



USM Board of Regents  
Committee on Governance and Compensation  
February 10, 2020  
Board Room  
UMB – Saratoga Building

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**AGENDA FOR OPEN SESSION**

**8:30 a.m.**

**Call to Order**

**Regent Rauch**

1. [UB President Schmoke Multi-Year Review \(information\)](#)
2. [Revision to Bylaws of the Board of Regents \(action\)](#)
3. [Coppin State University Faculty Salary Equity Plan \(information\)](#)
4. [Convene to Closed Session \(action\)](#)



**BOARD OF REGENTS**

SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** UB President Schmoke Multi-Year Review

**COMMITTEE:** Committee on Governance and Compensation

**DATE OF MEETING:** February 10, 2020

**SUMMARY:** The University System of Maryland Chancellor is conducting a multi-year review of University of Baltimore President Kurt Schmoke. A component of the Board of Regents evaluation of University Presidents' performance, the multi-year review is designed to assess performance over an extended period. The process is guided by Board of Regents Policy VII-5.01, *Policy on the Five-Year Review of USM Presidents* and assess institutional leadership, progress toward academic excellence, fiscal management, commitment to shared governance, and quality of student services, among other areas.

The review schedule is attached. As part of the evaluation process, the visiting team will meet with university stakeholders on scheduled for February 18-19, 2020. The community will have the opportunity to provide feedback through email. The Board will receive a report of the review at its May 2020 meeting.

**ALTERNATIVE(S):** This is an information item

**FISCAL IMPACT:** Information item

**CHANCELLOR'S RECOMMENDATION:** Information item

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COMMITTEE ACTION:

DATE: February 10, 2020

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BOARD ACTION:

DATE:

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SUBMITTED BY: Denise Wilkerson, [dwilkerson@usmd.edu](mailto:dwilkerson@usmd.edu), 410-576-5734

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## UNIVERSITY OF BALTIMORE PRESIDENT MULTI-YEAR REVIEW

### Review Schedule

#### **February 11, 2020**

Consultants receive the Chancellor's charge and meet with the USM Vice Chancellors

#### **February 18 – 19, 2020**

Consultants Visit with University of Baltimore Stakeholders

- President's Cabinet
- University Deans & Librarian
- Staff Senate Executive Committee
- Student Government Executive Committee
- University Faculty Executive Committee

#### **March 4, 2020**

Consultant Formal Report Due to the Chancellor

#### **March 6, 2020**

Chancellor meets with Consultants to discuss the review

#### **March 9, 2020**

Chancellor shares the report with the President, who is invited to respond in writing

#### **March 26, 2020**

Chancellor presents the Review Report and President's Response to the Governance and Compensation Committee

#### **May 1, 2020**

The Review Report and President's Response is discussed with the full Board

**USM Bylaws, Policies and Procedures of the Board of Regents**

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**VII-5.01 – BOARD OF REGENTS POLICY ON THE FIVE-YEAR REVIEW OF USM PRESIDENTS**

(Approved by the Board of Regents, April 16, 2004; Amended June 19, 2015; Amended October 9, 2015; Amended April 21, 2017)

**I. PURPOSE OF REVIEWS**

**A. Initial Five-Year Reviews**

The normal expectation is that presidents will serve for periods of at least five (5) to six (6) years following their initial appointments. It is appropriate, therefore, to conduct an in-depth review of presidents and the impact of their leadership after a period of roughly five (5) years of service. This will enable the Board of Regents and the Chancellor to assess presidential performances over a more extended period of time than is possible with the ongoing annual performance reviews. The five-year review is expected to highlight major accomplishments, offer constructive suggestions as to areas where improvement in performance could occur, and provide guidance about the continuation of a president's service.

- B. It is also important to occasionally conduct in-depth reviews of presidents who serve extended periods of time in order to insure that their leadership continues to move their institutions forward with vitality and vigor. At the request of the Chancellor and/or the Board of Regents, a President shall be scheduled for an in-depth review at no less than 5-year intervals following the initial 5-year review. When possible and practical, these reviews should be coordinated with the cycle of Middle States Commission on Higher Education (MSCHE) and/or other accrediting body reviews.

**II. AREAS FOR REVIEW/ASSESSMENT**

Presidential performance will be assessed in a number of areas including:

**A. Institutional leadership**

1. establishing a vision and mission for the institution
2. developing a strategic plan and direction
3. aligning the vision, mission, and planning with resource allocation;

- B. Progress toward academic excellence as measured by student and faculty quality and accomplishments;**

## **USM Bylaws, Policies and Procedures of the Board of Regents**

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- C. Soundness of fiscal management;
- D. Success in non-state resource development, including external grants and contracts, and private gifts;
- E. For those campuses with a major research mission, success of the research enterprise and its impact on economic development;
- F. Strength of external relations efforts (including public relations, marketing efforts, and government and private sector relations);
- G. Ability to develop strategic partnerships with other System institutions, higher education institutions outside the System, federal laboratories, state and local agencies, and the private sector;
- H. Commitment to serving the public good through well articulated state and community outreach and engagement efforts;
- I. Quality of student services (if appropriate);
- J. Commitment to shared governance;
- K. Ability to contribute as a constructive and collaborative member of the USM leadership; and
- L. Attention to the development of a high quality administrative and managerial infrastructure and an attractive, well maintained physical plant.

