



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. Garnes '94

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

Matthew Lenz '11

Roby Luna '04

David Martirano '91

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
Tuesday, June 25, 2024 · 1:00 p.m. EDT**

**The University of Rhode Island
Room 205, Avedisian Hall
7 Greenhouse Road, Kingston, RI 02881**

OFFICIAL MINUTES

Chair Margo Cook welcomed everyone to the June 25, 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 some 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 1:03 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) (left meeting at 2:15 p.m.)
- Mr. Thomas Ryan (in person)
- Dr. Marc B. Parlange, President (Executive Committee only; non-voting) (remote)

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

- Mr. Michael Fascitelli
- Mr. Vahid Ownjazayeri

URI President's Stewardship Council members in attendance:

- Ms. Abby Benson, Vice President, Administration and Finance (remote)
- Ms. Chelsea Berry, Senior Advisor to the President and Chief of Staff (remote)
- Dr. Matthew Bodah, Vice Provost for Academic Personnel and Budget (remote)
- Ms. Alyssa Boss, General Counsel (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 February 12, 2024, Joint Meeting of the Executive Committee and the Compensation Subcommittee [Enclosure](#)

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

On a motion duly made by Tom Ryan and seconded by Armand Sabitoni, it was

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

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

YEAS: Margo Cook, Neil Kerwin, Roby Luna, Cortney Nicolato, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

2. DISCUSSION ITEM

- a. **Planning for 2024-2025 goals and assessment as defined in the URI Board of Trustees policy entitled “Policy on Presidential Performance Review”.** [Enclosure](#)

Chair Cook outlined the Board’s annual task of reviewing the performance of the President, as detailed in the Policy on Presidential Performance Review listed in the enclosure. President Parlange has submitted his annual performance review documents, which have been shared with all board members. Board members have been asked to review the documents and assess the President’s performance and goals over the past year, for discussion in executive session at this meeting and again at the June 28th Board meeting.

Committee members had no questions about the annual review process.

3. EXECUTIVE SESSION

- a. **Compensation Subcommittee discussion regarding President Parlange’s annual self-assessment and performance review, and compensation based on merit, pursuant to R.I.G.L. § 42-46-5(a)(1).**

Chair Cook called for a motion that the Compensation Subcommittee convene into executive session for discussion relating to the job performance of President Parlange, pursuant to R.I.G.L. § 42-46-5(a)(1), including the annual self-assessment and performance review, and compensation based on merit. She stated that the President was advised that this discussion will take place in executive session. She added that he will be excused from participating in a portion of the closed session.

On a motion duly made by Armand Sabitoni and Cortney Nicolato, and seconded by Tom Ryan, and hearing no discussion on the motion, it was

VOTED: THAT The URI Board of Trustees Compensation Subcommittee convene into executive session pursuant to:

R.I.G.L. § 42-46-5(a)(1) for discussion relating to the job performance of President Parlange, including the annual self-assessment and performance review, and compensation based on merit.

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

YEAS: Margo Cook, Neil Kerwin, Roby Luna, Cortney Nicolato, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

- b. Executive Committee discussion with President Parlange regarding the annual self-assessment, performance review, and goals, pursuant to R.I.G.L. § 42-46-5(a)(1); and,**
- c. Executive Committee 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 (July 1, 2024 through June 30, 2025) of the collective bargaining agreement between the University of Rhode Island Board of Trustees and the Part-Time Faculty (PTF).**

Chair Cook called for a motion and, on a motion duly made by Armand Sabitoni and seconded by Cortney Nicolato, and hearing no discussion on the motion, it was

VOTED: THAT The URI Board of Trustees Executive Committee convene into Executive session pursuant to:
R.I.G.L. § 42-46-5(a)(1) for discussion regarding President Parlange’s annual self-assessment and performance review, and compensation based on merit; and,
R.I.G.L. § 42-46-5(a)(2) for discussion regarding collective bargaining with all bargaining units, including discussion of a one-year extension (July 1, 2024 through June 30, 2025) of the collective bargaining agreement between the University of Rhode Island Board of Trustees and the Part-Time Faculty (PTF).

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

YEAS: Margo Cook, Neil Kerwin, Roby Luna, Cortney Nicolato, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

Board members participating remotely confirmed that no other person was present or able to hear the discussion at the remote location.

At 1:13 p.m., the Executive Committee and the Compensation Subcommittee entered into executive session. Virtual public access was paused.

