



USM Board of Regents
Committee on Governance and Compensation
October 30, 2024
Zoom

AGENDA FOR OPEN SESSION

8:30 a.m.

1. Call to Order Chair Leggett

2. [Approval of Meeting Minutes from September 16, 2024 and May 22, 2024 Public and Closed Sessions](#) (action) Chair Leggett

3. [Approval of Committee Charges](#) (action) Chair Leggett

4. [Review of Policy Library Matrix](#) (information) Chief of Staff Wilkerson

5. [Convene to Closed Session](#) (action) Chair Leggett

Cover Memo - Minutes

TOPIC: Approval of Meeting Minutes from September 16, 2024 and May 22, 2024
Public and Closed Sessions

COMMITTEE: Committee on Governance and Compensation

DATE OF MEETING: October 30, 2024

SUMMARY: The Committee on Governance and Compensation will review and
approve meeting minutes from September 16, 2023 and May 22, 2024
Public and Closed sessions.

ALTERNATIVE(S): None.

FISCAL IMPACT: None.

CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE ACTION: DATE: October 30, 2024

BOARD ACTION: DATE:

SUBMITTED BY: Denise Wilkerson; dwilkerson@usmd.edu; 410-576-5734



USM Board of Regents
Committee on Governance and Compensation
Minutes from Closed Session
May 22, 2024
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 8:39 a.m. on Tuesday, May 22, 2024, via Zoom.

Those in attendance included Regents Rauch, Gooden, McMillen, Smarick, and Wood; Chancellor Perman; Vice Chancellors Herbst, Wrynn, and Masucci; AAG Langrill; Ms. Wilkerson, Ms. Skolnik, and Ms. Roxas. Bowie State University representatives, Ms. Pounds and Mr. Enderle, attended part of the meeting.

- 1. Ratification of the Bowie State University (BSU) MOU with the Maryland Classified Employees Association (MCEA) for Sworn Police Officers.** The Regents voted to recommend ratification of the BSU MOU with MCEA covering Sworn Police Officers. (§3-305(b)(9)). Moved by Regent McMillan; Seconded by Regent Gooden. Unanimously approved.
- 2. Collective Bargaining Update.** The Regents were provided with the status of consolidated negotiations with AFSCME and collective bargaining negotiations at each USM institution. (§3-305(b)(9)).
- 3. Update on a Personnel Matter.** The Regents received an update on a personnel matter involving an individual employee. (§3-305(b)(1)(ii)).
- 4. Review of Certain Contracts and Employment Agreements.** The Regents reviewed personnel contracts from UMBC, UMES, and UMCP subject to review under Policy VII-10.0 (§3-305(b)(1)).
- 5. Annual Review Summary of Chancellor's Senior Staff.** Chancellor Perman provided the Regents with a summary of his annual review of his direct reports. (§3-305(b)(1)(i)).
- 6. Annual Review of USM Presidents.** Chancellor Perman discussed his annual performance review with each USM president and received feedback from the Regents. (§3-305(b)(1)(i)).

7. **FY 25 Presidential Salary Recommendations.** The Regents voted to recommend merit adjustments for USM Presidents (§3-305(b)(1)(i)). Moved by Regent Gooden; Seconded by Regent Wood; unanimously approved.
8. **Annual Review of the Chancellor.** Chair Gooden discussed the annual performance review of the Chancellor with the Regents. (§3-305(b)(1)(i)).
9. **FY 25 Chancellor's Compensation.** The Regents voted to recommend a merit adjustment for the Chancellor. (§3-305(b)(1)(i)). Moved by Regent Rauch; Seconded by Regent Wood; unanimously approved.

The meeting adjourned at 11:32 a.m.



USM Board of Regents
Committee on Governance and Compensation
Minutes from Public Session
May 22, 2024
Zoom

Minutes of the Public Session

Regent Rauch called the meeting of the Governance and Compensation Committee of the University System of Maryland Board of Regents to order in public session at 8:30 a.m. on Tuesday, May 22, 2024, via Zoom.

Those in attendance included Regents Rauch, Gooden, McMillen, Smarick, and Wood; Chancellor Perman; Vice Chancellors Herbst, Wrynn, and Masucci; AAG Langrill; Ms. Wilkerson, Ms. Skolnik, and Ms. Roxas.

Regent Rauch noted that this meeting was his last as chair of the committee as his second term on the Board comes to an end and that it was an honor and privilege to serve. Board Chair Gooden thanked Regent Rauch for his service.

- 1. Convene to Closed Session.** Regent Rauch read the closing statement on matters exempted from the Open Meetings Act, under the General Provisions Article, §3-305(b). (Moved by Regent McMillan, seconded by Regent Gooden; unanimously approved).

The public session meeting adjourned at 8:38 a.m.

MINUTES PUBLIC Gov and Comp September 16 2024



USM Board of Regents
Committee on Governance and Compensation
Minutes from Public Session
September 16, 2024
Zoom

Minutes of the Public Session

Regent Leggett called the meeting of the Governance and Compensation Committee of the University System of Maryland Board of Regents to order in public session at 10:00 a.m. on Monday September 16, 2024 via Zoom.

Those in attendance included Regents Leggett, Gooden, Lewis, McMillen, Hur, Wood, Smarick; Chancellor Perman; Senior Vice Chancellor Herbst; Vice Chancellors Sandler and Lawrence; AAGs Langrill and Bainbridge; and Ms. Wilkerson., Ms. Perry, Ms. Roxas, and Mr. Samuel.

1. **Review of Committee Charge.** The Regents reviewed and approved the committee charge. (Moved by Regent Leggett, seconded by Regent Hur; unanimously approved).
2. **Review of Committee Workplan.** The Regents reviewed the committee workplan for FY 24-25.
3. **Review of Regent Matrix.** The Regents reviewed the regent matrix which depicts the membership composition of the USM Board of Regents.
4. **Convene to Closed Session.** Regent Leggett read the closing statement on matters exempted from the Open Meetings Act, under the General Provisions Article, §3-305(b). (Moved by Regent McMillen, seconded by Regent Hur; unanimously approved).

The public session meeting adjourned at 10:21 a.m.



USM Board of Regents
Committee on Governance and Compensation
Minutes from Closed Session
September 16, 2024
Zoom

Minutes of the Closed Session

Regent Leggett called the meeting of the Governance and Compensation Committee of the University System of Maryland Board of Regents to order in closed session at 10:21 a.m. on Monday September 16, 2024 via Zoom.

Those in attendance included Regents Leggett, Gooden, Lewis, McMillen, Hur, Wood, Smarick; Chancellor Perman; Senior Vice Chancellor Herbst; Vice Chancellors Sandler and Lawrence; AAGs Langrill and Bainbridge; and Ms. Wilkerson. Ms. Perry, Ms. Roxas, and Mr. Samuel.

- 1. Collective Bargaining Update** The Regents were provided with the status of collective bargaining negotiations at each USM institution. (§3-305(b)(9)).
- 2. Lessons Learned from AFSCME Negotiations** The Regents were provided with an overview of lessons learned from negotiations at each USM institution. (§3-305(b)(9)).
- 3. MOU Briefing – Salisbury University** The Regents were provided with a MOU briefing regarding negotiations with SU. (§3-305(b)(9)).
- 4. Update on a Personnel Matter** The Regents were provided with an update on a personnel matter. (§3-305(b)(1)).
- 5. Review of Certain Contracts and Employment Agreements.** The Regents reviewed personnel contracts from UMES, FSU, UMCP, UMBC, and TU, subject to review under Policy VII-10.0 (§3-305(b)(1)).

The meeting adjourned at 11:46 a.m.

TOPIC: Approval of Committee Charges

COMMITTEE: Committee on Governance and Compensation

DATE OF MEETING: October 30, 2024

SUMMARY: The Committee on Governance and Compensation will review and approve committee charges for the 2024-2025 year.

ALTERNATIVE(S): None.

FISCAL IMPACT: None.

CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE ACTION: DATE: October 30, 2024

BOARD ACTION: DATE:

SUBMITTED BY: Denise Wilkerson; dwilkerson@usmd.edu; 410-576-5734

EPSLS Charge



UNIVERSITY SYSTEM
of MARYLAND

**Board of Regents
Committee on Education Policy and Student Life and Safety
Charge, Role, and Responsibilities**

Charge:

The Committee on Education Policy and Student Life and Safety shall perform all necessary business and provide guidance to the Board of Regents on issues that pertain to academic affairs and student affairs functions at the institutions within the University System of Maryland.