### **III. REVIEW COMMITTEE**

- A. The Chancellor shall appoint a review committee and charge it with evaluating the President's overall performance in the areas mentioned above.
  - 1. The committee will consist of no more than five (5) members, who will be knowledgeable and experienced leaders, such as presidents of institutions with missions similar to that of the president under review.
  - 2. The President may suggest suitable members for the committee and will be asked to review the proposed committee; however, the final selection will be made by the Chancellor.
- B. Review Schedule

## **USM Bylaws, Policies and Procedures of the Board of Regents**

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The deliberations and recommendations of the committee are strictly confidential and will proceed according to the following schedule:

1. A president under review completes a self-assessment, which includes the major accomplishments and the challenges faced during the period under review.
2. The self-assessment is shared with the committee members several weeks in advance of their site visit.
3. Before making a site visit, the committee members review the self-assessment and other key institutional documents, such as Middle States review documents, recent accreditation reports, strategic plans, as well as representative information shared with alumni, donors, and other external groups.
4. At the beginning of the site visit, the committee meets with the Chancellor to receive its formal charge and then with the Vice Chancellors. The Committee visits the campus and meets with the institution's vice presidents, and the officers of constituent groups such as faculty, staff and student governance bodies, alumni, and affiliated foundation boards (this will differ from institution to institution). These meetings are expected to be strictly confidential and will take place in a conference room setting. The campus visit should be completed in a concentrated time frame of no more than three days.
5. The Committee will also solicit written input from the institution's community. Anonymous comments will not be accepted.
6. The committee has an exit interview with the Chancellor.
7. The Committee prepares and submits its formal report within two weeks of the exit interview.
8. The Committee shares the report with the President, who is invited to respond in writing.
9. The Chancellor makes the review committee report and the President's response available to the Committee on Organization & Compensation, discusses the report with the Committee and then the entire Board of Regents. The report remains confidential and becomes part of the president's personnel file.

**USM Bylaws, Policies and Procedures of the Board of Regents**

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10. The Chancellor meets with the President to discuss the review committee's reports, the Board's reaction to it, and the steps that need to be taken in a response to the report.

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**BOARD OF REGENTS**

SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** Revisions to Bylaws of the Board of Regents

**COMMITTEE:** Committee on Governance and Compensation

**DATE OF MEETING:** February 10, 2020

**SUMMARY:** The Committee will review the attached minor revisions to the Bylaws of the Board of Regents. The proposed revision reflects the Board's recognition of the presidents' statutory authority to manage their institutions, and the Board's commitment to delegate to each president such authority as is necessary to enable them to manage their institution efficiently and effectively.

**ALTERNATIVE(S):** The Committee could choose not to review the revisions.

**FISCAL IMPACT:** No fiscal impact.

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends that the Regents review and discuss the revisions to the Board of Regents Bylaws.

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COMMITTEE ACTION: DATE: February 10, 2020

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BOARD ACTION: DATE:

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SUBMITTED BY: Denise Wilkerson, [dwickerson@usmd.edu](mailto:dwickerson@usmd.edu), 410-576-5734

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## Proposed Revisions to Board of Regents Bylaws -- Article I

### Section 5. CURRENT LANGUAGE

Except with respect to changing the name of any institution, establishing any new institution or branch or center or institute, merging, consolidating or closing any institution or center or institute, and selling or exchanging real property, the Board may delegate any part of its authority over the affairs of the constituent institutions and centers to the Chancellor or the Presidents, or to any advisory bodies the Board establishes pursuant to Section 12-201 of the Education Article, Maryland Annotated Code. The Board may modify or rescind any such delegation of authority at any time in whole or in part.

### Section 5. PROPOSED REVISED LANGUAGE

Except with respect to changing the name of any institution, establishing any new institution or branch or center or institute, merging, consolidating or closing any institution or center or institute, and selling or exchanging real property, the Board may delegate any part of its authority over the affairs of the constituent institutions and centers to the Chancellor or the Presidents, or to any advisory bodies the Board establishes pursuant to ~~Section 12-201 statute of the Education Article, Maryland Annotated Code. The Board may modify or rescind any such delegation of authority at any time in whole or in part.~~ The Board shall delegate to the president of each constituent institution authority needed to manage the institution to the extent such authority is not granted to the presidents in Maryland Ann. Code, Educ. § 12-109. The Board may modify or rescind at any time, in whole or in part, any delegation of authority not mandated by statute.

## Article X – Board Committees

### Section 7. Committee on Governance and Compensation CURRENT LANGUAGE

G. The Committee shall review, monitor, and implement processes and procedures for the Board's optimal performance. The Committee is also responsible for development and implementing assessment of the Board's activities.

