

## CUPA Compensation Committee

April 30, 2019 9:00 AM

Founder's Hall Chapel

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

The meeting began with a review of the minutes from the September 26, 2018 meeting. Dr. Gale motioned to accept the minutes with a second motion coming from Dr. Owen. Motion carried.

### Old Business-

Our competition for recruiting employees is getting stronger. The public sector benefits and compensation are approaching what we are able to offer currently. In an effort to recruit and retain employees, we must be willing to make adjustments to both our salary offerings and our employee assessments.

Nancy has researched peer institutions concerning their practice with credential increases and cannot find where credential increases are/have been given. It is common practice to hire employees based on their experiences and then allow increases based on merit. We must insure performance reviews are completed in an effort to aid our ability to warrant individual increases.

We would like to possibly look into some type bonus system for employees. This would allow employees to receive a one-time payment based on criteria such as performance, customer service, and profitability. This type system would better align all employees to perform for the betterment of the University and would allow us to grow more as a team campus wide.

### New Business-

**Adjunct pay-**Adjunct pay is expected to increase from \$1,800 to \$2,100 in the Fall semester. To better assist new adjuncts, we are looking at offering some additional training opportunities.

**Retirement Scholarship-**The retirement scholarship is in place. Currently an employee may contribute up to \$50,000 per year toward the scholarship with a maximum draw of \$31,000. Next year the maximum salary draw will increase to \$32,000. We are also looking to recommend to remove the \$50,000 cap.

**Future projects-**Two projects we might could look at in the future are supplemental pay for graduate teaching and the prospect of buyouts.