

**UNIVERSITY OF SOUTH ALABAMA  
BOARD OF TRUSTEES**

**Executive Committee**

**June 24, 2022  
2:30 p.m.**

A meeting of the Executive Committee of the University of South Alabama Board of Trustees was duly convened by Ms. Arlene Mitchell, Chair *pro tempore*, on Friday, June 24, 2022, at 2:32 p.m. in the Board Room of the Frederick P. Whiddon Administration Building. Meeting attendance was open to the public.

Members: Alexis Atkins, Arlene Mitchell and Jim Yance were present, and Tom Corcoran, Steve Furr, Lenus Perkins and Jimmy Shumock participated remotely.

Other Trustees: Chandra Brown Stewart, Ron Graham, Ron Jenkins and Mike Windom.

Administration & Guests: Owen Bailey, Jo Bonner, Kristin Dukes, Monica Ezell, Delwar Hossain (Faculty Senate), Andi Kent, John Marymont, Diana Nichols, Beth Shepard (Faculty Senate) and Polly Stokley.

Following brief introductory comments by Chair Mitchell, the meeting came to order and the attendance roll was called, **Item 1**. Chair Mitchell turned to President Bonner, who then yielded to Mr. Shumock for remarks. Mr. Shumock recognized Chair Mitchell for the historic significance of her election as the first female to serve as Chair *pro tempore* of the Board of Trustees and congratulated her. Chair Mitchell said it was an honor to be elected for the position of Chair, and she complimented Mr. Shumock for his proactive leadership as previous Board Chair.

Chair Mitchell called for consideration of the revised agenda, **Item 1.A**. On motion by Ms. Atkins, seconded by Mr. Yance, the Committee voted unanimously to adopt the revised agenda.

Chair Mitchell called on President Bonner to address **Item 2** as follows. President Bonner thanked Provost Kent and Ms. Stokley for their tireless efforts in developing a proposal for a cost-of-living adjustment and salary supplement for the faculty and staff of the general University sector, and he called on Ms. Stokley, who shared the particulars of the recommendation and answered questions. She and Mr. Bailey indicated that compensation for USA Health personnel would be addressed in the coming weeks. President Bonner thanked Dr. Hossain and Ms. Shephard for sharing their voice on behalf of the faculty and working with the Administration. On motion by Mr. Shumock, seconded by Ms. Atkins, the Executive Committee voted unanimously to approve the resolution. Chair Mitchell thanked President Bonner and the University leadership for addressing this need:

**RESOLUTION  
COST-OF-LIVING ADJUSTMENT AND SALARY SUPPLEMENT**

**WHEREAS**, the University of South Alabama is committed to delivering high-quality educational and student services programs, and

**WHEREAS**, the faculty, staff and administrators of the University play a critical role in delivering these programs, and

**WHEREAS**, the University administration is committed to compensating employees with competitive and fair wages and benefits, to the extent possible, and

**WHEREAS**, many employees of the University currently face financial challenges stemming from the significant increase in the cost of living due to rising inflation, and

**WHEREAS**, the retention and recruitment of high-quality employees is a challenge in the current environment, and

**WHEREAS**, changes to the compensation plan are typically made concurrent to the budget approval in September, and

**WHEREAS**, the University plans to include an ongoing cost-of-living adjustment in the fiscal year 2023 budget, and

**WHEREAS**, the University seeks to address the economic pressures facing employees as soon as possible through an ongoing cost-of-living adjustment effective with the payroll periods beginning on or after July 1, 2022, and

**WHEREAS**, the University seeks to further address the economic pressures facing employees through a one-time salary supplement payable in July 2022,

**THEREFORE, BE IT RESOLVED**, the Executive Committee of the University of South Alabama Board of Trustees hereby authorizes, for University General Division employees, an ongoing three-percent cost-of-living adjustment and an increase to the minimum hourly rate of pay to \$13 per hour, including related salary grade adjustments, effective with the payroll periods beginning on or after July 1, 2022, and

**THEREFORE, BE IT FURTHER RESOLVED**, the Executive Committee of the University of South Alabama Board of Trustees hereby authorizes a one-time two-percent salary supplement payable in July 2022 for regular University General Division employees hired on or before May 31, 2022.

In accordance with the provisions of the Alabama Open Meetings Act, Chair Mitchell made a motion to convene an executive session for an anticipated duration of 45 minutes for the purpose of discussing good name and character, impending litigation, and preliminary negotiations involving a matter of trade or commerce, **Item 3**. She said Ms. Dukes had submitted the required written declaration for the minutes and that the meeting would effectively be adjourned at the conclusion of the executive session. Mr. Yance seconded and, at 2:48 p.m., the Executive Committee voted unanimously to convene an executive session, as recorded below:

AYES:

- Ms. Atkins
- Mr. Corcoran
- Dr. Furr
- Chair Mitchell

Executive Committee  
June 24, 2022  
Page 3

AYES Continued:

- Mr. Perkins
- Mr. Shumock
- Mr. Yance

There being no further business, the meeting was adjourned at 3:39 p.m.

Attest to:



Lenus M. Perkins, Secretary

Respectfully submitted:



Arlene Mitchell, Chair pro tempore

# APPENDIX A

Executive Session

University of South Alabama Board of Trustees Executive Committee meeting on June 24, 2022.

The purpose of the executive session for the above-referenced meeting is to discuss good name and character, impending litigation, and preliminary negotiations involving a matter of trade or commerce which would have a detrimental effect upon the University's competitive position to the negotiations if publicly disclosed.

This declaration is submitted pursuant to the requirements of the Alabama Open Meetings Act by Kristin Daniels Dukes, ASB number 6408o61k.

*Kristin Daniels Dukes*