OBSTACLES
oversight of sponsored research has gotten too cumbersome. effort certification has been made into a bigger thing than it needs to be. Effort certification should have been applied only to new grants, not to continuing ones. University needs to provide financial support for compliance costs when the rules are changed in the middle of a contract. If effort reporting is going to be used for existing contracts, PIs should be allocated internal funds to cover unanticipated cost of compliance. the waiting period on proposal submission is dumb - university is missing opportunities and making it unattractive to submit to opportunities that emerge quickly. turning building air conditioning off on weekends is not good and no one knows who is doing it or how to correct it.
OSP and the way they handle grants vs. contracts. Basically, everything is handled as a contract, which can be problematic if you are applying for a grant. The limited willingess to cost share and/or redirect overhead, particularly for small, single-PI grants less than about $85,000. The strict and seemingly arbitrary internal requirements for proposals (such as itemizing supply budgets over $5000) that are not required by many funding agencies. The fact that tuition (particularly graduate student tuition) is charged strictly on a per-hour basis. There should be a flat \"full-time\" rate that allows students to take anywhere from 12-18 hours. The fact that untenured faculty have to go up for reappointment every year. A performance assessment is valid, but a yearly reappointment is excessive.
various forms that require four signatures (instructor, chair, dean,provost)such as late add, permission to take 500-level course. For most of these I see no reason to go higher than department chair.
Any single one point. Just too much. example I have to fill out a survey whether somebody did his/her job properly. NOT MY WORK, other people should watch this. 2nd: Work is atomized. Doing one thing typically requires to involve many different people, especially when it comes to pay somebody.
As a researcher, budgeting is a black hole to me. There needs to be some basic information provided on what is F&A, where does it go? What is a cost share. Pictures or simple diagrams would go far in explaining the basics for most researchers. There is no transparency of the budget. For example, I have no idea how much we spend on long-distance, lights, etc.
The faculty is processing graduate application and in generating new programs, courses and academic visions. The faculty, advisors, and chairs in understanding the demands which current undergraduates face. Automation of the business part of the university. Allowing local interpretations to trump larger visions. Lack of communication at all level among all parties. Let me say that again:Lack of communication at all level among all parties. And just so I am sure let me say it one more time: Lack of communication at all level among all parties.
None
The higher up bureaucracy seems oblivious to and unconcerned about over reliance on adjunct faculty in liberal arts.
services that aren\'t services because they are so poorly managed or supervised; bookstore that serves themselves rather than faculty
- despite recent work done by the Counseling Center to address the issue of campus safety, faculty are not provided protection from students. Administration is not interested in recognizing faculty in danger, and therefore claim that there is no problem. - for a university with such a large LGBT faculty and staff population, the university\'s mission is woefully lacking in anti-discriminatory language. Our harassment policy does not cover hatespeech. These absences leave UAH looking reactionary in comparison to other universities. In order to compete with other universities in terms of retention, UAH must be willing to actively protect the rights and dignity of its faculty and staff- whatever their orientation or gender expression. - UAH\'s lack of a family leave policy is antiquated and sexist. Full-stop.
I appreciate the town hall meetings which offer the opportunity for information exchange and questions. Based on other comments, I have concluded that the administrators do \"MBWA\" \'manage by walking around\' or by making themselves visible in all areas of the campus which gives campus personnel: students, faculty and staff opportunities for interaction with administrators. When the construction of some of the service areas planned for the library are complete, there will be a chance for the administrators to visit more in the library, too.
none
I know of none.
quality of education

