

FACULTY SENATE MINUTES

October 4, 2018

Call to order: A regular meeting of the Faculty Senate of the University of North Alabama was held in room 330 of the University Commons on October 4, 2018. The meeting convened at 3:30pm. with President Scott Infanger presiding.

I. Proxies: President Infanger recognized the following proxies: Michael Stocz for Eric O'Neal (Department of Health, Physical Education, and Recreation), Mark Lawrence for Corey Cagle (Department of Accounting and Business Law), Christopher Klein for Ryan Zayac (Department of Psychology), Timothy Loughrist for Ansley Quiros (Department of History), Gretchen Windt for Thomas Lukowicz (Department of Music), and Jason Price for Tammy Winner (Department of English)

Members in attendance: Tabitha Blasingame, Chandler Bridges, David Brommer, Tim Butler, Lisa Clayton, Amanda Coffman, Wes Davenport, Suzanne Duvall, Sarah Franklin, Ravi Gollapalli, Leah Graham, Dan Hallock, Felecia Harris, John Hodges, Scott Infanger, Ian Loeppky, Glenn Marvin, John McGee, Rachel McKelvey, Janet McMullen, Prema Monteiro, Katie Owens-Murphy, Cheryl Price, Lee Renfroe, Terry Richardson, Craig Robertson, Leigh Stanfield, Jessica Stovall, Jillian Stupiansky, Alexander Takeuchi, Mark Terwilliger, Brian Thompson, Karen Townsend, Jason Watson, Laura Williams, Pete Williams, and Rachel Winston. President Kitts and VPAA/Provost Alexander were also in attendance.

Members not in attendance (without proxy): Rae Atencio (Department of Military Science)

II. Approval of agenda: Faculty Senate President Infanger proposed a motion to amend the October 4th agenda and remove item VII-E: COEHS Dean Search Committee Members as this was not a Faculty Senate matter.

Senator Stovall moved for approval of the agenda and Senator Renfroe seconded. The agenda, as amended, was unanimously approved.

III. Approval of minutes: Senator Richardson moved approval of the minutes from the September 6th meeting and Senator Williams seconded the motion. The minutes were unanimously approved.

IV. Remarks from President Kitts: President Kitts began his remarks by discussing UNA's fall enrollment. October 31st is the enrollment deadline for the second eight-week term. Enrollment in September was 7,512 and increased to 7,583 as of October 4th. This figure represents a 1.5%

The President also commented on this year's Project 208 efforts that are directly targeting key state lawmakers as well as efforts to secure mo

state lawmakers have visited campus and have seen several buildings where the consequences of

C. International Programs/Offerings (2016-

B. Sex and Gender Discrimination Policy Proposal (SG: F/S W)

A motion (cannot verify the Senator that made the motion) was made to approve the Sex and Gender Discrimination Policy Proposal. The motion was seconded by Senator Graham (see Appendix B for documentation).

After discussion, a secondary motion was made by Senator Richardson to refer the Sex and Gender Discrimination Policy Proposal report to the Senate's Faculty Affairs Committee. Senator Robertson seconded the motion.

Discussion related to this secondary motion was directed toward having the report sent to all faculty

Appendix A

M E M O R A N D U M

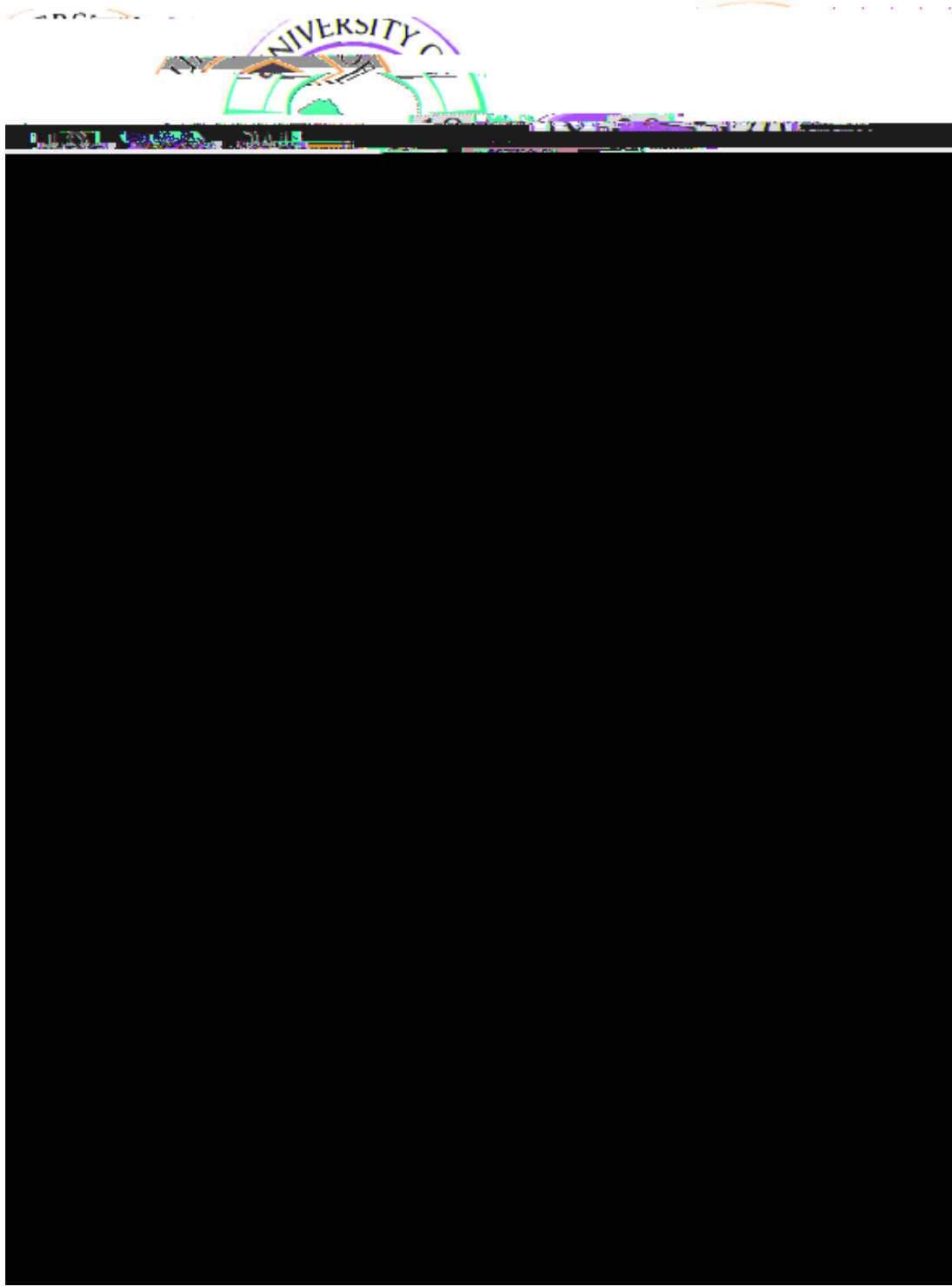
To: Dr. Amber Paulk, Chair
Shared Governance Executive Committee

