

**Minutes of the Faculty Senate Meeting
Held on January 15, 2015
In Room 330 of the University Commons**

- I. President Infanger called the meeting to order at 3:30 p.m.
- II. President Infanger recognized the following proxies:
 - Dr. J. Bibbee for Senator Franklin
 - Dr. F. Harris for Senator Whitten
 - Mr. H. A. Flowers for Senator T. Brown.
- III. Approval of agenda:

President Infanger asked that the agenda be amended as follows: delete Item IV (Approval of minutes from Dec. 4, 2014 meeting); add new information item X.B: Dr. Carrasco to report on the work of the Evaluation committee. Senator Barrett moved approval of the amended agenda; Senator Renfroe seconded; the motion passed unanimously.
- IV. Vice-President Shields introduced Mr. Mark Parker Interim Chief of Police, who spoke briefly about his commitment to service and safety, and who encouraged faculty to feel free to contact him or to drop by his office.

Vice-President Shields provided an update on the search process:

 - 1) He finalized the search committee membership today. There are faculty, staff, students, and one member of the community on the committee. Dr. Francis Koti is chair.
 - 2) Vice-President Shields has completed reviewing and revising the ad for the position. This will be a national search; the ad should be posted next week.
- V. Remarks from President Thornell:

President Thornell offered remarks on the changing role of a university president, pointing out that in today's economic climate, with the drop in state funding that universities like ours face, the president's role must become much more external. As one consequence, Dr. Kitts may not be as visible on the campus as Dr. Cale was able to be, and may not be able to attend every Faculty Senate meeting. Dr. Kitts starts work on March 30. The Board of Trustees have mandated him to be external, with a focus on fund-raising and enrollment. As he will be pulled away from campus more than we are used to, President Thornell asks us to understand and be supportive. He added that he believes UNA enjoys an admin-faculty relationship that is better than most.
- VI. Remarks from Vice-President Calhoun:
 - 1) The Commencement ceremony has changed (singing, 36-piece orchestra) to be a more uplifting memorable event. Please contact the committee if you have any comments or suggestions for continuing improvement.

2) Enrollment: numbers are good so far (record turnout for Preview Day, record # of applicants for next fall), and they are working hard to get these applicants to enroll. A recent meeting with a marketing consultant confirms that the emphasis needs to be on *retention* (as opposed to recruitment only) 3) COAD is currently reviewing a number of policies to do with faculty salary, promotion, etc.: the aim is to simplify processes and make the employment climate friendlier. Senate can expect to see some recommendations coming via SGEN in the coming months.

VII. Reports

A. Standing Committees

1. Faculty Attitude Survey Committee: Senator Purser reported that the survey is completed. It will be sent to all Faculty Senators shortly, for review. After that it can go live.
2. Faculty Affairs Committee: Senator Maddox reported that the FAC is working on the two projects it was tasked with (department chairs' stipend and summer pay negotiations).
3. Academic Affairs Committee: Senator Brommer indicated that the AAC had nothing to report except for what is on the agenda under Unfinished Business.

VIII. Unfinished Business

- A. Faculty Handbook Chapter 5 Addition re: Definition of Credit Hours: Senator Brommer reported that the Academic Affairs Committee is still awaiting some responses from department chairs, and therefore asked that their report on this matter be postponed to the February meeting. Senator Statom moved that it be so postponed. Senator Renfroe seconded. There was no discussion. The motion passed unanimously.
- B. Proposal to Form a University faculty committee for the review of non-traditional and interdisciplinary curriculum proposals: Senator Brommer moved, on behalf of the Academic Affairs Committee, that we adopt this proposal. There was no discussion. The motion passed unanimously. Senator Infanger added the anecdotal comment that COAD is supportive of this initiative, though they may suggest a slight edit to the wording at one point. At Senator Hubler's request, President Infanger clarified that the work of this committee would not duplicate the work of any committee already in existence.

IX. New Business

- A. Recommended Practices for Full-Time Faculty at the Instructor Rank for Reappointment Application: on behalf of the Faculty Affairs Committee, Senator Maddox moved that this document (Item VII.B on the Dec. 4, 2014 Agenda), which was approved by Faculty Senate on Dec. 4, 2014, be placed in the Faculty Handbook as Appendix 2.D under the heading, "Reappointment of Faculty at the Instructor Rank." There was no discussion. The motion passed unanimously.

X. Information Items

- A. The next Faculty Senate meeting will take place on Thursday, Feb. 12.

