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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

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*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, October 24, 2023 · 2:15 p.m. EDT

The University of Rhode Island  
Beagle Board Room, The Alumni Center  
73 Upper College Road, Kingston, RI 02881

### OFFICIAL MINUTES

Chair Margo Cook welcomed everyone to the October 24, 2023, 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 board members participating remotely. Public access to the meeting was available via the YouTube video platform and is available for viewing at <https://web.uri.edu/trustees/meetings/>.

Chair Cook conducted a roll call attendance and reported that a quorum of members of both committees was present. She called the meeting to order at 2:19 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)
- Ms. Cortney Nicolato (remote)
- Mr. Vahid Ownjazayeri (remote)
- Mr. Thomas Ryan (remote)
- Mr. Michael Fascitelli (Compensation Subcommittee only) (remote)
- Dr. Marc B. Parlange, President (Executive Committee only; non-voting) (remote)

URI Board of Trustees members participating:

- Honorable Charles Fogarty (remote)
- Dr. Melissa Sutherland (in person)

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

- Mr. Roby Luna

URI President's Leadership 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 homeland of the Narragansett Nation and the Niantic People.

## 1. APPROVAL OF MINUTES

### a. Minutes of the September 13, 2023, Joint Meeting of the Executive Committee and the Compensation Subcommittee

[Enclosure 1.a.](#)

Chair Cook called for a motion that the URI Board of Trustees Executive Committee and the Compensation Subcommittee approve the minutes of the September 13, 2023, joint meeting.

On a motion duly made by Vahid Ownjazayeri and seconded by Thomas Ryan, it was

VOTED:	THAT	The URI Board of Trustees Executive Committee and the Compensation Subcommittee approve the minutes of the September 13, 2023, joint meeting of the committees.
	VOTE:	7 members voted in the affirmative and 0 members voted in the negative.
	YEAS:	Margo Cook, Michael Fascitelli, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Thomas Ryan, Armand Sabitoni.
	NAYS:	0

ABSTAINS: 0

## 2. DISCUSSION ITEM

### a. **Comprehensive Review of President Parlange – *Chair Cook to provide survey and interview updates.***

#### [Policy on Presidential Performance Review](#)

Chair Cook stated that the comprehensive review is required by policy prior to the expiration of the president's employment contract in June 2024. She said that the review will be completed by the end of this year, with work on contract renewal terms planned for early next year.

Chair Cook reported that the comprehensive review includes reaching out to different constituents using a survey that can give the Board feedback on the president. She noted that the Board must keep in mind that President Parlange has just released the strategic plan and is in the beginning of his influence and impact at the University. She stated that the survey itself is aligned with the strategic plan and its four major goals.

The survey will go out to a wide range of URI stakeholders within the URI community, including students, faculty and staff, alums/external stakeholders, governmental leaders, and the Board of Trustees. Interviews may be conducted following review of the survey results.

Board members reviewed draft letters prepared to introduce the survey to URI stakeholders and provided feedback. Staff were encouraged to make clear in all communications the purpose of the survey. Board members reviewed the groups being surveyed and discussed the value of identifying how each stakeholder group responded. Board members noted that the board will draw on the survey results when it assesses the president.

The committees will meet again to review the results of the survey. Committee members were asked to share additional comments with either Chair Cook or Board Secretary Michelle Curreri.

## 3. EXECUTIVE SESSION

**The Executive Committee may seek to enter into executive session for the following item:**

- a. Discussion regarding collective bargaining with all bargaining units, pursuant to R.I.G.L. § 42-46-5(a)(2).
  - Anne Marie Coleman, Assistant Vice President, Human Resources

Chair Cook called for a motion that the Executive Committee convene into executive session to discuss collective bargaining with all bargaining units, pursuant to R.I.G.L. § 42-46-5(a)(2).

On a motion duly made by Neil Kerwin and seconded by Thomas Ryan, it was

VOTED:	THAT	The URI Board of Trustees Executive Committee convene into executive session to discuss collective bargaining with all bargaining units, pursuant to R.I.G.L. § 42-46-5(a)(2).
	VOTE:	6 members voted in the affirmative and 0 members voted in the negative.
	YEAS:	Margo Cook, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Thomas Ryan, Armand Sabitoni
	NAYS:	0
	ABSTAINS:	0

At 2:47 p.m., the Executive Committee convened into Executive Session. Melissa Sutherland and Charles Fogarty left the meeting. Virtual public access was paused.

At 2:57 p.m., the Executive Committee returned to Open Session. Virtual public access resumed.

Chair Cook called for a motion that the Executive Committee of the University of Rhode Island Board of Trustees seal the minutes of the Executive Session that took place on October 24, 2023.

On a motion duly made by Thomas Ryan and seconded by Vahid Ownjazayeri, it was

VOTED:	THAT	The URI Board of Trustees Executive Committee seal the minutes of the Executive Session that took place on October 24, 2023.
	VOTE:	6 members voted in the affirmative and 0 members voted in the negative.
	YEAS:	Margo Cook, Neil Kerwin, Cortney Nicolato, Vahid Ownjazayeri, Thomas Ryan, 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 October 24, 2023, joint meeting.

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

URI Board of Trustees  
Joint Meeting of the Executive Committee and Compensation Subcommittee  
October 24, 2023

VOTED:	THAT	The URI Board of Trustees Executive Committee and Compensation Subcommittee adjourn the October 24, 2023, Joint meeting.
	VOTE:	7 members voted in the affirmative and 0 members voted in the negative.
	YEAS:	Margo Cook, Neil Kerwin, Michael Fascitelli, Cortney Nicolato, Vahid Ownjazayeri, Thomas Ryan, Armand Sabitoni
	NAYS:	0
	ABSTAINS:	0

At 3:00 p.m. this meeting ended.

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

OFFICIAL