Role and Responsibilities:

The Committee on Education Policy and Student Life and Safety shall consider and report or recommend to the Board of Regents on matters concerning academic and student affairs-related policies and programs for all institutions and major units including, but not limited to, all issues relating to academic programs such as curriculum development, adequacy of instructional facilities and specialized centers and institutes, and institutional support for student academic services; matters and policies relating to faculty; student enrollment, recruitment, retention, transfer, and articulation; financial aid; campus safety and security; student health and wellness; student government; and student organizations; and the overall intellectual, social, and emotional climate of the university.

Members of the Committee on Education Policy and Student Life and Safety are appointed annually by the Chairperson of the Board. The Committee holds at least five regularly scheduled meetings during the fiscal year. The members of the Committee may expect to receive information for review in order to consider and report or recommend to the Board of Regents on any of the following matters:

- A. Institutional mission statements and goals
- B. Establishment and disestablishment of schools and colleges
- C. Proposals for new academic programs
- D. Review of existing academic programs and enrollments within those programs
- E. P-20 partnerships and initiatives
- F. Academic transformation and innovation
- G. Academic integrity
- H. Libraries
- I. Civic education and civic engagement
- J. Student life and student services
- K. Diversity, equity, inclusion, and accessibility
- L. Global engagement
- M. Student enrollment, recruitment, and retention
- N. Transfer and articulation
- O. Access and affordability
- P. Student health and wellness
- Q. Campus safety and security

- R. Title IX and sexual misconduct
- S. Faculty life and faculty conduct
- T. Faculty policies and procedures including, but not limited to, appointments in rank and promotion to tenure
- U. Faculty workload
- V. Faculty awards nominations
- W. Student awards and scholarships
- X. Honorary degree nominations
- Y. Extramural funding
- Z. Relevant issues, reports, or requests as brought to the USM by the Maryland Higher Education Commission and other state agencies
- AA. Additional pertinent issues as raised by the student, staff, and faculty advisory councils; university administrators; USM officials; and regents

The Committee on Education Policy and Student Life and Safety may receive, for information purposes from the Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare, reports on academic issues (including but not limited to Academic Progress Rate and mid-year academic indicators) for and the health and wellness of student athletes and/or athletics teams.



**UNIVERSITY SYSTEM
of MARYLAND**

**Board of Regents
Committee on Finance
Charge, Role, and Responsibilities**

September 16, 2024

Charge:

The Committee on Finance shall perform all necessary business and provide guidance to the Board to help ensure the long-term financial health and development of the University System, informed by strong fiscal and administrative policies.

Role and Responsibilities:

The Committee on Finance shall consider and report or recommend to the Board of Regents on matters concerning financial affairs; capital and operating budgets; facilities; student enrollment; investments; real property transactions; business entities; procurement contracts; human resources; tuition, fees, room and board charges; and the overall long-range financial planning for the University System.

Members of the Committee on Finance are appointed annually by the Chairperson of the Board. There shall be at least one member with financial expertise and experience. The Committee shall meet as needed, but no fewer than four times during the fiscal year. The members of the Committee may expect to receive information for review in order to consider, and/or act on any of the following matters:

- A. Establishment of the University System's five-year Capital Improvement Program (CIP) request prior to its submission to the Governor. The CIP is comprised of a prioritized list of academic projects (e.g., instruction, research), for which State bond or cash funding is requested.
- B. Establishment of the University System's five-year System Funded Construction Program (SFCP) prior to its implementation. The SFCP incorporates prioritized requests from institutions for auxiliary and self-support projects (e.g., residence halls, parking facilities).
- C. Authorization to issue debt to fund the capital program through the use of academic and auxiliary revenue bonds.
- D. Off-cycle construction or renovation projects that exceed expenditure thresholds established in Board policy and procedures.
- E. Facilities Master Plans are high level, strategic land-use, and physical development plans, which help direct campus construction and improvements 10-20 years into the future. They also guide campus priorities for the annual capital budget request. Typically, a campus president will give a presentation where they describe the institution's goals on a wide range of topics related to physical renewal and expansion, including: building location decisions, renovation and replacement options, utility expansion, real property acquisition, environmental concerns, and campus and community interaction.

- F. Capital projects status report which outlines the progress of all major design and construction projects underway System-wide. Data fields include, but are not limited to, overall cost, schedule, funding sources and prior approvals, as well as the name of the project architect and primary contractor.
- G. Aggregated energy and power purchase agreements; periodic reviews of progress by the System and individual institutions toward State sustainability goals pertaining to reduction of energy and greenhouse gas emissions.
- H. Acquisition and disposition of real property.
- I. Establishment of annual operating budget including state appropriation request to the Governor.
- J. Establishment of, or changes to tuition, mandatory student fees, and residential room and board rates.
- K. Student enrollment 10-year projection.
- L. Fall student enrollment attainment for each institution.
- M. The Finance Committee shall receive for information purposes, from the Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare, the annual report of the finances of intercollegiate athletics for those institutions with athletics programs.
- N. Review on a regular basis certain of the System's material financial matters, including the annual audited financial statements, balance sheet management and debt strategy, review and endorsement of endowment spending rule.
- O. Reports and recommendations from the investment advisor(s) and investment manager(s) regarding the investment of the Common Trust Fund and asset performance.
- P. Establishment of business entities, public/private partnerships, and the initiatives covered under the Board's HIEDA policy.
- Q. Review dashboard metrics and monitor outcomes for organizational improvement and excellence.
- R. Establishment of, or changes to existing fiscal and administrative policies.
- S. Human resources policies for all staff employees including but not limited to recruitment, retention, administration of benefits and leave, compensation and classification, layoff, separation, and grievances. This Committee shall also consider and recommend any changes to the exempt and nonexempt staff salary structures.
- T. Consider and recommend institutional requests for Voluntary Separation Incentive Plans.
- U. Awarding of contracts and entering into cooperative agreements as specified in VIII-3.0 USM Procurement Policies and Procedures. This Committee shall approve all contracts that exceed \$5 million except contracts for capital projects, sponsored research, and real property.
- V. Pursuant to Section 13-306 of the Education Article, the annual contract, and any amendments thereto, between University of Maryland, Baltimore (UMB) and University of Maryland Medical System Corporation which states all financial obligations, exchanges of services, and any other agreed relationships between them for the ensuing fiscal year concerning the University of Maryland Medical Center. Section 13-306 requires that the annual contract be submitted to the Board of Regents, upon recommendation of the UMB president, for consideration, any modification, and approval.

W. Continue as stewards of the USM Effectiveness and Efficiency efforts including:

- Supporting USM's strategic priorities of excellence, access and affordability, innovation, increased economic impact, and responsible fiscal stewardship.
- Emphasizing collaboration and inter-institutional activities.
- Fostering innovation and entrepreneurship to promote cultural changes and new operating models.
- Promoting the optimal use of technology in support of systemwide and campus operations.
- Reviewing and discussing periodic reporting on initiatives that promote effectiveness and efficiencies in the USM operating model, increase quality, serve more students, and optimize USM resources to reduce pressure on tuition, yield savings and cost avoidance.



Committee on Advancement Charge

The Committee on Advancement shall consider and report to the Board on all matters relating to the University System of Maryland's private fund-raising efforts, including policies, strategies, best practices and national standards affecting capital campaigns and ongoing fund-raising programs of individual institutions and the University System of Maryland.

This Committee shall give support to individual institutions and affiliated foundations in all development/advancement efforts, recognizing the vast majority of donors' interests lie with individual institutions, and in many cases, specific programs. This Committee shall also encourage individual institutions and affiliated foundations in seeking collaborative and joint fundraising between and among institutions and programs.

This Committee shall support efforts to bring more resources to advancement programs in order to build a thriving culture of philanthropy and engagement, which in turn improves scholarship, student access, and innovation across the USM.

This Committee shall review institutional and system-wide efforts and make recommendations to the Board regarding the enhancement of system interests through entrepreneurial and private fund-raising activities, including gifts, donations, bequests, endowment, grants, venture, cooperative agreements, and other public-private opportunities.

