

CUPA Compensation Committee Meeting

July 11, 2017

The meeting was called to order at 9:45 AM in the Sandridge Conference Room.

Those present were: Dr. Joe Delap, Mike McCoy, Dr. Kim LaFevor, Steve Clark, Jonathan Craft, Michael Essary, Greg Holiday, Laura Kerner, and Susan Owen.

The meeting began by accepting the minutes of the previous meeting.

Old Business-

Step 27- Emails have been sent to all employees who were currently on step 27 of the old pay scale. 19 of those 28 have signed the election to transfer to CUPA and receive the \$500 per year adjustment. We will reach back out to those we have yet to hear from.

Peer Groups-Mr. Holliday presented information concerning current and possible future peer group institutions. Out of the 23 original institutions in our peer group, 6 did not respond in the latest data. It had also been recommended that due to area universities hiring employees at larger salaries, we include them in our peer group as well. Greg and the subcommittee recommended that we remove Purdue-North Central from our original group and replace with Winthrop. Recommendation was also made that we add: UAH, Jacksonville State, Troy State, UNA, Gordon State, UNC-Ashville, Frances Marion, and Christopher Newport. Future recommendations would be to add additional comparison groups that specifically target groups that pertain to Athens State. Dr. LaFevor was charged with contacting the Bureau of Labor to develop supplemental information to aid in the comparison of staff.

New Business-

Meritorious Award-The Meritorious Award process needs to be revamped to make it more robust. Currently, those who are nominated for the award, receive it. A subcommittee will be developed of members decided upon by Mr. McCoy and Dr. LaFevor. The committee will be charged with reviewing the current award program and making it more of a merit based, one-time incentive payment. The goal is to have something ready to replace our current program in Spring 2018.

Performance Evaluations-Currently, performance evaluations are inconsistent among staff. Suzanne Sims is charged with developing a committee consisting of members of this group along with others (specifically staff members) to look at evaluations and the manner in which they are completed. The exact charge of this subcommittee will be more distinctly defined after Mr. McCoy and Dr. Delap decide what (if any) changes need to be made concerning faculty.