

Members

Margo Cook '86, *Chair*

Armand E. Sabitoni '73, *Vice Chair*

Maria P. Ducharme, DNP, RN - M.S. '96

Michael D. Fascitelli '78

Charles Fogarty M.P.A. '80

Joe Formicola '69

Monica J. Ganes '94

Richard S. Humphrey

Neil Kerwin, Ph.D. - M.A. '73

Matthew Lenz '11

Roby Luna '04

Joseph F. Matthews '80

Cortney M. Nicolato '01

Vahid Ownjazayeri

Yahaira "Jay" Placencia '01

Thomas Ryan '75

Robert A. Weygand '71, '76, M.A. '09, M.P.A. '10

Ex Officio Members

Marc B. Parlange, Ph.D., P.Eng.
President

Michael Grey, *Chair*
R.I. Board of Education

David Caprio, *Chair*
R.I. Council on Postsecondary Education

Melissa Sutherland, Ph.D., FAAN
Faculty Representative

Revaa Goyal '27
Student Representative

The University of Rhode Island Board of Trustees Joint Meeting of the Executive Committee and the Compensation Subcommittee Monday, February 12, 2024 · 12:30 p.m. EST

The University of Rhode Island
Anchor Room – Higgins Welcome Center
45 Upper College Road, Kingston, RI 02881

OFFICIAL MINUTES

Chair Margo Cook welcomed everyone to the February 12, 2024, joint meeting of the University of Rhode Island (URI) Board of Trustees Executive Committee and the Compensation Subcommittee. The meeting was held in person with committee members participating remotely. Public access to the meeting was available via the YouTube video platform. A recording of the meeting is available for viewing at <https://web.uri.edu/trustees/meetings/>.

Board Secretary Michelle Curreri conducted a roll call attendance and reported that a quorum of members of both committees was present. Chair Cook called the meeting to order at 12:34 p.m.

The URI Board of Trustees Executive Committee and Compensation Subcommittee members participating:

- Ms. Margo Cook, Chair (remote)
- Mr. Armand Sabitoni, Vice Chair (remote)
- Dr. Neil Kerwin (remote)
- Mr. Roby Luna (remote)
- Ms. Cortney Nicolato (remote) (arrived at 1:20 p.m.)
- Mr. Vahid Ownjazayeri (remote)
- Mr. Michael Fascitelli (Compensation Subcommittee only) (remote)
- Dr. Marc B. Parlange, President (Executive Committee only; non-voting) (remote)

"The University of Rhode Island occupies the traditional stomping ground of the Narragansett Nation and the Niantic People. We honor and respect the enduring and continuing relationship between the indigenous people and this land by teaching and learning more about their history and present-day communities, and by becoming stewards of the land we, too, inhabit."

URI Board of Trustees Executive Committee and Compensation Subcommittee member not participating:

- Mr. Thomas Ryan

URI President's Stewardship Council members in attendance:

- Ms. Chelsea Berry, Interim Senior Advisor to the President and Chief of Staff (remote)
- Ms. Alyssa Boss, General Counsel (remote)
- Ms. Anne Marie Coleman, Assistant Vice President, Human Resources (remote)
- Dr. Barbara Wolfe, Provost and Executive Vice President for Academic Affairs (remote)

URI staff members in attendance:

- Ms. Robin Cawley, Legal Assistant (in person)
- Ms. Michelle Curreri, Secretary to the Board of Trustees (in person)
- Ms. Lynn Owens, Associate Secretary, Board of Trustees (in person)

Chair Cook acknowledged that the University of Rhode Island occupies the traditional stomping ground of the Narragansett Nation and the Niantic People.

1. APPROVAL OF MINUTES

- a. Minutes of the October 24, 2023 Joint meeting of the Executive Committee and the Compensation Subcommittee.** [Enclosure 1.a.](#)
(The Compensation Subcommittee members approved these minutes on January 8, 2024.)

Chair Cook called for a motion that the URI Board of Trustees Executive Committee approve the minutes of the October 24, 2023, joint meeting of the committees.

On a motion duly made by Armand Sabitoni and seconded by Neil Kerwin and Vahid Ownjazayeri, it was

VOTED:	THAT	The URI Board of Trustees Executive Committee approve the minutes of the October 24, 2023, joint meeting of the committees.
	VOTE:	5 members voted in the affirmative and 0 members voted in the negative.
	YEAS:	Margo Cook, Neil Kerwin, Roby Luna, Vahid Ownjazayeri, Armand Sabitoni.
	NAYS:	0

ABSTAINS: 0

- b. Minutes of the January 8, 2024 Compensation Subcommittee Meeting** [Enclosure 1.b.](#)
(Only Compensation Subcommittee members will vote to approve.)

