

COBA LEADERSHIP TEAM MINUTES

April 22, 2016

Present: Doug Berg, Gloria Buchanan, Gerald Kohers, Juliana Lilly, Philip Morris, Mitchell Muehsam, and Valerie Muehsam.

1. Approval of Minutes. The minutes will be approved at a later meeting.
2. EAB. The University has an account for EAB. The Dean asked the Leadership Team to look at it and see if there are any studies available that can help move the college forward in regards to student success.
3. Market Pool. The University has set aside \$900,000 for a market pool. Funds will go first to staff that will be receiving salary adjustments due to FLSA. The remainder will go to market adjustments for faculty. The priority as set by the provost is (1) EEOC issues, (2) internal inequity due to compression, or (3) external inequity. Market adjustments may not be submitted to address “inequities” due to performance. The Dean asked the chairs to submit their recommendations within the next two weeks.
4. Employment Survey of Graduates. A six question employment survey will be given to graduates when they arrive at the HKC prior to graduation. The survey will only take one to two minutes to complete. Graduates will be asked to provide a non-SHSU email address for a follow-up survey. A drawing for a gift card will be offered to encourage participation.
5. Strategic Planning.
 - a. Roundtable discussion. The first roundtable discussion on research support was held on Wednesday, April 20, 2016. There was good attendance, some feedback, and faculty were engaged. The college will have at least one roundtable discussion per semester.
 - b. Summer planning retreat. The date for the summer planning retreat has not been set. The Dean asked the Leadership Team to email Gloria Buchanan dates they are not available this summer.
6. Miscellaneous.
 - a. SHSU Internal Grants. Faculty that receive the \$5,000 SHSU Internal Grants are taxed on benefits. COBA will cover the benefit costs for faculty receiving these grants so they receive the same amount as faculty on COBA Summer Research Grants.
 - b. Eureka Grants. Dr. Berg is going to ask Dr. Tammy Cook to come talk to the Leadership Team about Eureka Grants.