



UNIVERSITY *of*
MONTEVALLO

STAFF SENATE

Tuesday, October 18, 2022
Merrill Room
10 a.m.-12 p.m.

AGENDA

- 1) Welcome
- 2) Guest: Barbara Forrest, Director of Human Resources
- 3) Approval September 1, 2022 minutes
- 4) Old Business
 - a. CUPA-HR Salary Study
 - b. Parental Leave Policy
 - c. Staff Convocation
 - d. Reset! Event
 - e. Grievance Committee
 - f. Alternate Work Options Program Policy
 - g. Staff Meals at Caf
- 5) New Business
 - a. UM Happy Hour Monthly
 - b. BOT Retreat
 - c. Ebenezer Swamp Letter
 - d. Open Enrollment
- 6) Staff Senate Committee Updates
 - a. Campus Communications
 - b. Events, Service and Recognition
 - c. Finance and Staff Salary Review
 - d. Policies and Procedures
 - e. Professional Development
- 7) Reports/News from Departments/Offices
- 8) Other Business

CUPA Comparator Schools Info

Draft of selection criteria below. This is what will be considered when requesting a school be added to the list of schools. Please review and provide suggestions from the Staff perspective. i.e. Department size, number of divisions, etc.

Region	Southeast
Public Liberal Arts/COPLAC	
Size	2600 students, 170 faculty, 500 staff
Carnegie classification - Master's Colleges & Universities:	Medium Programs, Public (75 majors/concentrations)
Program size	Varies by discipline
Budget	\$60 million
Athletic conference	NCAA Division II, Gulf South Conference
Department size	
Number of divisions	

2020 CUPA-HR Faculty Salary Study Peer Class

This is the current list of schools that we are compared with. We want to increase this list from 27 to 40 schools.

- Appalachian State University (Boone, NC)
- Auburn University at Montgomery (Montgomery, AL)
- Austin Peay State University (Clarksville, TN)
- Christopher Newport University (Newport News, VA)
- Clayton State University (Morrow, GA)
- Coastal Carolina University (Conway, SC)
- Delta State University (Cleveland, MS)
- East Tennessee State University (Johnson City, TN)
- Henderson State University (Arkadelphia, AR)
- McNeese State University (Lake Charles, LA)
- Mississippi University for Women (Columbus, MS)
- Nicholls State University (Thibodaux, LA)
- Shepherd University (Shepherdstown, WV)
- The Citadel, the Military College of South Carolina (Charleston, SC)
- The University of Virginia's College at Wise (Wise, VA)
- Troy University (Troy, AL)
- University of North Alabama (Florence, AL)
- University of North Carolina at Asheville (Asheville, NC)
- University of North Carolina at Pembroke (Pembroke, NC)
- University of North Georgia (Dahlonega, GA)
- University of South Carolina Aiken (Aiken, SC)
- University of South Florida St. Petersburg (St. Petersburg, FL)
- University of Tennessee at Martin (Martin, TN)

University of West Georgia (Carrollton, GA)
Valdosta State University (Valdosta, GA)
Western Carolina University (Cullowhee, NC)
Winthrop University (Rock Hill, SC)

School used in the past and when needed or if they participated
(The strikethrough schools were included in this year's study)

~~Bowie State University (Bowie, MD)~~
~~Clayton State University (Morrow, GA)~~
~~Delta State University (Cleveland, MS)~~
~~East Central University (Ada, OK)~~
~~Francis Marion University (Florence, SC)~~
~~Henderson State University (Arkadelphia, AR)~~
~~Lander University (Greenwood, SC)~~
~~Longwood University (Farmville, VA)~~
~~McNeese State University (Lake Charles, LA)~~
~~Mississippi University for Women (Columbus, MS)~~
~~Nicholls State University (Thibodaux, LA)~~
~~Southwestern Oklahoma State University (Weatherford, OK)~~
~~Texas A & M International University (Laredo, TX)~~
~~University of Texas of the Permian Basin (Pembroke, NC)~~