for presidential assessment, compensation, and recruitment in order to clarify the processes and provide context for the Sibson representatives.
3. **Review of committee charge.** The regents approved the proposed changes to the committee charge, which includes minor amendments made at the meeting. (Moved by Regent Brady, seconded by Regent Gossett; unanimously approved).
4. **BOR policy reviews.** The regents had no changes to VI-3.00: Policy on Advertising. The regents approved the proposed changes to VI-6.10: Policy on Records Management, which includes minor amendments made at the meeting. (Moved by Regent Gourdine, seconded by Regent Brady; unanimously approved).
5. **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 Slater, seconded by Regent Gourdine; unanimously approved).

Meeting adjourned at 9:19 a.m.