The Committee will encourage all system institutions to establish positive and noteworthy stewardship standards, reflected in the regular communication with donors about the intent, use, and outcomes of the application of the funds received. This Committee will review requests related to the naming of academic programs and facilities.

This Committee acknowledges the critical role of affiliated foundations in these efforts, and in particular good stewardship and management of funds. This Committee shall consider and report to the Board on all matters relating to System-affiliated foundations, alumni associations and similar 501 (c) (3) organizations affiliated with the USM and monitor activities to assure adequate institutional controls are in place.

Per Regents policy, this committee shall review selected Regent's Advancement policies annually and each policy shall be reviewed at least once every four years.

University System of Maryland
Board of Regents Audit Committee
Audit Committee Charter
Established June 2006 and Last Revised – November 13, 2020

PURPOSE

To assist the Board of Regents in fulfilling its responsibilities for overseeing the adequacy of and compliance with the internal controls, BOR Policies, risk management practices, investigative activity, governance processes, and to oversee the sufficiency and appropriateness of the financial reporting of the University System of Maryland.

AUTHORITY

The Audit Committee (Committee) is granted the authority to investigate any activity of the USM, and all employees are directed to cooperate as requested by the Committee Chair or Committee of the Whole. The Committee, with the approval of the Board, is empowered to retain persons having special competence as necessary to assist the Committee in fulfilling its responsibility. It is empowered to:

- Appoint, compensate and oversee the work of the Director of Internal Audit and the public accounting firm employed by the organization to conduct the annual audit. This firm and the Director of Internal Audit will report directly to the Audit Committee.
- Resolve any disagreements between management and the auditor regarding financial reporting.
- Retain independent accountants or other qualified professionals to advise the Committee or assist in the conduct of an investigation.
- Seek any information it requires from employees--all of whom are directed to cooperate with the committee's requests--or external parties.
- Meet with USM officers, external auditors or outside counsel, as necessary.
- The committee may delegate authority to subcommittees, providing that decisions are presented to the full Committee at its next scheduled meeting.
- Review and approve the yearly internal audit plan and oversee the effectiveness of the internal audit function.

COMPOSITION

The Audit Committee shall comprise not less than **5** or more than **7** members. The majority of the members must be knowledgeable about financial matters and have financial literacy as a whole. The Chairman of the Board of Regents shall appoint the members of the Audit Committee, and select the Audit Committee's Chair, to serve one-year terms. A majority of members of the committee shall constitute a quorum.

MEETINGS

The Audit Committee is to meet at least four times each year, and as many more times as it deems necessary. All Committee members are expected to attend each meeting. As necessary or desirable, the Committee Chair may request that members of management and the representatives of the independent auditor or other advisors be present at meetings of the Committee.

RESPONSIBILITIES:

1. The Committee on Audit shall render advice and assistance to the Board of Regents in fulfilling its fiduciary responsibilities for overseeing the adequacy of and compliance with the internal controls, BOR Policies, risk management practices, investigative activity, governance processes, and to oversee the sufficiency and appropriateness of the financial reporting of the University System of Maryland.
2. This Committee shall review independent audit proposals including the scope of examination, services to be provided, reports to be rendered and fees to be charged, recommend to the Board the selection and scope of work of the independent external auditor of the University System of Maryland, review findings received there from and provide the Board with appropriate reports.
3. This Committee shall review legislative audits of the institutions of the University System and institutional responses thereto, and provide the Board with appropriate reports.
4. This Committee shall review and recommend to the Board the scope of the internal audit function. The Committee shall review the Charter of the Office of Internal Audit, its annual plan of work, its reports and administrative actions taken regarding its recommendations, and its annual report of significant audit items, and shall provide the Board with appropriate reports on the activities of that office. The Committee shall review the performance of the Director of Internal Audit and monitor the effectiveness of the internal audit function.
5. In fulfillment of these responsibilities this Committee shall foster direct communications with the external auditors on an annual basis or as otherwise deemed appropriate, and shall assure direct access from the Office of the Internal Audit, including meeting privately, at least on an annual basis, with the Director of Internal Audit.
6. This Committee shall monitor the Board's observance of the State Ethics Code as it pertains to possible conflict of interest with matters of the University System of Maryland.

7. This Committee shall assist the Board in fulfilling its responsibility to comply with Md. Education Code Ann. Section 12-104(p) review of annual financial disclosure statements—The Board of Regents shall review the annual financial disclosure statements filed by the Chancellor and the presidents of each constituent institution in accordance with Section 5-607 of the General Provisions Article.
8. The Committee shall review the annual financial disclosure statements filed by the members of the Board of Regents in accordance with Section 5-607 of the General Provisions Article.
9. The Committee shall render advice and assistance to the Board of Regents in fulfilling its responsibilities for overseeing the sufficiency and adequacy of Enterprise Risk Management of the University System of Maryland as defined in BOR Policy - VIII-20.00 Policy on Enterprise Risk Management.

Board of Regents Bylaws

Article X Section 3. Committee on Audit. (Last Revised November 22, 2019)

A. The Committee on Audit shall have the following duties:

1. The Committee on Audit shall render advice and assistance to the Board of Regents in fulfilling its fiduciary responsibilities for overseeing adequacy of and compliance with the internal controls of the University System of Maryland and the sufficiency and appropriateness of its financial reporting.
2. This Committee shall review independent audit proposals including the scope of examination, services to be provided, reports to be rendered and fees to be charged, recommend to the Board the selection and scope of work of the independent external auditor of the University System of Maryland, review findings received there from and provide the Board with appropriate reports.
3. This Committee shall review legislative audits of the institutions of the University System and institutional responses thereto, and provide the Board with appropriate reports.
4. This Committee shall review and recommend to the Board the scope of the internal audit function. The Committee shall review the Charter of the Office of Internal Audit, its annual plan of work, its reports and administrative actions taken regarding its recommendations, and its annual report of significant audit items, and shall provide the Board with appropriate reports on the activities of that office.
5. In fulfillment of these responsibilities this Committee shall foster direct communications with the external auditors on an annual basis or as otherwise deemed appropriate, and shall assure direct access from the Office of the Internal Auditor, including meeting privately, at least on an annual basis, with the Director of Internal Audit.
6. This Committee shall monitor the Board's observance of the State Ethics Code as it pertains to possible conflict of interest with matters of the University System of Maryland.
7. This Committee shall assist the Board in fulfilling its responsibility to comply with Md. Education Code Ann. Section 12-1-4(p) review of annual financial disclosure statements—
The Board of Regents shall review the annual financial disclosure statements filed by the Chancellor and the presidents of each constituent institution in accordance with Section 5-607 of the General Provisions Article.
8. The Committee shall review the annual financial disclosure statements filed by the members of the Board of Regents in accordance with Section 5-607 of the General Provisions Article.
9. The Committee shall render advice and assistance to the Board of Regents in fulfilling its responsibilities for overseeing the sufficiency and adequacy of Enterprise Risk Management of the University System of Maryland as defined in BOR Policy - VIII-20.00 Policy on Enterprise Risk Management.



**UNIVERSITY SYSTEM
of MARYLAND**

**Board of Regents
Committee on Governance and Compensation**

PURPOSE

To assist the Board of Regents in fulfilling its responsibilities for the oversight of leadership of the University System of Maryland, specifically pertaining to optimal performance of the Board and personnel matters.

RESPONSIBILITIES

The Governance and Compensation Committee regularly meets six times annually and, with the approval of the BOR, is granted the authority to ensure that the Board operates according good governance principles and realizes its full potential as high performing Board. The committee is charged with reviewing matters pertaining to the organization and leadership structure of the University System of Maryland, its constituent institutions and centers and the System Office, other personnel matters such as collective bargaining agreements, compensation for individuals under BOR Policy VII-10.0 and matters pertaining to the optimal operation of the BOR.

