



USM Board of Regents
Committee on Organization and Compensation
Minutes from Public Session
February 21, 2019
USM Office

Minutes of the Public Session

Regent Gossett called the meeting of the Organization and Compensation Committee of the University System of Maryland Board of Regents to order in public session at 8:30 a.m. on Thursday February 21, 2019 in the Chancellor's Conference Room, Elkins Building, USM Office, Adelphi, MD.

Those in attendance: Regents Gossett, Attman, Dennis, Gourdine, Johnson, Neall, and Wood; Chancellor Caret; Vice Chancellor Herbst; 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; (1) (ii) any other personnel matter that affects one or more specific individuals; (9) to conduct collective bargaining negotiations or consider matters that relate to the negotiations; and §3-103(a)(1)(i) administrative matters. (Moved by Regent Gossett, seconded by Regent Gourdine; unanimously approved). The Committee convened in closed session beginning at 8:31 a.m.

The Committee reconvened in public session beginning at 10:22 a.m.

2. **Policy Reviews: Policy on Government Relations – IX-1.0.** The regents approved minor grammatical edits to the Policy on Government Relations (Moved by Regent Gossett, seconded by Regent Gourdine; unanimously approved).
3. **Presidential Search Guidelines.** The regents approved revisions to the presidential search guidelines to more accurately reflect the current procedures and processes that the USM follows when conducting a presidential search (Moved by Regent Gourdine, seconded by Regent Neall; unanimously approved).
4. **Post-Presidential Leave.** The regents discussed post-presidential leave benefits for USM presidents including current practices, changing trends in higher education, and whether changes should be made moving forward.
5. **Sibson Presentation.** Sibson Consulting presented information on presidential performance evaluation, succession planning, and leadership development. Sibson presented information on best practices for comprehensive performance evaluation, what our peers are doing, the state of the marketplace for leadership development in higher education, optimal leadership development program elements, and challenges we may face as we move forward on these topics.

Meeting adjourned at 11:33 a.m.