

Faculty Senate Minutes
December 4, 2025

Call to order:

A regular meeting of the University of North Alabama's Faculty Senate (FS) convened via MS Teams Video Conferencing at 3:32pm 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, Freda Coleman-Reed, James DaSambagi-Moore, Jenny Dawson, Ravi Gollapalli, Anissa Graham, Leah Graham, Einar Gudmundsson, John Hodges, Rebecca Hopkins, Andrea Hunt, Lorie Johnson, Kelly Latchaw, Mark Linder, Melanie Looser, Tom Lukowicz, Jason McCann, Ashley Molina, Stephanie Montgomery, Andrea Nate, Brent Olive, Gary Padgett, Michael Pretes, Steven Puckett, Chris Purser, Candice Quinn, Robert Rausch, Beverly Russell, Matthew Schoenbachler, Justin Scott, Darlene Townsend, Gretchen Windt, Ping Zhao, Rui Zhou

Members not in attendance

Argie Campbell, Jason Imbrogno

I. Recognized Proxies

Dr. Nora Stone for Sen. Reese Mills

II. Recognize guests

Dr. Sarah Franklin, Dr. Lauren Killen

III. Approval of the Agenda

Agenda Edited to include a request for nominations for vacant position on the Institutional Effectiveness Committee (current – August 2026). Motion to approve the agenda as amended. Approved by acclamation.

IV. Approval of the Minutes from November 6, 2025 meeting

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

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

President Kitts and Provost Smith are at a Board of Trustees (BoT) meeting but send the following updates:

- Updates from President Kitts:
 - Conversion of the lion habitat to a temporary greenspace has begun. These renovations are paid for by the Lion fund (Foundation account).
 - State budgetary meetings are ongoing with an expected update in the January 2026 Faculty Senate meeting.
 - BoT updates
 - LaGrange Hall (new dorm building) is officially named.

- Bylaws have been updated to express support for the shared governance process.
 - CTL initiative is being voted on this week.
- Updates from VPAA Smith:
 - Fall 2025 term final enrollment was 10,732 students leading to not only high enrollment but also high credit hour production.
 - As a note, 70% of UNA students are from Alabama
 - This data is used for ongoing discussions around program management, enrollment, and developing graduate programs.
- FSP Carter provided the following information:
 - FSP Carter has asked for a report to be provided to Faculty Senate on updates to the strategic plan. This will help to improve communication across different University units.
 - Dr. Jeff Ray will visit Senate in January as the Faculty Athletics Representative (FAR). If any faculty have questions related to Athletics/ student athletes, please send to Dr. Ray by 12.9.25.
 - Nomination for Institutional Effectiveness Committee (December 2025-August 2026): Nominations are due by 12.7.25 so please act quickly if interested!

VI. Reports

A. Standing Committees

- i. Faculty Affairs (Sen. Hodges) – No report
- ii. Academic Affairs – No report
- iii. Faculty Attitude Survey – Currently working to update the FAS.
- iv. Faculty Handbook Oversight Committee (Sen. Lukowicz) – Highlights a request for clarification of the Professor Merit process. Two proposals coming from committee presented in Agenda VIII New Business Item iii.

VII. Unfinished Business

None

VIII. New Business

- a. Approval of Handbook edits from COAD
 - i. From HR
 - 1) 2.4.1 Search Guidelines for Tenure-Track and/or Non-Tenure-Track Faculty – A motion to approve as presented was made by Sen. L. Graham with a second by Sen. Scott. No discussion. [Vote: 34Y:0N] Motion passes.
 - 2) 2.4.2 Faculty Appointments – A motion to approve as presented was made by Sen. Scott with a second by Sen. Linder. No discussion. [Vote: 35Y:0N] Motion passes.
 - 3) 2.4.3 Background Checks – A motion to approve as presented was made by Sen. Scott with a second by Sen. Montgomery. No discussion. [Vote: 34Y:0N] Motion passes.

4) 2.7.2 Termination for Cause – A motion to approve as presented was made by Sen. Scott with a second by Sen. Latchaw. No discussion. [Vote: 35Y:0N]. Motion passes.

5) 2.8 Sanctions Less Than Termination – A motion to approve as presented was made by Sen. Puckett with a second by Sen. Montgomery. No discussion. [Vote: 36Y:0N]. Motion passes.

ii. From COAD

1) 2.6.2 Special Criteria by Ranks for Appointment, Promotion, and/or Tenure – A motion to approve as presented was made by Sen. Scott with a second by Sen. L. Graham. No discussion. [Vote: 36Y:0N]. Motion approved.

2) 2.6.3 Annual and Mid-Tenure Review – A motion to approve as presented was made by Sen. Puckett with a second by Sen. Montgomery. No discussion. [Vote: 36Y:0N] The motion passes.

3) 2.6.4 Procedure for Promotion and/or Tenure – A motion to approve as presented was made by Sen. Scott with a second by Sen. Latchaw. No discussion. [Vote: 37Y:0N] The motion passes.

4) Appendix 2.C.1 – A motion to approve as presented was made by Sen. Scott with a second by Sen. Lukowicz. No discussion. [Vote: 39Y:0N]. Motion passes.

iii. From Handbook Oversight Committee

1) 3.2.2 Faculty Workloads and Teaching Loads – A motion to approve was made by Sen. L. Graham with a second by Sen. Pretes. Discussion. Sen. L. Graham requests tabling until January 2026 meeting and that the Faculty Handbook Oversight Committee develop wording to address classes with too few/ too many students. Sen. Bowie seconds. [Vote: 35Y:0N] Motion Tabled.

2) 3.2.4 Department Chairperson – A motion to approve as presented was made by Sen. Scott with a second by Sen. L. Graham. Discussion. Sen. Scott amended the motion and asked the Handbook Oversight Committee to further review and revise based on discussion. Sen. L. Graham seconded this. [Vote: 32Y:0N] Item returned to committee.

b. Approve Interim Policies

i. Research Misconduct Policy – A motion to approve as presented was made by Sen. L. Graham with a second by Sen. Scott. Discussion. [Vote: 28Y:6N] Motion passes.

ii. IRB Policy – A motion to approve as presented was made by Sen. A. Graham with a second by Sen. Nate. No discussion. [Vote: 36Y:0N]. Motion passes.

IX. Information Items

- a. Reminder – suggestions for Shared Governance Report should be made to FSP Carter.
- b. Sen. Lukowicz – Asks for Faculty Affairs to review the current grievance process to clarity, a potential timeline for grievance process, and any edits to the current policy. A second was provided by Sen. L. Graham. [Vote: 35Y:0N] Motion passes.

XII. Adjourn

A motion to adjourn was made by Sen. Scott and seconded by Sen. Puckett. Meeting adjourned at 5:01pm.