

CUPA Compensation Committee Meeting

September 1, 2016

The meeting occurred at 1:30 P.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, and Penny Pitts, Recorder.

Mike McCoy briefed everyone as to what had occurred up to this point concerning CUPA adjustments. Back during the spring, all positions surveyed and a comparison was conducted according to the CUPA codes. Initially no information was available concerning non-exempt employee classifications but they are now included in the data.

CUPA adjustments were made to eighteen employees around April 1, 2016 (18 faculty members, 1 staff member). Eight additional faculty members received adjustments around September 1, 2016, four more will receive adjustments September 1, 2017 and one is scheduled to receive an adjustment September 1, 2018.

There will be meetings in the near future to educate employees concerning the CUPA adjustments and classifications, times and dates are yet to be determined. There will be times for each of the three colleges and staff members. All employees, as well as committee members are encouraged to attend.

There was some questions as to how employees were initially classified. Steve Clark has a subcommittee of this group who is looking at the classifications. Steve updates that this is still in progress and they are having difficulty classifying people who have multiple titles. If he is given a date of completion, this will be completed by that date.

Dr. LaFevor stated that it is nice to see that Athens State is truly in competition with other universities as it pertains to salaries of their employees.

Greg Holiday questioned when all employee positions would be analyzed again. It is understood that Athens State will participate in CUPA next year but not conduct any reclassifications. It was noted that it is very labor intensive to keep up with all the information.

A \$500 per year increase is being considered for those individuals on the old salary schedule who are on step 27. This will allow those individuals to receive a yearly increase.

Dr. LaFevor asked about a merit system. There was a merit system in place previously and would give employees incentive who are/will be topped out. The merit system goal is to award individuals based on how well the entire goal of their job is completed. The RUBRIC is based on overall mission, vision, and goals of the University and employee position. Dr. LaFevor suggests we differentiate based on factors and funding available. Laura Kerner states that financial goals must be included. Dr. Delap stated that a portion of the University budget must be set aside for this purpose in case of proration/leaner years of the University. There will be a subcommittee developed to look at the merit system. The committee will consist of Jonathan Craft, Laura Kerner, and three others (to be determined).