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## Faculty Senate Meeting Minutes – January 2019

Faculty Senators

*University of South Alabama*

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**Plenary Session****January 16, 2019 - Faculty Club - 3:00 pm****MINUTES**

**Present:** Cooper, O'Connor, Pelekanos, Powell, Swiger, Beebe, Cesarini, Gibbs, Gossett, Harrington, Hossain, Koon-Magnin, Kozelsky, Lewis, Lindeman, McCready, Pavelescu, Reichert, St. Clair, Williams, Zlomke, Campbell, McDonald, Gecewicz, Koestner, Keshock, Woltring, Cleary, Cloutier, Poole, Spencer, Lemley, Shepard, Alexeyev, Harmon, Marri, Rayner, Rich, Weber, Chow, Huang, Madden, Turnipseed, Moore, Platt, Riley, Scott, Swanzy, Vandewaa, Younce, Piazza

**Excused:** Thompson, Robertson, Young, Donaldson, Sayner, Davis, Prakash

**Call to Order by the President: 3:04.**

**Approval of Minutes:** Motion to approve. 2nded. Approved.

**Approval of Agenda:** Motion to approve. 2nded. Approved.

**President's Report:** Search updates

Government Relations Representative

Happy Fulford is retiring at the end of the month. A search committee was just formed to do an open search for his replacement. The interim will be Nick Lawkis. The next meeting of the search committee is within the next few weeks, and President Waldrop wants diversity in candidates. The committee is looking for candidates within the state with a familiarity of state politics, but all comers will be considered. The university hopes to have the position filled by the end of the semester. Reichert said that hopefully the job will be posted soon. Vandewaa said the search committee is working with the Parker Executive Search firm who will help to write the ad and post it.

Assistant Vice President of Research

The job is still open. Matt has applied. He is supposed to know something by end of this week. Lynne Chronister said feedback was good.

**Old Business**

- Policies

- Both the Chair Review and P&T External Reviewer notes and documents are in DocRoute, for approval by David Johnson's office and the CAD.
- Bylaws: the proposal is being withdrawn based on feedback received at the November meeting. Instead, a suggestion has been made that caucus leaders ask for a short bio from senatorial candidates so that faculty voting can have the candidate's background. It will be left to the caucuses to decide how to handle the short bios.

## **New Business**

- Promotion for Non-Tenure Track Full-Time Professor (NTTFTF): Kozelsky said language has been changed and clarified in order to get Non Tenure Track Full Time Faculty promoted based on their contract and not the requirements of Tenure Track Full Time Faculty. In the past, NTTFTF are 90:10, but when they go up for promotion, they're compared to 60:30:10 TTFTF, and as a result, NTTFTF are not getting promoted.
  - A discussion ensued. Kozelsky said in the proposed change the word "identical" (as currently written in *3.14.6 Non-Tenure Track Professorial Level Positions-Promotion*, ed.) has been changed to "comparable." Also, the word "typically" has been added to *3.14.7 Change of Appointment Status for Non-Tenure Track Faculty*. One Senator asked what does "typical" mean? Reichert answered that it is a grey area: he stated he is in favor of faculty and hopes that NTTFTF could transition to TTFTF if so desired.
  - Reichert called for a motion to vote. There was a motion made, seconded, and approved. In the vote, all voted "yea" and no votes of "nay."
    - As a result, the policy passed.
- University Instructor (3rd Rank Instructor): Reichert said the goal of this policy was to match requirements for the professor track. Traditionally, there have been only 2 ranks for instructors, but it is the goal of this proposed policy to align the instructor-track promotion framework with the professor-track promotion framework, as well. Kozelsky said a proposed pay schedule, time frame, and name have been proposed, with the 3<sup>rd</sup> rank being termed "university instructor." Cooper said they had discussed the goal of making sure the two different tracks were comparable by giving instructors the equal number of ranks as professorial ranks and with a similar type of compensation schedule. The proposal will now go to CAD. The name was agreed on by the committee.

Reichert said other changes included being able to request promotion to university instructor after a minimum of three years full-time academic experience as a senior instructor, which is the identical time in rank requirement from associate to full professor. A discussion ensued between Reichert, Spencer, and Vandewaa. The issue of a guaranteed pay increase is problematic because of budgetary limitations, given the fact that there are forty-two instructors.

