



**BOARD OF REGENTS  
COMMITTEE ON GOVERNANCE & COMPENSATION**

December 3, 2025  
Meeting via Video Conference

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 1:04 p.m. on Wednesday, December 3, 2025 via Zoom.

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

1. **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.
2. **University of Maryland, Center for Environmental Science Ratification of MOU with MCEA (action) (§3-305(b)(9)).**  
The Regents reviewed and endorsed UMCES's proposals as presented.  
(Regent Hur moved the recommendation, seconded by Chair Gooden; approved)  
Vote Count = Yeas: 6                      Nays: 0                      Abstentions: 0
3. **Salisbury University Ratification of MOU with FOP (action) (§3-305(b)(9)).**  
The Regents reviewed and endorsed SU's proposals as presented.  
(Regent Leggett moved the recommendation, seconded by Chair Gooden; approved)  
Vote Count = Yeas: 6                      Nays: 0                      Abstentions: 0
4. **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 1:19 p.m.

Respectfully submitted,

Ike Leggett  
Chair, Committee on Governance & Compensation