



USM Board of Regents
Committee on Governance and Compensation
Minutes from Closed Session
June 7, 2023
Zoom

Minutes of the Closed Session

Regent Rauch called the meeting of the Governance and Compensation Committee of the University System of Maryland Board of Regents to order in closed session at 8:32 a.m. on Wednesday June 7, 2023 via Zoom.

Those in attendance included Regents Rauch, Attman, Gooden, Gourdine, Leggett, Smarick, and Wood; Chancellor Perman; Vice Chancellors Herbst and McDonough; AAGs Langrill and Bainbridge; and Ms. Wilkerson, Ms. Sklonik, Ms. Roxas, and Ms. Beckett. Dr. Wormack and Ms. Lepore from SU and Mr. Krupin and Mr. Devine from BakerHostetler were present for a portion of the meeting.

- 1. Salisbury University Pre-Negotiation Briefing re MOU with the Maryland Classified Employees Association.** The Regents received an update on the negotiations between Salisbury University and MCEA. (§3-305(b)(9)).
- 2. University System of Maryland Mid-Negotiation Briefing re Consolidated MOU with AFSCME covering nonexempt staff, exempt staff, and sworn police.** The Regents received an update on the negotiations regarding the consolidated MOU with AFSCME. (§3-305(b)(9)).
- 3. Collective Bargaining Update.** The Regents were provided with the status of collective bargaining negotiations at each USM institution. (§3-305(b)(9)).
- 4. Discussion of Performance Standards applicable to specific presidents.** The Regents voted to recommend that the Board of Regents adjust the performance requirement for specific presidents, so their performance standards are consistent with one another. (§3-305(b)(1)).
- 5. Completion of Presidential Reviews.** Chancellor Perman completed his discussion on his annual review meetings with the USM presidents. (§3-305(b)(1)).
- 6. FY 24 Presidential Salaries.** The Regents voted to recommend adjustments to presidents' salaries based on merit and relevant market data. (§3-305(b)(1)).
- 7. Annual Review of Chancellor's Direct Reports.** Chancellor Perman provided the Regents with a summary of his direct reports' annual reviews. (§3-305(b)(1)).
- 8. Annual Review of USM Chancellor.** Chair Gooden provided the Regents with a summary of the Chancellor's annual review. (§3-305(b)(1)).
- 9. FY 24 Chancellor Salary Recommendation.** The Regents voted to recommend an adjustment to the Chancellor's salary based on merit. (§3-305(b)(1)).

The meeting adjourned at 10:59 a.m.