

Compensation Working Group

Meeting Minutes

Date: January 10, 2024

Time: 2 – 3 p.m.

Microsoft Teams Meeting

Welcome & Roll Call

CUPA Survey Updated – Sri Kamarthi

- CUPA Survey (<https://www.cupahr.org/surveys/survey-participation/>) job profile mapping to accommodate the new job Workday Job profiles and CUPA survey updates over the past year.
- If your member is participating in CUPA survey submission, please see the reference guide available here to know how to simplify the data submission process.
- https://it.tamug.edu/workdayservices/training/reference_guide/compensation-surveys-reference/

Enhancement request - Resident Advisor Allowance – Sri Kamarthi

- A new validation to ensure the Resident Advisor Allowance is only used if the job profile is Resident Advisor
- Currently Resident Advisor Allowance can be used for any job profile.

Q: for the new earning code - when would that go live?

A: End of this month hopefully

Enhancement request – New work period – Sri Kamarthi

- TAMUCC requested a new work period 7 months (November 1 – May 31)

New one-time payments – Sri Kamarthi

- TAMU requested the below new one-time payments
 - Student Organization Payment
 - Student Organization Payment – Grossed Up
- Used to pay for services provided to a club/organization.

Comp 0 for Faculty Additional Jobs – Sri Kamarthi

- TAMU requested to allow the Comp to be 0 (there will not be any plans assigned) for faculty to facilitate the below business requirements.
 - Resolve the issue of paying faculty employees who have an administrative appointment and a work period of 9 or 10 months for the summer months. A job will be added for the remaining 3 or 2 months and have Comp (Hourly/Salary) rate as 0 and pay the administrative stipend during summer months.
 - For Faculty who have an additional job teaching in a different department and instead of ending the job, Comp can be kept at 0 because you are not sure they will be teaching the same semester for next year.

EIB reminders – Sri Kamarthi

- Completed EIB files must be sent at least two weeks prior to the payroll calculation date to facilitate sandbox testing and fixing any errors.

Q: Does workday have any resources to share on Default Compensation?

A: When the position is filled the default compensation is not used, only when vacant. It is up to each organization on how they want to set the default compensation. Can edit as part of edit position restriction and as a stand-alone. There are reports to monitor for mismatches. Is also a part of termination.

Q: Administrative Stipend-Additional, what if they have more than 2.

A: It was decided to only add the 1 additional earning.