Contracts are always shitty. Need for expedited process for working with outside speakers and small grants like those of the AL Humanities foundation.
1) It often takes weeks to receive a reimbursement. 2) Some of our campus police seem to have an adversarial relationship with the rest of campus. I have rarely had a conversation with an officer or dispatcher that was not condescending. To provide a single example: last summer, as I was leaving the university, I noticed a group of teenagers skateboarding down the steps of the Nursing Building. I called the non-emergency police dispatch number to report this and was told, in an extremely sarcastic tone, that \"Skateboarding is not illegal on campus, sir.\"
Accounting stinks at UAH. They need to get their act together. Time sheets mean nothing. You will get paid even if you are dead!!! The new effort reporting will make us write less proposals not more... as it gets complicate accounting for our time!!! Where are the good old days???
I am concerned with the way tenure is handled. For example, in my case, some of my committee members have a very different view of the teaching and assessment process. It does not seem to matter that I can back my views. To have someone who is rigid in his/her beliefs judging my teaching in regard to tenure, is quite disconcerting.
some forms need to be on-line, fill-in types: like application for graduation, motorpool request, petty cash, ...
Office of sponsored programs. They are either understaffed, or underqualified. I have to babysit some proposals and contracts, and sometimes if there are issues in setting up contracts, I have to personally look into the matter with the external funding organization. There are frequent accounting errors which may not be caught for 2-3 years. Despite them not being our fault, faculty become responsible for OSP errors years later and have to find money to correct the error. If OSP was even partially responsible for such errors, the quality of work might improve dramatically.
Historical inefficiencies
One problem is having to turn away as many applicants in both undergraduate and graduate areas as were actually admitted...Can\'t grow the University if we are denied faculty resources to teach the number of qualified applicants that were denied admission.
Facilities seems to be unresponsive and unable to adqequately support research environment. Also, purchasing is inefficient and not effective, as is OSP. In short, most support departments that are intended to support research are unable to do so in an adequate fashion (when compared to other research Universities).
the committee that decides who receives scholarships I believe it\'s the Financial Aid committee, needs to interact more with the departments/programs for whom the scholarship is offered when making their decisions. They should not override these units\' choices unless they have a very good reason and then should consult with the unit before the decision is made and reported to the students receiving the scholarship. This whole process went terribly awry this past year. Also, those who donate to the university should be treated with respect and their requests, when granted by the university, should be honored by all levels of administration.
Course advising is poor; in many cases students do not know requirements or if they have changed for their degree. Part-time faculty is not consulted about department or college issues.
No answer. However, thank you for being proactive by providing this survey.
Should I put maternity leave here as well?
none
Seem like we avoid evaluations when it is convenient. We have not had a Dean evaluation in too many years. I know it has not been done in the last 7 years. Faculty evaluation are highly weighted upon SIE\'s . I have yet to receive an SIE that didn\'t have mix ups on processing. If evaluations are going to make and break reappointment then they need to be accurate and measured at all levels.
This is a loaded question. Many times the bureaucracy has been very helpful. I would like to see better compensation for the staff so our top performers would prefer to stay at UAH rather than go to private sector jobs.
see previous answers.
Purchasing OSP Operating rocesses in general
immigration office research sponsorship office

The guidelines for getting repaid for faculty travel and convention expenses are archaic, cumbersome, and slow. I do not have a lot of money and I was instructed to attend a conference. I paid a substantial (to me) sum of money out of pocket for the convention and related expenses, and now I\'m jumping through a lot of hoops to get it back. Part of it is not getting student travel authorizations for my research assistants (I did not know I needed them until a day or two before we had to leave). I maxed out a credit card for the trip, and now I\'m paying interest on the charges because I have to file a bunch of paperwork to get repaid for money I already spent. The process of filling out the forms and such is overly complex and makes little sense. I can\'t get repaid for an expense unless it fits in a nice, neat category, like Breakfast, Lunch, or Dinner. So if I skipped lunch, had dinner, and then a late meal, do I lie and call it lunch, or do I just \"eat\" the expense? The reasoning is because I was meeting with colleagues, an activity my faculty wanted me to do at

Decisions are made without consulting those affected. The recent decision to change graduation and to schedule convocation on Sunday are two examples. Long standing traditions seem to be ignored such as a special event for our graduates held on Friday evening prior to graduation. Change is always needed and for the most part welcomed. But change that does not seek input from affected groups and that does not keep all informed is not received positively.

-- Purchasing is seriously broken. I do quite a bit, and I have to do all the real work. They also go out of their way to make things difficult: e.g., they purchase Apple computers by going to the Educational Site at Apple.com and clicking on the items just like we do; however, they require full part numbers, prices, and agonizing descriptions, which are totally unnecessary, and require one to go through the full checkout process (to get the numbers). And then, they want a printout of the page with all the items that were clicked! This is an example of just making things difficult for the faculty. --OSP is also a problem. They can either make things easier or more difficult for faculty, and always seem to opt for making things difficult rather than offering helpful preemptive suggestions. -- F&A in general needs a lesson in why the University exists (teaching and research). All too often I think they feel it exists for them and their ever increasing role in frustrating these goals.