### Section 7. Committee on Governance and Compensation PROPOSED REVISED LANGUAGE

G. The Committee shall review, monitor, and implement processes and procedures for the Board's optimal performance. The Committee is also responsible for development and implementing periodic assessment of the Board's activities.



**BOARD OF REGENTS**

SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** Coppin State University Faculty Salary Equity Plan

**COMMITTEE:** Committee on Governance and Compensation

**DATE OF MEETING:** February 10, 2020

**SUMMARY:** The attached Coppin State University Faculty Salary Equity Plan is being presented to the Committee as an information item.

**ALTERNATIVE(S):** The Committee could choose not to discuss the topic.

**FISCAL IMPACT:** Fiscal impact to CSU is outlined in the plan.

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends that the Committee discuss the CSU Faculty Salary Equity Plan.

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COMMITTEE ACTION: DATE: February 10, 2020

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BOARD ACTION: DATE:

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SUBMITTED BY: Denise Wilkerson, [dwickerson@usmd.edu](mailto:dwickerson@usmd.edu), 410-576-5734

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January 28, 2020

Dr. Jay Perman, Chancellor  
University System of Maryland  
701 E. Pratt Street  
Baltimore, MD 21202

**RE: Faculty Salary Equity**

Dear Chancellor Perman:

Shortly after I began my tenure as Interim President at Coppin State University, we identified institutional priorities that would guide our decision making and activities during the six months that I expected to serve. One of those priorities was labeled “Faculty Support” and it included development and implementation of (a) faculty salary equity plan, (b) review and revision of the faculty evaluation procedures, (c) revision of the Faculty Appointments, Reappointments, and Tenure Document, and (d) full implementation of the Regents’ Post-Tenure Review Policy. Our intent was to use this priority to begin to address a critical issue for the faculty—faculty salary inequity—and, simultaneously, to make needed improvements in the university’s foundation for making sound faculty personnel decisions.

The attached plan is what has emerged out of the process of pursuing the faculty salary equity item of the “Faculty Support” priority. It was developed by a faculty committee that President Maria Thompson had established two years or so ago and it has been overwhelmingly endorsed by vote of the faculty. The plan is merit-based and Provost Leontye Lewis and I also endorse it.

I am forwarding the plan and implementation timetable to you as information and forwarding to the appropriate committee(s) of the Board of Regents. Please let me know if there are any questions or concerns. Thank you.

Sincerely,

Mickey L. Burnim, Ph.D.  
Interim President

cc: Dr. Leontye L. Lewis, Provost and Vice President of Academic Affairs, CSU  
Dr. Joanne Boughman, Senior Vice Chancellor for Academic and Student Affairs, USM  
Ms. Ellen Herbst, Vice Chancellor for Administration and Finance, USM

attachments




Timeline for Finalizing and Awarding Salary Equity Increases

January 21, 2020	Proposed Faculty Salary Equity (FSE) Plan is presented to Faculty for Feedback
January 24, 2020	Faculty Salary Equity Workgroup will finalize FSE Plan Guidelines and submit to the Provost
Jan/Feb, 2020	Submission of the FSE Plan to USM by President Mickey Burnim
February 3, 2020	Qualified faculty will be notified by letter via postal service and email of the opportunity to submit documents in accordance with the FSE Plan requesting a salary equity adjustment. Qualified faculty are faculty members whose base salary fall below the 50 <sup>th</sup> Percentile (April 12, 2019 Salary Report from Sibson Consulting).
February 10, 2020	Secure two nominees from each College and Faculty Senate to serve on the Faculty Salary Equity Review Committee  Secure two nominees from each College and Faculty Senate to serve on the Appeals Committee  The Provost will confirm membership on both committees based on the nominees' rank and equitable representation from each college and Faculty Senate.
March 23, 2020	Qualified faculty must submit their Faculty Salary Equity Packets to the Provost's Office by 5:00 pm
April 8, 2020	Faculty Salary Equity Review Committee completes review of the packets and submits recommendations to Provost
April 10, 2020	Provost communicates the results of the FSERC review with the President
April 13, 2020	Faculty are notified of their salary equity adjustment by letter via postal service and email. Faculty will have 10 working days to appeal decision.
April 27, 2020	The Chair of the Appeals Committee must receive faculty appeal of salary equity adjustment decisions in writing via email and inter-office mail by 5:00 pm
May 8, 2020	Appeals Committee complete reviews of faculty appeals and make recommendations to Provost
May 12, 2020	Provost reviews recommendations of Appeals Committee and make recommendations to President
May 15, 2020	President makes final decision on appeal and communicates with faculty  President submits final spreadsheet reflecting faculty salary increases to the Office of Human Resource
July 1, 2020	Adjusted salary equity increases are reflected in faculty base salary