- A. Leads the Board in evaluating its performance, including developing guidelines for Board evaluations, administering biannual Board self-assessments, coordinating periodic comprehensive reviews of the Board, and assessment of Board committees.
- B. Reviews Board Bylaws as needed and recommends changes for Board approval.
- C. Reviews the program for new Regent orientation and ongoing Board development to ensure that Regents receive appropriate education and training, including Regent Mentor program and Regent Liaison Program.
- D. Reviews and monitors compliance related to Board composition and Regent attendance.
- E. Certifies the annual review of committee charters.
- F. Defines and implements USM's philosophy for executive compensation, including
 - Periodic benchmarking and aging of peer compensation data;
 - Conducting a comprehensive review of peer data every 3 – 5 years;
 - Utilizing data to inform compensation for new presidents and chancellors; and
 - Monitor trends in compensation and maintain compensation tally sheets.
- G. Develops and implements a framework for goal setting and annual and comprehensive executive performance review, including
 - Establishing/reviewing guidelines for comprehensive performance reviews of the USM Presidents and Chancellor
 - Approving annual goals for the Chancellor and USM Presidents,

- Reviewing annual performance assessments of the USM Presidents and Vice Chancellors,
 - Conducting an annual review of the Chancellor,
 - Conduct a comprehensive review of the Presidents every 3 – 5 years and review feedback,
 - Under special circumstances, request additional performance reviews of the Chancellor and USM presidents, as appropriate
- H. Recommends to the Board appointments and compensation for an Acting or Interim Chancellor or, on the recommendation of the Chancellor, Acting or Interim Presidents in the event of vacancies.
- I. Monitors trends and opportunities for succession planning and leadership development
- J. Maintains guidelines for Chancellor and Presidents Searches.
- K. Maintains an annual calendar for the Governance and Compensation Committee
- L. Maintains a schedule for USM policy review.
- M. Reviews for information purposes contracts and appointment letters of certain personnel entered into by the USM and its institutions in accordance with Board of Regents Policy VII-10.0 Policy on Board of Regents Review of Certain Contracts and Employment Agreements.
- N. Develops the parameters for compensation and terms of appointment for President and Chancellor hires for recommendation to the Board, to permit the Board to delegate negotiation of an appointment letter to the Chancellor or, in the case of a Chancellor's hire, the Board Chair.
- O. Reviews and recommends for board approval, as appropriate, collective bargaining agreements and related reporting on collective bargaining activity in the USM.

TOPIC: Review of Policy Library Matrix

COMMITTEE: Committee on Governance and Compensation

DATE OF MEETING: October 30, 2024

SUMMARY: The Committee on Governance and Compensation will review a matrix of current Board of Regents policies.

ALTERNATIVE(S): This is an information item.

FISCAL IMPACT: None.

CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE ACTION: DATE: October 30, 2024

BOARD ACTION: DATE:

SUBMITTED BY: Denise Wilkerson; dwilkerson@usmd.edu; 410-576-5734

DRAFT USM Policy Library Review - Oct 2024 - for Nasdaq

SUMMARY:

The USM BOR has bylaws and policies that provide guidance for BOR, USMO staff and institutional operations. The bylaws address overall operations of the BOR including the charges for each standing committee. The policies provide broad policy guidance to the USMO staff and the USM institutions and also cover technical and operational requirements. USMO staff has begun a comprehensive review of all of the policies to make sure they are up-to-date and reflect current operational requirements.

There is a total of 238 BOR policies in 10 sections:

- SECTION I. System-wide Councils and Institutional Boards
- SECTION II. Faculty
- SECTION III. Academic Affairs
- SECTION IV. Research
- SECTION V. Student Affairs
- SECTION VI. General Administration
- SECTION VII. Personnel/Human Resources
- SECTION VIII. Fiscal and Business Affairs
- SECTION IX. External Relations
- SECTION X. Information Technology

Committee Abbreviations:

- Advancement (ADV)
- Audit (AUD)
- Research and Economic Development (R & ED)
- Education Policy & Student Life (EPSLS)
- Finance (FIN)
- Intercollegiate Athletics (ICA)
- Committee of the Whole (WHOLE)

SECTION I: SYSTEMWIDE COUNCILS AND INSTITUTIONAL BOARDS						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Amended	Last Reviewed	Notes
I-1.00	Policy on Council Of University System Presidents	WHOLE		12.15.2017	12.15.2017	
I-2.00	Policy on Constitution For The Faculty Council Of The University Of Maryland System	EPSLS		06.14.2024	06.14.2024	
I-3.00	Policy on University System Student Council	EPSLS		06.21.2019	06.21.2019	
I-3.01	Policy on Constitution Of The University System Student Council	EPSLS		04.19.2019	04.19.2019	
I-3.50	Policy on Constitution For The Council Of University System Staff	WHOLE		02.8.2005	02.08.2005	
I-4.00	Policy On USM and Institutional Boards and Commissions	WHOLE		06.21.2019	06.21.2019	
I-6.00	Policy on Shared Governance In The University System Of Maryland	WHOLE	EPSLS	08.25.2000	08.25.2000	
I-7.00	Policy on Public Ethics Of Members Of The Board Of Regents	WHOLE	OAG	04.12.2023	04.12.2023	
I-7.01	Policy On The Role Of The University System Of Maryland As A Public Corporations	R & ED	FIN	12.02.2011	12.15.2022	

SECTION II: FACULTY						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Amended	Last Reviewed	Notes
II-1.00	University System Policy on Appointment, Rank, and Tenure of Faculty	EPSLS	R & ED	06.14.2024	06.14.2024	
II-1.02	Policy on Faculty Academic Credentials	EPSLS		12.12.2014	12.12.2014	
II-1.03	Policy on Concurrent Faculty and Administrative Appointments	EPSLS		07.07.2000	07.07.2000	
II-1.04	Policy on Procedures for Appeals to the University System of Maryland (USM) Board of Regents of Decisions to Terminate Tenured or Tenure-Track	EPSLS		12.12.2014	12.12.2014	
II-1.05	Policy on The Employment Of Full-Time, Non- Tenure Track Instructional Faculty In The University System Of Maryland	EPSLS		07.01.2007	07.01.2007	
II-1.06	Policy on The Employment Of Part-Time, Non- Tenure Track Instructional Faculty In The University System Of Maryland	EPSLS		12.03.2010	12.03.2010	
II-1.07	Policy On The Employment Of Adjunct Faculty In The University System Of Maryland	EPSLS		06.22.2012	06.22.2012	
II-1.10	Policy on Part-Time Tenure-Track and Part-Time Tenured Faculty	EPSLS		04.26.1990	04.26.1990	
II-1.11	Policy on Part-Time Faculty Members Engaged Exclusively or Primarily in Library Services	EPSLS		04.07.2000	04.07.2000	
II-1.19	Policy on the Comprehensive Review of Tenured Faculty	EPSLS		07.12.1996	07.12.1996	
II-1.20	Policy on Evaluation of Performance of Faculty	EPSLS		10.22.1991	10.22.1991	
II-1.21	Policy on Compensation for Faculty	EPSLS		12.12.2014	12.12.2014	
II-1.22	Policy on Faculty Appointment Letters or Contracts	EPSLS		07.07.2000	07.07.2000	
II-1.25	Policy on Faculty Workload and Responsibilities	EPSLS		06.21.2019	06.21.2019	
II-1.30	Policy on the Regents Professorship	EPSLS		02.28.1992	02.28.1992	
II-2.00	Policy on Sabbatical Leave for Faculty	EPSLS	R & ED	04.13.2012	04.13.2012	
II-2.01	Policy on Professional And/Or Research Leave For Faculty Members Engaged Exclusively Or Primarily In Library Services	EPSLS		04.07.2000	04.07.2000	
II-2.10	Policy on Terminal Leave for Faculty	EPSLS		06.27.2014	06.27.2014	
II-2.20	Policy on Leave Without Pay for Faculty	EPSLS		11.30.1989	11.30.1989	
II-2.25	Policy on Parental Leave and Other Family Supports for Faculty	FIN		06.21.2019	06.21.2019	
II-2.30	Policy on Sick and Safe Leave for Faculty Members	FIN		09.16.2022	09.16.2022	
II-2.31	Policy on Family and Medical Leave for Faculty	FIN		04.20.2018	04.20.2018	
II-2.32	Policy on Accident Leave for Faculty	EPSLS		06.21.2013	06.21.2013	
II-2.40	Policy on Annual Leave for Faculty	FIN		06.16.2017	06.16.2017	
II-2.50	Policy on Jury Service for Faculty Member	EPSLS		05.07.1993	05.07.1993	
II-3.00	Policy on the Role of the Faculty in the Development of Academic Policy	EPSLS		11.30.1989	11.30.1989	
II-3.10	Policy on Professional Commitment of Faculty	EPSLS	R & ED	06.27.2003	06.27.2003	
II-3.20	Policy on Teaching Outside the Home Institution by Full-Time Faculty	EPSLS		11.30.1989	11.30.1989	
II-4.00	Policy on Faculty Grievance	EPSLS		11.30.1989	11.30.1989	
II-8.00	Policy on Faculty Retrenchment	EPSLS		11.29.1990	11.29.1990	

