

FACULTY SENATE MINUTES

October 18, 2007

The Faculty Senate of the University of North Alabama met October 18, 2007 in the Faculty/Staff Commons of the University Center at 3:30 p.m.

President Turner called the meeting to order and recognized the following proxies:
Laura Stokes for Senator Hurren from Secondary Education,
Brenda Webb for Senator Statom from Elementary Education,
Joy Borah for Senator Crisler from Social Work.

Senator Adams moved the adoption of the agenda. Senator Flowers seconded. The motion passed unanimously.

Senator Flowers moved the approval of the September 13, 2007 minutes. Senator Williams seconded. The motion passed unanimously.

President Cale reminded the senators of the luncheon seminar on Tuesday October 30 with lunch beginning at 11:30 and the program beginning at noon. He reported that everyone received an email requiring harassment training. All the administration has already participated. Our insurance carrier encouraged the university to implement this training. President Cale stated that he is engaging in a series of discussions related to Dr. Howard's departure. He is not planning on hiring a new vice-president to replace Dr. Howard but to reallocate the responsibilities of International Student Services, English Language Learning Center, Physical Plant and Public Safety to existing administrators. The Tennessee Valley Caucus met on our campus last week and was very impressed with UNA. President Cale discussed the possible signage at the gateway to the Shoals which recognized the home of UNA and the Division II National Championship Game. The long awaited human resource study related to the staff will go to the Strategic Planning and Budget Committee shortly. Finally, President Cale welcomed Dr. Garry Warren to his new role as chief academic officer.

Vice-President for Academic Affairs Garry Warren stated that he was enjoying this role the second time around and appreciated the kind words and the people of UNA. He is trying to keep the paperwork going. SACS is coming in 2012 and the director of the self-study needs to be selected by 2009. This will allow the new director to attend needed training meetings. Senator Adams and Dr. Craig Christy have been in his office looking at the criteria in each department related to what should be used to evaluate faculty for the purposes of the Faculty/Staff Welfare Committee.

ANNOUNCEMENTS:

- A. President Turner reported that a great time was had at the Faculty Picnic. He stated that he had no problem getting gift certificates from the community.
- B. President Turner reported that Gabriela Carrasco and Alex Aguado have agreed to serve on the Faculty Attitude Survey Committee.

OLD BUSINESS:

- A. Committee Reports:
 - 1. Senator Leonard reported that the Academic Affairs Committee is studying how students can access grades at the end of the first summer term instead of waiting until the end of the second term.
 - 2. The Faculty Affairs Committee has not met yet.
- B. Shared Governance Committee Reports: The department criteria for evaluation for promotion and tenure is being evaluated.
- C. The addendum to the Promotion and Tenure Policy passed by the Senate on May 8 states that “A department chair’s recommendation must be justified in writing when his or her vote is contrary to that of the department tenure committee.” (See Attachment A) The Faculty Handbook Committee has asked if it was the intent to add that same language for all decisions. A possible change was presented (See Attachment B). Senator Gauder moved to send this question to the Faculty Affairs Committee. Senator Lowe seconded. The motion passed unanimously.
- D. President Turner reported that contributors to the Shared Governance Fund at Regions Bank want to endow a tuition scholarship. Senator Gauder moved that the senate be provided with a statement concerning how the funds would be used in support of a scholarship before a final vote can be taken. Senator Adler seconded. The motion passed unanimously.
- E. Senator Rieff volunteered for the opening on the Faculty Attitude Survey Committee.
- F. Senator Bates moved that the new wording of the Nondiscrimination Policy which was circulated by email be forwarded for legal review. (See Attachment C) Senator Gauder seconded. The motion passed unanimously.

NEW BUSINESS:

Senator Gauder moved the endorsement of the Withdrawal Policy presented at the last meeting. Senator Adams seconded. The motion passed unanimously.

ADDITIONAL ISSUES:

President Turner requested that Vice-President Warren check the status of the office hours policy.

Senator Flower moved the meeting be adjourned. Senator Roden seconded. The motion passed unanimously. The meeting adjourned at 4:20 p.m.

ATTACHMENT A

4. The department chair shall convene a department tenure committee, consisting of all tenured faculty in the department, supervise the election, by secret ballot, of the chairperson from among the members of the committee, and provide copies of the faculty member's tenure review portfolio. It is the responsibility of the department tenure committee by majority vote to recommend for or against the granting of tenure and to submit through the department chair to the college dean all of the information relating to the tenure recommendation by June 1.

