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**FACULTY EXECUTIVE SENATE MEETING**  
**January 10, 2019**  
**12:50 P.M. ENG 117**

***Present: Mike Banish, Carmen Scholz, Christina Carmen, Tim Newman, Vladimir Florinksi, Laird Burns, Monica Dillihunt, David Johnson, Jeff Weimer***

***Absent: Gang Wang, Lori Lioce***

***Ex-Officio: Provost Christine Curtis***

- Faculty Senate President Carmen Scholz called the meeting to order at 12:58 pm.
- **Meeting Review:**
  - **Bill 429 passes first reading. Approved for faculty senate agenda.**
  - **Academic Appeals Policy approved language change.**
- **Administrative Reports:**
  - Provost Christine Curtis
    - President is on his way to Atlanta for an Alumni Association Gathering.
    - At the start of the semester, there continues to be a challenge to find classrooms for all classes. For fall, the freshman admittances date to date are 79% higher than last year. We are getting students from areas that we haven't before, northeast Alabama for example. We anticipate for the fall to be above 10,000. We are going to have even more trouble scheduling classes in the fall. In the fall, we will lose Morton until spring 2020. I think we better have an alternate plan for spring in our back pocket. We are hoping and planning for it to be available. We are running out of space in the prime times, 9:40 and 1:00. We need classes to be spread out. We have done that, but not sufficiently. At 8:00, there are a fair number of classrooms open. We are teaching after 4:00. We are just going to have to keep pushing to fill all spots. The Associates Deans and Deans are aware, and will talk with the Chairs. We are going to have to do counting to make sure we have enough large classrooms for each time slot.
    - We have been using canvas since 2015. At this point, we have quite good participation, but not everyone. We are going to be asking everyone to be using canvas by fall. This will include grades, syllabus, and assignments. Most high school students that are feeding into us are use to using online. We have to step it up.
      - Laird – Do you anticipate resistance to that?
      - Provost – Yes, but most people do use it already. This will include all faculty members.
      - Laird – If I could suggest that we start using the same format. Each faculty formats differently, and we may need consistency in layouts.

- Monica – For us that have been using it for a while, we have things set. We set it also by the college. Most online management systems are run through modules.
- Jeff – In that framework, a reference would be to encourage faculty to provide an introduction on the first day on how they will use it.
- Monica – We also provide a document in the module so they can reflect back.
- David – It makes sense to do that, but so many don't do that.
- Jeff – I would always wish that UAH would have their own internal canvas discussion thread so that faculty can share comments and insights. We do it for our classes. Why can't we have this internally?
- Laird – We have had that for business school. For those that haven't done canvas, a clear structure for simple things to implement would be easier than all of us updating.
- Tim – Provost, I have three comments. One thing that is a little bit of a challenge is the canvas interface changes from time to time. For some reason, one class I have taught before canvas didn't recognize me teaching it before. A barrier we have in my unit is some of our part timers are really resistant to using canvas. If someone could come up with ideas to control part timers. Most of my students want to see things in canvas. I try to reach out to students through canvas, for like 10% of the students it seems to go in a black hole.
- Provost – One thing we do have is texting capabilities. I was talking to Todd Barre yesterday. If they do not pay off any balance above \$250, they cannot register. We have some students that won't get grades until they pay. They were given access to texting paid by student affairs. That may be something we can get. I am guessing I would be told that we want to use texting for UAlert, tuition, or emergencies. I don't know if it's possible or not.
- Monica – Tim, instead of handing out papers, I do put it all on canvas. This requires them to go into canvas. I also show them the resources available.
- Laird – One class that I teach has a paper. I found some quizzes online for them to practice. I discovered that canvas email wasn't working properly. I realized that the students may not be receiving that information.
- Tim – I think canvas is good. I think as faculty and administrators of the university we need to be aware of our online competitors. If everything is online we can't compete fiscally with our competitors. I think one challenge is to have valuable in person experiences that can't be duplicated online. This will drive our students back to UAH.
- Mike – I wholeheartedly agree with Tim. The advantage we have and should push to the students is giving time for them to speak with us in our office. As we have had the push to 10,000 with a decrease in resources, the number of students is marginalized now. That is one of things we have to look at. We are a brick and mortar institution.
- Carmen – I want to add to Mike's valuable point. I am not sold to anything in regards to canvas. I like the students to come to my office. Think about our students when they are hired, there isn't canvas available to them. If

you haven't learned skills to listen, take orders, and apply, they will be hurting in the workforce.

