

**MINUTES OF THE
COMPENSATION SUB-COMMITTEE OF THE BOARD OF TRUSTEES
OF ATHENS STATE UNIVERSITY
October 21, 2016**

The Compensation Sub-Committee of the Board of Trustees of Athens State University (the "University") met at 10:35 am on Friday, October 21, 2016 in the Sandridge Student Center Conference Room, Athens, Alabama. On roll call, the following members of the Compensation Sub-Committee of the Board of Trustees of the University answered present:

Mr. Macke Mauldin (Presiding)
Ms. Cathy Dickens
Clint Shelton (10:38 am)
Dr. Sandra Sims-deGraffenried

Members present constituted a quorum to conduct business.

Mr. Tazewell Shepard was absent.

Mr. Shane Black, University Legal Counsel, Mr. Mike McCoy, Ms. Jackie Gooch (recording), Dr. Joe Delap, Dr. Keith Ferguson and Ms. Sarah McAbee were also present.

Minutes – October 4, 2016

On a motion made by Dr. Sims-deGraffenried and seconded by Ms. Dickens, the minutes from the October 4, 2016 compensation subcommittee meeting were approved.

Dr. Glenn's 2015-2016 Evaluation

On a motion made by Dr. Sims-deGraffenried and seconded by Mr. Shelton, the committee accepted Dr. Glenn's 2015-2016 evaluation as amended and reviewed by Mr. Mauldin. This amended evaluation will be presented to the Board for acceptance.

Dr. Glenn's Salary and Contract for 2016-2017

On a motion made by Mr. Shelton and seconded by Dr. Sims-deGraffenried, the committee agreed to recommend to the Board a 1% COLA and merit increase (\$2,060) for Dr. Glenn. Dr. Glenn's salary for 2016-2017 will be \$208,060.

On a motion made by Mr. Shelton and seconded by Ms. Dickens, the committee agreed to recommend to the Board that this increase be effective November 1, 2016.

President's Bonus Criteria for 2016-2017

On a motion by Dr. Sims-deGraffenried and seconded by Ms. Dickens, the committee agreed to recommend to the Board the following goals and objectives/bonus criteria for 2016-2017. The committee further agreed that the bonus incentive not exceed \$25,000 for 2016-2017.

1. Continue to develop a comprehensive enrollment plan that increases enrollment and credit hour production while maximizing the University's capabilities, resources and technology;
2. Develop a long-term tuition plan that maintains the University's sound financial position, rewards dedicated faculty and staff, improves efficiencies across the University, broadens course availability to students and continues to provide the greatest value to our students;
3. Continue Dr. Glenn's efforts to improve relationships within the University and explore opportunities with other institutions in North Alabama to enhance possibilities for our students.
4. Decrease the reliance of consultants by utilizing and leveraging the talents and expertise of the faculty and staff.
5. Develop a plan to celebrate the University's 200th Anniversary to benefit of the University and its Foundation.

Approved October 27, 2016

On a motion made by Dr. Sims-deGraffenried and seconded by Ms. Dickens, Chairman Mauldin adjourned the meeting at 11:18 am.