Reichert said there is a SACS restriction on the number of tenure-track vs. non-tenure-track faculty. Kozelsky said USA is currently at 51% NTTFTF, and Vandewaa says it varies by USA college. In response to a question from a Senator complaining about the high number of NTT faculty, Reichert said he agreed it was a problem, but it is out of the scope of this current policy, and he was of the opinion any language addressing this issue would not be successful. "If we want this policy and this rank, we need to accept it as it is." McCready agreed the high number of NTTFTF was a problem, and although we need to work for better

working conditions for instructors, this 3<sup>rd</sup> rank will improve the situation of a lot of people. Chow asked if the policy would pass with its current wording. Reichert answered that he believed the policy would pass. Chow then asked when the policy would become effective. Reichert answered that it would vary by college.

Reichert: hearing no other discussion, called for a motion to vote. Motion seconded. All voted “AYE,” while none voted “Nay.”

- As a result, the policy passed.
- Bookstore: Reichert said rumors have it that the transition (to Barnes & Noble) has not gone as smoothly as desired. Based on a lot of anecdotal evidence, this semester was much rougher than before. The Executive Committee has a plan to bring Chris Cleveland to an ExComm/Admin meeting, so if you have any evidence where the bookstore has missed a cue or told you the wrong thing, please send an email to Trey. A discussion ensued: one Senator said he received an email from the bookstore offering students a 90% discount on MS Office, but students and faculty already receive MS Office free through the university. Another Senator had requested a particular textbook from the Bookstore, but the Bookstore said the text was out of print and thus the faculty member needed to change the assigned textbook. She refused: instead, she’ll tell her students to buy it from Amazon. She then found the book still for sale on the Barnes & Noble website.

Campbell said in mid-December, he got an email from the Bookstore saying they could not buy back the current textbook he used during the Fall semester, and in the alternative, would he want to move to the new version of the textbook. He said no, and the bookstore then informed him they could not get copies of the older book. But Campbell found the older edition on Amazon. Then, the Bookstore found fifteen used copies. However, the Bookstore charged \$199 for the book, while the same book was available on Amazon for \$7.

McCready said USA administration has asked faculty to bring concerns about the Bookstore to them and also to the attention of the University Bookstore Committee, so that they can become involved. Please think about keywords: access, price gouging, website, for instance, so Trey can categorize your complaints. We will send this information to Karen Peterson, University Bookstore Committee head. Reichert said John Smith was not too happy when he learned about markup because there is a set percentage limit for markup in the contract between USA and Barnes & Noble, so if they are in breach of contract, USA needs to know about it. In response to several comments by Senators, Reichert said: “we’ll continue to monitor them.”

- Football Stadium: Tuesday, there was a press conference at the training facility where it was announced that the name of stadium will be the Hancock Whitney Stadium because of favorable banking and revenue sharing arrangements that USA has made with Hancock Whitney Bank. (The USA Development Office has a sticker price of \$10 million for rights to name the stadium.) We are in a shared revenue stream, so USA can shift its financial services to Hancock Whitney, and part of the money will come back from Hancock Whitney to the university. A discussion followed. According to Scott Weldon, most of USA’s credit card transactions on campus will be handled by Hancock Whitney, and in return, USA will get some money back. Cleary asked what the yearly income would be from this arrangement. Senators

expressed confusion about the specifics of the plan, and some expressed skepticism that the financial details as revealed so far would produce enough money to build the Stadium. One Senator said since we don't know what we're currently paying for services, we have no way of knowing if we'll be paying more or less money with Hancock Whitney Bank. Reichert said bonds issued in February hopefully will raise \$10-15 million dollars. Questions were asked where the rest of the funding would come from.

Reichert promised more information would be forthcoming when received from USA administration. McCready asked if "auditors and finance people in the room" will help the Faculty Senate to ask the correct questions. McCready asked to what extent USA students will be pushed to Hancock Whitney Bank. Reichert said all PCard and travel service transactions will be transferred to Hancock Whitney Bank. They're currently with PNC.

- Guest Speaker: Raj Chaudhury, Executive Director ILC

Reichert introduced Chaudhury to talk about a new learning management system.

Chaudhury: two new services are available campus-wide, including for students.

-First, we have Zoom videoconferencing for everyone. Webex is still available but will be retired this summer. For virtual office hours and interviews, Zoom is flexible and of high quality. It's both an app and a website. He related from his own personal history that Auburn used ZOOM in distance learning activities involved with Auburn's 2013 SACS visit: "I used Zoom – I knew I'd be in trouble if it didn't go well. But it went well."

