



USM Board of Regents
Committee on Organization and Compensation
Minutes from Public Session
September 11, 2018
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 8:41 a.m. on Tuesday September 11, 2018 in the Chancellor's Conference Room, Elkins Building, USM Office, Adelphi, MD.

Those in attendance: Regents Gooden, Dennis, Gourdine, Johnson, Neall, Rauch, and Brady; Chancellor Caret; Vice Chancellors Herbst and Neal; Ms. Wilkerson, 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 Neall, seconded by Regent Brady; unanimously approved). The Committee convened in closed session beginning at 8:42 a.m.

The Committee reconvened in public session beginning at 9:00 a.m.

2. **Discussion of BOR Policy VII-10.0.** The regents discussed BOR Policy VII-10.0. The policy was developed years ago to include OAG review of contracts, which are developed at the institution level. The Board discussed changes they would like to make to the policy and to contract language moving forward.

The Committee then reconvened in closed session beginning at 9:08 a.m. and moved back into open session at 9:38 a.m.

3. **Training Sessions with Sibson.** A representative from Sibson presented training sessions for the regents on succession planning and incentive pay. He provided background, what a plan might look like, and considerations for the USM.
4. **Status of Work Plan on Executive Compensation and Governance.** The Committee discussed the status of the recommendation from the report on executive compensation and governance.

Meeting adjourned at 11:39 a.m.