

## COBA LEADERSHIP TEAM MINUTES

Wednesday, December 4, 2019

Present: Mark Frank, Kristina Grimes, Kurt Jesswein, Gerald Kohers, Philip Morris, Mitchell Muehsam, Joey Robertson and Shani Robinson.

1. Approval of minutes. Minutes were approved.
2. Spring Faculty and Staff Meeting. The Faculty/Staff Meeting will be on Tuesday, January 14, 2020, in the afternoon following the luncheon.
3. FES Review of Final Draft (from committee). The Leadership Team reviewed and discussed the final draft produced by the faculty FES Committee. Overall, the Leadership Team was impressed with the effort and recommendations provided by the Committee. Most of the comments centered on the minimum requirements below which a faculty member would not be eligible for merit. The Leadership Team agreed with the philosophical concept of meeting minimum expectations within each FES category. In some areas the Leadership Team was concerned that the recommendations were too stringent and in other areas too lenient. The Chairs were asked to review the recommendations in light of how the 2018 scores may have changed, had these recommendations been in place. Many of the recommendations will be adopted for the 2020 calendar year. The Committee will be asked to continue their efforts to refine the guidelines for the future. The Dean plans to discuss the presented draft at the spring Faculty/Staff meeting in January.
4. Miscellaneous.
  - a. New Initiative Request Access. Access will be given to Chairs for the new initiative request process. The Budget Office will schedule a training early in 2020.
  - b. EAB - Access and Data. Members of the Leadership Team do have access to EAB data.