From: Dr. Ross C. Alexander, Vice President for
Academic Affairs and Provost

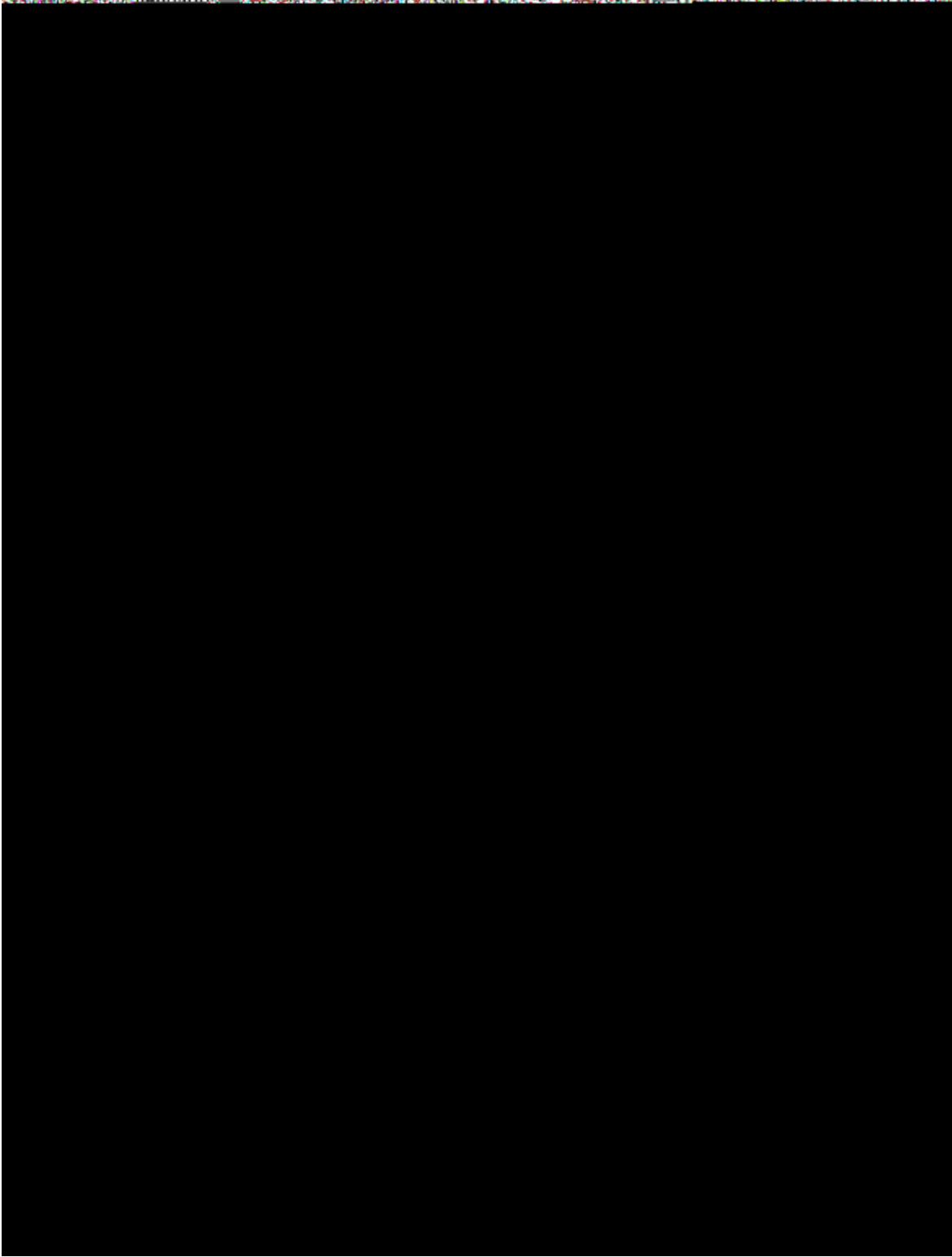
Date: September 10, 2018

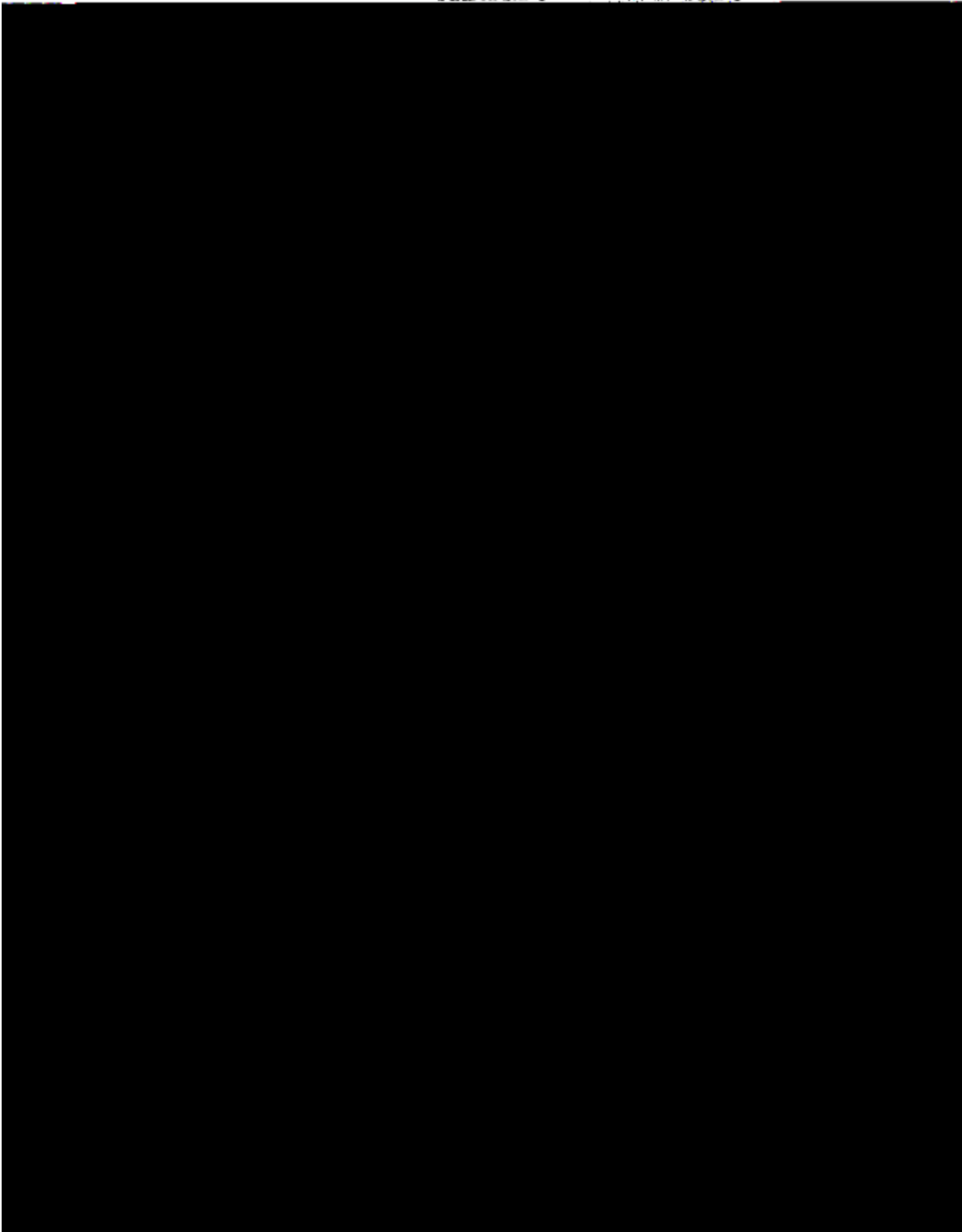
Enclosed with this memorandum is a proposal from the Council of Academic Deans for revisions to section 2.5.3 of the Faculty Handbook – Responsibility of the Peer Promotion and/or Tenure Committee. The revisions are proposed so that faculty with the equivalent rank

Appendix B



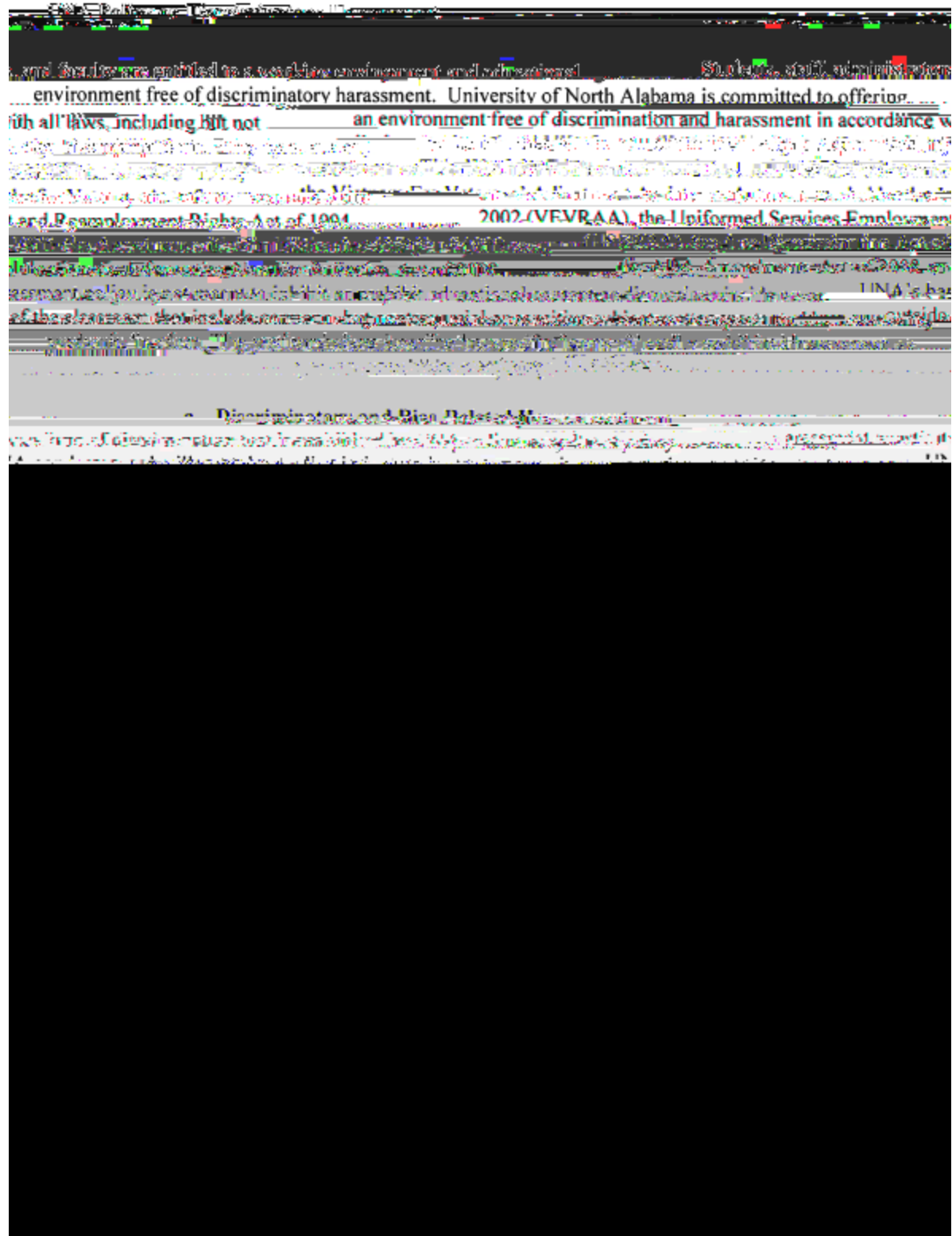
2. A recommendation is being made to evaluate the Termination for Cause in the Faculty Manual.



