



USM Board of Regents
Committee on Organization and Compensation
Minutes from Public Session
October 11, 2018
UMUC

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 8:33 a.m. on Thursday October 11, 2018 in the Chesapeake Ballroom Salon A, UMUC, Adelphi, MD.

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

- 1. Status of Work Plan on Executive Compensation and Governance.** The Regents reviewed the status report of the work plan and recommended updates.
- 2. Review of BOR Policies by the Committee on Organization and Compensation.** The regents reviewed the status of BOR policies under review by the committee, as well as the proposed schedule of future policy reviews.
- 3. Review of Board of Regents Policy on the Review of Certain Contracts and Employment Agreements VII-10.0.** The regents discussed possible edits to the policy. They agreed to add language about the timeliness of reviews, notification to the committee, market compensation rates, and a minimum compensation amount that would prompt review by the committee.
- 4. Certification of Compliance with Board of Regents Policy on the Review of Certain Contracts and Employment Agreements VII-10.0.** The regents received certification that all institutions are in compliance with the policy.
- 5. Convene 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 Dennis, seconded by Regent Johnson; unanimously approved).

Meeting adjourned at 9:15 a.m.