SECTION III: ACADEMIC AFFAIRS						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Amended	Last Revised	Notes
III-1.00	Policy on Faculty, Student and Institutional Rights and Responsibilities for Academic Integrity	EPSLS		12.16.2022	12.16.2022	
III-1.10	Policy on Misconduct in Scholarly Work	EPSLS		12.12.2014	12.14.2014	
III-1.11	Policy on Conflicts of Interest in Research and Development	EPSLS	R & ED	06.16.2017	06.16.2017	
III-1.20	Policy for Review of Alleged Arbitrary and Capricious Grading	EPSLS		01.11.1990	01.11.1990	
III-1.30	Policy on Academic Clemency	EPSLS		02.22.1990	02.22.1990	
III-1.41	Policy on Credit by Examination and Portfolio Assessment	EPSLS		09.19.2014	09.19.2014	
III-2.00	Policy on Continuing Education	EPSLS		11.30.1989	11.30.1989	
III-2.10	Policy on Summer and Special Sessions	EPSLS		01.11.1990	01.11.1990	
III-2.20	Policy on Combined Bachelor's/Master's Programs	EPSLS		01.11.1990	01.11.1990	
III-2.30	Policy on Eligibility to Register	EPSLS		02.22.1990	02.22.1990	
III-2.40	Policy on Undergraduate Student Concurrent Inter-Institutional Registration	EPSLS		12.12.2014	12.12.2014	
III-2.41	Policy on Graduate Student Inter-Institutional Registration	EPSLS		12.12.2014	12.12.2014	
III-2.50	Policy on Academic Advising	EPSLS		06.21.1990	06.21.1990	
III-3.00	Policy on Awarding of Honorary Degrees	EPSLS		06.21.2019	06.21.2019	
III-4.00	Policy on Undergraduate Admissions	EPSLS		06.17.2022	06.17.2022	
III-4.10	Policy on Enrollment	FIN	EPSLS	12.12.2014	12.12.2014	Policy reflects current practice and reporting standards, continuing to be relevant for managing enrollment. Periodic review is advised to ensure consistency with systemwide strategic goals.
III-5.00	Policy on Academic Calendar	EPSLS		04.06.2001	04.06.2001	
III-5.10	Policy Concerning the Scheduling of Academic Assignments on Dates of Religious Observance; Campus Space For Faith-Based Or Religious Practices	EPSLS		12.15.2023	12.15.2023	
III-6.00	Policy on Academic Transcripts	EPSLS		12.15.2023	12.15.2023	
III-6.10	Policy for the Numbering of Academic Courses	EPSLS		12.12.2014	12.12.2014	
III-6.20	Policy on Grading Symbol Identification	EPSLS		01.11.1990	01.11.1990	
III-6.30	Policy on Confidentiality and Disclosure of Student Records	EPSLS		01.11.1990	01.11.1990	Notably, this policy is based on a 1990s framework, and significant changes have occurred in privacy laws. It would benefit from a review and update. Recommend a joint effort from Student Affairs, IR/Data Analytics, and OIT.
III-6.40	Policy on Classification of Undergraduate Students	EPSLS		04.26.1990	04.26.1990	
III-7.00	Policy on Curricular and Degree Requirements	EPSLS		04.26.1990	04.26.1990	
III-7.01	Policy on the Review and Approval of New Academic Programs That Do Not Require New Resources	EPSLS		04.07.2000	04.07.2000	
III-7.02	Policy on the Review and Abolition of Existing Academic Programs	EPSLS		10.27.2000	10.27.2000	
III-7.03	Policy on the Resolution Regarding Action by the Board of Regents to Delegate to the Chancellor of The University	EPSLS		06.18.2003	06.18.2003	
III-7.04	Policy on the Resolution Regarding Action By The Board of Regents to Delegate to the Chancellor of The University	EPSLS		06.18.2003	06.18.2003	
III-7.05	Policy on the Creation/Development By University System of Maryland Institutions of Schools or Colleges	EPSLS		02.10.2006	02.10.2006	
III-7.10	Policy on Graduate Education	EPSLS		06.21.1990	06.21.1990	
III-7.11	Policy on Graduate Assistantships	EPSLS		06.22.2012	06.22.2012	
III-7.20	Policy on Undergraduate General Education Transferability Between UMS Institutions	EPSLS		12.12.2014	12.12.2014	
III-7.30	Policy On The Award Of Posthumous Degrees	EPSLS		06.19.2015	06.19.2015	
III-8.00	Policy on The Admission Of First-Time Freshmen In The Spring Admits Semester	EPSLS		02.18.2005	02.18.2005	
III-8.01	Policy on Alternative Means Of Earning Academic Degree Credit	EPSLS		02.18.2005	02.18.2005	
III-8.02	Policy on Standard Credit Requirements For Baccalaureate Degree Programs	EPSLS		02.18.2005	02.18.2005	
III-9.00	Policy on Guidelines On Non-USM Institutions Offering Programs at USM Regional Centers	EPSLS		06.22.2005	06.22.2005	
III-10.00	Policy on Textbook Affordability Measures	EPSLS		02.13.2009	02.13.2009	

SECTION IV: RESEARCH						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Amended	Last Reviewed	Notes
IV-1.00	Policy for the Establishment and Review of Centers and Institutes in the University of Maryland System	EPSLS	R & ED	12.12.2014	12.12.2014	
IV-2.00	Policy on Solicitation and Acceptance of Sponsored Projects	R & ED	EPSLS	02.21.2003	02.21.2003	
IV-2.10	Policy on Human Subjects of Research	WHOLE	EPSLS/R & ED	04.12.2013	04.12.2013	Based on a review of the most recent 2013 BOR action, the policy may fall under the EPSLS Committee. In 2008, the policy was presented via the Committee of the Whole. Recommend the Committee of the Whole in consultation with the OAG.
IV-2.20	Policy on Classified and Proprietary Work	R & ED	EPSLS/ R & ED	06.16.2017	06.16.2017	Based on a review of the most recent 2013 BOR action, the policy may fall under the EPSLS Committee. In 2008, the policy was presented via the Committee of the Whole. Recommend the Committee of the Whole in consultation with the OAG.
IV-3.00	Policy on Patents	R & ED	EPSLS	12.12.2014	12.12.2014	
IV-3.10	Policy on Copyrights	R & ED	EPSLS	02.08.2002	02.08.2002	
IV-3.20	Policy on Intellectual Property	R & ED	EPSLS	06.21.2019	06.21.2019	