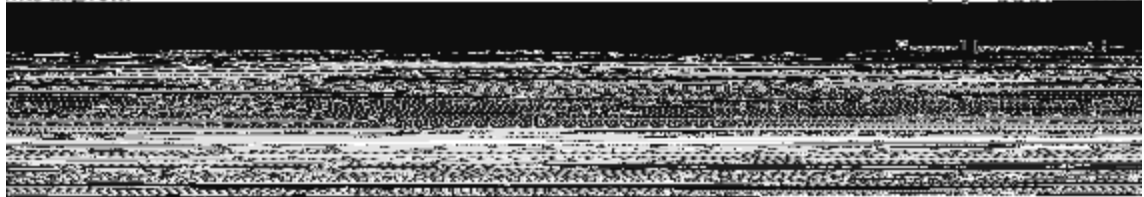


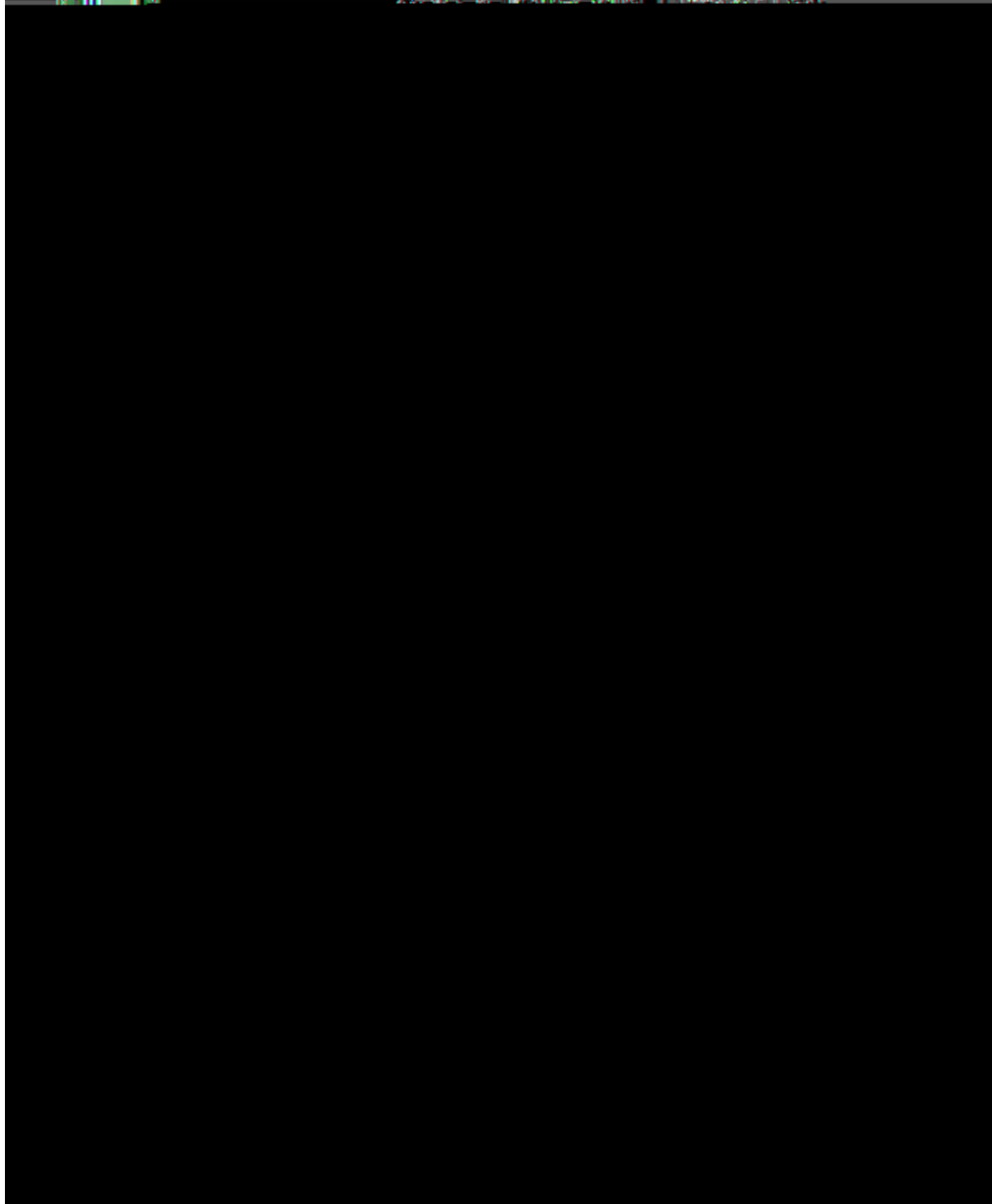
Appendix B

lowing UNA Policies on Nondiscrimination and the Discriminatory Harassment are being The fol
[REDACTED]



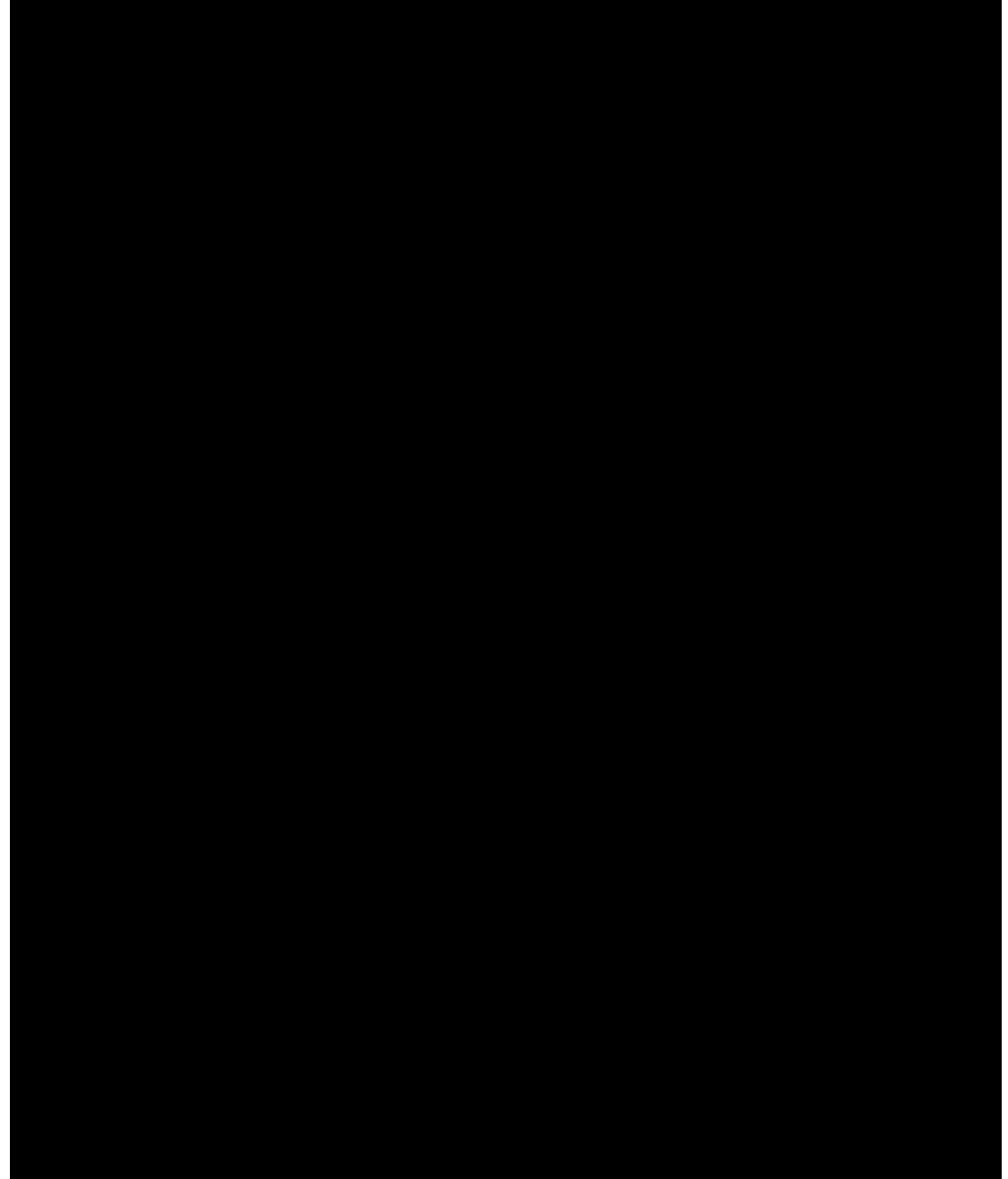
Commission (EEOC) and the State of Alabama regard sexual harassment as a form of sex and/or gender discrimination and, therefore, as an unlawful discriminatory practice. Anyone experiencing sexual harassment in the workplace is encouraged to report it immediately to the University's Office of Diversity, Equity, and Inclusion. The University may also impose sanctions on the harasser through application of the University's Code of Conduct, which includes provisions for Sexual Harassment, Sexual Assault, Stalking, Retaliation, and any other form of misconduct. In addition, the University may provide remedies, education, and/or training in response as appropriate. UNA has adopted the following definition of sexual harassment in order to address the needs of the campus community, which consists not only of employees, but of students as well.



