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**The University of Rhode Island Board of Trustees
Compensation Subcommittee Meeting
Monday, January 8, 2024 · 12:00 p.m. EST**

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

OPEN SESSION MINUTES

Chair Margo Cook welcomed everyone to the January 8, 2024, meeting of the University of Rhode Island (URI) Board of Trustees Compensation Subcommittee. The meeting was held in person with subcommittee 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/>.

Board Secretary Michelle Curreri conducted a roll call attendance and reported that a quorum of members of the subcommittee was present. Chair Cook called the meeting to order at 12:06 p.m.

The URI Board of Trustees Compensation Subcommittee members participating:

- Ms. Margo Cook, Chair (remote)
- Mr. Armand Sabitoni, Vice Chair (remote)
- Dr. Neil Kerwin (remote)
- Mr. Roby Luna (remote)
- Mr. Vahid Ownjazayeri (remote)
- Mr. Thomas Ryan (remote) (arrived at 12:11 p.m.)
- Mr. Michael Fascitelli (remote)

URI Board of Trustees Compensation Subcommittee member not participating:

- Ms. Cortney Nicolato

"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 member present:

- Dr. Marc B. Parlange, President (remote)

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 October 24, 2023 Joint Meeting of the Executive Committee and the Compensation Subcommittee [Enclosure](#)

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

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

VOTED: THAT The URI Board of Trustees Compensation Subcommittee approve the minutes of the October 24, 2023, joint meeting.

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

- a. Discussion of and action relating to the job performance of President Parlange, pursuant to R.I.G.L. § 42-46-5(a)(1), including:**
- (i) Synthesize results of the President’s comprehensive performance assessment, approval of performance assessment results, and recommendation to the Board of Trustees.**

Chair Cook noted that the Subcommittee is abiding by the policy on presidential performance review which involves releasing a survey. She confirmed that she and Vice Chair Sabitoni reviewed the survey results with President Parlange prior to this meeting. Chair Cook stated that this subcommittee will review these results in executive session. The results of the survey will be reviewed with all trustees in executive session at the February 16th Board meeting. At the conclusion of these steps, notice will be sent to the University community announcing the completion of the process, in accordance with the performance review policy.

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 synthesizing results of the President’s comprehensive performance assessment, approval of performance assessment results, and recommendation to the Board of Trustees. President Parlange has been advised that this discussion will take place in executive session.

On a motion duly made by Armand Sabitoni 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 synthesizing results of the President’s comprehensive performance assessment, approval of performance assessment results, and recommendation to the Board of Trustees.

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

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

At 1:01 p.m., the Compensation Subcommittee returned to Open Session. Virtual public access resumed.

Chair Cook called for a motion that the Compensation Subcommittee of the University of Rhode Island Board of Trustees seal the minutes of the Executive Session that took place on January 8, 2024.

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

VOTED: THAT The URI Board of Trustees Compensation Subcommittee seal the minutes of the Executive Session that took place on January 8, 2024.

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

YEAS: Margo Cook, Michael Fascitelli, Roby Luna, Vahid Ownjazayeri, Thomas Ryan, Armand Sabitoni.

NAYS: 0

ABSTAINS: 0

Trustee Neil Kerwin left the meeting at 12:50 p.m.

3. DISCLOSURE OF ACTION TAKEN IN EXECUTIVE SESSION

Chair Cook reported that during the closed session of the Compensation Subcommittee meeting, subcommittee members voted unanimously to recommend to the Board of Trustees the approval of the results of the President's comprehensive performance assessment as presented.

4. ADJOURN

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

On a motion duly made by Thomas Ryan and seconded by Roby Luna, it was

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

VOTE: 6 members voted in the affirmative and 0 members

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voted in the negative.

YEAS: Margo Cook, Michael Fascitelli, Roby Luna, Vahid Ownjazayeri,
Thomas Ryan, Armand Sabitoni.

NAYS: 0

ABSTAINS: 0

At 1:03 p.m., this meeting ended.

The next meeting of the URI Board of Trustees Compensation Subcommittee is tentatively scheduled for February 2024.

Official