- Laird – My department and supply chain all faculty agree, to have other options available than all online. There is a richness you can't emulate online.
- Provost – We are seeing that in enrollment and surveys. I think we have to increase our flexibility. We have to provide some experiences they are used to in canvas, but hold on to the rich experience. Our challenge is to do this all together.
- Laird – I suggest thinking about the hybrid, not just A or B.
- Provost - When students have to go on travel, they have to have the online option.
- The Academic Appeals thank you Monica and the committee for reviewing it. We have answered all the questions. It will go forward to the system office.
  - Mike – I have received some feedback from some people so please hold off.
  - Monica – That weren't sent to the committee?
  - Mike – Yes.
- Academic Misconduct Policy is out to the Deans, Associate Deans, and Chairs. We are supposed to get those back by Monday.
  - Mike- Those comments were in regards to this policy.
- The faculty hiring process is moving along swiftly. I am getting a lot of request for interviews. We have hired one person. We are getting excellent candidates.
- The PhD Nursing joint program is moving forward. The colleges at UA and UAH has been working together to iron everything out. It turns out that they were not able to use blackboard, so we are teaching them to use canvas.
- There is a resolution going forward to the board on their tuition. We are recommending to the board we go average for tuition cost.

➤ **Officer/Committee Reports**

- Mike Banish, President
  - Personally, I think it was insane of this institution to go to 80/20 time block.
    - Provost- No one was teaching MW morning. There was very few teaching. I understand what you are saying but there is another side.
    - Mike – I think we need to have a discussion in faculty senate in the form of a bill or discussion to drop the option of a MW only class, going back to MWF 50 minute class and 20 minute break. I know people enjoy Fridays for research. This has caused a severe problem with us scheduling classes. I personally don't have an issue with an 8:00 class, but even when I had a 9:15 class, the classroom was filled at 9:30. Several city schools have actually seen performance and attendance go up with later start times. We probably don't want to start 100 and 200 level classes at 8:00. What do you all think about that?
    - Jeff – Following on Morton Hall and plan B, the incremental increase we could have by switching to MWF classes. Maybe offering MWF mornings would be a plan B.
    - Laird – Do all colleges have to be on the identical schedule?
    - Provost – Yes, except upper division nursing.

- Jeff – Yes, having Fridays for seminars, research, etc is a valuable period of time.
- Christina – I think MW is more efficient use of time especially for students.
- Monica – For us, it helps us with field experience because they have to be in schools. We have longer classes two days a week or even one so they can get into the schools. This is for 300 levels.
- David – I have been teaching MWF in the mornings so there isn't any change. I understand the arguments. It depends on the class. For a German language class, it is important to meet three days a week. I do meet students online, but that isn't for everyone. We are facing a severe classroom shortage, and something may need to be done for short term. For a lecture class, 80 minutes is nice.
- Laird – This problem lends itself to computer modeling. I am wondering if we had any students to create a model, we can run all the options to see what the best is.
- Tim – I think the performance is clear. There are more schedulable units for MWF. You have to take into consideration student concerns. Have you talked to SGA about the idea?
- Mike – No, I think we need to see if the faculty would buy it first.
- Tim – I think it would be interesting to see what they say. You may be able to see what disciplines it's good for and those it isn't.
- Monica – The classroom issue is twofold with timing and computer room assignment. What can we do to appease the faculty and not everyone taking hikes across campus? I hear people are going to other buildings to teach when there are rooms available in their building.
- Provost – The request can be made.
- Carmen – Yes, but it is extra work. I don't know how the software works.
- Provost – It has different layers class size, faculty residence. The class size drives it.
- Carmen – The faculty are perpetually unhappy about this. I am not saying it isn't doable. From a point of view of morale, it is counterproductive.
- Mike – Jeff, we will restart the UAH budget & planning advisory council meeting to February 5<sup>th</sup>, 3-4.
- Emmanuel, myself, and two students helped draft a policy. The policy was sent to my committee for their feedback. It went back to the Provost and SGA. The Provost talked with Brent and legal. It is now with the Deans, Associate Deans, and Chairs to receive feedback.
- I received a note from Dean Green and they want to meet with us. Would you all be okay with a special FSEC meeting on a Thursday for this? We will schedule this for the 7<sup>th</sup>.
- I received comments on Academic Appeals, not Misconduct. The example was in chemical engineering we have had one academic appeal in the last two years. There are some departments that mechanical has twenty a year. The way the policy is written now, if the Chair pays any attention to these they are spending a couple weeks a year on appeals. My suggestion is as the faculty senate, you should really ask the Chairs if they think this is the best mechanism to do this. One suggestion

was in some departments or colleges; they may want to form independent committees to do this. That also takes the personal out of it.