Chair Cook called for a motion that the URI Board of Trustees Compensation Subcommittee approve the minutes of the January 8, 2024, meeting of the Compensation Subcommittee.

On a motion duly made by Armand Sabitoni and seconded by Roby Luna and Michael Fascitelli, it was

VOTED: THAT The URI Board of Trustees Compensation Subcommittee approve the minutes of the January 8, 2024, meeting of the Compensation Subcommittee.

VOTE: 6 members voted in the affirmative and 0 members voted in the negative.

YEAS: Margo Cook, Michael Fascitelli, Neil Kerwin, Roby Luna, Vahid Ownjazayeri, Armand Sabitoni.

NAYS: 0

ABSTAINS: 0

2. EXECUTIVE SESSION

The Committees may enter into executive session for the following items:

- a. The Compensation Subcommittee may seek to enter into executive session for discussion of and action relating to the job performance of President Parlange, pursuant to R.I.G.L. § 42-46-5(a)(1), including recommendation to the URI Board of Trustees for the President's appointment, contract, and employment agreement.**
-Margo Cook, Chair
- b. The Executive Committee may seek to enter into executive session for discussion regarding collective bargaining with all bargaining units, pursuant to R.I.G.L. § 42-46-5(a)(2), including discussion of a one-year extension to the collective bargaining agreement between the University of Rhode Island Board of Trustees and PTAA (Professional Technical Administrative Association)**
- Anne Marie Coleman, Assistant Vice President, Human Resources

Chair Cook called for a motion that the Compensation Subcommittee convene into executive session for discussion of and action relating to the job performance of President Parlange,

pursuant to R.I.G.L. § 42-46-5(a)(1), including recommendation to the URI Board of Trustees for the President's appointment, contract, and employment agreement. President Parlange has been advised that this discussion will take place in executive session.

On a motion duly made by Roby Luna and seconded by Neil Kerwin, it was

VOTED: THAT The URI Board of Trustees Compensation Subcommittee convene into executive session for discussion of and action relating to the job performance of President Parlange, pursuant to R.I.G.L. § 42-46-5(a)(1), including recommendation to the URI Board of Trustees for the President's appointment, contract, and employment agreement.

VOTE: 6 members voted in the affirmative and 0 members voted in the negative.

YEAS: Margo Cook, Michael Fascitelli, Neil Kerwin, Roby Luna, Vahid Ownjazayeri, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

Chair Cook called for a motion that the Executive Committee convene into executive session for discussion regarding collective bargaining with all bargaining units, pursuant to R.I.G.L. § 42-46-5(a)(2), including discussion of a one-year extension to the collective bargaining agreement between the University of Rhode Island Board of Trustees and PTAA (Professional Technical Administrative Association).

On a motion duly made by Armand Sabitoni and seconded by Neil Kerwin, it was

VOTED: THAT The URI Board of Trustees Executive Committee convene into executive session for discussion regarding collective bargaining with all bargaining units, pursuant to R.I.G.L. § 42-46-5(a)(2), including discussion of a one-year extension to the collective bargaining agreement between the University of Rhode Island Board of Trustees and PTAA (Professional Technical Administrative Association).

VOTE: 5 members voted in the affirmative and 0 members voted in the negative.

YEAS: Margo Cook, Neil Kerwin, Roby Luna, Vahid Ownjazayeri, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

At 12:39 p.m., the Executive Committee and the Compensation Subcommittee convened into Executive Session. Virtual public access was paused.

Committee member Cortney Nicolato joined the executive session at 1:20 p.m.

At 1:58 p.m., the Executive Committee and the Compensation Subcommittee returned to Open Session. Virtual public access resumed.

Chair Cook called for a motion that the Executive Committee and Compensation Subcommittee of the University of Rhode Island Board of Trustees seal the executive session minutes of the February 12, 2024, joint meeting of the committees.

On a motion duly made by Neil Kerwin and seconded by Cortney Nicolato, it was

VOTED: THAT The URI Board of Trustees Executive Committee and Compensation Subcommittee seal the executive session minutes of the February 12, 2024, joint meeting of the committees.

VOTE: 7 members voted in the affirmative and 0 members voted in the negative.

YEAS: Margo Cook, Michael Fascitelli, Roby Luna, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Armand Sabitoni.