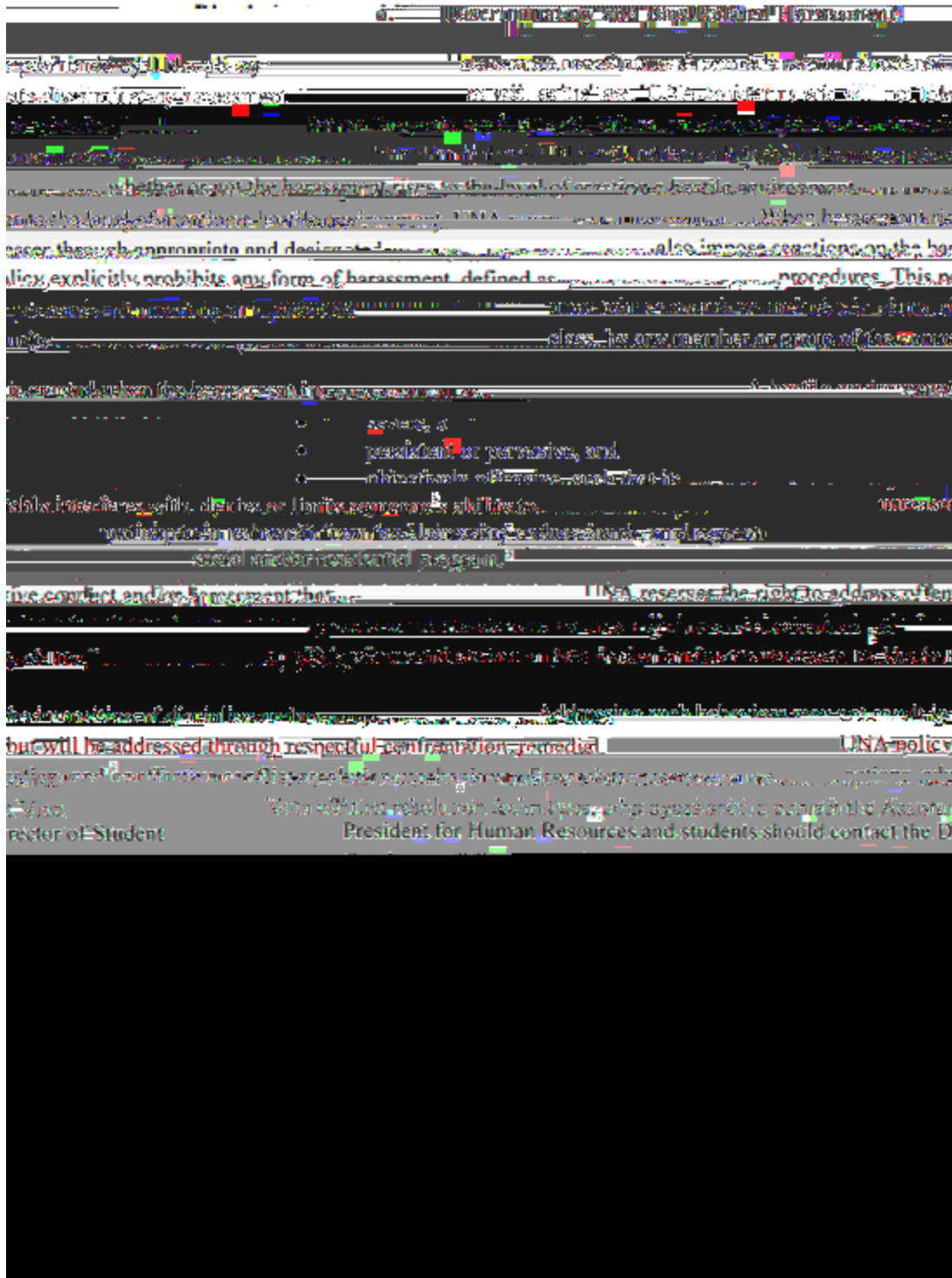


the health or safety of self or others;

professional conduct, including but not limited to, the following:



Fa-



any UNA program is encouraged to enact it immediately.

UNA has adopted the training will be provided in response as appropriate to the environment of an academic community, which consists not only of the

Sexual harassment is:

- Unwelcome

Sexual harassment includes sexual harassment, sexual harassment, and sexual harassment.