- Monica – You are talking about page 2 under procedures? It is with the Chairs now for feedback.
- Mike – Can you reach out to the Chairs especially the larger units?
- Laird – The Chair may have an option to use a committee or looking at them themselves. Is it more efficient to send to a Chair?
- Tim – I think you need to ask the question to the Chairs is how many grading appeals they receive and could they handle it within the 30 days.
- Provost – The student has 30 days.
- Tim – If they receive 20 in a semester, you have 30 days and 10 to respond, that is the question.
- Provost – If you can't meet the deadline, you let the student know.
- Mike – You have 30 days from day one to get this out.
- Tim – For the Chairs it is from day 10 – day 40, can they accommodate all the appeals if they came in all together?
- Laird – We don't know the variation or the quantity in each department.
- Carmen – As long as I was Chair, zero.
- Provost – Most is resolved faculty to student.
- Carmen – Wouldn't it be resolved if the language just said the Chair or their designee?
- Mike – I think you should ask them. We need data on this.
- Laird – We could get the Chairs numbers.
- Tim – Every semester I have 2-3 students that want their grade changed, but it stops there.
- Provost – I don't see holding up the policy at this point to just add designee.
- Jeff – So moved.
- The Provost took most our suggestions on Scheduling and Grading. They took one on our Visiting Scholars.
  - Tim – Do you have a count of how many recommendations we had on each?
  - Mike – Registration and Scheduling, we had two. For Visiting Faculty Visiting Scholar, we had five.
  - Tim – If I remember, there was no dialogue on why they weren't taken.
  - Provost – We couldn't figure out what you wanted. What was said was incorrect. We changed it to terminal. The recommendations had to do with financial support outside of the university. We do not provide Scholars salary, but funding from other sources. They can be paid, but not salary. Compensation is salary and benefits; we do not provide salary or benefits. We couldn't figure out what was being said.
  - Tim – Most people will read that we can't pay honorarium because that is compensation.
  - Provost – The policy states that honorarium can be used.
  - Monica – Can the word be changed from compensation to salary?
  - Mike – When you do a subcontract, the university is paying.
  - Provost – It is coming from contract funds.
  - Laird – We don't want to be considered as the employer.

- Provost – It is stated in the policy, non-employee compensation.
- Jeff- I like the change from compensation.
- Mike – I will write a letter back to the President.
- Provost – You can or I can go back and try to clarify it and send it to Mike. We can go about it with a clarification and not have to go back on signatures. The patent policy, you don't have to be an employee. There isn't anything that stops us from saying that. We are saying if you are a visiting scholar you are succumbed to our patent policy.
- Tim – I think you open yourself to a court ruling that we are your employees.
- Provost – The person has chosen to participate in our activities. It is their choice to come on our campus and be in our centers.
- Tim – They have to be told upfront. It defies common law standards. A person's intellectual property is theirs unless you provide a substantial offer. We have open lectures here all the time. We make no claim that any intellectual property made on campus is the universities at all events.
- Provost – This isn't the same thing.
- Jeff – I can understand Tim's side. The aspect is when I would go to Georgia Tech as a visiting scholar; does that mean they own my property? The other side is if someone comes and they receive no salary or resources, they just come to talk. At that point, we give them nothing and we take away from them. That is unfair.
- Tim – I have a colleague that visited a university in another country, came back and told his university. They used it and he thought it was low down. This needs to be rethought; we are on the losing side. We are then assumed the employer, and we haven't provided them what an employer is required.
- Jeff – How is this done elsewhere? Are we setting new standards or copying someone else's?
- Provost – The procedures existed long before I came, we are just now putting it into policy.
- Mike – The answer is new. We need to know what is common.
- Monica – Number one is answered in the policy. The conflict comes with number two.
- Provost – We can change the language to define as.
- We did get a request from Tim to go back to the Copyright Policy.
  - Laird – My argument is you evoke a form.
  - Tim – The issue with the policy was with the statements added by the attorneys. I wanted to add two sentences – “The Dean must reasonable schedule negotiations. Negotiated terms will be noted on the appropriate university form with all terms including compensation.” The second sentence – “The prior sentence is predicated on negotiations having been reasonable scheduled.
  - Mike – In the interest time, I am asking Tim and Laird to get together and go through this.
  - Jeff – Does this have to be done at this meeting to move forward for Thursday?

