

Faculty Senate Minutes

October 9, 2025

Call to order:

A regular meeting of the University of North Alabama's Faculty Senate (FS) convened via MS Teams Video Conferencing at 3:30pm with President Carter presiding.

Members in attendance

Jackie Allen, Lisa Ann Blankinship, Sidney Blaylock, Miranda Bowie, Charles Brooks, Keli Brothers, Danny Burton, Corey Cagle, Justin Carter, James DaSambiagio-Moore, Jenny Dawson, Ravi Gollapalli, Anissa Graham, Leah Graham, Einar Gudmundsson, John Hodges, Andrea Hunt, Lorie Johnson, Kelly Latchaw, Mark Linder, Melanie Looser, Tom Lukowicz, Stephanie Montgomery, Andrea Nate, Brent Olive, Gary Padgett, Chris Purser, Candice Quinn, Suzanne Reese Mills, Robert Rausch, Beverly Russell, Matthew Schoenbachler, Justin Scott, Darlene Townsend, Gretchen Windt, Ping Zhao, Rui Zhou

Members not in attendance

Argie Campbell (2nd), Jason Imbrogno, Jason McCann

Members not in attendance due to email list issue

Ashley Molina, Mike Pretes, Steven Puckett

I. Recognized Proxies

Dr. Audrey Bailey for Sen. Coleman-Reed

Dr. Lauren Wagner for Sen. Hopkins

II. Recognize guests

None

III. Approval of the Agenda

A motion to approve the agenda as submitted was made by FS President Carter. No amendment. Agenda approved.

IV. Approval of the Minutes from September 11, 2025 meeting

A motion to approve the minutes as submitted was made by FS President Carter. No amendment. Minutes approved.

V. Remarks from Dr. Ken Kitts, President

- Additional faculty and staff parking is available next to Willingham and Appleby Lot Z.
- Bid package for construction of a 190 place tiered parking lot currently being prepared. This new parking lot should be completed within one year.
- General Fund (3.5%) and Educational Trust Fund (2.5%) tax revenue is up this year which may lead to favorable negotiations for UNA funding from Montgomery.
- One-time funding and funding for a new Music and Fine Arts building are priorities.
- All UNA faculty and staff received a 3% COLA. COLAs must come from UNA budget rather than an increase from Montgomery. A 1% COLA is equivalent to \$1million.

- Thomas Spence (UNA alumnus 1989) completes Florence City Council. Newly elected officials will begin their term in November 2025.
- The Alabama Legislative session will begin early (January 2026) to accommodate election and campaign schedules for November 2026 elections.

VI. Remarks from Dr. Brien Smith, Provost/ EVPAA

- Provost Smith has meet with all academic colleges. His vision is Excellence and he plans to put into place infrastructure that will help the campus community reach this vision.
- Accolades to: ACONHP for Apple's Distinguish School (a 3-year recognition)
- Accreditation ongoing/ upcoming/ completed for Counselor Education, Occupational Therapy, Computer Science and Information Systems, Engineering Technology
- Center for Teaching and Learning (CTL) feedback is good and shows interests for topics such as AI literacy and academic honesty, peer mentoring, new faculty orientation, professional development, potential internal awards and certification for teaching excellence, and the desire to have a flexible physical space. The CTL would be open to all faculty including adjuncts.
- SACSCOC has a new president Dr. Stephen Pruitt.
- 24 faculty lines have been approved and opened with the new budget (10.1.25). Initial feedback has been positive as search committees are reporting higher numbers of candidates and higher candidate quality.

VII. Remarks from Dr. Justin Carter, Faculty Senate President

- Election results for Undergraduate Curriculum Committee (COEHS) position: Dr. Mary Ann Parker appointed to this position.
- The FAS report will be presented at the November 2025 meeting.
- SGEC is forming a work group that addresses academic honesty. They have asked Faculty Senate to provide one representative per college. Please let FS President Carter know if you are willing to serve before 10.24.25.