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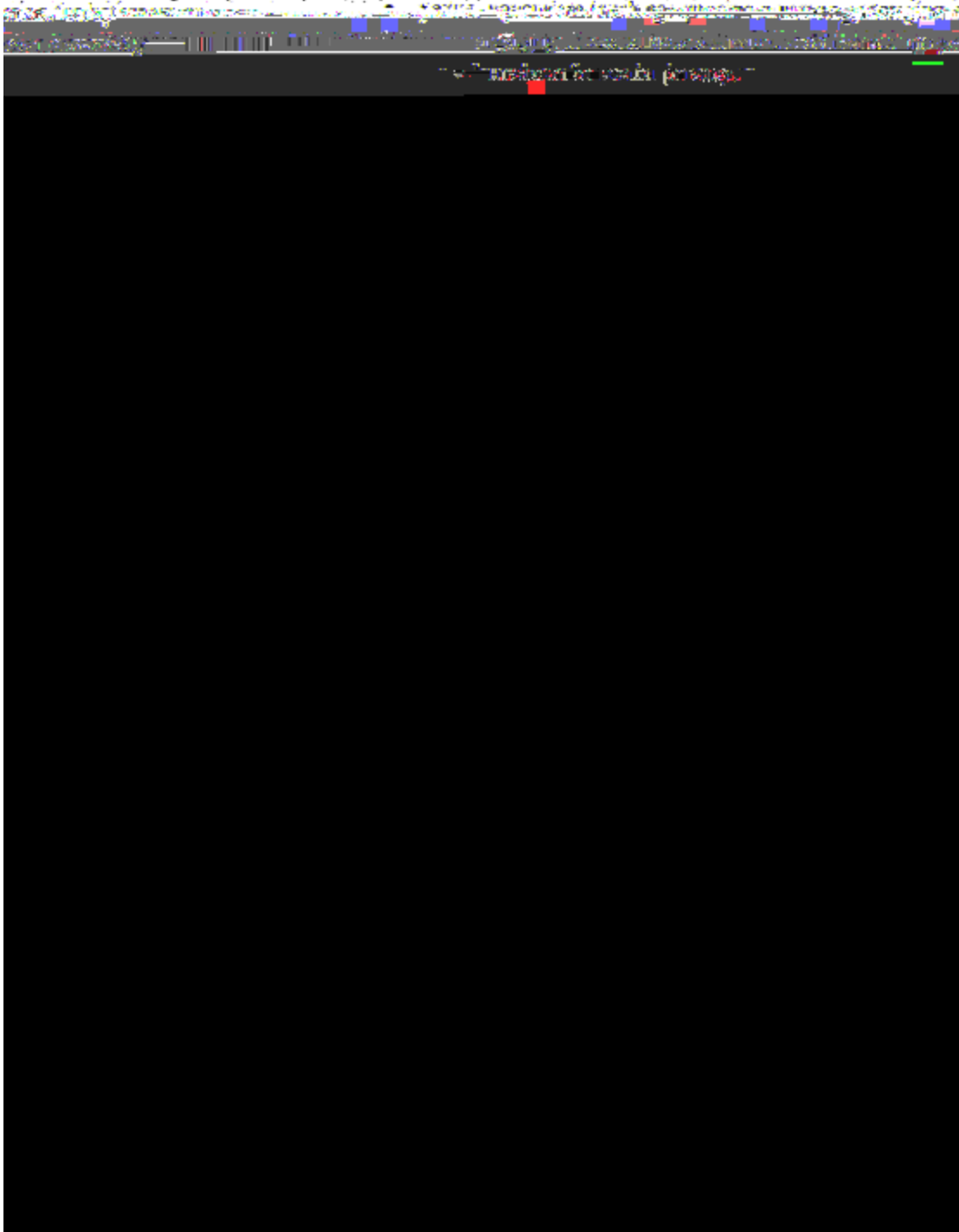
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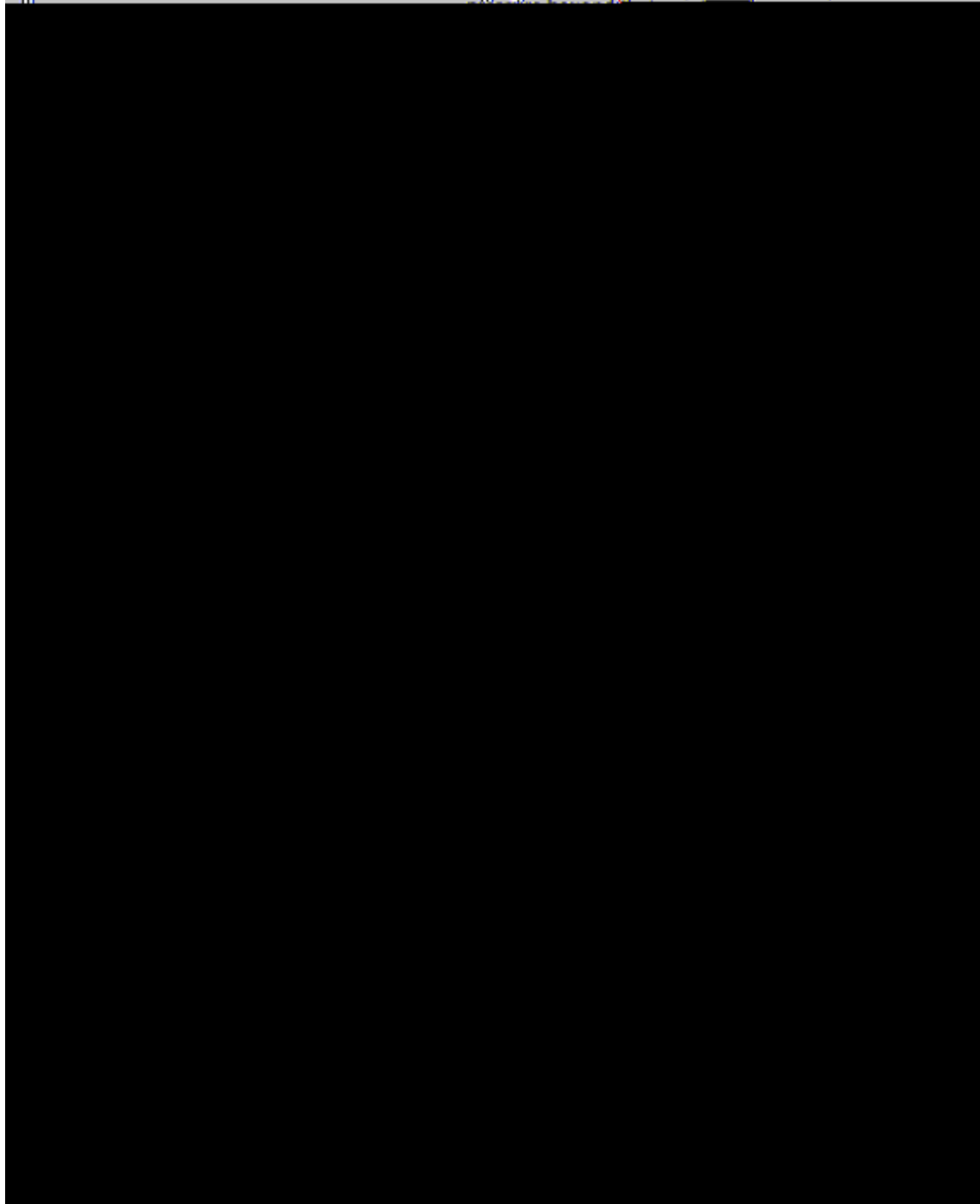
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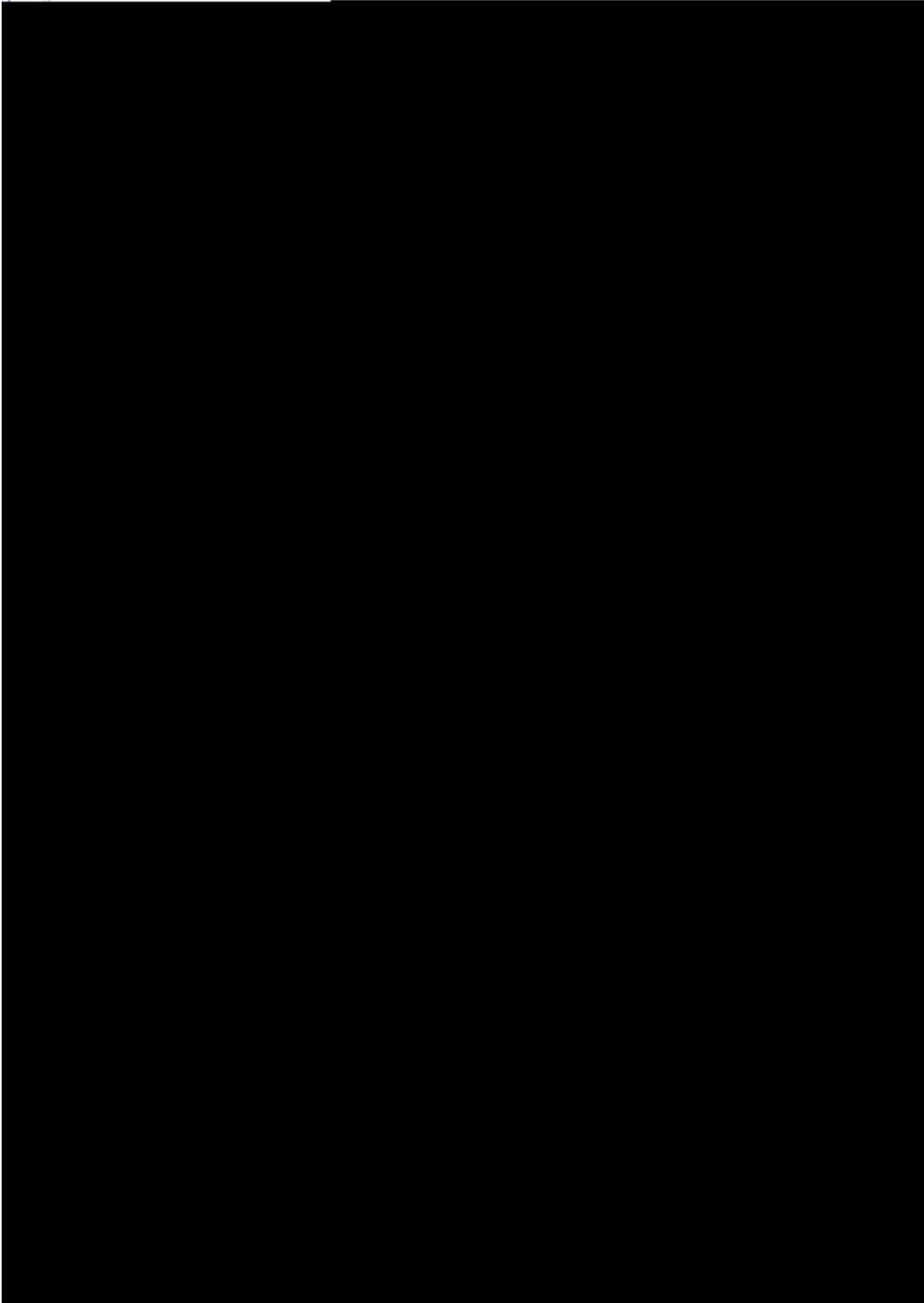
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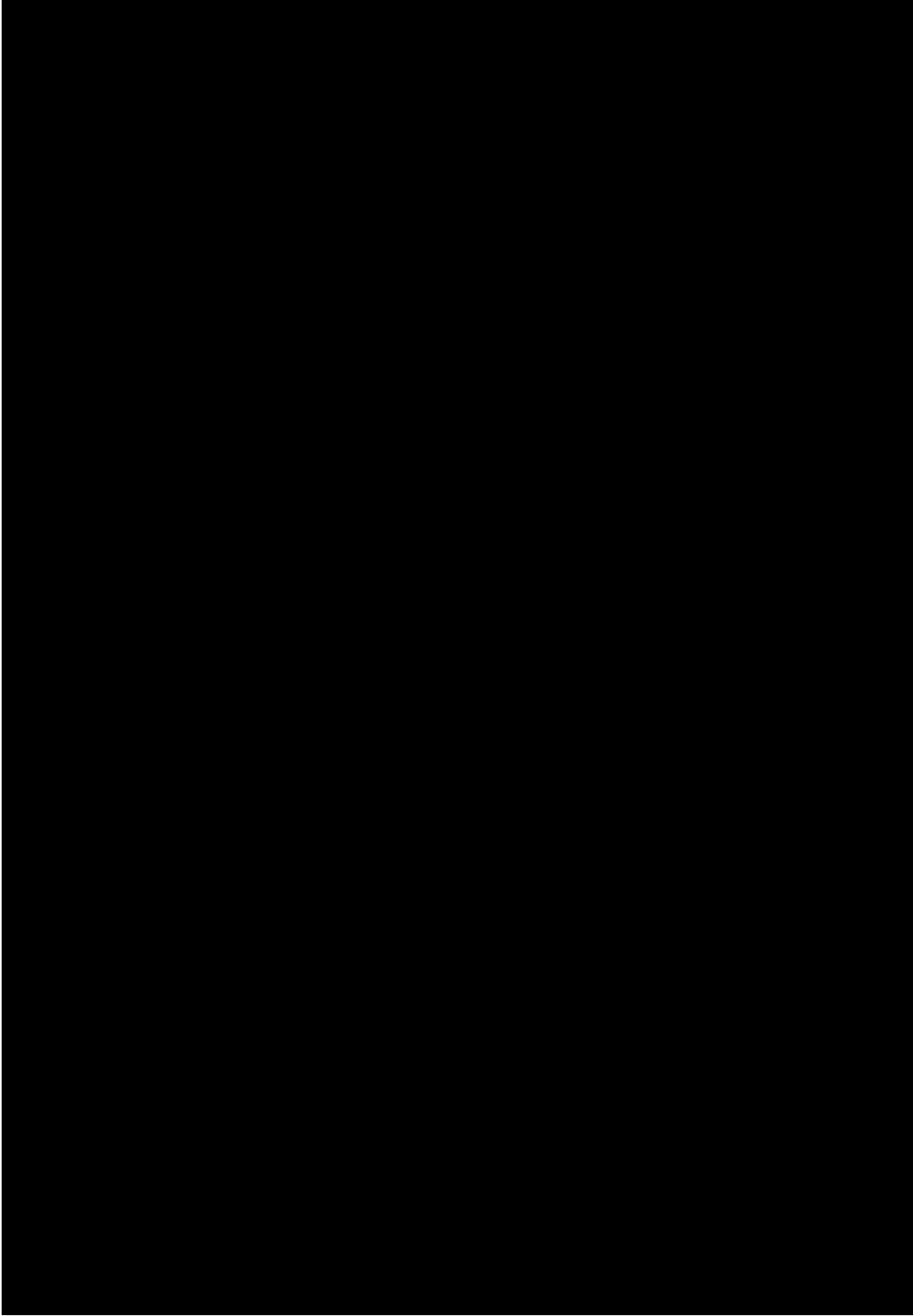
when asked to stop, causing one recipient to avoid the sender on campus and in the residence
hall. In written copy down here
sufficiently large several employees' bodies and sexual organs and
about their clothing and appearance
encourages students in her class to discuss their past sexual activity in class
ation is not in any way germane to the subject matter of the class. She probes for
ids, and demands that students answer her, though they are clearly uncomfortable
and in class.
• A recent and frequent classmate of the sender is a student who is a member of the
clear discomfort of the boyfriend, turning him into a social pariah on campus.
• A recent and frequent classmate of the sender is a student who is a member of the
everyone adopts this nickname for her, and she is the target of
to Monica Lewinsky. Soon
relentless remarks about her past, the presenter's sexual relations and