5. It is likewise the responsibility of the department chair to recommend for or against the granting of tenure and to forward to the college dean all of the information relating to the tenure recommendation by June 1. **A department chair's recommendation must be justified in writing when his or her vote is contrary to that of the department tenure committee.**

6. The college dean will review the materials presented by the department tenure committee and the department chair and will be responsible for scheduling a meeting with the President and Vice President for Academic Affairs and Provost to discuss recommendations being presented for tenure. Copies of all tenure documents will be prepared by the college dean for the President and Vice President for Academic Affairs and Provost and submitted to him or her by August 1 in advance of the meeting.

7. The President and the Vice President for Academic Affairs and Provost will meet after all conferences have been held with the various college deans to consider all tenure recommendations.

8. The decision for or against the granting of tenure will be made by the President, and letters will be mailed to all candidates, with copies to the respective dean and department chair, no later than October 1 of the faculty member's final academic year of the probationary period.

The following persons may notify the department chair in writing that they elect to be exempted from this process and to abide instead by the policy stipulated in the UNA Faculty Handbook for the year when he or she was first appointed to the faculty:

Persons appointed to the faculty in the academic rank of instructor during and following the academic year 1991-92 but before 1997-98.

Persons appointed to the faculty in the academic rank of assistant professor during and following the academic year 1992-93 but before 1997-98.

Persons appointed to the faculty in the academic rank of associate professor during and following the academic year 1993-94 but before 1997-98.

Persons appointed to the faculty in the academic rank of (full) professor during and following the academic year 1994-95 but before 1997-98.

ATTACHMENT B

4. The department chair shall convene a department tenure committee, consisting of all tenured faculty in the department, supervise the election, by secret ballot, of the chairperson from among the members of the committee, and provide copies of the faculty member's tenure review portfolio. It is the responsibility of the department tenure committee by majority vote to recommend for or against the granting of tenure and to submit through the department chair to the college dean all of the information relating to the tenure recommendation by June 1.

5. It is likewise the responsibility of the department chair to recommend for or against the granting of tenure and to forward to the college dean all of the information relating to the tenure recommendation by June 1. **A department chair's assessment must be justified in writing to the dean when it is contrary to that of the department tenure committee.**

If at any time in the review process tenure is not recommended the candidate will be so informed in person by the chair of the committee or the administrator involved.

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ATTACHMENT C

Faculty Senate Resolution – UNA Nondiscrimination Policy

WHEREAS the current UNA Nondiscrimination Policy is in conflict with the nondiscrimination policy found in the UNA: Strategic Plan.

WHEREAS the nondiscrimination policy in the UNA: Strategic Plan violates several federal laws including Title VII of the Civil Rights Act of 1991 and the Americans with Disabilities Act of 1990.

WHEREAS UNA should have a Nondiscrimination policy that meets all state and federal laws.

WHEREAS UNA should have a Nondiscrimination policy that is as strong or stronger than other state universities and peer institutions.

WHEREAS UNA should have a Nondiscrimination policy that is as inclusive as possible and reaffirms its commitment to equal opportunity, acknowledging publicly its obligation to operate in a constitutional and non-discriminatory fashion, both as an Equal Opportunity Employer and as an Equal Opportunity Educational Institution.

BE IT RESOLVED BY THE FACULTY SENATE OF THE UNIVERISTY OF NORTH ALABAMA THAT

THE FOLLOWING RECCOMENDED LANGUAGE CHANGE IN THE UNIVERISTY OF NORTH ALABAMA NONDISCRIMINATION POLICY BE FORWARDED TO THE FACULTY/STAFF WELFARE COMMITTEE:

Current:

NONDISCRIMINATION POLICIES

It is the policy of the University of North Alabama to afford equal opportunities in education and in employment to qualified persons regardless of age, color, creed, disability, national origin, race, religion, or sex in accordance with all laws, including Title IX of Education Amendments of 1972, Title VII of the Civil Rights Act of 1991, and Executive Order 11246. The coordinator for non-discrimination policies for students is Irons Law Firm, 219 N. Court Street, Florence, AL 35630. The coordinator for employees is the Director of Human Resources and Affirmative Action, Bibb Graves Hall or telephone 256-765-4291.

Proposed:

NONDISCRIMINATION POLICIES

It is the policy of the University of North Alabama to afford equal opportunities in education and in employment to qualified persons regardless of age, color, creed or political belief or political affiliation, disability, national origin, race, culture, ethnicity, religion, sex, gender, sexual orientation or preference, marital or parental status, socioeconomic status, physical attributes, or veteran status in accordance with all laws, including Title IX of Education Amendments of 1972, Title VII of the Civil Rights Act of 1991, the Americans with Disabilities Act of 1990, and Executive Order 11246. The coordinator for non-discrimination policies for students is Irons Law Firm, 219 N. Court Street, Florence, AL 35630. The coordinator for employees is the Director of Human Resources and Affirmative Action, Bibb Graves Hall or telephone 256-765-4291.