I had some unpleasant experience with the purchasing service. My impression is some of the current regulations in purchasing tend to slow down the process and the purchasing office has limited room (or willingness sometimes) to help faculty members get around these regulations to gain time. One example is the open-bidding for anything more than $7,500. Open bidding clearly doesn\'t help at all for specialized scientific instrument. A streamlined \"sole-source\" procedure should be in place to help get around this regulation. Same principle applies on \"open advertising\" for requisitions more than $5,000.   In general, I also hope some of our service departments treat faculty members as the people they service for instead of some trouble-makers. This is not to say faculty can do whatever they want. This is just to say we shouldn\'t beg the service departments to get things done.

Our international office needs more people since the services provided to international faculty members and students are not comparable to similar universities.

Recently, we have lost a really bright international young lady due the lack of will to identify channels to give her the corresponding visa. JSU moved with a lot more flexibility where she currently is. Lack of flexibility in the academic program when it comes to replace certain courses coming from the GER. There are two classes which I believe that could be absorbed by each Department, such as Technical writing and the Speech class. I have noticed that students postponed these two classes to the end of their program, defeating the purpose. On the other hand the idea of generating courses where these fundamental ideas emerge on the specific subject crossing the line of departments to create a integrated approach to education.   I am not aware of a curriculum committee at the university level where these issues can be openly discussed.

cringe when having to deal with OSP

The accounting office does not have well trained employees. I\'ve had to change my withholdings on multiple occasions and it magically changes back periodically. It\'s often difficult to get individuals from facilities out to work on real problems. However, start cooking burgers for a university event and they drop everything to get there. The cleaning staff in technology hall do little more than empty the garbage and sweep. A piece of gum has been on the counter in N225 for TWO YEARS. The counters have never EVER been wiped down and the offices are rarely vacuumed. It\'s not uncommon to see them in their break room watching television (or at least hear them as you walk past the door).

I sometimes feel disengaged from recruiting officers--and students from my student organization were treated so rudely at campus visit day 2 years ago, I no longer even ask them to participate. Also--Financial Aid is very difficult for students and faculty to navigate, in cases where I was advising and working on retention for students with financial difficulty I have called with questions several times and my sense is that they feel their job is to \"keep students in line\" rather than help solve problems. Furthermore, the process of selecting students for departmental scholarships is confusing for student applying, for faculty input and   and they often disregard faculty/departmental input in favor of their own mysterious \"formulas\".
Workload issues in the College of Nursing particularly for course managers.
There are several areas where we have too much lethergy in getting things done. (1) facilities (2) physical plant (3) OSP (4) Provost\'s office
a) OSP close to being useless. b) No help for faculty in writing proposals - yet they do hinder. c) Faculty should write, technical material - ALL ELSE should be done by OSP/others - ALL ELSE
None
Replacing the broken and bent chairs in the business building first floor classrooms. Only room 106 has been done.   Trying to use the library and being told my charger card needs updating (again) even though it works! I find some of the library folk a bit unhelpful (not all) but our electronic access is phenomenal. The placement office is the biggest negative I have witnessed here. Students do not get the help they need to be prepared for interviews and find jobs. Most of them do it on their own or their professors help them get their resumes looking right, etc. A centralized placement center is just not that useful for all the colleges. We need someone dedicated to that job located right in the business school, and that someone needs to understand the job market for our grads and their needs in getting prepared for interviews (and resumes). I don\'t see any of that being done even slightly well by the current placement group.
OSP is not helpful. Staff in OSP will often tell me how I have done things wrong in preparing a grant application or a budgetary action. However, they will rarely help or explain the correct way to do things.   Several times in the last year, somebody at OSP has dissapproved one of my supply orders without informing me. I don\'t find out until I wait for the items to show up and they never do.
The purchase of computers is an insanely cumbersome process, albeit probably beyond the direct control of the local bureaucracy.
To organize a small meeting, or to pay a visiting speaker an honorarium, is a lengthly, inefficient and difficult process requiring as many as twelve separate steps and seven different people.
Deadlines regarding final grade posting. The deadlines, a vestige of the old paper-based grade-posting method, prioritize students having \"real\" (as opposed to place-holder) diplomas at commencement at the expense of faculty satisfaction. But it\'s not clear how students waiting just a few weeks to get real diplomas (a very common practice in universities) actually disadvantages them.
Better distribution of information (funding opportunities, events, etc.) than broadcasting EVERYTHING via bulk emails. Post trivial stuff (ex. person X\'s retirement party or United Way announcement) to a website and save email for important, time critical announcements (ex. UAH closing due to weather).
Purchasing is to slow
Departmental budgets
Committees and tasks force are too large to operate efficiently. Although some committees require representation from every college to ensure fairness, (e.g., curriculum committees, committees to deal with resource allocation), others (e.g., patents) don\'t; for the latter, at large representation would facilitate more efficient committee work and reduce the excessive service load in colleges with small faculties.   In general, there are too many rules and standardized operating procedures at the university level. Many of these could be eliminated, allowing colleges to come up with ways of doing things that are a better fit for their internal operations and their external labor markets. For example, a norm of one year contracts for tenure-earning faculty imposed by the Faculty Handbook is inconsistent with the norm of three year contracts in the external labor markets from which we have to try to recruit. Too many standardized at the universit
I have already answered this in an earlier question. I do not think the treatment among various faculty members is equal or done according to merit. People are handpicked and them moved forward without regard to merit or capability.
- Travel reinbursement - Work study in financial aids - University Relations