MEMORANDUM

To: Dr. Leontye Lewis  
Provost and VPAA, Coppin State University

From: Dr. Claudia D. Nelson   
Chair, Faculty Salary Equity Workgroup

Date: December 2, 2019

Re: Faculty Salary Equity Workgroup Recommendations for Coppin State University  
Faculty Salary Equity Adjustment Plan

**Background**

Board of Regents (BOR) Policy II-1.21 states that the University System of Maryland (USM) “shall seek increases in funding to attain and maintain a faculty salary structure for each of its constituent institutions which is merit-based and in which the average faculty salary is at or above the 85th percentile of that institution’s classification group.” Currently, Coppin State University (CSU) weighted percentile for all faculty rank is at the 52nd percentile, which is woefully below the System’s target (see chart below). When the weighted percentile data is disaggregate, 36 tenured and tenure-track faculty salaries (representing approximately one-third of the full-time faculty) are below the Market 50th percentile (Sibson Consulting Study).

Comparison Group	Campus	Faculty Rank	FY14 %ile	FY15 %ile	FY16 %ile	FY17 %ile	FY18 %ile	Weighted %ile all ranks FY18	USM Overall (including CSU)	2.5% & \$500	Weighted %ile all ranks
									CSU's Peers	Master's 3.58%	FY19 scenario 1
										%ile	FY19 scenario 1
Master's	CSU	Prof.	61	56	47	46	32			32	
	CSU	Assoc.	54	53	49	50	39	52		38	31
	CSU	Asst.	76	78	77	75	70			69	

Over the past decade, CSU full-time faculty salaries have lagged behind those of peers. In the most recent USM system analysis, CSU salaries lagged behind all other master’s USM institutions ranking except for FY19 average salaries for Assistant Professors which also fall below the 85th percentile:

University	ST	UNIT/ID	2015CC	FY19 Sal Prof	FY19 Sal Assoc	FY19 Sal Asst	FY19 Sal 3 Major Ranks	Estimated Average Salary		
								Prof.	Assoc.	Asst.
Baltimore, U. of (data from USM HR revised using	MD	161873	MA/L	\$115,226	\$92,906	\$81,107	\$95,681	79%	77%	81%
Bowie State University	MD	162007	MA/L	\$101,013	\$96,228	\$74,661	\$87,463	53%	85%	67%
<b>Coppin State University</b>	MD	162283	MA/S	\$90,944	\$75,582	\$76,237	\$79,035	32%	38%	69%
Frostburg State University	MD	162584	MA/L	\$94,384	\$76,061	\$70,460	\$80,483	41%	40%	53%
Salisbury University	MD	163851	MA/L	\$100,469	\$81,579	\$74,994	\$84,879	51%	53%	67%
Towson University	MD	164076	MA/L	\$99,235	\$84,907	\$72,684	\$85,194	48%	61%	60%
Maryland, U. of, University College (data from USM	MD	163204	MA/L	\$119,572	\$101,737	\$83,249	\$114,035	86%	91%	84%

In 2011, Sibson Consulting did a comprehensive salary study at Coppin State University entitled, *The Distribution of Competitiveness to Market Median by School*. The study provided a salary comparison across the various schools/departments at Coppin. In 2019, the study was repeated as a result of the University System of Maryland (USM) recognizing that faculty in the system were not earning competitive market rates. The scope of the Sibson Study included analysis of 118 tenured/tenure track and non-tenure track faculty members. As part of the study, Sibson assessed external market competitiveness of CSU faculty based on rank, discipline, contract terms, and tenure status relative to two comparison markets.

Sibson used the Maryland Higher Education Commission's (MHEC) defined group of ten (10) Performance Peer institutions for CSU against which CSU is assessed for a variety of metrics, including average faculty salary levels, and data on Performance Peers from the IPEDS database, which reports average faculty salaries by rank for each peer institution to determine competitive benchmarking in the market assessment. Using a detailed census file provided by the University, faculty positions were mapped to discipline-specific CIP codes. Sibson then determined market price for faculty pay based on discipline and rank using CUPA-HR's data on demand. Sibson conducted a market variance analysis to determine market competitiveness of individual salaries to market percentiles by position, department, rank, etc. and provided the University a written summary of the variance analysis also including a cost model. One of the goals of MHEC and USM's Strategic Plan is to target salary levels to the 85th percentile of CSU's Performance Peers by 2020.

#### **DETERMINATION OF ELIGIBILITY FOR FACULTY SALARY EQUITY ADJUSTMENT**

This one-time eligibility consideration for meritorious salary equity increases is based on rank, years in rank and weight for each of the three major categories under review (Teaching/Instructional Activities, Research/Scholarship/Professional Growth, and Service to the University, Profession and Community). Faculty will use the *Merit-Based Salary Equity Adjustment Eligibility Checklist* which was created by merging meritorious faculty work/achievements as itemized in both the *2000 Merit Pay Document* and the *2010 Appointment, Rank and Tenure Policy* to identify and provide evidence of items they present as meritorious. The checklists are specific to each rank, time in rank, the three weighted categories, and whether or not a faculty member earned tenure or promotion effective 2014 through 2019.

