

CUPA Compensation Committee Meeting

March 28, 2017

The meeting occurred at 10:30 A.M. in Founder's Hall Chapel

Those present were: Dr. Joe Delap, Mike McCoy, Dr. Kim LaFevor, Steve Clark, Jonathan Craft, Michael Essary, Greg Holiday, Laura Kerner, Nancy Morgan, Susan Owen, Suzanne Sims, Tina Sloan, and Penny Pitts, Recorder.

The meeting began with approval of minutes from the September 1, 2016. Greg Holiday motioned and Laura Kerner seconded.

Jonathan Craft discussed the proposal brought to the committee by the subcommittee concerning the merit based pay system. The floor was then opened up for discussion/questions concerning the proposal. Concerns were raised about how criteria would be established, the time frame of the criteria, and how these items would tie in to the overall goals of the University. It was determined that criteria would have to be defined on the front end of the program due to the fact this compensation would be a one-time pay out. Individual goals would be hard to define therefore area goals would need to be established. The goals would have to be realistic and tied to those of the individual departments. There will need to be a good way to tie rewards to achievements and make the goals meaningful. Dr. LaFevor raised concerns about the manner in which individuals would receive pay. She suggests since it is a one-time pay that it should be called a performance based incentive instead of a merit based pay system. She also suggests that a minimum of 2% and often 3 to 3 ½% often works best as incentive. There are some additional questions as to whether we will continue the Presidential and Meritorious awards since this is so similar in nature. Lafevor suggests that those two programs be discontinued. We will need to proceed carefully in order to insure that the rewards offered are actual incentives to employees for the program to work.

Motion was made to carry this concept to the cabinet for approval. Laura Kerner motioned, Dr. LaFevor seconded, motion was passed unanimously.

New salary schedules and CUPA data was discussed. Mike McCoy stated for the record that employees will not lose tenure or go downward in pay through CUPA analysis. Individuals with 27 years employment will be reached out to in order to discuss the \$500 per year adjustment option.

Greg Holiday brought out concerns over the peer group of institutions we use to base our CUPA data on. There were 5 institutions in our current peer group that did not report data this year. There are however, 151 institutions who actually report data in all 4 categories (Administrator, Faculty, Professional, and Staff). It is suggested that if we add to our pool that we research those 151 concerning our criteria and add some of those institutions specifically. Dr. Delap suggests looking at the accreditation of those institutions specifically those who are ABET accredited to help classify the computer science category more appropriately. Mike McCoy charged a subcommittee consisting of Laura Lynn Kerner, Steve Clark, Nancy Morgan, Tina Sloan, Susan Owen, and Greg Holiday of how to better define the program and how it can be improved.