



USM Board of Regents  
Committee on Organization and Compensation  
Minutes from Public Session  
March 29, 2018  
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 8:32 a.m. on Thursday March 29, 2018 in Conf. Rm. 03-117, Saratoga Building, University of Maryland, Baltimore.

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

- 1. Goal Setting Framework and Performance Assessment.** Ms. Doyle presented updates to the goal setting and performance assessment framework, including a description and examples of behavioral competencies. These updates were based on feedback from the last committee meeting, as well as feedback from the presidents.
- 2. Review of 5-Year Presidential Review Process.** The Regents discussed the current five-year review process and possible changes to the process. They will be reviewing this in more depth at a future meeting.
- 3. Summary of Process for Aging Salary Data.** Vice Chancellor Herbst provided a summary of how her office will be updating the compensation data provided in the Sibson Report on Executive Compensation and Governance.
- 4. Post Presidential Benefits.** The Regents discussed post presidential benefits as a follow-up to their discussion at the January 25<sup>th</sup> meeting. They discussed possible guidelines for post presidential benefits.
- 5. Review of Process and BOR Guidelines for Presidential Searches.** The Regents discussed the guidelines for presidential searches and discussed possible processes for a more in-depth review.
- 6. Briefing Book for Organization and Compensation Committee.** The Regents discussed the development of a briefing book that would include documents developed over the past year related to executive compensation, goal setting, and performance assessment.
- 7. Status of Work Plan on Executive Compensation and Governance.** The Regents reviewed the status report of the work plan.
- 8. 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; (1) (ii) any other personnel matter that affects one or more specific individuals; and (9) to conduct collective bargaining negotiations or consider matters that relate to the negotiations. (Moved by Regent Gossett, seconded by Regent Gourdine; unanimously approved).

Meeting adjourned at 10:14 a.m.



USM Board of Regents  
Committee on Organization and Compensation  
Minutes from Closed Session  
March 29, 2018  
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**Minutes of the Closed Session**

Regent Gooden called the meeting of the Organization and Compensation Committee of the University System of Maryland Board of Regents to order in closed session at 10:14 a.m. on Thursday March 29, 2018 in Conf. Rm. 03-117, Saratoga Building, University of Maryland, Baltimore.

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

- 1. Collective Bargaining Update.** The Regents were provided an update on the status of collective bargaining negotiations at USM institutions.
- 2. Coach contracts.** AAG Langrill provided information and advice about coach contracts from TU, CSU, and UMCP that are subject to review under BOR Policy VII-10.0.
- 3. Emeritus Status Requests.** The Regents recommended approval of an emeritus request for an individual.

Meeting was adjourned at 10:20 a.m.