

**MINUTES OF THE BOARD OF TRUSTEES
UNIVERSITY OF NORTH ALABAMA
FLORENCE, ALABAMA
9:00 a.m., Friday, September 10, 2021**

The Board of Trustees for the University of North Alabama met on Friday, September 10, 2021, in Banquet Hall C of the Guillot University Center in accordance with Section 6 of Act No. 773 of the 1967 Regular Session of the Alabama Legislature. A letter from three Trustees (dated August 20, 2021) was sent via email to Governor Kay Ivey in care of her Director of Constituent Affairs, requesting that the Governor call the quarterly meeting for September 10. Proposed letters calling the Board to the meeting also were sent for the Governor's signature as per standard practice, and the same were mailed from the Governor's office to Trustees in advance of the meeting under the date of August 26, 2021. On September 2, Board members were advised via email that the agenda, proposed resolutions, and supporting documents for items of discussion were available for individual electronic access in the Canvas software system.

Board President Pro Tempore Simpson Russell called the meeting to order at 9:00 a.m.

I. INVOCATION

Trustee Will Trapp offered the opening invocation.

II. ROLL CALL

President Kenneth D. Kitts called the roll, and the following members were in attendance:

Trustee Marty Abrams	Trustee Jim Page	Trustee Gary Smith
Trustee Joel Anderson II	Trustee Steve Pierce	Trustee Will Trapp
Trustee Wendell Gunn	Trustee Simpson Russell	Trustee Anne Whitaker

Therefore, a quorum was present. Absent were ex officio member Governor Kay Ivey and Trustees Marcus Maples and Nancy Sanford.

Others present for all or part of the meeting:

- Dr. Ross Alexander, Provost and Executive Vice President for Academic Affairs
- Mr. Jason Cochran, Exec. Director of Governmental Relations and Economic Development
- Ms. Amber Fite-Morgan, General Counsel
- Dr. Kimberly Greenway, Vice President for Student Affairs
- Mr. Kevin Haslam, Vice President for University Advancement
- Dr. Josh Looney, Athletics Director
- Mr. Ron Patterson, Vice President for Diversity, Equity, and Inclusion
- Mr. Evan Thornton, Vice President for Business and Financial Affairs
- Mr. Duell Aldridge, Coordinator for University Center Operations and Event Management
- Dr. Sara Lynn Baird, Dean of the College of Arts, Sciences, and Engineering
- Dr. Joy Borah, Senior Vice Provost for Academic Affairs
- Dr. Vince Brewton, Dean of the Cole Honors College
- Dr. Greg Carnes, Dean of the College of Business and Technology

- Ms. Michelle Eubanks, Director of University Communications and Marketing
- Mr. Ethan Humphres, Executive Director of Information Technology Services
- Dr. Andrea Hunt, 2021-2022 Chair of Shared Governance Executive Committee
- Dr. Kevin Jacques, Director of University Center Operations and Event Management
- Dr. Katie Kinney, Dean of the College of Education and Human Sciences
- Mr. John McGee, Executive Director of Educational Technology Services
- Dr. Amber Paulk, Vice Provost for Academic Affairs, Dean of Graduate & Online Education, and Board of Trustees Parliamentarian
- Dr. Vicki Pierce, Dean of the Anderson College of Nursing and Health Professions
- Mr. Kris Robertson, Lead Network/Instructional Technology Specialist
- Ms. Regina Sherrill, Senior Assistant to the President for Administration
- Mr. Michael Smith, 2021-2022 President of Staff Senate
- Mr. Jake Statom, 2021-2022 President of Student Government Association
- Dr. Jason Watson, 2021-2022 President of Faculty Senate
- Mr. Russ Wilson, Network and Instructional Technology Specialist
- Dr. Chunsheng Zhang, Senior Vice Provost for International Affairs

Also present: *TimesDaily* reporter Bernie Delinski.