stop on that date





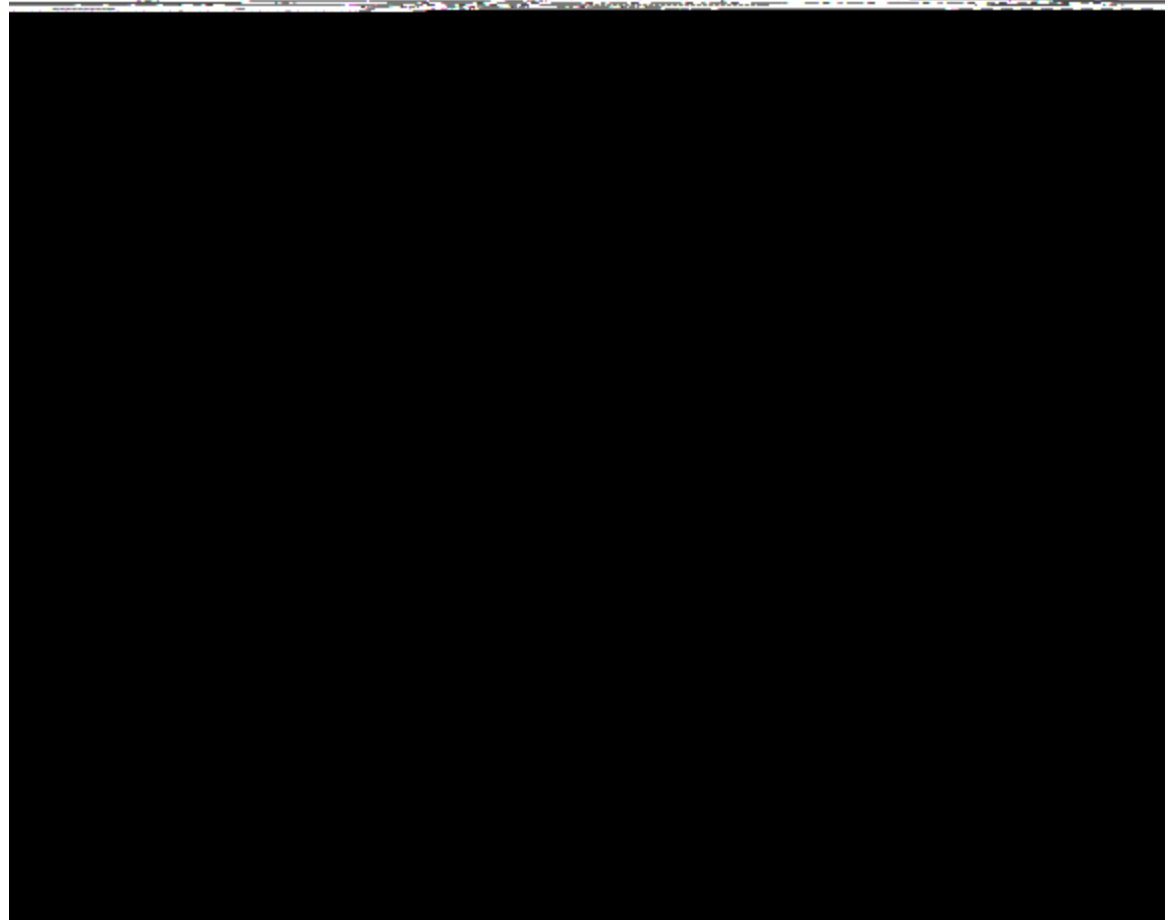


at these anonymous reporting form posted at <http://www.una.edu/titleix>. Note that the University will investigate reports, maximize the need for