SECTION V: STUDENT AFFAIRS						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Updated	Last Reviewed	Notes
V-1.00	Policy on Student Affairs	EPSLS		01.11.1990	01.11.1990	This is a policy that I know Zakiya was working on reviewing several years ago. This was going to fold in language from VI-7.00 – Policy on Chaptains. As far as I can tell, it was reviewed by the OAG and went to CC/CUSP in 2017 but hit a standstill in 2020.
V-1.10	Policy on Student Publications	EPSLS		01.11.1990	01.11.1990	
V-1.20	Policy on Student Social Media Privacy	EPSLS		10.09.2015	10.09.2015	
V-1.30	Policy on Substance Use Disorder Recovery Programs	EPSLS		12.15.2017	12.15.2017	
V-2.00	Policy on Student Athletics	ICA	EPSLS	01.11.1990	01.11.1990	The ICA Committee, though relatively new, is charged with overseeing all matters related to intercollegiate athletics. While report-outs are provided to both the EPSLS and Finance Committees, I question whether the designation of EPSLS as a "secondary" committee fully aligns with the Board Chair's guidance during FC meetings, where it was emphasized that the FC's role is limited to receiving financial updates from the ICA Committee. It may be advisable to confirm with the BOR Chair whether a secondary committee designation (one or both) is appropriate. Additionally, Policy V-2.00 & V-2.10 should be considered for consolidation.
V-2.10	Policy on Reports on Intercollegiate Athletics	ICA	EPSLS	06.16.2023	06.16.2023	The ICA Committee, though relatively new, is charged with overseeing all matters related to intercollegiate athletics. While report-outs are provided to both the EPSLS and Finance Committees, I question whether the designation of EPSLS as a "secondary" committee fully aligns with the Board Chair's guidance during FC meetings, where it was emphasized that the FC's role is limited to receiving financial updates from the ICA Committee. It may be advisable to confirm with the BOR Chair whether a secondary committee designation (one or both) is appropriate. Additionally, Policy V-2.00 & V-2.10 should be considered for consolidation.
V-2.20	Policy on Academic Achievement in Intercollegiate Athletics	EPSLS		10.24.2014	10.24.2014	
V-4.00	Policy on Student Employment	EPSLS		01.11.1990	01.11.1990	
V-5.00	Policy on Student Housing	EPSLS		12.12.2014	12.12.2014	
V-6.00	Policy on Community Service	EPSLS		12.10.1991	12.10.1991	
V-7.00	Policy On Students Who Are Called To Active Military Duty During A National Or International Crisis Or Conflict	EPSLS		10.05.2001	10.05.2001	
V-8.00	Policy on Resolution On Event-Related Student Misconduct	EPSLS		02.10.2006	02.10.2006	

SECTION VI: GENERAL ADMINISTRATION						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Amended	Last Reviewed	Notes
VI-1.00	Policy on Non-Discrimination and Equal Opportunity	G&C		11.22.2019	11.22.2019	
VI-1.40	Policy on the Implementation and Monitoring of Recommendations of the Cult Task Force	EPSLS		12.12.2014	12.12.2014	This could probably be phased out, but we'd need to discuss with relevant parties
VI-1.50	Policy on the Reporting of Suspected Child Abuse and Neglect	AUDIT	EPSLS	12.09.2011	12.09.2011	
VI-1.60	Policy on Sexual Discrimination	EPSLS		07.31.2024	07.31.2024	
VI-2.00	Policy on Recommendations to Change the Name or Status of an Institution	EPSLS		01.11.1990	01.11.1990	
VI-3.00	Policy on Advertising	WHOLE	FIN/EPSLS	04.13.2007	04.13.2007	Committee of the Whole (not Finance Committee). Recommend seeking input from Vice Chancellor for Communications for review and potential amendment.
VI-4.00	Policy on the Naming of Facilities and Programs	ADV		11.13.2020	11.13.2020	
VI-4.10	Policy on the Use of the Physical Facilities of the University System for Public Meetings	WHOLE		01.11.1990	01.11.1990	
VI-4.20	Guidelines Regarding the Effect of Donor Funding and Other External Funding on the Prioritization of State-Funded Capital Projects	FIN		12.09.2005	Spring 2024	This policy is reviewed annually
VI-5.00	Policy on Inspection of Public Records	WHOLE		06.19.2015	06.19.2015	
VI-5.10	Policy on Preservation of Items of Historical Interest	WHOLE	EPSLS	10.24.2014	10.24.2014	
VI-6.00	Policy on Requests for Advice of Counsel and Official Opinions from the Attorney General	WHOLE		10.24.2014	10.24.2014	
VI-6.10	Policy on Records Management	WHOLE		12.09.2016	12.09.2016	
VI-6.20	Policy on Out-of-State Work for Employees	FIN		04.29.2022	04.29.2022	
VI-7.00	Policy on Chaplains	WHOLE		01.11.1990	01.11.1990	
VI-8.00	Policy on the Use of Alcoholic Beverages at University System Institutions and Facilities	EPSLS		01.11.1990	01.11.1990	
VI-8.10	Policy On Smoking At USM Institutions	WHOLE	FIN/EPSLS	06.22.2012	06.22.2012	
VI-9.00	Policy on Establishment of Institutional Traffic Regulations	WHOLE		01.11.1990	01.11.1990	
VI-9.10	Policy on Reporting of Campus Crime Statistics	EPSLS		12.12.2014	12.12.2014	
VI-10.00	Policy on the Filing of Institutional Policy Manuals with the Chancellor	WHOLE		10.24.2014	10.24.2014	
VI-12.00	Policy on Emergency Conditions: Cancellation of Classes and Release of Employees	WHOLE	FIN/EPSLS	05.01.1992	Summer 2022	Committee of the Whole; an HR workgroup reviewed the policy 7/2022. SHRC recommended that amendments not go forward at that time.
VI-13.00	Policy on Campus Emergency Planning, Preparedness, and Response	WHOLE		04.21.2017	04.21.2017	

SECTION VII: PERSONNEL/HUMAN RESOURCES						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Amended	Last Reviewed	Notes
VII-1.00	Policy on the Human Resources Management Program	FIN		10.09.2015	10.09.2015	
VII-1.01	Policy on Recruitment and Selection	FIN		10.09.2015	10.09.2015	
VII-1.10	Policy on a Drug and Alcohol-Free Workplace for Employees	FIN		10.09.2015	10.09.2015	
VII-1.15	Policy on Criminal Background Checks for Faculty and Staff Employees	FIN		04.15.2016	04.15.2016	
VII-1.21	Policy on Probation for Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Finance Committee has responsibility for this policy. Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-1.22	Policy on Separation for Regular Exempt Employees	FIN		12.20.2019	12.20.2019	
VII-1.23	Policy on Separation of a Nonexempt Staff Employee	FIN		10.09.2015	10.09.2015	
VII-1.24	Policy on Termination with Prejudice	FIN		2.14.2014	2.14.2014	
VII-1.30	Policy on Layoff for Nonexempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-1.32	Policy on Layoff and Recall of Regular Exempt Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-1.40	Policy on Contingent Employment for Nonexempt and Exempt Staff Employees	FIN		06.21.2019	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-2.10	Policy on Employment of Members of the Same Family	FIN		10.09.2015	10.09.2015	
VII-2.20	Policy on Soliciting Personnel During Working Hours	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-2.30	Policy on Employee and Applicant Disclosure of Misconduct For Nonexempt and Exempt Staff Employees And Applicants For USM Staff Positions	FIN		10.09.2015	10.09.2015	
VII-3.00	Policy on Wellness Programs	FIN		10.09.2015	10.09.2015	
VII-3.10	Policy on Employee Development for Nonexempt and Exempt Staff Employees	FIN		06.19.2020	06.19.2020	
VII-4.10	Policy on Tuition Remission And Tuition Reimbursement For Regular And Retired Nonexempt And Exempt Staff And Faculty Employees Of The University System Of Maryland	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024. Note: Tuition Remission is a mandatory subject of collective bargaining under MD law.
VII-4.20	Policy on Tuition Remission for Spouse and Dependent Children Of USM Employees And Retirees	FIN		09.19.2014	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024. Note: Tuition Remission is a mandatory subject of collective bargaining under MD law.
VII-4.30	Policy on Salary Advances For USM Employees	FIN		10.09.2015	10.09.2015	
VII-4.60	Policy on Shift Differential For Nonexempt Staff Employees	FIN		10.09.2015	10.09.2015	
VII-4.62	Policy on On-Call and Call-Back for Nonexempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024. Note: Tuition Remission is a mandatory subject of collective bargaining under MD law.
VII-5.00	Policy on Performance Evaluation of the Chancellor and the Institution Presidents/Center Directors of the University of Maryland System	G&C		10.09.2015	10.09.2015	
VII-5.01	Policy on the Multi-Year Review of USM Presidents	G&C		06.19.2020	06.19.2020	
VII-5.10	Policy on Associates of the Chancellor/President	G&C		11.11.2022	11.11.2022	
VII-5.20	Policy on Performance Management Program	FIN		10.09.2015	10.09.2015	
VII-6.02	Policy on Employee Files for Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-6.10	Policy on Work Schedules for Regular Nonexempt and Exempt Staff Employees	FIN		10.09.2015	10.09.2015	
VII-7.00	Policy on Annual Leave for Regular Nonexempt and Exempt Staff Employees	FIN		06.27.2014	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024. Proposed amendments anticipated to be presented to BOR by 12/2024.
VII-7.10	Policy on Personal Leave for Regular Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024. Proposed amendments anticipated to be presented to BOR by 12/2024.
VII-7.11	Policy on Leave Reserve Fund for Regular Status Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024. Will need to be amended to reflect the correct paid parental leave assurance of 12 weeks, per policy VII-7.49.
VII-7.12	Policy on Leave of Absence Without Pay for Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-7.20	Policy on Administrative Leave for Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-7.21	Policy on Jury Service for Regular Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-7.22	Policy on Leave for Legal Actions for Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.