Before moving forward with the agenda, Mr. Russell expressed sympathy on behalf of the Board to Ms. Sanford who had a death in her immediate family this week. He also welcomed Dr. Looney, who assumed the position of UNA Athletics Director on September 1.

III. APPROVAL OF AGENDA

Mr. Russell submitted the agenda for consideration. Upon motion by Mr. Pierce and second by Mr. Trapp, the agenda was approved as presented by unanimous vote.

IV. APPROVAL OF CONSENT AGENDA ITEMS

Mr. Russell submitted the following items for consideration for collective approval:

- A. Minutes of June 11, 2021, Quarterly Board Meeting
- B. Minutes of July 9, 2021, Board Executive Committee Meeting
- C. Resolution Authorizing the President to Budget Additional Funds for FY 2021-2022

Upon motion by Dr. Gunn and second by Mr. Page, the consent agenda items listed above were approved separately and severally by unanimous vote.

V. REPORT OF THE PRESIDENT

Dr. Kitts gave a brief summary on the state of the University from a prepared text. Topics included:

- Start of fall semester and status of enrollment;
- Launch of UNA's first Ph.D. program (Exercise Science and Health Promotion);
- Athletics in final year of transition to NCAA Division I classification; and
- Individual commendations of members of the Executive Council senior leadership team.

VI. ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEE MATTERS

Committee chair Trapp highlighted topics covered in this committee's September 9 meeting, giving special mention of UNA's continued enrollment growth. Two committee items were on the agenda for the full Board at today's meeting:

A. Resolution Approving Associate of Applied Science Degrees in Culinary Arts, Hospitality and Events Management, and Mechatronics

Following summary comments by Mr. Trapp, with the recommendation of the Academic Affairs and Enrollment Management Committee and upon motion by Mr. Trapp and second by Mr. Page, the resolution was approved by unanimous vote.

B. Updates to University of North Alabama 2021-2022 Undergraduate and Graduate Catalogs

Mr. Trapp noted that the catalog changes reflect curricular changes as the University continues to adapt to market demand for academic programs. There were no questions concerning this matter, and this information item required no action by the Board.

VII. ADVANCEMENT AND UNIVERSITY RELATIONS COMMITTEE MATTERS

Committee chair Whitaker highlighted topics covered in this committee's September 9 meeting, including size of the total endowment (now >\$50M), progress on this year's development goals, the Legacy Initiative, the Year of the UNA Woman, and results of the campaign readiness study. The Committee endorsed moving forward into the "quiet phase" as the next step in a fundraising campaign. At the conclusion of the quiet phase, the list of suggested campaign goals will be brought to the Board of Trustees for formal approval.

One information item from the previous day's committee discussions – **Update on UNA Foundation and University Endowments** – was on the agenda for the full Board at today's meeting. There were no questions, and the endowment report had been reviewed in the committee setting the previous day.

VIII. CAMPUS LIFE, ATHLETICS, AND DIVERSITY COMMITTEE MATTERS

Committee chair Pierce reported on the array of topics covered during this committee's September 9 meeting. These included:

- An update on diversity initiatives (this year's "One Book," development of a diversity course as part of general education curriculum, and recent Haslam family gift in support of Presidential Mentors Academy);
- UNA Athletics (success of recent Pete Rose fundraising event, new turf on practice field, and status of transition to Division I);
- Continued efforts to mitigate COVID impact on campus; and
- Record occupancy level in campus housing this fall.

IX. FINANCE, FACILITIES, AND PERSONNEL COMMITTEE MATTERS

Committee chair Abroms reported on the various topics covered during this committee's meeting on September 9, several of which were on the agenda for the full Board at today's meeting:

A. Review of Financial Information for Quarter Ending June 30, 2021

The University is in a solid financial position in spite of inequitable state funding. Though this year's budget included a deficit, it appears that savings strategies engaged over the past year will allow the University to finish FY 2020-2021 "in the black." Tuition and fees revenue at this point in the fiscal year are in line with expectations. The quarterly financial report was thoroughly reviewed in the committee setting. There were no questions, and this information item required no action by the Board.

