

## **CUPA Compensation Committee Meeting**

**February 22, 2018**

The meeting occurred at 9:45 A.M. in Founder's Hall Chapel.

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

The meeting began with review of the minutes from the October 24, 2017 meeting. Changes were recorded that Tina Sloan did attend that meeting.

### Business-

CUPA data is currently being compiled into its final version. Since the expansion of our peer group from 23 institutions to 31, we now have 5 data sets. UAH, UNA, Troy State University, and Jacksonville State University were added due to their local proximity to our area and the likelihood of our competition for employees. The preliminary review of our new data appears to follow the same patterns as the 14/15 data. The pattern appears to be that those who received raises in the past would receive them again. This does not help our issues, specifically in the College of Education where we appear to be losing people to local competitors. The group discussed the possibility of using an institution such as Jacksonville State or UNA as an additional comparison for salaries. The consensus among the representatives was that this would be a more beneficial direct comparison. This could also be another tool used in our assessment of graduate professor pay.

It was suggested that in order for us to get a meaningful baseline, we should leave our old peer group alone. We will keep the peer group of 23, the new peer group of 31, and also a local institution group. It is our belief that the more data we can compile, the easier to communicate and understand the information will be. The groups will give us a good return of information that everyone will be able to understand. We will generally use the CUPA data but will also use the institution group in order to fine tune some individual positions.