

citing State Government Article Section 3-305 of the Open Meetings Act to discuss issues specifically exempted in the Act from the requirement for public consideration. Regent Pevenstein moved and Regent Brady seconded to convene in closed session. In response to the motion, the Committee members voted unanimously to convene in closed session at 10:15 a.m. for the reasons stated on the . The session adjourned at 10:51 a.m.

The Committee reconvened in public session at 10:55 a.m. Regents participating in the session included: Mr. Pevenstein, Mr. Brady, Mr. Attman, Ms. Gooden, Mr. Gossett, Mr. Holzapfel (via telephone), Ms. Johnson, Mr. Neall, and Mr. Rauch. Also present were: Chancellor Caret,



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background, research, and development process of the new policies. President Miyares indicated that over a two-year period, they held Town Hall meetings and had extensive conversations with councils, gathering continuous feedback. He outlined the major changes in the areas of performance-based culture, a redesigned pay program, and the alignment of stateside and overseas policies. President Miyares expressed that the benefits of the new HR business model would include opportunities for UMUC to attract and retain top talent, incorporate reward and recognition programs, create and maintain a performance-based culture, and increase responsiveness to business demands by rapid deployment of new and creative solutions. In response to a question about maintaining and updating the policies, President Miyares responded that the HR staff would constantly review the policies with the president and executive committee, and any necessary changes would be approved by the chief HR officer and the president.

Regent Pevenstein thanked President Miyares, and indicated that Mr. Vivona and the staff would continue their review of the package as well, and return to the committee in March.