Committee member Nicolato left the meeting at 2:15 p.m.

At 2:19 p.m., the Board returned to open session. Virtual public access resumed.

Chair Cook called for a motion to seal the executive session minutes.

On a motion duly made by Tom Ryan and seconded by Roby Luna, and hearing no discussion on the motion, it was

VOTED: THAT The Executive Committee and its Compensation Subcommittee seal the minutes of the June 25, 2024, executive session.

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

YEAS: Margo Cook, Neil Kerwin, Roby Luna, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

4. ACTION ITEMS

- a. **Executive Committee ratification of the tentative collective bargaining agreement between the University of Rhode Island Board of Trustees and the Part-Time Faculty (PTF) for a one-year extension (July 1, 2024 through June 30, 2025) of the existing collective bargaining agreement with an across-the-board salary increase, and recommendation to the URI Board of Trustees.**

Chair Cook called for a motion and, on a motion duly made by Armand Sabitoni and seconded by Roby Luna, and hearing no discussion on the motion, it was

VOTED: THAT The Executive Committee ratify the tentative collective bargaining agreement between the University of Rhode Island Board of Trustees and the Part-Time Faculty (PTF) for a one-year extension (July 1, 2024 through June 30, 2025) of the existing collective bargaining agreement with an across-the-board salary increase, and recommendation to the URI Board of Trustees.

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

YEAS: Margo Cook, Neil Kerwin, Roby Luna, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

b. Executive Committee approval of a 2.5% across-the-board salary increase for non-union, non-classified employees effective June 30, 2024, and recommendation to the URI Board of Trustees. [Enclosure](#)

Chair Cook referred members to the enclosure and asked for any questions, to which there were none. She called for a motion and, on a motion duly made by Tom Ryan and seconded by Armand Sabitoni, and hearing no discussion on the motion, it was

VOTED: THAT The Executive Committee approve a 2.5% across-the-board salary increase for non-union, non-classified employees effective June 30, 2024, and recommendation to the URI Board of Trustees.

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

YEAS: Margo Cook, Neil Kerwin, Roby Luna, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

c. Annual Review of the Executive Committee Charter and Calendar, approval of amendments, and recommendation to the URI Board of Trustees.

Margo Cook, Chair

[Executive Committee Charter](#)

[Executive Committee Calendar](#)

Chair Cook indicated that she reviewed the Executive Committee Charter or Calendar and had no recommended amendments to bring forward. She asked if any committee members had changes they wished to discuss or recommend, to which there were none. No action required.

d. Annual Review of the Compensation Subcommittee Charter and Calendar, approval of amendments, and recommendation to the URI Board of Trustees.

Margo Cook, Chair

[Compensation Subcommittee Charter](#)

[Compensation Subcommittee Calendar](#)

Chair Cook and committee members had no amendments to the Compensation Subcommittee Charter or Calendar. No action required.

e. Compensation Subcommittee approval of an annual bonus to President Parlange for fiscal year ending June 30, 2024, and recommendation to the URI Board of Trustees.

Chair Cook noted that the Compensation Subcommittee recommended a \$70,000 annual bonus based on merit for the year ended June 30, 2024, the maximum bonus amount laid out in the addendum to the President's employment contract. She called for a motion and, on a motion duly made by Tom Ryan and seconded by Armand Sabitoni, and hearing no discussion on the motion, it was

VOTED: THAT The Compensation Subcommittee recommend to the Board Chair an annual compensation adjustment based on merit, as discussed in Executive Session.

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

YEAS: Margo Cook, Neil Kerwin, Roby Luna, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

5. ADJOURN

Chair Cook called for a motion to adjourn the June 25, 2024, joint committee meeting.

On a motion duly made by Tom Ryan and seconded by Neil Kerwin, and hearing no discussion on the motion, it was

VOTED: THAT The URI Board of Trustees adjourn the June 25, 2024 joint Committee meeting.

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

YEAS: Margo Cook, Neil Kerwin, Roby Luna, Tom Ryan, Armand Sabitoni

NAYS: 0

URI Board of Trustees
Joint meeting of the Executive Committee and the Compensation Subcommittee
June 25, 2024

ABSTAINS: 0

At 2:24 p.m., this meeting ended.

The next URI Board of Trustees meetings of the Executive Committee and the Compensation Subcommittee are scheduled for September 18, 2024.

OFFICIAL