



**Members**

Margo Cook '86, *Chair*

Michael D. Fascitelli '78

Charles Fogarty '80

Christine Heenan

Richard S. Humphrey

Neil Kerwin '73

Matthew Lenz '11

Roby Luna '04

David Martirano '91

Michael F. McNally '81, *Vice Chair*

Dr. Karina Montilla Edmonds '92

Cortney M. Nicolato '01

Vahid Ownjazayeri

Susan Petrovas '92

Yahaira "Jay" Placencia '01

Thomas Ryan '75

Armand E. Sabitoni '73

**The University of Rhode Island Board of Trustees  
Executive Committee Meeting  
Friday, January 21, 2022 · 8:30 a.m. EST**

**The University of Rhode Island  
Robert J. Higgins Welcome Center, The Anchor Room  
45 Upper College Road, Kingston, RI 02881**

**OFFICIAL MINUTES**

Chair Margo Cook welcomed everyone to the January 21, 2022, meeting of the Executive Committee of the University of Rhode Island Board of Trustees. She conducted a roll call attendance and confirmed that a quorum of members was present. At 8:33 a.m., the meeting was called to order.

The Committee held a hybrid meeting in accordance with Governor McKee's Executive Order 22-01. Some Committee members gathered in person and some members participated remotely. Public access to the meeting is available via the Facebook Live video platform.

The URI Board of Trustees Executive Committee members participating:

- Ms. Margo Cook, Committee Chair (in person)
- Mr. Michael McNally, Committee Vice Chair (in person)
- Mr. Michael Fascitelli (remote)
- Ms. Christine Heenan (in person)
- Mr. Neil Kerwin (remote)
- Mr. Roby Luna (remote)
- Ms. Cortney Nicolato (in person)
- Mr. Thomas Ryan (in person)
- Dr. Marc B. Parlange, President (ex officio, non-voting) (in person)

URI President's Leadership Council members in attendance:

- Dr. Laura Beauvais, Interim Provost and Vice President for Academic Affairs (in person)
- Ms. Alyssa Boss, General Counsel (in person)

**Ex Officio Members**

Tim DelGiudice, *Chair*  
*R.I. Council on Postsecondary  
Education*

Barbara Cottam, *Chair*  
*R.I. Board of Education*

Mayrai Gindy  
*Faculty Representative*

Christopher Bove '23  
*Student Representative*

- Ms. Anne Marie Coleman, Assistant Vice President for Human Resources (in person)

URI Staff members in attendance:

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

## 1. ACCEPTANCE OF THE AGENDA

Chair Cook called for a motion that the URI Board of Trustees Executive Committee accept the agenda for the meeting of January 21, 2022.

On a motion duly made by Cortney Nicolato and seconded by Michael Fascitelli, it was

VOTED:                    THAT                    The URI Board of Trustees Executive Committee  
accept the agenda for the meeting of January 21, 2022.

VOTE:                    8 members voted in the affirmative and 0 members  
voted in the negative.

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YEAS:                    Margo Cook, Michael Fascitelli, Christine Heenan, Neil Kerwin,  
Roby Luna, Michael McNally, Cortney Nicolato, Thomas Ryan.

NAYS:                    0

ABSTAINS: 0

## 2. APPROVAL OF THE MINUTES

- a. Minutes of the November 4, 2021, Executive Committee meeting [Enclosure 2.a.](#)

Chair Cook called for a motion that the Executive Committee of the URI Board of Trustees approve the minutes of the November 4, 2021 meeting of the Committee.

On a motion duly made by Michael Fascitelli and seconded by Neil Kerwin, it was

VOTED:                    THAT                    The URI Board of Trustees Executive Committee  
approve the minutes of the November 4, 2021 meeting of the  
Committee.

VOTE: 8 members voted in the affirmative and 0 members voted in the negative.

YEAS: Margo Cook, Michael Fascitelli, Christine Heenan, Neil Kerwin, Roby Luna, Michael McNally, Cortney Nicolato, Thomas Ryan.