- B. Report from the Teaching Evaluation Committee: Senator Carrasco reported that the committee intends to send out a short questionnaire to faculty to get their perceptions on the subject of teaching evaluation so that they can build on a foundation of respect for faculty concerns. This survey should go out to faculty within two weeks. Senator Carrasco asked all Senators to encourage the faculty in their departments to participate.
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- XI. Senator Lee moved the meeting be adjourned. Senator Statom seconded. The motion passed unanimously. The meeting adjourned at 4:08 p.m.

5.1 CREDIT HOUR POLICY

The University of North Alabama employs sound, standard practices for determining the amount and level of credit awarded for courses, regardless of format, location, or mode of delivery. The University of North Alabama endorses the basic definition of a credit hour as determined by the Southern Association of Colleges and Schools.

CREDIT HOUR A unit of measure that represents the equivalent of an hour (50 minutes of instruction) that can be applied to the total number of hours needed for completing the requirements of a degree, diploma, certificate or other formal award.

At the University of North Alabama the academic department determines the number of credit hours and level of credit to be awarded for the course and assigns a course number. Graduate level courses require additional research and application beyond the undergraduate level.

The department completes a formal proposal for a new course. The proposal is reviewed and approved by: departmental faculty, the Department Chair, Dean of the College, and the Undergraduate Curriculum Committee or Graduate Council depending on the level of instruction.

Fall and spring semester courses are scheduled for 15 weeks, excluding holidays and spring/fall break, but including a week of final exams, resulting in roughly 14 weeks of class meetings or 2100 minutes of instruction for three-credit-hour courses. Courses follow the guideline of 700 minutes of instruction per credit hour.

Studio art courses meet 110 minutes per credit hour. Labs associated with natural science courses meet for a length of time determined by the department, as follows: typically 2 hours per week in physics, earth science, geology, geography, and most biology courses; 3 hours per week in chemistry, industrial hygiene, and some upper level biology courses; and 4 hours per week in a small number of upper level biology courses. Applied music courses follow the standards of the National Association of Schools of Music: "a semester hour of credit represents at least three hours of work each week, on average, for a period of fifteen to sixteen weeks" incorporating both lessons and practicing. Weekly lessons are one-half clock hour for one credit hour and one clock hour for two credit hours. Nursing follows the Federal Credit Hour definition, making allowances, as permitted by law, for the amount of work, measurements of student work, academically engaged time and academic disciplines in its allowance of flexibility of the definition of credit hour as determined by the institution. Through this definition, lab (clinical) hours are considered "direct faculty instruction" and, therefore, credit hours.

For classes that meet on campus, the University of North Alabama follows these guidelines:

- Three-credit-hour daytime courses that meet three days per week meet for 50 minutes per class session. These courses meet for 42 sessions per term.

- Three-credit hour-daytime courses that meet two days per week meet for 75 minutes per class session. They meet for 28 sessions per term.

Fall or spring evening courses may meet one or two nights per week. The total number of meeting minutes per semester is used in the calculation of the total length of each class meeting for evening courses (2100 minutes for a three-credit-hour course).

The University of North Alabama has four sessions that are attached to the summer term:

- The May Intersession and the August Intersession are two-week sessions during which courses meet five days per week for three and one-half hours (210 minutes) per day for a total of 10 class meetings per session.
- The Summer I and Summer II sessions are each four weeks in duration, during which courses meet five days per week. Courses meet for 105 minutes per meeting for a total of 20-21 meetings.

The total number of instructional hours in summer is the same as the total number of fall and spring instructional hours and the course credits are the same.

For courses designed to include significant out-of-class experiences (e.g., student teaching, internships, etc.) and Independent Studies, guidelines are set by the academic department for how the instructional time frame will meet credit guidelines outlined above. These courses require individual enrollment accompanied by a detailed contract specifying the nature of the student work product, learning outcomes, the frequency of meetings between the faculty member and student, and the method of final evaluation (grading).

Courses delivered with technology, in whole (online 50% or more) or in part (hybrid), emphasize academic engagement and student preparation in determining time of instruction but otherwise follow the same guidelines as face-to-face courses. Academic engagement may include, but is not limited to, submitting an academic assignment, listening to class lectures or webinars (synchronous or asynchronous), taking an exam, completing an interactive tutorial or computer-assisted instruction, attending a study group that is assigned by the institution, contributing to an academic online discussion, initiating contact with a faculty member to ask a question about the academic subject studied in the course, conducting laboratory work, or completing an externship or internship. Student preparation is typically homework, such as reading and study time, and completing assignments and projects.