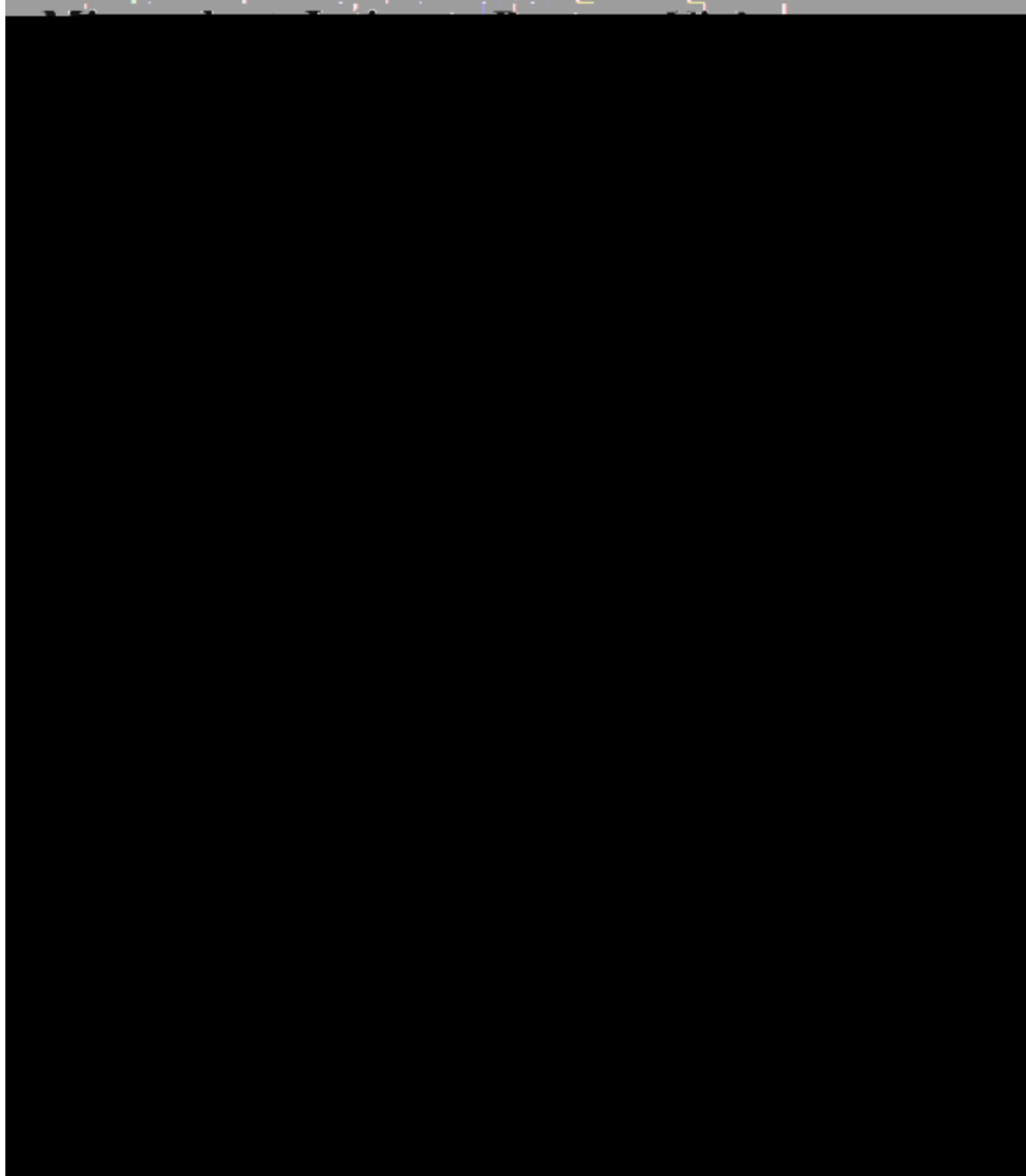
Followed for reporting Title IX sexual misconduct. This will be done in a confidential manner and will not be used in any way to identify or punish the reporting party. The University will ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for a meaningful and thorough investigation.

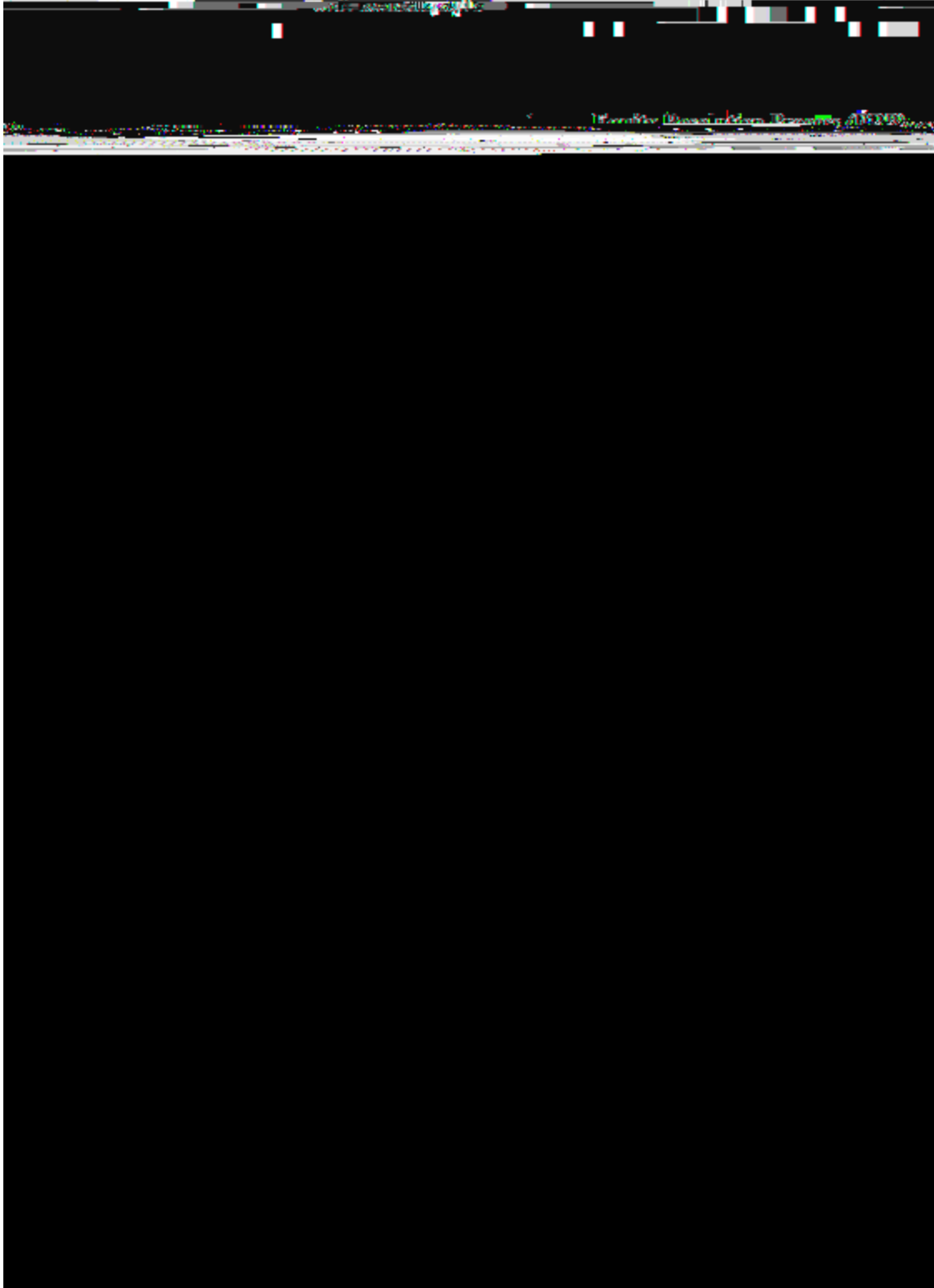
10. Federal Timely Warning Obligations

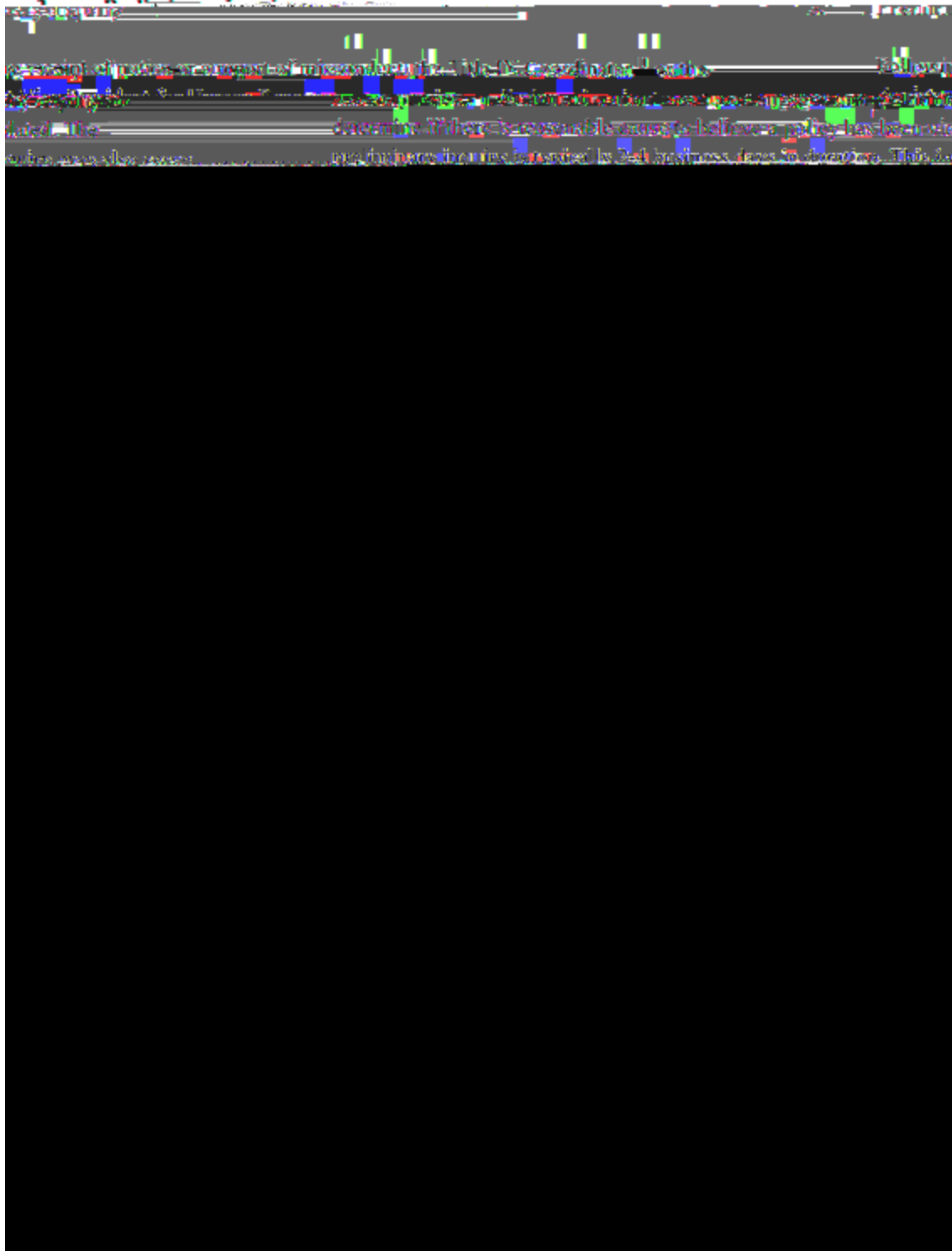
Parties reporting sexual misconduct should be aware that under the Clery Act, University administrators must issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to members of the campus community. The University will ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for a meaningful and thorough investigation.



