

**Faculty Senate Executive Council and Staff Congress Executive Council with President and Provost  
Minutes for 5-8-13**

**Present:** President Andrews, Provost Hughes, Beth Patrick, Doug Chatham, Robert Royar, Lesia Lennex, Cyndi Gibbs, Aaron Gay, Rebecca McGinnis, Shannon Harr, Lora Pace and Rhonda Crisp

President Andrews explained to the members present how the Performance Pay Supplement, Eligibility and Guidelines for Awarding, May 2013 came into being. The President met with the EC of Faculty Senate who presented strong arguments for some form of performance compensation for faculty this year. He then met with the EC of Staff Congress who agreed with the idea. President Andrews presented the feedback from both ECs to the Cabinet and the Deans for their advice. The President, Cabinet and Deans decided to move forward with the plan. A draft proposal was presented to the BOR work session on Thursday, May 2, 2013 who supported the plan. Thus, the meeting today to present the draft of the Performance Pay Supplement, Eligibility and Guidelines for Awarding, May 2013.

Members asked questions and the President clarified various areas of the document. Based on discussion in this meeting, the President will make minor revisions and present the final guidelines to the campus. Cost for the performance model for this one time basis is approximately \$640,000.

This document/process is only for this year starting July 2013. The administration will build a model over the summer to present to faculty and staff leadership/ad hoc work groups, in the fall for input. The President would like to have the performance process ready by January 2014.

Senator Gibbs told the President that she appreciated the President listening and acting on the faculty concerns.

**Adjournment:** 8:30 a.m.