The University of North Alabama courses delivered abroad or at other off-campus settings are developed by faculty to take full advantage of the unique location and be consistent with the expectations for academic engagement and instructional time

[articulated in the policy.](#)

[In summary, within the relevant semester time frame, the policy is:](#)

One semester credit of scheduled/lecture class instruction = 50 minutes of class time

One credit of studio (art) = 120 minutes of studio time

One credit of lab = 180 minutes of lab contact time

Four credit lecture/lab class = 330 minutes of class time (150 min. lecture/180 min. lab)

Six credit lecture/lab class (nursing) = 510 minutes of contact time (150 min. lecture plus 360 min. clinical/lab experiences contact time)

5.12 CLASS SCHEDULES AND ROOM ASSIGNMENTS

The class schedule for each term is prepared in advance by the chairs of departments. Faculty members are expected to meet with their classes at the times and places designated on the schedule, to hold classes for the full period, and to dismiss classes promptly so that students can meet the next class on time. No permanent change of time or place of class meetings should be made except on prior approval of the dean of the college. Changes are recorded in the Office of the Registrar.

5.23 CLASS ROSTERS AND ROLL BOOKS

The official roster of students for each class is provided for the faculty member on-line. It is the responsibility of faculty members to assist in validating proper enrollment through careful check of the on-line rosters. A student may not receive a final grade unless properly registered for the course, and faculty members may not add a student to a class without supporting documentation. The grade book/spreadsheet showing the class grades throughout the term, as well as the final course grades given, must be retained for at least one year beyond the conclusion of the term for which it was used. Additionally, faculty members are required to retain documents that were used to compute grades but not returned to the students, such as exams and projects, for the same time period.

Faculty members are required to maintain regular and accurate records of student attendance for academic reasons and for the reports required for compliance with regulations imposed by the Veterans Administration, for compliance with federal student financial aid requirements of the United States Department of Education, and for compliance with other external agencies. As requested by the Office of Student Financial Services, faculty members must report whether students have started attending their courses. Faculty members must also report the last date of attendance for any student who receives a grade of F, U, or NC. Documentation for the last date of attendance may be from attendance charts, exams taken, projects submitted, online course activity, or other means.

5.34 STUDENT WITHDRAWALS

Procedures through which students officially withdraw from a course or from the University are described in the undergraduate and graduate catalogs. Official withdrawal is approved by the appropriate instructor and the dean of the college. The instructor is notified by e-mail when the student completes the withdrawal process. Students officially withdrawing within the period designated receive a grade of "W" (withdrawal). Students "dropping" from courses or from the University without following official procedures receive a grade of "F." A withdrawal notice calling for a grade of "WD" indicates an approved withdrawal under exceptional administrative—rather than academic—procedures.

5.45 STUDENT ABSENCES

The University expects students to attend classes regularly and punctually and regards reasonable participation through attendance as integral to the award of credit. University regulations on student absence are located in the Undergraduate and Graduate Catalogs. The individual faculty member may establish stricter limits and accompanying grade penalties, according to the level and nature of the course, but stricter policies must be approved by the chair of the department, and the students must be properly informed at the beginning of the course. The department chair should try, as much as possible, to ensure that absence policies are uniform in multiple sections of the same course. Each faculty member should review his/her attendance policies for each course, keeping in mind the educational goals of the course. Attendance policies should be consistent with course objectives.

The student is directly responsible to the individual faculty member for absences and for making up work missed. For excused absences, makeup procedures should be provided by the faculty member at the beginning of each term. Faculty members may excuse absences for illness or other extenuating circumstances. Official excuse for absence is provided by e-mail from the Office of the Vice President for Academic Affairs and Provost for group absences incurred in connection with such university-sponsored scheduled activities as intercollegiate athletics, musical performances, and similar functions. From time to time, faculty also will be notified by the Office of the Vice President for Academic Affairs and Provost of requests from other faculty or administrative officials for group absences to be approved in connection with field trips and special meetings or programs of an appropriate nature. Approval of the absence rests with the faculty member, and the individual student must secure advance permission. Implicit in an "excused absence," whether authorized by the Vice President for Academic Affairs and Provost or by the individual faculty member, is the student's entitlement, without grade prejudice, to make up tests or other specific work missed. Permitting makeup work for unexcused absences is at the discretion of the faculty member. The student is responsible for work missed regardless of reasons for absences.

