

CUPA Compensation Committee

January 22, 2020 1:00 PM

Founder's Hall Chapel

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

The meeting began with a review of the minutes from the April 30, 2019 meeting. Dr. Essary motioned to accept the minutes with a second motion coming from Dr. Gale. Motion carried.

Old Business-

- a) Retirement Scholarships-There have been two participants in the Retirement Scholarships. One is completed and the second is currently participating. We are currently looking at moving the maximum contribution from \$50,000 per year to \$75,000.
- b) Graduate Teaching Stipends-For the 9 month academic year, a fully time faculty load is 12 undergraduate semester hours per semester OR 9 graduate semester hours per semester OR a combination of undergraduate and graduate courses that total 12 semester hours per semester. One graduate semester hour is equivalent to 1.33 undergraduate semester hours for calculation of workload hours. A full load for undergraduate courses is 12 semester hours. Any traditional hours taught over this is paid at the undergraduate rate of \$700.00 per semester hour. A full load for graduate courses is 9 semester hours. Any traditional hours taught over this is paid at either the undergraduate rate of \$700.00 per semester hour or graduate rate of \$800 as appropriate. If there is a combination of undergraduate and graduate courses, the graduate courses are multiplied by 1.33.
- c) Retirement Buyout-There are no discussions currently and none expected in the near future.

New Business-

- a) Meritorious Award Policy-Policy changes have eliminated the Selection Committee for this award and replaced them with the President's Cabinet.
- b) Presidential Award Policy- Policy changes have also eliminated this Selection Committee and replaced them with the President's Cabinet.
- c) Hiring and Recruitment Guidelines-This policy has also been updated and the newest version is available on the policy library.
- d) Salary Adjustment Guidelines-There will be meetings scheduled with Mike, Suzanne, Staff Senate members, and the Staff Senate to answer questions concerning this policy in the next few weeks.
- e) Merit Pay Adjustments-Employee concerns concerning CUPA have been in regards to beginning employment below the 50% mark and there being no mechanism to move forward until another CUPA study is complete. We need to look at a way to advance within the CUPA bands without employees having to change jobs. There needs to be a creation for salary adjustments. Possible suggestions are:

- 1) To determine a criterion for salary adjustments
- 2) To adjust the \$500 per year increase to something that compensates for the number of years of service and performance performed by the employee.
- 3) To use bonuses instead

One issue we still have concerning merit treatment is inconsistency. We need to move to revamp the tool currently used for staff evaluations. Often the form is interpreted that satisfactory is equal to a "C". We need to train supervisors concerning the assessment and possibly create a rubric tool for all staff. This needs to move to a priority of the committee and possibly create a subcommittee tasked with this.