VIII. Reports

A. Standing Committees

- i. Faculty Affairs (Sen. Hodges) – Dr. Natasha Lindsey elected committee chair.
- ii. Academic Affairs – No report
- iii. Faculty Attitude Survey – Report coming in November.
- iv. Faculty Handbook Oversight Committee – No report

IX. Unfinished Business

None

X. New Business

- a. Approval of Handbook edits from COAD and the Committee on Senior Lectures'

i. Editorial changes for sections 1.5 Curriculum Committee, 3.2.3 Office Hour Policy, 5.1 Credit Hour Policy, 5.7 Evaluations and Assignments, 5.11 Term Grade Reports, 6.4 Library Resources and Services, 6.5 Educational Technology Services, and Appendix 2.D. – A motion to approve editorial changes as a group was made by Sen. Scott and seconded by Sen. Lukowicz. No discussion. [Vote 32Y:0N] Motion passes and editorial changes are approved.

ii. University Librarian title change in sections 3.3.3 Curriculum Development and Assessment and 3.11 Faculty Research Development. – A motion to approve editorial changes was made by Sen. Scott and seconded by Sen. Johnson. No discussion. [Vote: 33Y: 0N]. Motion passes for editorial changes to University Librarian title change.

iii. Link Updates to sections 2.1 Equal Opportunity, 2.2 Non-Discrimination, 2.3 Nepotism (employment of relatives), 2.4.3 Background Checks, 2.8 Sanctions less than Termination, 3.6 Patent Policy, 3.7 Copyright Policy, 3.10 Absences, 3.13 Birth Recovery Leave, parental Leave, and Associated Workload Adjustments, and 2.7.2 Termination for Cause. – A motion to accept edits was made by Sen. Scott and seconded by Sen. L. Graham. Discussion. Request for links to be descriptive rather than just a link to meet ADA compliance. Motion withdrawn. Revised motion: To approve the updated links with the amendment of any further changes/edits for website and Handbook to be done in consultation with Shared Governance. Motion made by Sen. L. Graham and seconded by Sen. Latchaw. [Vote: 27Y: 0N] Motion passes.

iv. Faculty Search and Selection Process

1. Section 2.4 Faculty Search and Selection Procedure – Motion to approve the edits was made by Sen. Scott and seconded by Sen. Johnson. No discussion. [Vote: 27Y:0N] Motion passed.
2. Section 2.4.1 Search Guidelines for Tenure-Track and/or Non-Tenure-Track Faculty – A motion to approve the edits was made by Sen. Scott and seconded by Sen. Linder. Discussion. Faculty had questions about formatting and requested clarification of wording. Motion amended To return to Human Resources (HR) for clarification of “hiring manager” then send to Faculty Handbook Oversight committee for review. [Vote: 32Y:0N] Motion passes.
 - a. Because the section is currently out of compliance with standards, a secondary motion was made by Sen. L. Graham and seconded by Sen. Scott to post a notice on the website/ Handbook document that this section is currently under construction and to remove the section from the website until section approval by Faculty Senate.
3. Section 2.4.2 – Faculty Employment Agreements – A motion to approve the edits was made by Sen. Scott and seconded by Sen. Allen. Discussion. Clarification was requested for wording. Motion amended To return the section to HR for clarification and put a notice on the website that this section is under construction until voted on by Faculty Senate. Amended motion made by Sen. L. Graham and seconded by Sen. Lukowicz. [Vote: 32Y:0N]. Amended motion passes.

v. Additional Updates

1. Section 2.6.2 Special Criteria by Ranks for Appointment, Promotion, and/or Tenure – A motion to approve edits was made by Sen. L. Graham and seconded by Sen. Lukowicz. No discussion. [Vote: 34Y:0N] Motion passes.

2. Section 3.2.4 Department Chairperson – Appointment, Workload, and Supplement – A motion to approve was made by Sen. Scott and seconded by Sen. Hunt. No discussion. [Vote: 34Y: 1N]. Motion passes.

3. Section 6.4 Library Resources and Services – A motion to approve was made by Sen. Johnson and seconded by Sen. Hunt. No discussion. [Vote: 33Y: 0N] Motion passes.

4. Appendix 2.B Form 1 (request to remove) – A motion to remove Form 1 from Appendix 2.B was made by Sen. Scott and seconded by Sen. Linder. No discussion. [Vote: 32Y:0N]. Motion passes.

XI. Information Items

- A. Artificial Intelligence Committee update. – FS President Carter serves as committee chair. The committee is working with CTL (Dr. Sarah Franklin) to address comments, training requests, and concerns from the FAS 2025. A resource page is in the works. If you have potential topics for a Lunch and Learn or are willing to share your use of/ experience(s) with AI, please let FS President Carter know.

XII. Adjourn

A motion to adjourn was made by Sen. Scott and seconded by Sen. Lukowicz. Meeting adjourned at 4:47pm.