

**MINUTES OF THE  
COMPENSATION SUB-COMMITTEE OF THE BOARD OF TRUSTEES  
OF ATHENS STATE UNIVERSITY  
September 15, 2015**

The Compensation Sub-Committee of the Board of Trustees of Athens State University (the "University") met at 9:37 am on Tuesday, September 15, 2015 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:

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

Absent: Mr. Tazewell Shepard

Members present constituted a quorum to conduct business.

Mr. Shane Black (University Legal Counsel), Ms. Briana Harris (Staff Reporter from Decatur Daily), Dr. Ron Ingle, Ms. Sarah McAbee, Mr. Mike McCoy, Ms. Jackie Gooch (recording), Ms. Belinda Krigel, and Mr. Guy McClure were also present.

On a motion by Dr. Sims-deGraffenried and seconded by Ms. Dickens, the compensation sub-committee accepted the evaluation from AASCU-Penson and recommended that this evaluation be presented at the October 2015 Board of Trustee Meeting. The motion was approved by the Compensation Sub-Committee of the Board by affirmative votes (4-0) of members present. Against: None

On a motion by Mr. Shelton and seconded by Dr. Sims-deGraffenried, the compensation sub-committee approved that a 3% increase to the base salary, retroactive to October 1, 2015, for Dr. Glenn for 2015-2016 be recommended to the Board of Trustees at the October 2015 Board of Trustee Meeting. The motion was approved by the Compensation Sub-Committee of the Board by affirmative votes (4-0) of members present. Against: None

Following discussion on this topic, Mr. Shelton proposed a friendly amendment to make the increase be retroactive to September 1, 2015. This amendment was accepted and seconded by Dr. Sims-deGraffenried. The September 1<sup>st</sup> date corresponds with the contract date for all other employees of the University.

Mr. Black addressed the sub-committee with respect to the salary increase being retroactive. While the date may be changed to correspond with the contract date for all other employees, state law does not allow the actual salary increase to be retroactive.

Following discussion, Dr. Sims-deGraffenried made a motion for the President's contract to be reviewed and updated with all necessary changes, including but not limited to, aligning the contract date and removing the minimum percentage (10%) from the bonus award. The bonus award language should only indicate a maximum of 25% for a bonus. This motion was seconded by Ms. Dickens. The new contract would be submitted to the Board of Trustees for approval at the October 2015 Board of Trustees Meeting. The motion was approved by the Compensation Sub-Committee of the Board by affirmative votes (4-0) of members present. Against: None

The following bonus criteria for Dr. Glenn for the 2016 academic year were approved by the Compensation Sub-Committee of the Board.

- Increase in credit hour production
- Increase relationships with Alabama Community Colleges
- Increase retention/graduation rates
- Increase the quality and access of on-line course offerings
- Improve on-campus relationships
- Aggressively pursue an effective marketing plan and results
- Maintain a strong financial position with a surplus

Quantifiable measures will be discussed and added to these criteria to allow straightforward assessment of each item.

These bonus criteria with quantifiable measures will be presented to the Board for approval at the October 2015 Board of Trustees Meeting.

The meeting adjourned at 10:10 am.