

CUPA Compensation Committee

September 26, 2018 1:30 PM

Founder's Hall Chapel

Members Present: Jonathan Craft, Dr. Joe Delap, Dr. Mike Essary, Greg Holiday, Laura Kerner, Mike McCoy, Jerrie Smith in place of Nancy Morgan, Dr. Susan Owen, Suzanne Sims, Dr. Tina Sloan, Debra Vaughn, and Penny Pitts, Recorder. **Members absent:** Mark Gale, Dr. Kim LaFevor, Chris Moss.

The meeting began with a review of the minutes from the April 18, 2018 meeting. Dr. Essary motioned to accept the minutes with a second motion coming from Suzanne Sims. Motion carried.

Old Business-

Summary of Adjustments-Two individuals refused CUPA adjustments as it was more advantageous for them to stay on the old salary schedule. Assistant professor salary schedule has been increased from the range of \$48,000- \$52,000 to \$55,000. Adjustments are made based on job description and classification, no experience is considered. This is heavily due to the fact that there is no further information reported with CUPA, it is only representative of the CIP code. The committee was asked for recommendations and feedback for how to handle these situations in each of the colleges. We are charged with finding a solution that is fair and equitable for all employees.

One possible option is to give stipends for job excellence and quality performance. One problem in this area is that we often give stipends but never take them back. For this situation, it would have to be understood the stipend could be removed at some point in the future.

We will form a task force to consist of Dr. Mike Essary, Laura Kerner, Dr. Susan Owen, Dr. Tina Sloan, and Mike McCoy charged with finding a solution for this. We desire a structure that considers both knowledge and experience. We need to identify a way to define experience and quality workmanship. We will also ask Nancy Morgan to research whether she can find other models that might be available either for us to use or as a good beginning structure.

New Business-

In the next 60-90 days there will be meetings with various groups on campus to explain and discuss the CUPA structure and adjustments. Attendance from as many compensation committee members as possible is strongly encouraged. We want to be as translucent as possible concerning this topic with communication being key.