VII-7.23	Policy on Military Leave with Pay for Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	(1) Reviewed in FY2024 by HR. (2) Consider whether the BOR should extend Military Leave with Pay from the current 15 days per year to 30 days, aligning with Governor Moore's Time to Serve Act of 2024 (HB580). (3) This policy may require amendment to align with an EPIP under the state's FAMLI program.
VII-7.24	Policy on Call-Up to Active Military Duty During a National or International Crisis or Conflict for Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed in FY2024.
VII-7.25	Policy on Leave For Service As Election Judge For Regular Status Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-7.26	Policy on Leave for Disaster Service for Regular Status and Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	(1) Draft amendments are currently being prepared to comply with the Time to Serve Act (HB580), increasing amount of disaster service leave employees may use from 15 days per calendar year to 30 days in any 12-month period. (2) Proposed amendments anticipated to be presented to BOR by 12/2024.
VII-7.30	Policy on Holiday Leave for Regular Nonexempt and Exempt Staff Employees	FIN		04.29.2022	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024. Proposed amendments anticipated to be presented to BOR by 11/2024.
VII-7.40	Policy on Accident Leave for Nonexempt and Exempt Staff Employees	FIN		10.09.2015	10.09.2015	
VII-7.41	Policy on Modified Duty	FIN		10.09.2015	10.09.2015	
VII-7.45	Policy on Sick Leave for Exempt and Nonexempt Staff Employees	FIN		06.21.2019	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024. Proposed amendments anticipated to be presented to BOR by 11/2024. This policy may require further amendment to align with an EPIP under the state's FAMLI program.
VII-7.46	Policy on Sick and Safe Leave for Certain Eligible Contingent Category I and Other Part-Time, Hourly, or Non-Regular Staff and Student Employees	FIN		06.21.2019	06.21.2019	This policy may need to be amended to align with an EPIP under the state's FAMLI program.
VII-7.49	Policy on Parental Leave and Other Family Supports for Staff	FIN		06.21.2019	06.21.2019	This policy may need to be amended to align with an EPIP under the state's FAMLI program.
VII-7.50	Policy on Family and Medical Leave for Nonexempt and Exempt Staff Employees	FIN		04.20.2018	04.20.2018	This policy may need to be amended to align with an EPIP under the state's FAMLI program.
VII-8.00	Policy On Grievances For Exempt And Nonexempt Staff Employees	FIN		06.21.2019	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-8.05	Policy On Professional Conduct and Workplace Bullying	FIN		06.17.2021	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-9.00	Policy on Vesting of Certain Rights Upon Implementation of Phase I-Nonexempt of the USM Pay Program	FIN		10.09.2015	10.09.2015	
VII-9.01	Policy on Vesting of Certain Rights Upon Implementation of Phase II-Exempt of the USM Pay Program	FIN		10.09.2015	10.09.2015	
VII-9.10	Policy on the Pay Program for Nonexempt Staff Employees	FIN		10.09.2015	10.09.2015	
VII-9.11	Policy on Pay Administration for Exempt Positions	FIN		10.09.2015	10.09.2015	
VII-9.20	Policy on Pay Administration for Regular Nonexempt Staff Employees	FIN		10.09.2015	10.09.2015	
VII-9.31	Policy on Establishment and Assignment of Staff Job Groups and Employment Status Groups	FIN		10.09.2015	10.09.2015	
VII-9.50	Policy on Temporary Assignments and Acting/Interim Appointments for Regular Status Nonexempt and Exempt Staff Employees	FIN		06.19.2020	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-9.51	Policy on Reassignment for Regular Exempt Staff Employees	FIN		10.09.2015	10.09.2015	
VII-9.61	Policy on Reinstatement for Regular Status Nonexempt and Exempt Staff Employees	FIN		10.09.2015	2024	Reviewed during consolidated collective bargaining negotiations; MOU ratified by BOR July 2024.
VII-9.70	Policy on Requesting a Position Classification Review for Nonexempt Staff Positions	FIN		10.09.2015	10.09.2015	
VII-9.80	Policy on Impact of Changes in the Minimum Qualifications of Nonexempt Job Class Specifications	FIN		10.09.2015	10.09.2015	
VII-10.0	Policy on Board of Regents Review of Certain Contracts and Employment Agreements	G&C		06.19.2020	06.19.2020	
VII-11.00	Policy on Standards, Qualifications, and Prerequisites for University of Maryland Police Officers			04.16.2010	04.16.2010	This policy was developed by the Chancellor's COS, as staff to the BOR Workgroup on Campus Safety, Security, and Emergency Preparedness, chaired by Regent McMillen https://www.usmd.edu/BORPortal/Materials/2010/FB/20100416/PSJ.pdf

SECTION VIII: FISCAL AND BUSINESS AFFAIRS						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Amended	Last Reviewed	Notes
VIII-1.00	Resolution Authorizing the Associate Vice Chancellor for Financial Affairs to Approve Changes of Signatures on Bank Accounts	FIN		04.06.2020	04.06.2020	
VIII-1.10	Policy for Capitalization and Inventory Control	FIN		06.19.2014	06.19.2014	Review required to ensure alignment with accounting standards over the next 2-3 years.
VIII-1.20	Policy on Disposal of Surplus Personal Property	FIN		06.21.1990	06.21.1990	Review necessary to confirm compliance with state policy.
VIII-1.21	Policy on Lost or Abandoned Currency or Tangible Personal Property on University System Premises	FIN		07.26.1990	07.26.1990	Review necessary to confirm adherence to state regulations on unclaimed property.
VIII-1.30	Policy on Withdrawal of Funds from Bank Accounts	FIN		12.02.2011	12.02.2011	Review with Controllers to confirm compliance with signature requirements.
VIII-1.40	Forms Management	FIN		10.08.1990	10.08.1990	Flag for deletion as obsolete; policy no longer relevant or applicable
VIII-2.01	Policy on Tuition	FIN	EPSLS	12.15.2023	12.15.2023	Major review underway; amended policy to be presented to BOR 12/2024.
VIII-2.20	Policy on Payment of Tuition and Fees	FIN	EPSLS	03.01.1989	03.01.1989	Financial Affairs to review with Academic Affairs to ensure no updates needed.
VIII-2.30	Policy on Waiver of Tuition and Granting of Other Privileges for Senior Citizens of the State of Maryland	EPSLS	FIN	11.30.1989	11.30.1989	
VIII-2.31	Policy on Tuition Waiver for Certain Members of the Maryland National Guard	EPSLS	FIN	04.09.1999	04.09.1999	
VIII-2.41	Policy on Institutional Financial Aid for Undergraduate Students	EPSLS	FIN	02.10.1995	02.10.1995	Recommend review and potential amendment, involving the Academic Affairs team and IR/Data Analytics Office.
VIII-2.50	Policy on Student Tuition, Fees, and Charges	FIN		06.17.2022	06.17.2022	Recommend review and amendment after approval of VIII-2.01 Policy on Tuition.
VIII-2.60	Policy on Tuition Fellowships for Graduate Students	EPSLS		07.26.1990	07.26.1990	
VIII-2.61	Policy on Off-Campus Programs	EPSLS	FIN	12.12.2014	12.12.2014	
VIII-2.70	Policy on Student Classification for Admission and Tuition Purposes	FIN		06.14.2024	06.14.2024	Academic and Student Affairs staff, in consultation with OAG, review and revise the policy, with amendments processed through the Finance Committee
VIII-2.80	Policy on Waiver of Application Fees	EPSLS		12.12.2014	12.12.2014	
VIII-3.00	USM Procurement Policies and Procedures	FIN		06.14.2024	06.14.2024	Update: Approved 6/14/24. Awaiting BPW approval (8/28/24) prior to posting online.
VIII-3.10	Policy on Approval of Procurement Contracts	FIN		06.14.2024	06.14.2024	
VIII-3.20	Procedures Relating to Review by Attorney General's Office of Contractual Agreements of the University System and Involvement in Financing, Real Estate, and Related Capital Projects	FIN		07.16.1990	Summer 2024	Policy reviewed. It remains consistent with current practices
VIII-3.30	Policy on Use of Commercial Contractors for Employment	FIN		05.01.1992	05.01.1992	Flag for deletion as obsolete; policy no longer relevant or applicable
VIII-4.00	Policy on Acquisition, Disposition, and Leasing of Real Property	FIN		02.22.2019	02.22.2019	
VIII-4.01	Procedures for the Acquisition and Disposition of Real Property	FIN		02.22.2019	02.22.2019	
VIII-4.02	Procedures for Leasing of Real Property	FIN		02.09.2001	02.09.2001	
VIII-5.20	Policy on Voting of Proxies in Investment Securities	FIN		06.21.1990	06.21.1990	Flag for deletion as obsolete; policy no longer relevant or applicable
VIII-5.30	Policy on Endowment Fund Spending Rule	FIN		12.07.2012	Fall 2023	Policy reviewed. No update necessary at this time.
VIII-5.40	Policy on Management of the Endowment Fund	FIN		06.21.1990	Fall 2023	Policy reviewed. No update necessary at this time. 5.40 & 5.50 should be considered for consolidation.
VIII-5.50	Policy on Endowment Funds Investment Objectives	FIN		09.09.2011	Fall 2023	Policy reviewed. Any updates were tabled pending the finalization of the USMF CIO position. 5.40 & 5.50 should be considered for consolidation.
VIII-6.00	Policy on Business Activities	FIN		03.01.1989	03.01.1989	Remains relevant for defining institutional responsibility regarding UBIT.
VIII-7.00	Policy on Financial Management	FIN		06.21.1990	06.21.1990	Establishes requirement for audited financial statements; review for alignment with industry standards.
VIII-7.10	Policy on Reporting Suspected or Known Fiscal Irregularities	AUDIT		06.17.2017	12.15.2022	
VIII-7.11	Policy on the Communication of Suspected Fraud, Unethical and Illegal Business Activity	AUD		04.16.2010	12.15.2022	
VIII-7.20	Policy on External Audits	AUD		04.19.2019	03.27.2019	
VIII-7.30	Policy on Responses to Legislative Audits	AUD		06.22.2018	06.06.2018	
VIII-7.50	USM Internal Audit Office Charter	AUD		04.29.2022	03.28.2022	
VIII-9.00	Policy on the Operating Budget	FIN		07.26.1990	07.26.1990	Policy would benefit from a refresh, with amendments to be made at a future date.
VIII-10.00	Policy on Facilities Master Plans	FIN		09.27.1990	Spring 2024	Policy is reviewed annually. No update necessary

