Faculty Assembly March 31, 2021
Questions & Answers ~ Post Assembly

COACHE

- It is impressively difficult to find things within the UHCL web site. Will the COACHE committee proactively send the specific COACHE reports/slideshow information (including the web site URL) to all faculty?

    - *An email was sent from Center for Faculty Development in CETL with the link to the COACHE 2020 survey and committee summary reports. This was followed up with an email from Faculty Senate/Academic Affairs with the link.*

    - *https://www.uhcl.edu/provost/faculty-staff-resources/coache*

- Related item: Considering it has come to light that nearly 10% of our faculty had a pay adjustment due to gender/ethnicity inequities or low pay and that there are significant and lasting impacts of salary imbalances, are there any plans to hire a non-interim Chief Diversity Officer/Title IX Coordinator? It seems like an important time to plan and host a full search.

    - *HR provided the following response. Dr. Richardson was promoted effective, July 1, 2020 to the position of Chief Diversity Officer for the Office of University Equity, Diversity, Inclusion, Title IX, and Title VII, in accordance with University of Houston System SAM 02.A.14 Promotion and Transfer of Staff.*

Budget, Finance & Salary Questions

- When will there be presentations about the equity analyses that were conducted, including discussion of future steps?

    - *Dr. Blake has scheduled faculty sessions to discuss these and related topics.*

- How will equity adjustments account for previous years of inequity?

    - *This is being reviewed at present and we anticipate having specifc responses to those individual faculty.*

- How do students get some of the direct financial aid you are referencing and are grad students eligible?

    - *The Division of Strategic Enrollment Management is responsible for reaching out to students to inform them of resources.*

- Is there an opportunity for funding faculty research to make up for the lost research time during the pandemic?

    - *We have taken steps to allow probationary faculty extensions of the promotion/tenure timeline. With respect to additional funding, OSP is exploring adding either a targeted FRSF for pandemic or additional FRSF review cycles.*

    - *To justify using Coronavirus relief funding, it must meet the following criteria*

- *Defraying expenses associated with Coronavirus including:*
  - *Lost revenue*
  - *Reimbursement for expenses already incurred (not before March 13, 2020)*
  - *Technology costs associated with transition to distance education*
  - *Faculty/Staff training*
  - *Payroll for new hires associated to the Pandemic*
  - *Carrying out student support activities authorized by the Higher Education Act of 1965, as amended, that address needs related to Coronavirus,*
  - *Making additional financial aid grants to students, as outlined above*
- *Required (though no amounts or explicit criteria):*
  - *Outreach campaign to students informing them of Financial Aid grant availability*
  - *Expenditures promoting the Best Practice strategies for health and welfare of students, staff, and faculty*
- *Exclusions:*
  - *Pre-enrollment recruiting*
  - *Marketing for recruiting*
  - *Endowments*
  - *Capital outlays for athletics, sectarian instruction or religious worship*
  - *Any cash/salary/other benefit to executives.*

- With regard to distance learning---is there any consideration of getting a more stable online platform such as Adobe Connect?

  - *There are no plans at this time to explore another online platform.*

- Is any of the money going to spend to improve faculty computers/cameras to improve distance learning?

  - *That is included as a current proposal – none of these proposals have been approved by President Blake.*

- When will we get the next update as to how the remaining millions of dollars will be spent, please?

  - *By the close of Spring Semester, we should have at least a preliminary list of approved proposals.*

- Can the relief funds be used for faculty laptop computers?

  - *Repeat of previous question – this is a current proposal.*

- Staff took home the laptops that were used by students on campus when we went remote. Are you planning to replace those when students come back to campus so they can check them out at the library and at the Support Center?

  - *Included in the previously discussed proposal*

- My students wanted to see if it would be possible for their student Zoom accounts to not have the 30 minute limit. They say it interferes greatly when they meet in their groups for group projects. Thanks.

- o *The Instructional Designers are working on this to provide students the same time limits. At present, students can contact our Support Center to get their licenses extended.*

- Is there a reason CUPA is only measured as Master's institution when we have two Doctoral programs in COE?

