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**AGENDA FOR PUBLIC SESSION**

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|-------------------------------------------------------------------------------------------------------|-------------------|
| Call to Order                                                                                         | Chair Leggett     |
| 1. <a href="#">Approval of Meeting Minutes from April 9, 2026 Public and Closed Sessions</a> (action) | Chair Leggett     |
| 2. <a href="#">Establishment of a Salisbury University Board of Visitors</a> (action)                 | Chancellor Perman |
| 3. <a href="#">Convening Closed Session</a> (action)                                                  | Chair Leggett     |

**TOPIC:** Approval of Meeting Minutes (action)

**COMMITTEE:** Committee of Governance & Compensation

**DATE OF MEETING:** June 5, 2026

**SUMMARY:** The Committee will take action to approve meeting minutes from the April 9, 2026, public and closed sessions.

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

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

**CHANCELLOR'S RECOMMENDATION:**

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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), 410-576-5734

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UNIVERSITY SYSTEM  
of MARYLAND

BOARD OF REGENTS  
COMMITTEE ON GOVERNANCE AND COMPENSATION

April 9, 2026

Meeting via Video and Conference Call

Minutes of the Public Session

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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 8:01 a.m. on Thursday, April 9, 2026, via Zoom.

Those in attendance included Regents Leggett, Gooden, Lewis, Smarick, Stebbins, and Wood; Chancellor Perman; Senior Vice Chancellors Herbst and Wrynn; Vice Chancellors Masucci and Sandler; AAGs Boyle and Langrill; and Ms. Wilkerson and Ms. Perry.

Chair Gooden and Chancellor Perman joined the meeting virtually from Japan, having travelled with the University of Maryland, Global Campus to participate in commencement and its 70<sup>th</sup> anniversary. Chair Gooden and Chancellor Perman spoke about their itinerary and shared highlights and takeaways from their journey thus far.

**1. Approval of Meeting Minutes from January 27, 2026, Public and Closed Sessions (action)**

The Regents reviewed and approved the meeting minutes from the January 27 meeting.

(Regent Leggett moved recommendation, seconded by Regent Wood; approved)

Vote Count = Yeas: 5 Nays: 0 Abstentions: 0

**2. Review of USM Board of Regents Policy Workgroup Phase 1 Progress (information)**

The Regents reviewed the Board’s policy workgroup’s Phase 1 progress. The Regents also heard a preview of what is to come in Phase 2. Regent Stebbins, chair of the policy workgroup, provided the report. This item was presented for information purposes.; there were no votes on this item.

**3. Convening Closed Session (action)** Regent Leggett read the closing statement on matters

exempted from the Open Meetings Act, under the General Provisions Article, §3-305(b).

(Chair Gooden moved recommendation, seconded by Regent Leggett; approved)

Vote Count = Yeas: 5 Nays: 0 Abstentions: 0

The public meeting was adjourned at 8:27 a.m.

Respectfully submitted,

Ike Leggett

Chair, Committee on Governance and Compensation



UNIVERSITY SYSTEM  
*of* MARYLAND

BOARD OF REGENTS  
COMMITTEE ON GOVERNANCE & COMPENSATION

April 9, 2026  
Meeting via Video Conference

Minutes of the Closed Session

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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 8:28 a.m. on Thursday, April 9, 2026, via Zoom.

Those in attendance included Regents Leggett, Gooden, Lewis, Smarick, and Wood; Chancellor Perman; Senior Vice Chancellors Herbst and Wrynn; Vice Chancellors Masucci and Sandler; AAGs Boyle and Langrill; Ms. Wilkerson and Ms. Perry; and Mr. Chanen and Ms. Roxas.

**1. Update on Personnel Matter for Two USM Employees (action) (§3-305(b)(1)).**

The Regents were provided with separate reports on two individual personnel matters.

The first report was provided by Chair Gooden and concerned a required review of a personnel contract for a USM employee, subject to review under Policy VII-10.0. The Regents approved the recommendation presented on modifications to the contract.

(Chair Gooden moved recommendation, seconded by Regent Leggett; approved)

Vote Count = Yeas: 5                      Nays: 0                      Abstentions: 0

The second report was provided by Chancellor Perman and concerned a motion to confer emeritus status for a USM employee with exemplary service who is retiring. The Regents approved the recommendation.

(Regent Leggett moved recommendation, seconded by Chair Gooden; approved)

Vote Count = Yeas: 5                      Nays: 0                      Abstentions: 0

**2. Collective Bargaining Update (information) (§3-305(b)(9)).**

The Regents were provided with the status of collective bargaining negotiations at each USM institution. This item was presented for information purposes; there were no votes on this item.

3. **Review of Certain Contracts and Employment (information) (§3-305(b)(1)).**

The Regents reviewed personnel contracts, subject to review under Policy VII-10.0. This item was presented for information purposes; there were no votes on this item.

The session was adjourned at 8:50 a.m.

