

E

Proposal #1 for the remainder of the Cola money.

One-time bonus for full time faculty making under \$50,000.

The idea has been presented several times to take the remainder of the Cola money and have a lottery with all faculty members who make under \$50,000. This has been tabled many times, in my opinion, because it was very vague and did not have parameters/stipulations. I propose that this would be a one time "bonus" for full time faculty members who have been with UCA for a minimum of five (5) years and who make under \$50,000.

According to Valerie Nicholson in Human Resources, there are 83 faculty members who fit these criteria. If we divided the \$34,000, each faculty members would receive a one-time amount of \$409.64 (we could round this down). We could have a lottery and give 34 of those 83 faculty members a \$1,000 one-time "bonus".

Proposal #2 for the remainder of the Cola money.

Ergonomic office chairs for faculty.

Purchase 210 of the Carder Mesh Office Chairs found at Staples (recommended by Steve Forbush in the Physical Therapy Department) to assist faculty members whose chairs are old, worn out or ergonomically incorrect for their body type, size and office space. Request by faculty members could be made to Human Resources (????) and need/fit could be determined by a team trained by Dr. Steve Forbush to enhance faculty efficiency at their desk as well as decrease cervical and lumbar pain.

Chairs cost \$160.00 each. May be able to get bulk discount in order to purchase more for faculty.