

**The University of Rhode Island Board of Trustees
Joint Meeting of the Executive Committee
and the Compensation Subcommittee
Wednesday, September 18, 2024 · 8:30 a.m. EDT**

**The University of Rhode Island
Room 207, Avedisian Hall
7 Greenhouse Road, Kingston, RI 02881**

OFFICIAL MINUTES

Chair Margo Cook welcomed everyone to the September 18, 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 8:31 a.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)
- Ms. Cortney Nicolato (remote)
- Mr. Vahid Ownjazayeri (remote)
- Mr. Thomas Ryan (remote)
- Dr. Marc B. Parlange, President (Executive Committee only; non-voting) (remote)

URI Board of Trustees
Joint Meeting of the Executive Committee and its Compensation Subcommittee
September 18, 2024 Open Session minutes

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

- Michael Fascitelli
- Roby Luna

URI President's Executive Council members in attendance:

- Ms. Abby Benson, Vice President, Administration and Finance (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.

Chair Cook asked if there were any amendments to the agenda, and there were none.

1. APPROVAL OF MINUTES

a. Minutes of the June 25, 2024, Joint Meeting of the Executive Committee and the Compensation Subcommittee [Enclosure](#)

Chair Cook called for a motion that the Committee and its Subcommittee approve the minutes of the June 25, 2024, joint meeting.

On a motion duly made by Cortney Nicolato and seconded by Tom Ryan, it was

VOTED:	THAT	The Executive Committee and its Compensation Subcommittee approve the minutes of the June 25, 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, Cortney Nicolato, Vahid Ownjazayeri, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

2. EXECUTIVE SESSION

- a. **The Compensation Subcommittee may enter into executive session for the following item:**

Discussion regarding President Parlange's annual performance assessment and performance goals for the upcoming year, pursuant to R.I.G.L. § 42-46-5(a)(1).

Margo Cook, Chair

Chair Cook called for a motion that the Compensation Subcommittee convene into executive session for discussion relating to the President's annual performance assessment and performance goals for the upcoming year, pursuant to R.I.G.L. § 42-46-5(a)(1). President Parlange was advised that this discussion would take place in executive session.

On a motion duly made by Armand Sabitoni and seconded by Neil Kerwin, 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 President's annual performance assessment and performance goals for the upcoming year.

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

YEAS: Margo Cook, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

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

At 8:40 a.m., the Compensation Subcommittee entered into executive session. Virtual public access was paused.

At 9:41 a.m., the Compensation Subcommittee 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 Cortney Nicolato and seconded by Neil Kerwin, and hearing no discussion on the motion, it was

VOTED:	THAT	The executive session minutes of the joint meeting of the Executive Committee and the Compensation Subcommittee be sealed.
	VOTE:	6 members voted in the affirmative and 0 members voted in the negative.
	YEAS:	Margo Cook, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Tom Ryan, Armand Sabitoni
	NAYS:	0
	ABSTAINS:	0

3. DISCUSSION ITEM

a. Update on Classified Employees bargaining

Abby Benson, Vice President, Administration and Finance

Vice President Abby Benson provided an update on recent increases approved by the state for URI classified employees. URI currently has 781 classified employees; most of them are represented by three unions that bargain directly with the state Department of Administration (DOA). She reported that over the summer, the DOA negotiated and approved salary increases for our union and non-union classified employees; specifically, 5% effective June 30, 2024; 4% effective for FY2026 and 3% effective for FY2027.

Vice President Benson reported that URI is expecting an impact of \$1.5 million to the already approved FY2025 budget, which includes the salary increase plus fringe benefits. The total increase including all funds is approximately \$2.8 million. She noted that URI will be working with the Office of Management and Budget through the FY2026 budget process to see if we'll get some relief to address these additional salary requirements in a revised FY2025 budget.

4. ACTION ITEM

a. Compensation Subcommittee recommendation to the URI Board of Trustees for ratification of presidential performance goals for the upcoming year.

Margo Cook, Chair

Chair Cook called for a motion and, 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 Compensation Subcommittee recommend that the Board ratify presidential performance goals for the upcoming year, as presented and discussed in executive session.

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

YEAS: Margo Cook, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

5. ADJOURN

Chair Cook called for a motion to adjourn the September 18, 2024, joint committee meeting.

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

VOTED: THAT The URI Board of Trustees adjourn the September 18, 2024 joint Committee meeting.

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

YEAS: Margo Cook, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Tom Ryan, Armand Sabitoni

NAYS: 0

ABSTAINS: 0

At 9:46 a.m., this meeting ended.

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