5.56 FIELD TRIPS AND OTHER OUT-OF-SCHEDULE CLASS ACTIVITIES

With the advance approval of the chair of the department, a limited number of field trips or similar out-of-schedule class activities may be permitted for course-related purposes. Faculty members planning such activities must recognize that participation may not impinge on the student's obligation to other classes and commitments. Formal request to other faculty members to approve the absence of the participating student is made through the Office of Vice President for Academic Affairs and Provost, as described under Student Absences above. The request should list the students in alphabetical order by recorded name and L+last two digits of student ID number. The faculty member sponsoring the activity also must advise the students to seek advance permission from the concerned faculty member for their absence.

5.67 EVALUATIONS AND ASSIGNMENTS

The nature of assignments and of tests, papers, projects, performances, and other measures of student evaluation is established for the particular course by the faculty member. Multisection course requirements are coordinated by the chair of the department. Evaluations should be sufficient in number to assure appropriate measure of attainment and to permit students to gauge their standing at various points during the term. At least three major evaluations, including the final examination, should be used. Except for special classes for which papers, performances, or projects may be justifiable substitutes, a final examination is to be held for each class according to the schedule. Comprehensive term examinations are not required, but a final examination should carry distinctive weight in determining final grades.

The faculty member shall make a course syllabus available by the first day of the semester that includes information about the nature of class assignments, evaluations, attendance policy, and grading system. The syllabus should also include the university policy on accommodations under the Americans with Disabilities Act and the university policy on Academic Honesty. Good practice also requires that evaluations are properly reviewed, graded, and the grade promptly made available to the student. Any student evaluation material that is not returned to the student should be retained by the instructor for at least one year following completion of the course for possible reference.

Faculty members are expected to help assure the integrity of grades through proper security for, and supervision of, examinations.

Plagiarism and cheating are regarded as serious offenses and may subject the student to academic and/or disciplinary penalties. Policies on Academic Honesty are found in the Undergraduate Catalog.

5.78 FINAL GRADE APPEALS PROCESS

The grades awarded by a faculty member are expected to be based on sound academic standards, on sufficient and appropriate evaluations, and through orderly procedures announced to the student. Faculty retention of coursework records is

recommended in section 5.2 of the Faculty Handbook. Appeals on allegations of academic dishonesty shall follow the steps in the Academic Honesty policy (see Undergraduate Catalog)

The faculty member is the sole determiner of the grade awarded in a course and is responsible for the justification of the grade. Students are entitled to an appropriate grade review on request, and students who question the grade received are referred directly to the faculty member for review. Should a student wish to continue further grade review, the following process should be followed.

1. The student should submit the Final Grade Appeal form indicating the nature of the complaint to the department chair in the department where the course is housed and request a review of the assigned grade, indicating that an initial review has been performed by the faculty member issuing the grade. Final Grade Appeals form is available on the VPAA website.
2. Should the student, after consultation with the department chair, wish to continue further review of the grade, he/she should indicate this on the Final Grade Appeal form and contact the dean of the college where the course is housed and request a review of the assigned grade. The Final Grade Appeal form should be forwarded to the dean by the department chair.
3. At either the department chair and/or dean level the faculty member may be asked to reevaluate the assigned grade.
4. If the student wishes to appeal further, i.e., to the VPAA, in these rare and unusual circumstances the student shall indicate his/her decision on the Final Grade Appeal form. The Final Grade Appeal form will be forwarded to the VPAA by the dean. The VPAA will determine if the evidence is strong enough to warrant further review, i.e., the burden of proof is on the student to make a strong case that merits committee review. In this case the appeal shall be forwarded to the university Grievance Committee (appointed by the President annually). Any members of the department where the grade appeal resides would be excused from this review. The Grievance committee will make a recommendation to the VPAA.
5. Following the decision, the student and the faculty member shall be notified and provided a rationale for the decision.
6. All grade appeals shall be initiated no later than six weeks after the term in which the grade was issued.

5.89 EXAMINATION SCHEDULE

The schedule for term final examinations is issued by the Office of the Registrar. Examinations are scheduled for periods of one hour and forty-five minutes each and

normally cover four days in a semester and one day in a summer session. Faculty and students are expected to comply with the schedule unless exception is approved by the dean of the college. The schedule of examinations is prepared with a view to a reasonable spread in examinations for students on normal schedules. Necessary deadlines for grade reporting also must be accommodated.