NAYS: 0

ABSTAINS: 0

3. ACTION ITEMS

- a. **Compensation Subcommittee approval of a recommendation to the URI Board of Trustees regarding President Parlange's performance, appointment, contract, and employment agreement.**

Margo Cook, Chair

Chair Cook referred to discussion that was held in executive session regarding President Parlange's performance assessment, reappointment and terms for a new employment agreement. Based on that discussion, Chair Cook called for a motion that the Compensation Subcommittee

recommend that the Board of Trustees hereby: (i) finds that President Marc Parlange's performance in the position of President has been satisfactory; (ii) appoints Marc Parlange as President of the University of Rhode Island for an additional term of five years from July 1, 2024 to June 30, 2029, subject to a contract being negotiated and finalized; (iii) authorizes the Chair of the Board of Trustees to negotiate, approve and enter into, on behalf of the Board of Trustees, an employment agreement with Marc Parlange, upon substantially the terms presented and recommended with such other terms as she may approve, such approval to be conclusively evidenced by her execution thereof; and (iv) ratifies and approves prior actions of the Chair in connection with President Parlange's employment agreement consistent with the foregoing.

On a motion duly made by Armand Sabitoni and seconded by Neil Kerwin, and hearing no discussion, it was

VOTED: THAT The URI Board of Trustees Compensation Subcommittee recommend that the Board of Trustees hereby: (i) finds that President Marc Parlange's performance in the position of President has been satisfactory; (ii) appoints Marc Parlange as President of the University of Rhode Island for an additional term of five years from July 1, 2024 to June 30, 2029, subject to a contract being negotiated and finalized; (iii) authorizes the Chair of the Board of Trustees to negotiate, approve and enter into, on behalf of the Board of Trustees, an employment agreement with Marc Parlange, upon substantially the terms presented and recommended with such other terms as she may approve, such approval to be conclusively evidenced by her execution thereof; and (iv) ratifies and approves prior actions of the Chair in connection with President Parlange's employment agreement consistent with the foregoing.

VOTE: 7 members voted in the affirmative and 0 members voted in the negative.

YEAS: Margo Cook, Michael Fascitelli, Roby Luna, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

- b. Executive Committee ratification of the tentative collective bargaining agreement between the University of Rhode Island Board of Trustees and PTAA (Professional Technical Administrative Association) for a one-year extension (July 1, 2024 through June 30, 2025) of the existing collective bargaining agreement with a 2.5% across the board salary increase, and recommendation to the URI Board of Trustees.**

- Anne Marie Coleman, Assistant Vice President, Human Resources

Chair Cook called for a motion that the Executive Committee ratify the tentative collective bargaining agreement between the University of Rhode Island Board of Trustees and PTAA (Professional Technical Administrative Association) for a one-year extension (July 1, 2024 through June 30, 2025) of the existing collective bargaining agreement with a 2.5% across the board salary increase, and recommendation to the URI Board of Trustees.

On a motion duly made by Armand Sabitoni and seconded by Neil Kerwin and Cortney Nicolato, and hearing no discussion, it was

VOTED: THAT The URI Board of Trustees Executive Committee ratify, and recommend that the Board of Trustees ratify, the tentative collective bargaining agreement between the University of Rhode Island Board of Trustees and PTAA (Professional Technical Administrative Association) for a one-year extension (July 1, 2024 through June 30, 2025) of the existing collective bargaining agreement with a 2.5% across the board salary increase.

VOTE: 6 members voted in the affirmative and 0 members voted in the negative.

YEAS: Margo Cook, Roby Luna, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

4. ADJOURN

Chair Cook called for a motion that the URI Board of Trustees Executive Committee and Compensation Subcommittee adjourn the February 12, 2024, joint meeting.

On a motion duly made by Vahid Ownjazayeri and seconded by Michael Fascitelli and Roby Luna, it was

VOTED: THAT The URI Board of Trustees Executive Committee and Compensation Subcommittee adjourn the February 12, 2024, joint meeting.

VOTE: 7 members voted in the affirmative and 0 members voted in the negative.

URI Board of Trustees
Joint Meeting of the Executive Committee and Compensation Subcommittee
February 12, 2024

YEAS: Margo Cook, Michael Fascitelli, Neil Kerwin, Roby Luna, Cortney Nicolato, Vahid Ownjazayeri, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

At 2:02 p.m., this meeting ended.

The next meetings of the URI Board of Trustees Executive Committee and the Compensation Subcommittee are tentatively scheduled for April 2024.

OFFICIAL