B. Resolution Approving University of North Alabama Proposed FY 2021-2022 Budgets

Mr. Abroms gave an overview of the proposed budget for next fiscal year. It includes a \$4.3 million deficit that is mostly due to rising fixed costs, increases in scholarships, and no tuition increase again this year. The Committee is comfortable with the University's mitigation strategies to address the deficit, but it was noted that Project 208 efforts continue to be critical to achieve state funding that is equitable among Alabama's sister institutions. There being no questions, with the recommendation of the Finance, Facilities, and Personnel Committee and upon motion by Mr. Abroms and second by Ms. Whitaker, the resolution was approved by unanimous vote.

C. Resolution Approving a Five (5) Year Agreement between the University of North Alabama and Instructure, Inc.

Following summary comments by Mr. Abroms, with the recommendation of the Finance, Facilities, and Personnel Committee and upon motion by Mr. Abroms and second by Mr. Trapp, the resolution was approved by unanimous vote.

D. Update on Special Voluntary Retirement Incentive (SVRI) Program

Last year's SVRI continues to generate savings. In spite of cash payouts offered as part of the retirement incentive package, salary savings allowed the University to break even after just one year and three months. There were no questions, and this information item required no action by the Board.

E. Deferred Maintenance Budget for FY 2021-2022

An appropriate level of state funding would greatly assist the University in addressing more items on this list of deferred maintenance needs. The complete list of deferred maintenance and capital projects items that need attention currently totals approximately \$27 million (plus several million more in ADA-related items). There were no questions, and this information item required no action by the Board.

X. OTHER BUSINESS

A. Trustee Appointee to UNA Foundation Board of Directors

Mr. Russell reported that Mr. Page has agreed to continue service as the Board of Trustees representative on the Foundation Board for the term October 2021 to September 2022.

**B. Report from Ad Hoc Presidential Evaluation Committee – and –
Resolution Approving Revised Terms to Presidential Employment
Agreement**

Committee chair Abroms reported on the outcome of Dr. Kitts' annual evaluation that resulted in a very favorable satisfaction rating, and he thanked Dr. Kitts for his excellent leadership of the University. He then presented a resolution containing the Committee's recommendations as to contract extension, contract changes, and goals/objectives for the coming year. With the recommendation of the Presidential Evaluation Committee and upon motion by Mr. Abroms and second by Mr. Pierce, the resolution was approved by unanimous vote.

XI. MOTION FOR EXECUTIVE SESSION

Mr. Russell noted that an executive session was needed to discuss honorary degree nominations and an honorary naming proposal. As an attorney licensed to practice law in the State of Alabama, Ms. Fite-Morgan could affirm that the Board's discussion of these matters in executive session was authorized under Section 3 of the Code of Alabama that allows for executive session to discuss the general reputation and character of individuals. Therefore, an executive session was in compliance with the Open Meetings Act. Upon motion by Mr. Trapp, second by Mr. Pierce, and a unanimous vote, the meeting recessed at 9:55 a.m. for a short break and to enter into executive session.

At approximately 10:05, the Board entered into executive session. Ms. Fite-Morgan and Dr. Alexander remained in the room with Dr. Kitts and the Trustees for the duration of discussion in closed session.

The Board reconvened in regular session at 10:25 a.m. Mr. Russell reported that the Board now had an action item to address that was presented in executive session and viewed favorably by the Board – i.e., **Resolution Approving Honorary Baccalaureate Degrees for David Hood and Jimmy Johnson**. Upon motion by Mr. Trapp and second by Mr. Pierce, the resolution was approved by unanimous vote.

The Board had no other action items to present from its discussions in executive session.

MOTION TO ADJOURN

There being no other business to come before the Board, upon motion by Mr. Abrams, second by Mr. Pierce, and a unanimous vote, the meeting adjourned at 10:26 a.m.

Approved December 10, 2021



President Pro Tempore



Secretary