5.910 STUDY DAY

The intent of Study Day is to provide students with a period of time to study before final exams. Consequently, classes that begin before 5 p.m. during the term are not to meet on Study Day, and faculty are requested not to schedule this day as a deadline for papers, projects, or tests. Student organizations are likewise requested not to schedule mandatory events or activities for this day. Final exams may be given on Study Day in classes that begin at or after 5 p.m. on that day, or the final exam in these classes may be scheduled for the last class meeting prior to Study Day. Academic departments requesting exceptions to this policy should consult with the appropriate college dean.

5.101 TERM GRADE REPORTS

Official grades for the semester or summer session are available for students to view via their UNA Portal accounts. To expedite the preparation of graduation lists, names of candidates for graduation in a class are printed and forwarded to each faculty member along with instructions for entering grades online and deadline dates/times. Grade report sheets are also forwarded to each faculty member listing all Early College students registered in his/her classes. The included instructions require numeric grades to be entered for these students. These grade report sheets must be signed by the faculty member and returned to the Office of the Registrar. Numeric grades for Early College students are then forwarded to the appropriate high school counselors. It is the responsibility of the faculty member to notify the Office of the Registrar if some unforeseen circumstance may require delay in reporting. Such contact should be made prior to the deadline. Instructors can print the online grade screen after entering all grades to keep for their records.

5.142 PROPER CLASSROOM DECORUM

Faculty members have the right and responsibility to create and maintain a classroom environment in which optimal learning can be achieved. Student behavior which intentionally interferes with the right of other students to learn will not be permitted. Faculty members may include the statements above within the class syllabus. Resolution of conflicts arising from student behavior should begin with a private conversation between the faculty member and student. Any continuing problems should be discussed with the department chair and a course of action agreed upon before implementation by the faculty member. For additional guidance, please refer to the university's policy on threats in the workplace.

PROPOSAL TO ESTABLISH A NON-TRADITIONAL AND INTERDISCIPLINARY CURRICULUM COMMITTEE (NTICC).

The University of North Alabama seeks to remain competitive and innovative through developing and offering multi-disciplinary and non-traditional courses and programs of study. However, the current procedure for the academic review of course and curriculum proposals does not allow for proper faculty oversight of proposals originating outside of the traditional academic departments. Where proposals originating within traditional academic departments must be vetted by a departmental curriculum committee and a college curriculum committee prior to being approved by the university-wide curriculum committee (UCC or Graduate Council,) proposals originating from non-academic units are only reviewed by the Council of Academic Deans before being submitted to the UCC or Graduate Council. To remain compliant with SACSCOC standard 3.4.10, which states that the primary responsibility for the content, quality, and effectiveness of university curriculum reside with the faculty, it is proposed that the University create a faculty committee for the review of non-traditional and interdisciplinary curriculum proposals.

The Non-Traditional and Interdisciplinary Curriculum Committee (NTICC) would be charged with managing the review process for all course, curriculum, and certificate proposals originating outside of a traditional academic department, as well as any interdisciplinary or multi-disciplinary curriculum proposals that cross colleges. Members of the NTICC would be nominated by the Council of Academic Deans and the Faculty Senate at their last meeting in the spring semester and appointed by the University President. The NTICC would consist of eight faculty members with staggered two-year terms. The first appointment effort would identify four faculty members for two year terms and four faculty members for one year terms so at least half of the membership will return in year two. After that, four faculty members would be replaced annually. The membership of the NTICC will be constituted as follows: there must be at least one tenured, full-time faculty member selected from each of the four colleges and one tenured, full-time faculty member selected from among library, educational technology, or University College. These selections cannot be members of the Undergraduate Curriculum Committee or Graduate Council. The remaining three NTICC members will be at-large and will be selected by the Faculty Senate. They can come from any discipline. During even-numbered years in the spring semester, the Deans of the Colleges of Business, Education and Human Sciences, and the Dean of Library Services will appoint faculty members from their respective colleges/areas to the NTICC from among eligible faculty, and the Faculty Senate will nominate one faculty member to serve on the committee. The Dean of Library Services will nominate a faculty representative from among the Library, Educational Technology, and University College faculty members. During odd-numbered years in the spring semester, the Dean of the College of Arts and Sciences and the Dean of Nursing will appoint faculty members from among the eligible faculty of their respective colleges and the Faculty Senate will nominate two faculty members. Members may serve up to two consecutive terms but must then rotate off the NTICC for at least one term before being eligible for reappointment as a NTICC member. All selections of faculty for membership on the NTICC shall be submitted to the VPAA/Provost by June 1, and the VPAA/Provost will submit the list of nominations to the President for final appointment. The NTICC will select a Chair from among its second-year members and a Vice-Chair from among its first-year members. The Vice-Chair will automatically become Chair the following year.