Respectfully submitted,

Ike Leggett

Chair, Committee on Governance & Compensation

**TOPIC:** Establishment of a Salisbury University Board of Visitors (action)

**COMMITTEE:** The Committee on Governance and Compensation

**DATE OF MEETING:** June 5, 2026

**SUMMARY:** Salisbury University (SU) has submitted a proposal to establish a Board of Visitors (BOV). As authorized in [BOR I-4.00 Policy on USM and Institutional Board and Commissions](#), each university president may establish a BOV to serve in an advisory capacity to the president and assist with community relations, development, and other activities that advance the university. To establish a BOV, the president shall submit a proposal to the Chancellor—subject to Board approval—outlining the role of the board and its composition.

The SU proposal is attached and outlines the terms, responsibilities, and the general composition of the board. The specific membership of the board will be considered in closed session, pending approval of this proposal.

For this action item, the Board of Regents is being asked to approve the establishment of the SU BOV.

**ALTERNATIVE(S):** The Board could choose to not approve the SU BOV.

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

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends support for Salisbury University's proposal to establish a Board of Visitors.

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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), 410-576-5734

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April 23, 2026

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

Dear Chancellor Perman,

I am writing to request approval for Salisbury University to establish a Board of Visitors (BOV) in support of the University's continued growth and engagement with its stakeholders.

The proposed Board of Visitors will serve as an advisory group composed of regional leaders, community members, alumni, and friends of the University. Its purpose will be to enhance the University's visibility, provide strategic guidance, strengthen external relationships, and support a variety of institutional initiatives aligned with Salisbury University's mission.

We believe this advisory body will provide valuable perspectives and help deepen the University's connections with the communities and partners we serve. By engaging individuals who bring diverse professional experience and a strong commitment to higher education, the Board of Visitors can play an important role in advancing key strategic priorities.

I respectfully request permission to move forward with the formation of this Board. The attached document outlines the proposed composition and membership. Should the Board of Regents approve, we will ensure that the structure, membership, and activities of the Board of Visitors align with the policies and expectations of the University System of Maryland.

Thank you for your continued support of Salisbury University. Please let me know if you would like any additional information regarding this proposal.

Sincerely,

A handwritten signature in black ink that reads "Carolyn R. Lepre".

Carolyn R. Lepre, Ph.D.  
President  
Salisbury University

# BOARD OF VISITORS

at Salisbury University



## OBJECTIVE

The Board of Visitors (BOV) at Salisbury University will serve as an advisory group composed of regional leaders, community members, alumni, and friends of the University. Its purpose is to enhance the university's visibility, provide advice, strengthen external relationships, and support various institutional initiatives.

## STRUCTURE & MEMBERSHIP

### Composition

- 12-18 members appointed by the President of Salisbury University.
- Members will include leaders from the public sector, private industry and non-profits.
- Membership is diverse in expertise, geography, and personal demographics in an effort to achieve broad representation.

### Terms & Appointments

- Members serve three-year terms, renewable for two additional terms.
- Nominations are collected and made to the University Cabinet, with recommendations approved by the President.
- Recommendations are sent to the University System of Maryland for final approval.

### Roles & Responsibilities

- Provide counsel to the President and senior university leadership on community relations, industry trends, workforce needs, development opportunities, and other pertinent matters.
- Serve as ambassadors for the university within their respective networks and in the community.
- Offer guidance on external affairs, including government relations and economic development.
- Support university fundraising and friend-raising initiatives.
- Provide guidance and insight on potential partnership development.
- Review and make recommendations on honorary degrees.

### Alignment with Strategic Priorities

- Ensure BOV initiatives support key university goals such as enrollment, fundraising, and community engagement.
- Provide guidance on legislative and policy matters impacting higher education and the university.
- Help to identify and develop strategic partnerships that advance SU's mission.

**TOPIC:** Convene to Close (action)

**COMMITTEE:** Governance & Compensation Committee

**DATE OF COMMITTEE MEETING:** June 5, 2026

**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 alternatives.

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

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

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COMMITTEE RECOMMENDATION:

DATE:

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BOARD ACTION:

DATE:

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SUBMITTED BY: Denise Wilkerson

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

Date: June 5, 2026  
Time: Approximately 10:30 a.m.  
Location: Zoom

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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. Negotiation briefings regarding two institutional and one system labor MOUs;
3. Approval of membership for an institutional Board of Visitors;

4. 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;
5. A personnel matter with a USM employee; and
6. Annual review discussion of the USMO senior staff, Presidents, and Chancellor.

REASON FOR CLOSING:

1. To maintain confidentiality regarding collective bargaining negotiations (§3-305(b)(9)) and;
2. To maintain confidentiality regarding an individual personnel matter (§3-305(b)(1)(ii));
3. To handle administrative matters pertaining to an institutional Board of Visitors (§3-103(a)(1)(i)); and
4. To maintain confidentiality of discussion regarding specific employment agreements and compensation (§3-305(b)(1)).