



USM Board of Regents  
Committee on Organization and Compensation  
Minutes from Public Session  
April 9, 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 9:00 a.m. on Tuesday April 9, 2019 in the Chancellor's Conference Room, Elkins Building, USM Office, Adelphi, MD.

Those in attendance: Regents Rauch, Gossett, Attman, Gourdine, Johnson, Neall, Wood, and Gooden; Chancellor Caret; Vice Chancellor Herbst; Ms. Wilkerson, AAG Bainbridge, AAG Langrill, Ms. Skolnik, Mr. Lurie, and Ms. Beckett.

- 1. Approval of Public and Closed Session Minutes from February 21, 2019 Meeting.** The regents approved the minutes (Moved by Regent Gossett, seconded by Regent Neall; unanimously approved).
- 2. Update on Faculty Salary Report.** Dr. Robert Kauffman, past Chair of the Council of University System Faculty (CUSF) gave the committee an overview of the latest data concerning faculty salaries. He asked the committee to consider solutions to the issue of salary compression and maintaining competitiveness with regard to faculty salaries.
- 3. Shared Governance Participation in High-Level Administrator Searches.** Roy Prouty, Chair of the University System of Maryland Student Council (USMSC) presented a proposal from the council to formalize the role that students play in high-level administrator, particularly presidential, searches.
- 4. Proposed Policy on Approval of Commission Costs.** The committee discussed the proposal of either a new policy addressing commission costs or including language concerning commissions in other policies.
- 5. Revision to USM Policy on Grievances for Nonexempt and Exempt Staff Employees VII-8.00.** The committee discussed the Policy on Grievances and potential changes that could be made to clarify the policy and address gaps.
- 6. 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 Neall, seconded by Regent Gourdine; unanimously approved).

Meeting adjourned at 10:40 a.m.