Any course or curriculum proposal originating outside of a traditional academic department (or any interdisciplinary proposals) must be submitted to the Council of Academic Deans (COAD) via the executive assistant to the VPAA/Provost. With concurrence from the COAD, the executive assistant to the VPAA/Provost will forward the proposal to the Chair of the Non-Traditional and Interdisciplinary

Curriculum Committee. The NTICC Chair will be responsible for convening the NTICC as needed and will report to the COAD. After review by the NTICC and the COAD, curriculum proposals will then be forwarded to the appropriate university-wide curriculum committee (UCC or Graduate Council) for review. Proposals will then follow the same procedure as those originating within traditional academic departments.

ATTACHMENT B

~~Recommended practices for full-time faculty at the Instructor rank to apply for reappointment (for the Faculty Handbook)~~

A non-tenure-track Instructor must present evidence of capable instructional performance or professional effectiveness to be eligible for reappointment. Minimum documentation should include the following:

(1a) Class Performance or Professional Effectiveness – For teaching faculty, the department Chair or a designated tenured faculty member may observe one or more traditional class sessions per year taught by the applicant and/or observe and evaluate an online course and complete an evaluation report. This report is initially utilized for constructive feedback regarding the Instructor's teaching methodology with any recommendations from the Chair or tenured faculty member. Upon application for reappointment, the report is to be included with any necessary follow-up or initiated changes if applicable. For non-teaching faculty the most recent faculty performance report should be submitted with the reappointment application.

(1b) Course Evaluation – Teaching faculty should also submit course evaluations with reappointment application.

(2) Evidence of Service – this may include improving the quality of instructional programs in his/her academic area, mentoring/advising, completing and/or presenting continuing educational activities/programs, professional development, creative effort, leadership, and grants. This also includes any documentation of activities appropriate to the applicant's area and expertise and activities which has brought credit or advancement to the university (UNA) and/or community.

(3) Goals – Submitted goals for the Instructor may reflect any of the above activities and relate to the following year(s). Goals must be clear, concise, and reflect positively on the Instructor, his/her respective department, and coordinate with the overall institutional goals at UNA.

The Instructor has the option to submit additional evidence of pedagogical effectiveness, e.g. relevant teaching and/or professional certifications, professional development credits relating to the field of instruction, etc. Evidence of relevant academic research is not required but may also be included.

This evidence must be submitted annually (in March) to the department Chair during the first three years of employment as a non-tenure track Instructor. After three consecutive years of reappointment, the Chair of the department may elect to continue this process annually, bi-annually, or tri-annually. However, an updated CV must be submitted annually. Submission of all required documentation does not guarantee reappointment, nor does the decision of the department Chair to conduct a full review either bi-annually or tri-annually imply continued employment.

FACULTY SENATE 2014-2015

DATE Jan. 15, 2015

S. BANKS Sh Banks

P. KINGSBURY Pam Kingsbury

D. BARRETT DB

K. KINNEY _____

J. BEAVER J Beaver

L. KIRCH YLLA

W. BREWER W. Brewer

M. LEE Gracelyn B Lee

D. BROMMER DBM

L. MADDOX Lamont E. Maddox

D. BROWN D. Brown

J. MARTIN Jim Martin

Proxy T. BROWN A. Flowers

J. MCGEE J. McGee II

A. BUTLER Amy Butler

J. OGUN JOGUN

S. CAMPBELL _____

L. PETERSON _____

G. CARRASCO G. Carrasco

C. PURSER Chris Purser

A. COFFMAN Amanda Coffman

L. RELKIN _____

K. CRISLER _____

L. RENFROE Lub Renfro

P. DAVISON Paul Davison

P. RODEN _____

M. DEROUEN _____

D. RUEBHAUSEN D. Ruebhausen

S. FRANKLIN S. Franklin

P. SANDERS _____

R. GARFRERICK R. Garfrerick

R. STATOM R. Statom

L. GRAHAM L. Graham

J. STOVALL J. Stovall

M. GREER MG

A. TAKEUCHI A. Takeuchi

C. HALL Claudia Hall

K. TOWNSEND K. Townsend

T. HUBLER T. Hubler

L. WHITTEN L. Whitten

B. HUDDLESTON Bill Huddleston

S. INFANGER S. Infanger

PRESIDENT John Sheppard

VPAA VPAA