



USM Board of Regents
Committee on Organization and Compensation
Minutes from Public Session
October 3, 2017
UMB

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 8:31 a.m. on Tuesday October 3, 2017 in Conference Room 03-117, Saratoga Building, UMB, Baltimore.

Those in attendance: Regents Gooden, Gossett, Attman, Augustine, Dennis, Gourdine, Neall, Rauch, and Brady; Chancellor Caret; Vice Chancellor Vivona and Neall; Ms. Doyle, AAG Bainbridge, Ms. Skolnik, Mr. Passmore, and Ms. Beckett.

- 1. Data on Tenure by Institution.** Mr. Passmore provided the Regents with an overview of the distribution of faculty by tenure type and institutions and answered questions. The Regents asked about national trends in tenure and non-tenure track faculty and discussed possible emerging new models in teaching, research and academic administrative responsibilities. The committee asked that continued discussion on the topic be held in early 2018.
- 2. Discussion of Work Plan for Report on Executive Compensation and Governance.** The Regents discussed a work plan for the recommendations provided by Sibson in the Report on Executive Compensation and Governance, particularly focusing on tally sheets and feedback on goal setting and performance evaluations. They provided feedback on the timeline for various components of the plan and discussed options for completion of tasks using USM staff and external expertise.
- 3. Policy Reviews.** The Regents discussed the policy review schedule for this year, as well as some suggestions for I-1.00: Policy on Council of University System Presidents. The policy will be revised and brought back to the committee at a later date for approval.
- 4. Discussion of BOR Survey.** The Regents discussed the use of a BOR and committee surveys. A sample survey based on this discussion will be brought to the November meeting for review.
- 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; and (9) to conduct collective bargaining negotiations or consider matters that relate to the negotiations. (Moved by Regent Brady, seconded by Gourdine; unanimously approved).

Meeting adjourned at 9:52 a.m.