



USM Board of Regents
Committee on Organization and Compensation
February 27, 2017
Conference Room 2.017
bwtech@UMBC South

Minutes from Public Session

Regent Gooden called the meeting of the Organization and Compensation Committee of the University System of Maryland to order in public session at 10:00 a.m. on Monday, February 27, 2017. Those participating in the meeting were: Chair Gooden; Regents Attman, Brady, Gossett, Gourdine, Neall, Rauch and Slater; Chancellor Caret, Vice Chancellor Vivona, Ms. Doyle, Dr. Foster, Ms. Skolnik; AAGs Bainbridge, Langrill.

1. **Status report – Sibson Consulting.** The regents were briefed by Jason Adwin, Sibson Consulting, on their proposed methodology for selecting presidential compensation peers for each USM institution as well as the peers for compensation of the Chancellor. The selection of peers is based on a mix of financial and academic criteria, such as total expenses, student FTE, FTE for faculty and staff, number of programs offered, total research expenses, etc. A number of USM institutions were unique and required some adaption of the methodology – UMB, UMUC and UMCES.
2. **Reconvene to closed session.** Regent Gooden read the “convene to close statement” citing the topics for the closed session and the relevant statutory authority for closing the meeting under the Open Meetings Act outlined in §3-305 and §3-103 of the Act. The written statement of the reason(s) for closing the meeting, including a citation of the authority under §3-305 and a listing of the topics to be discussed. (Moved by Regent Attman, seconded by Chairman Brady, unanimously approved)