

# **ANNUAL REPORT**

*Faculty Staff Welfare Committee*

**University of North Alabama  
Florence, Alabama**

Dr. Leshan Kimbrough  
Committee Chair

June 6, 2022  
Date submitted

Submitted to:

Mr. Evan Thornton  
Vice President, Business and Financial Affairs

Dr. Andrea Hunt  
Chair, Shared Governance Executive Committee

# UNIVERSITY OF NORTH ALABAMA

## ANNUAL REPORT

2021-2022

### I. Executive Summary

The committee met virtually over the 2021-2022 academic year. The committee discussed issues presented to it such as proposed changes to the university's smoke-free policy.

### II. The Committee's Charge (from the Shared Governance Document)

- Charge 1: To review and make recommendations on matters relating to faculty and staff welfare, including compensation, benefits, health and safety, and quality and equity of work issues.
- Charge 2: To communicate its deliberations and findings to the President, and after discussion with the President, to the university community
- Charge 3: To handle any shared proposals the committee may make affecting university policy according to section C.2 "Shared Governance Procedure for Policy Change Recommendations"
- Charge 4: To submit a final written report electronically by the first day of fall semester to the Vice President for Business and Financial Affairs with a copy sent to the Chair of the SGEC

### III. The Committee met on the following dates:

- January 19, 2022 via Zoom

### IV. What were the Committee's actions and accomplishments this year relative to each of the items of the charge?

- Charge 1: The committee reviewed a proposal to amend UNA's current "No Smoking Policy" to a "Tobacco-Free Policy".
- Charge 2: Deliberations and findings were sent to the Chair of SGEC for further dissemination to the university community.
- Charge 3: The chair of SGEC provided a written proposal to the Chair of FSW for the committee to review and make recommendations. Within 15 calendar days of receipt, the FSW committee met to discuss and vote on the proposed change. The result of the vote was communicated to Dr. Andrea Hunt, Chair of SGEC for dissemination to the next appropriate committee.
- Charge 4: The FSW communicated its deliberation and findings to the Vice President for Business and Financial Affairs with a copy sent to the Chair of the SGEC.

- V. What were the Committee's formal recommendations?
- The committee recommended acceptance of the proposal for a Tobacco Free Campus with two minor editorial changes: (1) The abbreviation "etc." should be added to the end of the sentence which lists examples of smokeless tobacco products so that the policy incorporates any future products produced by the tobacco industry, and (2) the word "conductive" in the first paragraph should be changed to "conducive".

VI. What does the Committee plan to accomplish

- A. In the coming year?  
To continue to carry out the charge of the committee
- B. In future years?  
To continue to carry out the charge of the committee

VII. What are the Committee's weaknesses?

None at the present time

- A. What can the Shared Governance Committee help you do to address the weaknesses?

N/A

VIII. Comments

The chair wishes to thank those members who served on the FSW Committee. These members are listed below:

Dr. Alejandra Alvarado-Brizuela (Faculty, 2023)

Dr. Sara Lynn Baird (COAD, 2023)

Ms. Melissa Bolton (Staff, 2022)

Ms. Bretta Cagle (Staff, 2024)

Ms. Michelle Eubanks (Staff, 2024)

Dr. Felecia Harris (Faculty, 2023)

Dr. Leshan Kimbrough (Faculty, 2022)

Ms. Kim Oakley (Staff, 2024)

Dr. Jill Simpson (Faculty, 2023)

Mr. Evan Thornton (non-voting, by position)

Ms. Catherine White (non-voting, by position)

Ms. Angela Zwissler (non-voting, by position)