

**MINUTES OF THE
COMPENSATION SUB-COMMITTEE OF THE BOARD OF TRUSTEES
OF ATHENS STATE UNIVERSITY
October 8, 2020**

The Compensation Sub-Committee of the Board of Trustees of Athens State University (the "University") met at 3:00 pm on Thursday, October 8, 2020 in the Chapel of Founders Hall, Athens, Alabama. On roll call, the following members of the Compensation Sub-Committee of the Board of Trustees of the University answered present:

Mr. Ronnie Chronister (Presiding)
Ms. Cathy Dickens
Mr. Macke Mauldin
Mrs. Missy Ming Smith

Members present constituted a quorum to conduct business. Dr. Sandra Sims-deGraffenried was absent.

Mr. Shane Black (University Legal Counsel), Mr. Mike McCoy, and Ms. Jackie Gooch (recording) were also present.

Review of President's Base Salary

Pursuant to Section 6.3 of the President's employment contract, Dr. Way's base salary shall be reviewed annually by the Board of Trustees' Compensation Sub-Committee. Mr. Chronister confirmed the purpose of the meeting was to review the President's base salary. Committee members were provided a copy of Dr. Way's current employment contract, Dr. Way's evaluation as completed by Mr. Chronister and the CUPA-HR 2019-2020 Position Description.

Mr. Chronister explained the two options available to the committee: 1) report to the Board that the committee met and determined no changes to base salary, 2) make a recommendation to the Board to change the base salary. If the recommendation is to change the base salary, this action cannot be taken until the January 2021 Board meeting, at the earliest due to current restrictions on conducting Board business.

Mr. McCoy explained the CUPA-HR 2019-2020 Position Description data and that Dr. Way's current base salary places him right at the 70th percentile in the 23-member peer group and at the 60th in the 31-member peer group. Ms. Smith asked for the data on the amount of the President's entire employment package to include data on the President's expenses. Mr. Chronister requested that Mr. McCoy provide that data to Mr. Mauldin and Ms. Smith for review to ensure the President has had sufficient resources to perform his job duties. If further discussion needs to occur, the sub-committee will reconvene for further discussion.

Mr. Chronister felt that Dr. Way's evaluation was very positive. General consensus among the committee members was that Dr. Way had done a good job navigating the University through the COVID crisis and that Dr. Way was continuing to lay a foundation for the University's future. Committee members acknowledged that while Dr. Way deserves a raise they cannot recommend a raise due to the following:

- The 2020-2021 budget approval process did not include a raise for all employees
- Having not fully seen the effects of the pandemic on the University finances, it would send the wrong message to the University/Community.

The meeting adjourned at 4:15 pm.