



USM Board of Regents  
Committee on Organization and Compensation  
Minutes from Public Session  
August 22, 2017  
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 9:03 a.m. on Tuesday August 22, 2017 in the Chancellor's Conference Room, Elkins Building, USM Office, Adelphi, MD.

Those in attendance: Regents Gooden, Gossett, Attman, Augustine, Gourdine, Neall, Rauch, and Brady; Chancellor Caret; Vice Chancellors Vivona, Boughman, 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; (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 Brady, seconded by Regent Gossett; unanimously approved). The Committee convened in closed session beginning at 9:05 a.m.

The Committee reconvened in public session beginning at 10:02 a.m.

2. **Sibson Consulting Report on Executive Compensation and Governance.** The Regents discussed the report with a representative from Sibson consulting and noted that this Committee and the full BOR will continue to review the recommendations of the report and make plans for implementation. The Regents accepted the report (Moved by Regent Attman, seconded by Regent Gossett; unanimously approved).
3. **USM Executive Compensation Philosophy.** The Regents reviewed the draft USM Executive Compensation Philosophy and recommended changes to be brought to the September 6<sup>th</sup> meeting of the Committee.

Meeting adjourned at 10:45 a.m.

The Committee then reconvened in closed session beginning at 10:45 a.m.