

MINUTES OF THE MAY 16, 2017, TELECONFERENCE MEETING OF THE COMPENSATION AND HUMAN RESOURCES COMMITTEE

The Compensation and Human Resources Committee (“Committee”) of the Smithsonian Institution Board of Regents (“Board”) conducted a meeting on May 16, 2017, in the Regents’ Room at the Smithsonian Castle in Washington, D.C. Participating were Committee Chair John Fahey and members Senator John Boozman and Ambassador Barbara M. Barrett.

Also present by invitation of the Committee were Secretary David Skorton; Chief of Staff to the Secretary Greg Bettwy; Director of the Office of Human Resources James D. Douglas; Office of the Regents Senior Officer for Programs & Operations Jennifer Ehlinger (recorder); Inspector General Cathy Helm; Under Secretary for Finance & Administration/Chief Financial Officer Albert Horvath; General Counsel Judith Leonard; and Chief of Staff to the Regents Porter Wilkinson.

CALL TO ORDER AND AGENDA REVIEW

Committee Chair John Fahey called the meeting to order at 2:02 p.m. and reviewed the agenda.

UPDATE ON SEARCHES AND ORGANIZATIONAL CHANGES

Secretary Skorton provided the Committee with an update on the status of the Smithsonian’s personnel searches including for the positions of Provost, Assistant Secretary for Communications and External Affairs, Assistant Secretary for Advancement Director of the Office of Government Affairs, Director of the National Museum of African Art, and Director of the National Postal Museum. The Secretary reported that John Davis had officially been selected and appointed to the position of Provost and will begin his tenure in August 2017.

REVIEW OF COMPENSATION APPROACHES

The Secretary presented a proposal for the Committee’s consideration: a review of seven Trust executive positions, currently paid according to Federal scale, to determine if that pay approach is appropriate, or if a market-based approach should be used according to the established parameters for determining the appropriate compensation scale. The Committee was informed that the independent compensation consultant would perform the review and present a recommendation to the Committee. The Committee is expected to make a decision on the compensation approach at its September 2017 meeting, in time for the 2018 compensation cycle.

The Committee considered the proposal and approved the request, authorizing the compensation consultant to perform a review and bring its recommendations to the Committee at its September 2017 meeting:

VOTED that the Compensation and Human Resources Committee authorizes the Board's compensation consultant to review seven Trust executive positions in order to determine the appropriate compensation approach.

APPROVAL OF MINUTES

Upon motion duly made and seconded, the draft minutes of the January 23, 2017, Committee meeting were approved without modification.

ADJOURNMENT

The meeting was adjourned at 2:19 p.m.

Respectfully submitted,

John Fahey
Chair