The process begins with Academic Affairs notifying each faculty in writing who falls below the 50th percentile of the gap in their salary (as determined by the Sibson Study) and the potential of their eligibility to receive a merit-based salary equity adjustment to their base salary. Faculty will be provided with the *Merit-Based Salary Equity Adjustment Eligibility Checklist* document associated with their rank, along with instructions.

The timeline for submission of packets should be no less than 45 days from notification of eligibility. Only faculty who have demonstrated meritorious achievement will be eligible for this one-time equity adjustment.

When the eligible faculty member submits his/her packet for review it will be assessed by the Faculty Salary Equity Review Committee (FSERC), comprised of two representatives from each college and the Faculty Senate. The FSERC will be a ten-member committee composed of four (4) tenured full professors, four (4) tenured associated professors and two (2) tenured assistant professors. The provost will confirm membership on the committee based on the nominees' rank and equitable representation from each college and Faculty Senate. The FSERC will review all applications and allocate points based on documents included in the packets. The Merit-Based Salary Equity Adjustment Calculation Worksheet will be used to determine the percentage amount of the meritorious salary adjustment a faculty member will receive.

*Only faculty who have demonstrated meritorious achievement will be eligible for this one-time equity adjustment. This will be a permanent adjustment made to the base salaries of eligible faculty.*

### **APPEALS PROCESS**

Where there are discrepancies in the calculation/assessment, the Appeals Committee (AC) will re-evaluate all documents and make a recommendation to the provost who in turn will review all documents and make a recommendation to the president on the salary equity adjustment. The AC will be comprised of one representative from each college and the Faculty Senate. The AC will be a five-member committee composed of two (2) tenured full professors, two (2) tenured associated professors and one (1) tenured assistant professor. The provost will confirm membership on the committee based on the nominees' rank and equitable representation from each college and Faculty Senate. The members of the AC will be different from the FSERC. Members of the AC cannot be members of the FSERC. If needed, one or more alternate members may be nominated to ensure that there is no conflict of interest. The AC operates only if and when a faculty member files a written appeal of a merit-based increase decision with the Chair of the Appeals Committee within ten (10) business days of receipt of decision letter.

After its review, the Appeals Committee will make a recommendation to the provost who in turn will review all documents and make a recommendation to the president. The President's decision is final.

FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

<b>FACULTY MEMBER</b> <b>By Department and Rank</b> Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	<b>CURRENT BASE SALARY</b>	50-69.999 Points Earned <b>3 PERCENT INCREASE</b>	70-79.999 Points Earned <b>6 PERCENT INCREASE</b>	80 or More Points Earned <b>10 PERCENT INCREASE</b>	<b>PROMOTION BONUS</b>	MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)	SAVINGS Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th
<b>Ten. Assoc.</b> Accounting & Mgmt Info Systems	<b>\$67,189</b>	\$2,016 <b>\$69,205</b>	\$4,031 <b>\$71,220</b>	\$6,719 <b>\$73,908</b>		\$27,133	
<b>Ten. Assoc. (effective 2014-2019)</b> Accounting & Mgmt Info Systems	<b>\$73,307</b>	\$2,199 <b>\$75,506</b>	\$4,398 <b>\$77,705</b>	\$7,331 <b>\$80,638</b>	\$2,000	\$19,149	
<b>Ten. Asst.</b> Accounting & Mgmt Info Systems	<b>\$80,397</b>	\$2,412 <b>\$82,809</b>	\$4,824 <b>\$85,221</b>	\$8,040 <b>\$88,437</b>		\$8,351	
<b>Ten. Assoc.</b> Accounting & Mgmt Info Systems	<b>\$89,760</b>	\$2,693 <b>\$92,453</b>	\$5,386 <b>\$95,146</b>	\$8,976 <b>\$98,736</b>		\$4,562	\$4,414
<b>Ten. Assoc. (effective 2014-2019)</b> Accounting & Mgmt Info Systems	<b>\$90,598</b>	\$2,718 <b>\$93,316</b>	\$5,436 <b>\$96,034</b>	\$9,060 <b>\$99,658</b>	\$2,000	\$16,471	
<b>Ten. Asst.</b> Bachelor of Science in Nursing	<b>\$69,805</b>	\$2,094 <b>\$71,899</b>	\$4,188 <b>\$73,993</b>	\$6,981 <b>\$76,786</b>		\$2,118	\$4,863
<b>Ten. Assoc. (effective 2014-2019)</b> Bachelor of Science in Nursing	<b>\$70,908</b>	\$2,127 <b>\$73,035</b>	\$4,254 <b>\$75,162</b>	\$7,091 <b>\$77,998</b>	\$2,000	\$15,001	
<b>Ten. Assoc. (effective 2014-2019)</b> Crim Justice & App Soc/Pol Sci	<b>\$58,156</b>	\$1,745 <b>\$59,901</b>	\$3,489 <b>\$61,645</b>	\$5,816 <b>\$63,972</b>	\$2,000	\$12,728	
<b>Ten. Assoc. (effective 2014-2019)</b> Crim Justice & App Soc/Pol Sci	<b>\$62,843</b>	\$1,885 <b>\$64,728</b>	\$3,771 <b>\$66,614</b>	\$6,284 <b>\$69,127</b>	\$2,000	\$5,591	\$693



FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

<b>FACULTY MEMBER</b> <b>By Department and Rank</b> Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	<b>CURRENT BASE SALARY</b>	50-69.999 Points Earned <b>3 PERCENT INCREASE</b>	70-79.999 Points Earned <b>6 PERCENT INCREASE</b>	80 or More Points Earned <b>10 PERCENT INCREASE</b>	<b>PROMOTION BONUS</b>	MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)	SAVINGS Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th
<b>Ten. Assoc. (effective 2014-2019)</b> Doctor of Nursing Practice	<b>\$79,012</b>	\$2,370 <b>\$81,382</b>	\$4,741 <b>\$83,753</b>	\$7,901 <b>\$86,913</b>	\$2,000	\$2,880	\$5,021
<b>Non-Ten. Assoc.</b> Humanities	<b>\$56,371</b>	\$1,691 <b>\$58,062</b>	\$3,382 <b>\$59,753</b>	\$5,637 <b>\$62,008</b>		\$11,713	
<b>Ten. Prof. (effective 2014-2019)</b> Humanities	<b>\$56,960</b>	\$1,709 <b>\$58,669</b>	\$3,418 <b>\$60,378</b>	\$5,696 <b>\$62,656</b>	\$3,000	\$24,321	
<b>Ten. Asst.</b> Humanities	<b>\$57,419</b>	\$1,723 <b>\$59,142</b>	\$3,445 <b>\$60,864</b>	\$5,742 <b>\$63,161</b>		\$1,912	\$3,830
<b>Ten. Prof. (effective 2014-2019)</b> Humanities	<b>\$58,106</b>	\$1,743 <b>\$59,849</b>	\$3,486 <b>\$61,592</b>	\$5,811 <b>\$63,917</b>	\$3,000	\$23,175	
<b>Ten. Assoc.</b> Humanities	<b>\$58,201</b>	\$1,746 <b>\$59,947</b>	\$3,492 <b>\$61,693</b>	\$5,820 <b>\$64,021</b>		\$26,390	
<b>Ten. Assoc.</b> Humanities	<b>\$60,031</b>	\$1,801 <b>\$61,832</b>	\$3,602 <b>\$63,633</b>	\$6,003 <b>\$66,034</b>		\$2,896	\$3,107
<b>Ten. Assoc.</b> Humanities	<b>\$64,230</b>	\$1,927 <b>\$66,157</b>	\$3,854 <b>\$68,084</b>	\$6,423 <b>\$70,653</b>		\$4,581	\$1,842
<b>Ten. Prof.</b> Humanities	<b>\$71,803</b>	\$2,154 <b>\$73,957</b>	\$4,308 <b>\$76,111</b>	\$7,180 <b>\$78,983</b>		\$16,304	

FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

<b>FACULTY MEMBER</b> <b>By Department and Rank</b> Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	<b>CURRENT BASE SALARY</b>	50-69.999 Points Earned <b>3 PERCENT INCREASE</b>	70-79.999 Points Earned <b>6 PERCENT INCREASE</b>	80 or More Points Earned <b>10 PERCENT INCREASE</b>	<b>PROMOTION BONUS</b>	MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)	SAVINGS Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th
<b>Ten. Prof. (effective 2014-2019)</b> Humanities	<b>\$74,379</b>	\$2,231 <b>\$76,610</b>	\$4,463 <b>\$78,842</b>	\$7,438 <b>\$81,817</b>	\$3,000	\$6,902	\$536
<b>Ten.Prof.</b> Humanities	<b>\$80,134</b>	\$2,404 <b>\$82,538</b>	\$4,808 <b>\$84,942</b>	\$8,013 <b>\$88,147</b>		\$3,587	\$4,426
<b>Ten. Asst.</b> Management & Marketing	<b>\$82,380</b>	\$2,471 <b>\$84,851</b>	\$4,943 <b>\$87,323</b>	\$8,238 <b>\$90,618</b>		\$6,368	\$1,870
<b>Non-Ten. Asst.</b> Management & Marketing	<b>\$85,731</b>	\$2,572 <b>\$88,303</b>	\$5,144 <b>\$90,875</b>	\$8,573 <b>\$94,304</b>		\$1,905	\$6,668
<b>Ten. Prof.</b> Management & Marketing	<b>\$99,262</b>	\$2,978 <b>\$102,240</b>	\$5,956 <b>\$105,218</b>	\$9,926 <b>\$109,188</b>		\$14,733	
<b>Ten. Assoc. (effective 2014-2019)</b> Natural Sciences	<b>\$64,629</b>	\$1,939 <b>\$66,568</b>	\$3,878 <b>\$68,507</b>	\$6,463 <b>\$71,092</b>	\$2,000	\$13,591	
<b>Ten. Assoc. (effective 2014-2019)</b> Natural Sciences	<b>\$65,852</b>	\$1,976 <b>\$67,828</b>	\$3,951 <b>\$69,803</b>	\$6,585 <b>\$72,437</b>	\$2,000	\$4,369	\$2,216
<b>Ten. Assoc.</b> Natural Sciences	<b>\$67,747</b>	\$2,032 <b>\$69,779</b>	\$4,065 <b>\$71,812</b>	\$6,775 <b>\$74,522</b>		\$10,473	
<b>Ten. Prof.</b> Natural Sciences	<b>\$68,526</b>	\$2,056 <b>\$70,582</b>	\$4,112 <b>\$72,638</b>	\$6,853 <b>\$75,379</b>		\$19,404	

FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

<b>FACULTY MEMBER</b> <b>By Department and Rank</b> Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	<b>CURRENT BASE SALARY</b>	<b>50-69.999 Points Earned</b> <b>3 PERCENT INCREASE</b>	<b>70-79.999 Points Earned</b> <b>6 PERCENT INCREASE</b>	<b>80 or More Points Earned</b> <b>10 PERCENT INCREASE</b>	<b>PROMOTION BONUS</b>	<b>MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)</b>	<b>SAVINGS Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th</b>
<b>Ten. Prof. (effective 2014-2019)</b> Natural Sciences	<b>\$69,338</b>	\$2,080 <b>\$71,418</b>	\$4,160 <b>\$73,498</b>	\$6,934 <b>\$76,272</b>	\$3,000	\$8,882	
<b>Non-Ten. Assoc.</b> Natural Sciences	<b>\$70,572</b>	\$2,117 <b>\$72,689</b>	\$4,234 <b>\$74,806</b>	\$7,057 <b>\$77,629</b>		\$7,648	
<b>Ten. Asst.</b> Psych, Counsel & Behav Health	<b>\$63,240</b>	\$1,897 <b>\$65,137</b>	\$3,794 <b>\$67,034</b>	\$6,324 <b>\$69,564</b>		\$7,463	
<b>Ten. Prof. (effective 2014-2019)</b> Psych, Counsel & Behav Health	<b>\$67,349</b>	\$2,020 <b>\$69,369</b>	\$4,041 <b>\$71,390</b>	\$6,735 <b>\$74,084</b>	\$3,000	\$26,812	
<b>Ten. Assoc. (effective 2014-2019)</b> Psych, Counsel & Behav Health	<b>\$69,338</b>	\$2,080 <b>\$71,418</b>	\$4,160 <b>\$73,498</b>	\$6,934 <b>\$76,272</b>	\$2,000	\$5,921	\$1,013
<b>Ten. Assoc. (effective 2014-2019)</b> Psych, Counsel & Behav Health	<b>\$71,646</b>	\$2,149 <b>\$73,795</b>	\$4,299 <b>\$75,945</b>	\$7,165 <b>\$78,811</b>	\$2,000	\$3,613	\$3,552
<b>Ten. Prof.</b> Psych, Counsel & Behav Health	<b>\$83,011</b>	\$2,490 <b>\$85,501</b>	\$4,981 <b>\$87,992</b>	\$8,301 <b>\$91,312</b>		\$11,150	
<b>Ten. Prof. (effective 2014-2019)</b> Social Work	<b>\$76,199</b>	\$2,286 <b>\$78,485</b>	\$4,572 <b>\$80,771</b>	\$7,620 <b>\$83,819</b>	\$3,000	\$9,861	
<b>Non-Ten. Asst.</b> Sport & Entertainment Mgmt	<b>\$71,400</b>	\$2,142 <b>\$73,542</b>	\$4,284 <b>\$75,684</b>	\$7,140 <b>\$78,540</b>		\$16,236	

FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

<b>FACULTY MEMBER</b> <b>By Department and Rank</b> Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	<b>CURRENT BASE SALARY</b>	<b>50-69.999 Points Earned</b> <b>3 PERCENT INCREASE</b>	<b>70-79.999 Points Earned</b> <b>6 PERCENT INCREASE</b>	<b>80 or More Points Earned</b> <b>10 PERCENT INCREASE</b>	<b>PROMOTION BONUS</b>	<b>MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)</b>	<b>SAVINGS</b> Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th
<b>TOTALS</b>	\$2,555,829	\$76,675	\$153,350	\$255,583	\$38,000	\$404,194	\$44,051

