CUPA Compensation Committee

April 18, 2018 10:00 AM

Founder's Hall Chapel

Members Present: Jonathan Craft, Dr. Joe Delap, Dr. Mike Essary, Mark Gale, Laura Kerner, Dr. Kim LaFevor, Mike McCoy, Nancy Morgan, Chris Moss, Dr. Susan Owen, Suzanne Sims, Dr. Tina Sloan, Debra Vaughn, and Penny Pitts, Recorder.

The meeting began with a review of the minutes from the February 22, 2018 meeting. Dr. Essary motioned to accept the minutes while Dr. Sloan seconded the motion. Motion carried.

Old Business-

CUPA analysis discussion-
During the analysis of CUPA data we compared the 50% range from the old peer group, the UNA salary data, and the 50% range for the new peer group. With the above benchmarks, out of our faculty, only 28 were below the 50% with many of those being assistant professors. There were 18 of those who were newly hired and were not eligible for promotion. The following criteria was used to determine eligibility: Hired prior to 12/31/2017, administration must have 4 years employment, instructors were not eligible.
The 9 month salary ranges are: Assistant Professor, Associate Professor, and Professor. The UNA data illustrated how low our salaries for assistant professors were. There are 7 College of Education assistant professors eligible for promotion. Our assistant professors in the College of Business are starting at professor and associate professor levels which leads to a compression issue. To try and alleviate this issue, we are capping the range at highest point of assistant professor range. This cap will not prevent us from having the discretion to pay above the 50% mark for those specific positions that are highly marketed and difficult to fill.
There were 8 staff who were identified below the 50% threshold. None of these are eligible for adjustments due to their hire date. It is a goal for us to bring employees in at the 30% mark if they do not have much experience which gives them the ability to grow up to the benchmark percentage. We need to do a better job at classifying people based on their experience when they are hired.
It is a desire by some to compare our salaries to other local companies. This will be difficult due to the difficulty in comparing everyone based on their workload and job description. Comparing apples to apples among companies will be extremely difficult as job descriptions are often not a true picture of the work entailed. The subcommittee charged with analyzing the Board of Labor data will bring information before the Compensation Committee for future possible staff changes.