

PRESIDENT'S CABINET MEETING
July 18, 2019
MINUTES

CALLED TO ORDER
 4:00 pm

ADJOURNED
 5:00 pm

MEMBERS PRESENT

Bob Austin; Kevin Ball; Cheryl Jones; Russell Lowery-Hart; Denese Skinner; Steve Smith; Mark White

MEMBERS ABSENT

Tamara Clunis; Cara Crowley; Joy Brenneman

OTHERS PRESENT

Lisa Gray

DISCUSSION:

1. MERIT PAY	Jones
<p>Ms. Jones presented a merit pay matrix that takes the employee performance ratings entered in Cornerstone and suggests a specific merit pay percentage increase. Ms. Jones met with everyone individually to discuss questions and concerns and asked for Cabinet feedback and recommendations.</p> <p>IT and HR have been testing Cornerstone for the compensation task deployment in September. The data is not consistent and they have been unable to isolate the programming problem. This accelerated the decision to create matrix-based criteria for performance value ratings.</p> <p>Much discussion took place and a suggestion was made to allow managers to use the same procedures as the past two years since they understand their own scoring methods. Ms. Jones stated that if this is to be done it will need to be done soon because there are only a few weeks before budgets are due.</p> <p>Because scoring methods are inconsistent, Dr. Lowery-Hart requested that Ms. Jones re-evaluate the matrix based on the average scoring for each Vice President's division and create a matrix for each division.</p> <p>Action Items:</p> <ul style="list-style-type: none"> • Ms. Jones and her staff will update tables for each division based on their average scoring and present this to Cabinet for further discussion. 	

2. OTHER DISCUSSION	Cabinet
None	
<p>Action Items:</p> <ul style="list-style-type: none"> • None 	