

COBA LEADERSHIP TEAM MINUTES

Thursday, May 20, 2021

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

1. Approval of Minutes. Minutes for May 6th were modified and approved.
2. CAD Updates.
 - a. Cabinet Updates.
 - i. COVID Workgroup Updates.
 - An email will go out updating the university mask protocol and other COVID guidelines. As of May 24, 2021, faculty and staff will no longer be required to wear a mask on campus and all related signage on campus will be removed.
 - b. Vice Provost Update.
 - i. Policy Reviews.
 - Performance Evaluation of Tenured Faculty (APS 980204) – The current policy is being evaluated to improve/correct the process.
 - Academic Instructional and Research Personnel (APS 800114) – The policy is being reviewed to give flexibility of titles for such personnel. The Dean has suggested the Chairs have an opportunity to review the policy before it is finalized.
 - ii. Student Resignation Appeal Process – A discussion of changing back to the process of the review committee meeting twice per semester is being considered. The current process of individual members reviewing the appeal is not ideal.
3. Overloads. The policy is not final and Dr. Galliard is still looking into best practices for compensation. We can use overloads but not as a permanent fix to covering classes. We will be required to give justifications for overloads that are repeatedly assigned to tenure and tenure track faculty. Tenure track faculty should only have one overload per semester and no more than two per academic year. This restriction does not apply to adjuncts.
4. Upcoming Strategic Planning Meeting. The Dean asked Chairs to review action items from last summer to prepare for the meeting on May 24th.
5. DEI Position. (Dr. Robinson) – COBA did not receive the requested initiative funds for the DEI position salary. Dr. Maynard would support an interim DEI position within the college to move forward and have someone in place by the fall semester. The Chairs will reach out to their faculty and let them know if they are interested in the position to contact the Dean by next week.
6. Miscellaneous.
 - a. Faculty & Staff Fall Meeting – The fall meeting will be held on Friday, August 13th.