VIII-10.10	Policy on Facilities Renewal for Auxiliary and Non-Auxiliary Capital Assets	FIN		11.11.2022	Spring 2024	Policy is reviewed annually. No update necessary
VIII-10.20	Policy on the Capital Budget of the USM	FIN		02.12.2016	Spring 2024	Policy is reviewed annually. No update necessary
VIII-10.30	Policy on Authority Concerning Certain Public Improvement Projects	FIN		02.04.2000	Spring 2024	Policy is reviewed annually. No update necessary
VIII-10.40	Policy On Community Notification Of Capital Projects	FIN		06.18.2010	Spring 2024	Policy is reviewed annually. No update necessary
VIII-11.00	Policy on University System Travel	FIN		02.28.1992	Fall 2023	Last reviewed in 2023; revisions needed to make the policy more general while ensuring compliance with IRS regulations. Possible consolidation with VIII-11.10 & VIII-16.00.
VIII-11.10	Schedule of Reimbursement Rates	FIN		01.12.2024	01.12.2024	Revisions needed to make the policy more general while ensuring compliance with IRS regulations. Revise with VIII-11.10.
VIII-12.00	Policy on Debt Management	FIN		04.20.2018	04.20.2018	Review currently underway. Amendments to be presented to BOR 12/2024.
VIII-13.00	Policy on Business Entities	FIN		02.17.2023	02.17.2023	
VIII-14.00	Policy on Investments and Loans to Maryland-based Businesses That Are Affiliated with USM Institutions	R & ED		12.09.2016	12.09.2016	
VIII-15.00	Policy on High Impact Economic Development Activities	FIN		09.18.2015	09.18.2015	Finance Committee is responsible for this policy. Policy will be reviewed for potential revisions within the next 12-18 months after study.
VIII-16.00	Policy on Payment of Moving Expenses	FIN		12.11.2015	12.11.2015	Finance Committee is responsible for this policy; possible consolidation with Travel Policy VIII-11.00.
VIII-17.00	Policy on Public-Private Partnerships	FIN		06.16.2017	06.16.2017	
VIII-18.00	Policy on Unrestricted Fund Balances	FIN		04.20.2018	04.20.2018	
VIII-20.00	Policy on Enterprise Risk Management	AUDIT		11.22.2019	11.22.2019	
VIII-21.00	Policy on Crisis Management	AUDIT		11.22.2019	11.22.2019	

SECTION IX: EXTERNAL RELATIONS						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Amended	Last Reviewed	Notes
IX-1.00	Policy of the Board of Regents on Governmental Relations	G&C		02.22.2019	02.22.2019	
IX-2.00	Policy on Affiliated Philanthropic Support Foundations	ADV		02.17.2023	02.17.2023	
IX-2.01	Recognition of Affiliated Foundations	ADV		02.22.2023	02.22.2023	
IX-3.00	Policy on Private Fund Raising and Stewardship	ADV		02.17.2017	02.17.2017	
IX-4.00	Policy on Alumni Associations	ADV		02.16.2024	02.16.2024	
IX-5.00	Policy of the Board of Regents on Ethical Practices in Charitable Giving	ADV		02.17.2017	02.17.2017	
IX-6.00	Policy On Use Of Foundation And Alumni Association Funds To Provide Economic Benefits To USM Employees	ADV	FIN	07.11.2002	07.11.2002	Recommend that Advancement staff review in collaboration with Financial Affairs staff.

SECTION X: INFORMATION TECHNOLOGY						
Policy Number	Policy Name	BOR Committee Primary	BOR Committee Secondary	Last Updated	Last Reviewed	Notes
X-1.00	Policy On USM Institutional Information Technology Policies, Including Functional Compatibility With The State Information Technology Plan	FIN		06.16.2023	06.16.2023	
X-2.00	Policy on Compliance with USM Policies through Technology	WHOLE		10.17.2008	10.17.2008	

TOPIC: Convening Closed Session

COMMITTEE: Committee on Governance and Compensation

DATE OF MEETING: October 30, 2024

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 BOR vote to reconvene in closed session.

COMMITTEE ACTION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Denise Wilkerson, dwickerson@usmd.edu, 410-576-5734

STATEMENT CLOSING A MEETING - October 30 2024 G C



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

Date: October 30, 2024
Time: Approximately 9:00 a.m.
Location: Zoom

STATUTORY AUTHORITY TO CLOSE A SESSION

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

- (1) To discuss:
- (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
 - (ii) Any other personnel matter that affects one or more specific individuals.
- (2) 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) To conduct collective bargaining negotiations or consider matters that relate to the negotiations.

- (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):

- [] Administrative Matters

TOPICS TO BE DISCUSSED:

1. Update on status of collective bargaining at USM institutions;

2. Information update regarding addendums to specific personnel contracts subject to review under BOR VII-10.0 Policy on Board of Regents Review of Certain Contracts and Employment Agreements;
3. Information update regarding specific personnel contracts subject to review under BOR VII-10.0 Policy on Board of Regents Review of Certain Contracts and Employment Agreements; and
4. Update on a personnel matter concerning an individual employee at a USM institution.

REASON FOR CLOSING:

1. To maintain confidentiality regarding collective bargaining negotiations (§3-305(b)(9));
2. To maintain confidentiality of a discussion regarding an individual personnel matter (§3-305(b)(1)); and
3. To maintain confidentiality of discussion regarding specific employment agreements and compensation (§3-305(b)(1)).