Payroll for nine month contracts needs to adjusted so that we don\'t get half checks.
Oftentimes students or prospective students are directed to different offices (in other words, given the run-around) and don\'t know what they need to do.
building maintenance
Website updated and monitored Ease of website navigation
Accounting is inadequate for current balances. Contract administration reviews closed contracts and won\'t use their data bases to answer questions for audits
I am too new to know this. I do think UAH needs a maternity policy ASAP. I was dismayed at how much Dr. Williams thrust all responsibility for solving problems on each dept. rather than helping to bring people together to address them. He seemed to remove himself from he mix, but in some cases, I believe a president should be facilitating from in the picture, not out of it.
International student service is way too unfriendly to international students. OSR treats all grants like ARMY contracts.
I would like to look at faculty evaluations (SIE)
There are too many \"annual\" reports. These take much time and it is not obvious what purpose they serve. It seems as though faculty are required to do many more tasks previously done by support staff (e.g., purchasing, proposal budgets)
Educating our students is clearly not a priority. We had 8 courses in which students were closed out this past semester and requested additional faculty hires, which was denied.
Purchasing is too slow, bureaucracy is the reason.
monetary support for faculty traveling to conferences. The allowance in my dept. has not changed for 20+ years.   **need for maternity leave policy
- mentoring of tenure candidates - support for proposal preparation
osp appears to be a problem. need an OAD, office of arsenal development, to help identify problems/funding sources and facilitate faculty expertise matching.
Accounting seems unnecessarily rigid at times, though perhaps it is the job of accounting to be unnecessarily rigid.   I hear, but have not directly experienced, that OSP is overly rigid. This has been on the FS agenda for a while now.   My main concern involving students deals with financial aid and scholarships. Financial aid recommends candidates to departments and independent scholarship committees for many scholarships without explaining the criteria of the choices. Also, the scholarship application is one-size-fits-all, and so students will sometimes write a very academic essay, only to lose out on a scholarship which instead wants written expressions of dire financial need (which the student could have easily and honestly provided). It would be better to do tailored applications perhaps.
Increasing the diversity of faculty and administrators to be equal to student populations
OSP has already been brought before the faculty senate.The solution for the college of science was Laurie Collins who is great. However, in general we the faculty need more administrative support and also we need to fill out the ICS sheets in the event that we get the grant rather than before submitting a grant. And if we could have workstudy students run them round campus for signatures rather than the faculty.
I have heard multiple complaints by both undergraduate and graduate students at various times of people who simply tell students that they\'re out of luck. (However, most of these situations occurred more than a year ago so there\'s probably no point in listing them here.) One thing the university needs is a very clear appeals process when a student is told \"No\" on an issue important to the student. A low level bureaucrat or even (necessarily) a faculty member should not be the final decision maker for an important issue in a student\'s life. How to contact the appropriate people needs to be posted in very public places in very big letters in every major university office.
The major problem that I can see with the campus is: * Lack of communication between and within departments that really wastes time and shows progress. This includes too much unnecessary paperwork. * Fear of reprocussions for firing incompetent staff or staff who are not adequately trained for the job that they are doing. ---------------- My proposed solution is to hire a strategic planner and let them see how to streamline the activities of each department on campus.