  - o *Since we are part of this grouping it appears that there are institutions with this setting that have doctoral programs.*

Fall Planning/Safety Measures

- What precautions are being put in place for children to be on campus this summer for Kids U. I've been told we are having it, but not information about precautions and safety measures.

  - o *Summer camps (KidsU) will be occurring at both UHCL and UHCL-Pearland. These camps have been reviewed by Al Black to ensure that we meeting all safety protocols.*

- What safety protocols will be in place? Will masks be required?

  - o *At present, we anticipate the continued requirement of masks and distancing, but this is an evolving topic as we learn more daily.*

- How will we handle social distancing in traditionally large (e.g. 100) classes?

  - o *At this point forecasts are that over the summer there will be a drop in infections and increase in vaccinations so that it is probable that classrooms will be utilized at full capacity. Current technology in the classrooms are such that if this forecast is not correct then we will explore other methods to use less than 100% capacity seating.*

- If a student doesn't wear a mask, how do we remove the student from the class? If a student refuses to wear a mask, do they then drop the class?

  - o *If masks are required this would be a student conduct issue, if they are in the class, and refuse, the faculty member has the right to cancel the class and report the student for a student conduct issue.*

- Will UHCL be paying for ProctorU online exams in the fall? **(Faculty are asking for this sooner rather than later so they can plan syllabi/courses)**

  - o *The University will be continuing to support the use of ProctorU this fall semester.*

- Please share fall course offering data in comparison to fall 2019

  - o *Updated from March 8th data shared*

FALL 2021 and FALL 2020 COMPARISON

Type of Class	Delivery Mode	# of classes (Fall 2021)	% of classes (Fall 2021)	# of classes (Fall 2020)	% of classes (Fall 2020)
Organized	Hyflex/Hybrid	210	12.90%	125	7.34%
Organized	Online	459	28.19%	1286	75.56%
Organized	Face-to-Face	959	58.91%	291	17.10%
Totals		1628	100.00%	1702	100.00%

- Faculty with vaccines will still be concerned with variants such as South African, Brazilian and perhaps New York. Can they change from hybrid to online synch?

    - *At this point we are not moving course deliveries until after we determine if there will be a need to make changes in the delivery modes. Faculty (all employees) with medical accommodations that impact their ability to teach in a particular delivery mode will be provided a process to request such accommodations.*

- Have there been student surveys to ask how they want classes and if so, how do our percentages of offerings line up with their preferences?

    - *In fall 2020, students were surveyed about their academic experiences and well-being in relation to stressors like COVID as well as social and political issues. While there were no questions that directly asked about their preference in course delivery modalities, the student comments showed there are students who dislike online classes and others who like them.*

- There are a lot of assumptions in predictive models, which means the actual vaccination rate may not match the predictions for a variety of reasons. At what point would faculty be informed about the need to "pivot"?

    - *We anticipate confirming the fall 2021 schedule sometime in the June/July timeframe.*

- At what point will faculty be allowed to change the fall courses from hybrid to online synch?

    - *If there is a need to change the fall class schedule faculty will be made aware and provided an opportunity to make changes to the schedule by June/July.*

- Students don't have a clear understanding of what 50% hybrid means. I received questions already. The current hybrid modalities may not allow for social distancing in some cases. More communication is needed.

    - *The AA fall 2021 workgroup will be exploring ways to communicate with faculty and students.*

- I was told my course was to be hybrid, meaning meeting on campus, and could not be online synch. So we need clarification on our options and if faculty can make this choice.

    - *The AA fall 2021 workgroup will be exploring ways to communicate with faculty and students.*

BlackBoard

QUESTIONS:

- Is this a permanent state for Bb or will it be improved?

    - *The issue has been resolved and we are currently awaiting a report from UHS so that we can review the challenges and look to make improvements on future rollouts for both two-factor authentication and Blackboard.*

- Can we roll back Duo on BB, test it on a production server, then roll it out again when it will work for all and at a time with fewer online students (may mini or some midpoint between summer sessions)?

    - *See above*

- Can we remove the Duo on BB until we can get this problem resolved? Again, it does not happen with email.

    - *See above*