NAYS: 0

ABSTAINS: 0

### 3. EXECUTIVE SESSION

Chair Cook called for a motion that the Executive Committee of the URI Board of Trustees enter into Executive Session for the following items:

- a. Discussion regarding collective bargaining pursuant to R.I.G.L. 42-46-5(a)(2) with the following:
  - i. PSA/NEA/NEARI
  - ii. PTAA - Professional Technical Administration Association
  - iii. Marine Professional Association
  - iv. PTFU - Part Time Faculty Union
  - v. AAUP – American Association of University Professors

On a motion duly made by Michael McNally and seconded by Michael Fascitelli, it was:

VOTED: THAT The URI Board of Trustees Executive Committee enter into Executive Session for discussion regarding collective bargaining pursuant to R.I.G.L. 42-46-5(a)(2) with the following:

- i. PSA/NEA/NEARI
- ii. PTAA - Professional Technical Administration Association
- iii. Marine Professional Association
- iv. PTFU - Part Time Faculty Union
- v. AAUP – American Association of University Professors

VOTE: 8 members voted in the affirmative and 0 members voted in the negative.

YEAS: Margo Cook, Michael Fascitelli, Christine Heenan, Neil Kerwin, Roby Luna, Michael McNally, Cortney Nicolato, Thomas Ryan.

NAYS: 0

ABSTAINS: 0

The Board entered into Executive Session at 8:36 a.m. Virtual public access was paused.

The Board reconvened in Open Session at 8:53 a.m. 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 Committee's Executive Session that took place on January 21, 2022.

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

VOTED:            THAT            The URI Board of Trustees Executive Committee seal the minutes of the Executive Committee's Executive Session that took place on January 21, 2022.

VOTE:            8 members voted in the affirmative and 0 members voted in the negative.

YEAS:            Margo Cook, Michael Fascitelli, Christine Heenan, Neil Kerwin, Roby Luna, Michael McNally, Cortney Nicolato, Thomas Ryan.

NAYS:            0

ABSTAINS:      0

#### **4. DISCUSSION ITEM**

##### **a. President's Performance Review Process**

[Excerpt from the Executive Committee Charter: "The Compensation Subcommittee of the Executive Committee, comprised of the Chair, Vice Chair, and the Chairs of the standing committees, is responsible for recommending the President's performance assessment, contract terms, and compensation to the full Board for approval. The subcommittee oversees the evaluation of the performance of the President on an annual basis; such performance assessment is to be based on the achievement of goals that were mutually agreed upon by the Board and the President. The subcommittee normally facilitates a comprehensive presidential assessment every three years."]

Chair Cook asked for the Committee members' viewpoints on the President's performance review process. She discussed an annual review and a 360-degree comprehensive review to be completed over a three-year period.

Regarding the annual review, Chair Cook suggested that the President write a self-assessment for submittal to the Chair to be reviewed and discussed with the Chair, followed by an Executive Committee discussion with the President at the April meeting. The Committee's findings would then be submitted to the Board at its June 2022 meeting for review and discussion. Committee members agreed with the plan, starting with the self-assessment and ending with a full Board discussion.

Regarding the 360-degree comprehensive review, President Parlange reminded the Committee members that his current employment contract will be up for renewal by August 2024. Committee members discussed a timeline for the comprehensive review.

Responding to an inquiry about the University process for performance reviews, Provost Beauvais noted that the Faculty Senate has a process laid out in the University Manual where all deans and some higher-level administrators are evaluated in a similar fashion. While the faculty process is ongoing, the provost does an independent review, with feedback from colleagues, advisory councils, and such. Provost Beauvais reported that the faculty will review the President the year before his contract is up for renewal.

Board members recommended laying out a timeline for the comprehensive review. Anne Marie Coleman noted that President Dooley's last comprehensive evaluation was conducted by the Council on Postsecondary Education in accordance with the Council's rules on evaluating presidents. The process of that evaluation was very similar to the procedure outlined on page 2 of the AGB document ([Enclosure 4.a.](#)).

Chair Cook noted that a policy should be created to define the process of the President's annual review and the 360-degree comprehensive review. The draft policy should be reviewed by the Governance Committee in April and approved by the Board at the June Board meeting.

## **5. ADJOURN**

Chair Cook called for a motion that the URI Board of Trustees Executive Committee adjourn the meeting of January 21, 2022.

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

VOTED:            THAT            The URI Board of Trustees Executive Committee

URI Board of Trustees Executive Committee Meeting  
January 21, 2022

adjourn the meeting of January 21, 2022.

VOTE: 8 members voted in the affirmative and 0 members  
voted in the negative.

YEAS: Margo Cook, Michael Fascitelli, Christine Heenan,  
Neil Kerwin, Roby Luna, Michael McNally, Cortney Nicolato,  
Thomas Ryan.

NAYS: 0

ABSTAINS: 0

At 9:08 a.m. this meeting ended.

**The next URI Board of Trustees Executive Committee meeting is scheduled for April 21, 2022.**