

# SUU Staff Association Minutes

## March 31, 2010, 11:00 am

### Provost Office Conference Room

Present: Dorian Page, Bruce Tebbs, Lindsay Fullerton, Travis Rosenberg, Paula Mitchell, Mark Miller, Bruce Barclay, James Loveland, & Julie Larmore.

Excused: Bryant Flake, Mike Humes

#### **Special Staff Equity Session with Dorian Page**

**After discussion at the March 25, 2010 regular staff association meeting, it was determined that the Association members would meet with Dorian Page to discuss the details of the equity dollars. There was not an official agenda for this meeting.**

- Travis Rosenberg and Dorian Page explained CUPA data and benchmarks. The difference between benchmarks for the state and the nation were discussed. The committee asked questions concerning how titles/positions are lined up against titles/positions at other universities as many titles are unique. Travis explained that each supervisor was asked to submit a current job description for every position on campus. Based on the title and responsibilities the Human Resource department compares individual positions across all of the state and national CUPA institutions to get a benchmark. It was noted that while all supervisors were notified that they needed to submit updated information, not all supervisors complied with the request. It was determined that any updated information sent from this time forward would go into effect for FY 2012. All data used for FY 2011 distribution will be based on the information that has already been gathered.
- Using the white board in the room Travis gave an example scenario of how the equity dollars/budget would play out between two positions. The scenario was based upon the same salary, but different years of service in the exact position, or in a previous position with the same responsibilities. The committee asked questions based upon the model to gain an understanding of how this would work.
- One major concern was why someone in the same position for over 10 years does not get rewarded for more that 10 years of service. It was explained based on the assumption that someone who has not attempted to move up after 10 years is probably not doing anything significantly different in their position in year 10 than they are in year 12.
- Following the meeting it was determined that the staff association would submit a memo to Dorian Page to present to the President's Council on behalf of the staff association with guidelines for allocation.