-Second, we have Panopto for asynchronous lecture presentation. It is "live" now for us. It will enable us to create online lessons with embedded videos, narrative Powerpoints, and embedded quizzing. We're working on getting training guides out to you.

"I think you'll be pleased with these products. We're always looking for those among you who push the envelope to give us new ideas how to use them." In response to a question from Varner, Chaudhury answered in the affirmative and said Panopto would take the place of Camtasia. He also said that Panopto has a powerful authoring tool: students will also have authoring capabilities to combine audio and video. This will be a real benefit. In response to a question, he said with PowerPoint presentations, it will possible to record video and embed quizzes in order to check student understanding. Both these tools are available in SAKAI right now. Students will have access to Panopto for presentations.

Switching to another item, as many of you know, we went through the transition to SAKAI, but the time has come for us to take the next step. There are risks/advantages to the transition. The LMS system has become a mission critical system: having significant points of potential failure becomes an issue. Only 1 vendor in the United States supports Sakai. More importantly, all big schools with large programming staffs have left SAKAI. SAKAI only works if you have a large group of people participating. From a practical standpoint, we're stuck at 11.4 because if we went to 12 a lot of the tools you use would break, and "they" don't want to write the SAKAI code. This problem will only get worse. So we have assembled a

30-person task force, and we have recommendations from all of the deans. The time line is on track: the big thing for this semester is to schedule vendor presentations. The Canvas presentation this past fall was well received. Our candidates are Canvas, Brightspace, and Moodle. Blackboard's market share, pricing, and responsiveness is something that is questionable. So this semester, look for vendor presentations on campus. We'll try to make the process as open as possible, and we'll go from there. We'll also look at tools that vendors can offer us to migrate our existing course content to the new product. Another big issue is having mobile app access, as SAKAI design is not responsive to mobile browsers, i.e., phones, tablets.

A Senator said "it seems that migration will be the most key thing for most people. What are some of other downsides of migrations at other schools?" Chaudhury responded that there are some generic tools offered for migration. Every installation of LMS has unique features. We'll try to take advantage of white glove services to pay them extra to make this migration possible because we want to reduce the pain as much as possible. There are also small independent companies. It's easier now that we're moving to a more standard industry platform. He mentioned IT outsourcing firms – "those kind of services are out there."

McCready asked what do we pay now? Chaudhury said for SAKAI we pay \$150K per year, but there's no vendor help desk, so we have to outsource to Pearson for help desk support. That is an extra per ticket cost. It could go as much as \$40K a year. The advantage of going to Canvas is that they have in-house people who can also provide this level of support. Also, there is the issue of built-in tools: iRubric – costs us \$10-20K per year. With more sophisticated tools, we wouldn't need iRubric and could thus save money. Other 3<sup>rd</sup> party tools (Turnitin) would be at the same level of cost.

In response to a question, Chaudhury said the #1 reason we're making the change is to make a good experience for faculty and for students. This is fundamental #1. Another area: think of Gen Ed assessment: currently, we don't have a way that we can globally tag an assignment in whatever course and then run a script at the end and then grab all that data in one repository. So, we're looking for ways to do this.

Campbell asked if any of these LMS systems allow integration with Banner and the importation of final grades. Chaudhury said he was at Auburn when they did Canvas integration. There was a technical issue when trying to export grades from Canvas to Banner, but "I think the technical issue is solved. But I think there is a policy issue."

In response to another question, Chaudhury said Canvas has an open source version. Varner asked if the new version has a project site. Chaudhury answered that is one of the big areas: what are the appropriate project sites?

Chaudhury said online education includes continuing education and professional development activities. There are not people in Banner involved in online activity, but talking with our continuing education program, it would be nice to export information developed for a course that could then be used for professional development activities and sold to an outside source, such as the Army Corps of Engineers, where they don't need credit but knowledge. "I'm

looking at D2L and Canvas: both have the option that make them available to the outside world where people can pay and do a mini-MOOC sort of thing.”

A Senator asked if any of these programs are compatible with a LockDown browser. Chaudhury answered that this issue has come up because HIPAA has special safeguards, so these products won't work any better. There are those who want to do in-class testing. The problem will arise from viruses on their computers. It works better where we have labs where we can control the environment.

Swanzy mentioned that SAKAI is not HIPAA compliant, so students couldn't upload material. Several Senators mentioned keeping student data in SAKAI. Chaudhury asked them how long faculty need to have to keep this information. He then said Sakai won't completely go away because we need the ability to access it.

**Motion to adjourn, seconded, passed.**

**Adjournment: 4:06 pm.**