<b>MAXIMUM MERIT DOLLARS</b>	N/A	\$76,675	\$153,350	<b>\$255,583 MAXIMUM MERIT DOLLARS</b>
<b>Less Diff. Btw %Max and 50thGap</b>	N/A	\$643	\$12,139	<b>\$44,051 Less Diff. Btw %Max and 50thGap</b>
<b>TOTAL MERIT AWARDED</b>	N/A	\$76,032	\$141,211	<b>\$211,532 TOTAL MERIT AWARDED</b>
<b>TOTAL BONUS</b>	N/A	\$38,000	\$38,000	<b>\$38,000 TOTAL BONUS</b>
<b>TOTAL MERIT plus BONUS</b>	N/A	\$114,032	\$179,211	<b>\$249,532 TOTAL MERIT plus BONUS</b>
<b>ADMINISTRATIVE EQUITY ADJUSTMENTS</b>				<b>\$50,468 ADMINISTRATIVE EQUITY ADJUSTMENTS</b>
<b>TOTAL ALLOCATIONS FOR SALARY ADJUSTMENTS (Merit+Bonus+ Admin. Equity Adj.)</b>				<b>\$300,000 TOTAL ALLOCATIONS FOR SALARY ADJUSTMENTS (Merit+Bonus+ Admin. Equity Adj.)</b>
<b>TOTAL FACULTY SALARIES</b>	\$2,555,829	\$2,631,860	\$2,697,039	<b>\$2,767,360 TOTAL FACULTY SALARIES</b>



**BOARD OF REGENTS**

SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** Convening Closed Session

**COMMITTEE:** Committee on Governance and Compensation

**DATE OF MEETING:** February 10, 2020

**SUMMARY:** The Open Meetings Act permits public bodies to close their meetings to the public in special circumstances outlined in §3-305 of the Act and to carry out administrative functions exempted by §3-103 of the Act. The Board of Regents will now vote to reconvene in closed session. As required by law, the vote on the closing of the session will be recorded. A written statement of the reason(s) for closing the meeting, including a citation of the authority under §3-305 and a listing of the topics to be discussed, is available for public review.

It is possible that an issue could arise during a closed session that the Board determines should be discussed in open session or added to the closed session agenda for discussion. In that event, the Board would reconvene in open session to discuss the open session topic or to vote to reconvene in closed session to discuss the additional closed session topic.

**ALTERNATIVE(S):** No alternative is suggested.

**FISCAL IMPACT:** There is no fiscal impact

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends that the Committee vote to reconvene in closed session.

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COMMITTEE ACTION:

DATE:

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BOARD ACTION:

DATE:

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SUBMITTED BY: Denise Wilkerson, [dwilkerson@usmd.edu](mailto:dwilkerson@usmd.edu), 301-445-1906

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STATEMENT REGARDING CLOSING A MEETING  
OF THE USM BOARD OF REGENTS  
GOVERNANCE AND COMPENSATION COMMITTEE

Date: February 10, 2020  
Time: Approximately 9:30 a.m.  
Location: Board Room  
Saratoga Building  
UMB

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STATUTORY AUTHORITY TO CLOSE A SESSION

Md. Code, General Provisions Article §3-305(b):

- (1) To discuss:
  - [X] (i) The appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or
  - [X] (ii) Any other personnel matter that affects one or more specific individuals.
- (2) [X] To protect the privacy or reputation of individuals with respect to a matter that is not related to public business.
- (3) [ ] To consider the acquisition of real property for a public purpose and matters directly related thereto.
- (4) [ ] To consider a preliminary matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- (5) [ ] To consider the investment of public funds.
- (6) [ ] To consider the marketing of public securities.
- (7) [ ] To consult with counsel to obtain legal advice on a legal matter.
- (8) [ ] To consult with staff, consultants, or other individuals about pending or potential litigation.
- (9) [X] To conduct collective bargaining negotiations or consider matters that relate to the negotiations.

FORM OF STATEMENT FOR CLOSING A MEETING

PAGE TWO

- (10) [ ] To discuss public security, if the public body determines that public discussions would constitute a risk to the public or public security, including:
  - (i) the deployment of fire and police services and staff; and
  - (ii) the development and implementation of emergency plans.
- (11) [ ] To prepare, administer or grade a scholastic, licensing, or qualifying examination.
- (12) [ ] To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- (13) [ ] To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- (14) [ ] Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiation strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.
- (15) [ ] To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to:
  - (i) security assessments or deployments relating to information resources technology;
  - (ii) network security information, including information that is:
    - 1. related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity;
    - 2. collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or
    - 3. related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or
  - (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

Md. Code, General Provisions Article §3-103(a)(1)(i):

- [X] Administrative Matters

TOPICS TO BE DISCUSSED:

1. Mid-Negotiation Briefing re Police MOU between Coppin State University and the Fraternal Order of Police.

2. Update on status of collective bargaining at USM institutions.
3. Information update regarding personnel contracts at UMCP and UMES subject to review under BOR VII-10.0 Policy on Board of Regents Review of Certain Contracts and Employment Agreements.
4. Recognition of an employee's service to the USM.

REASON FOR CLOSING:

1. To maintain confidentiality regarding collective bargaining negotiations (§3-305(b)(9));
2. To maintain confidentiality of discussion regarding specific employment agreements (§3-305(b)(1)(i) and (ii)); and
3. To handle an administrative and personnel-related matter regarding recognition of a former USM employee. (§3-103(a)(1)(i), §3-305(b)(1) and (2)).