SECTION II - P. D. I. A. D.

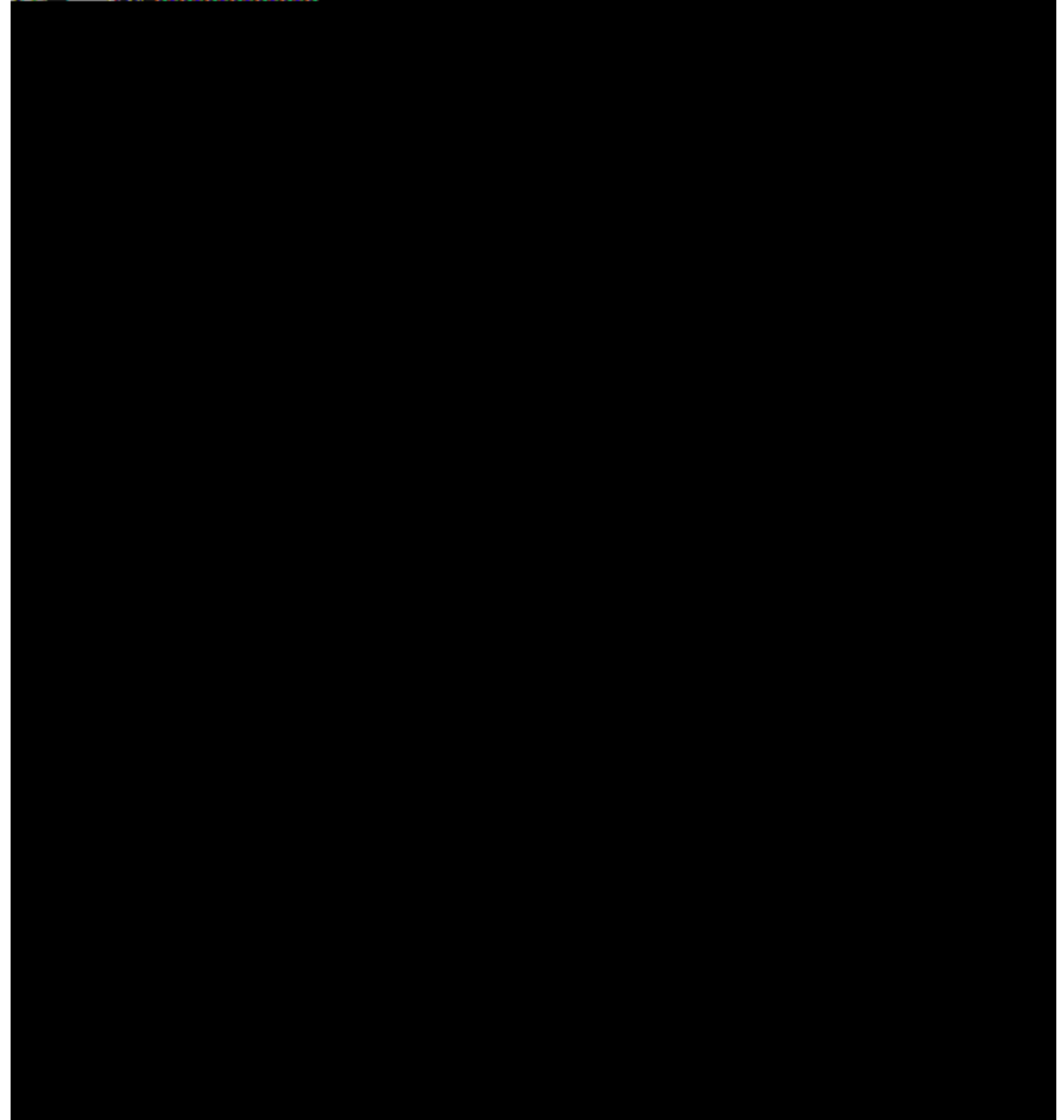






production of records. In addition, it is not required to be advised of your name or the charges that civil or criminal charges involving the same incident have been filed or that charges have been filed against you.

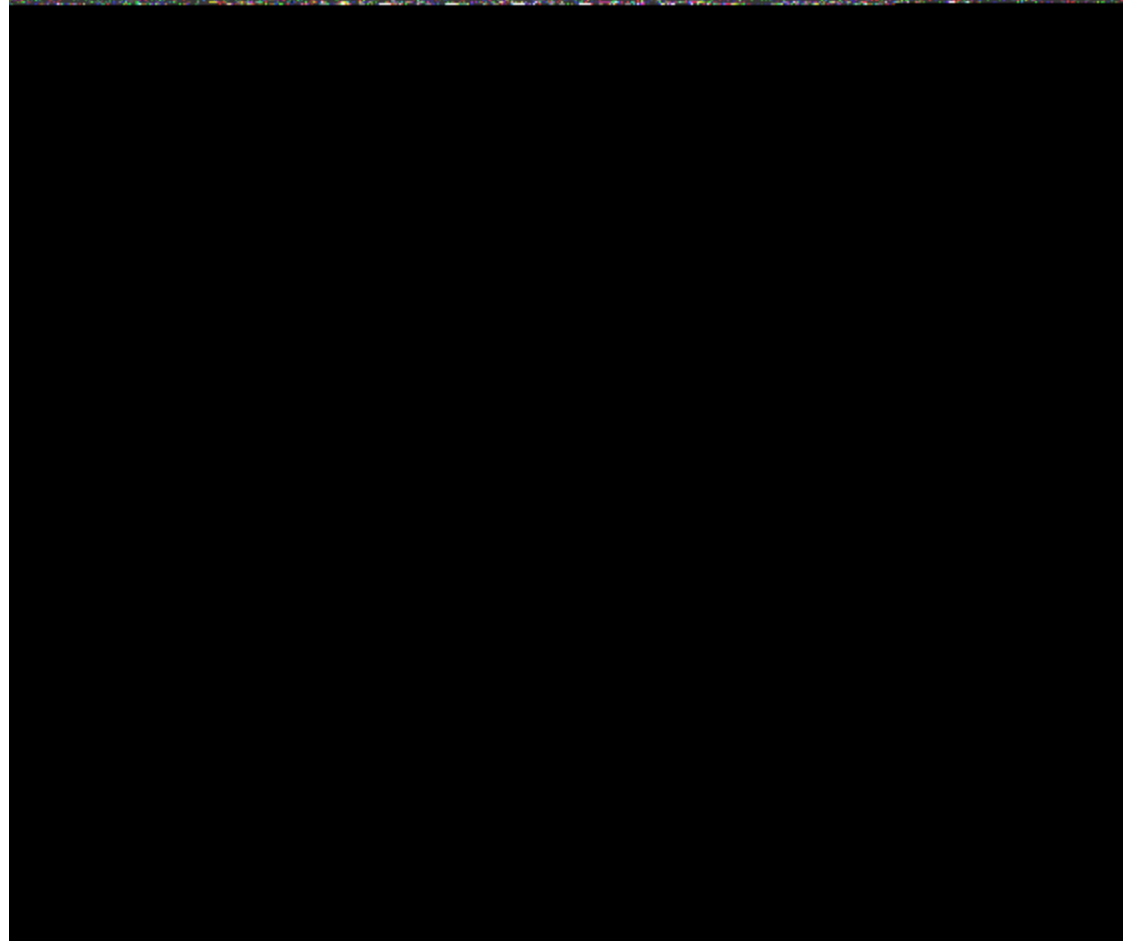
All investigations will be thorough, reliable, impartial, prompt and fair. Investigations will be conducted with all relevant parties and witnesses, obtaining available information and conducting interviews with all relevant parties and witnesses. Investigations will be conducted in a timely manner and will be completed as soon as possible.



... shall maintain the findings and update the report in accordance with the status of the investigation and the findings.

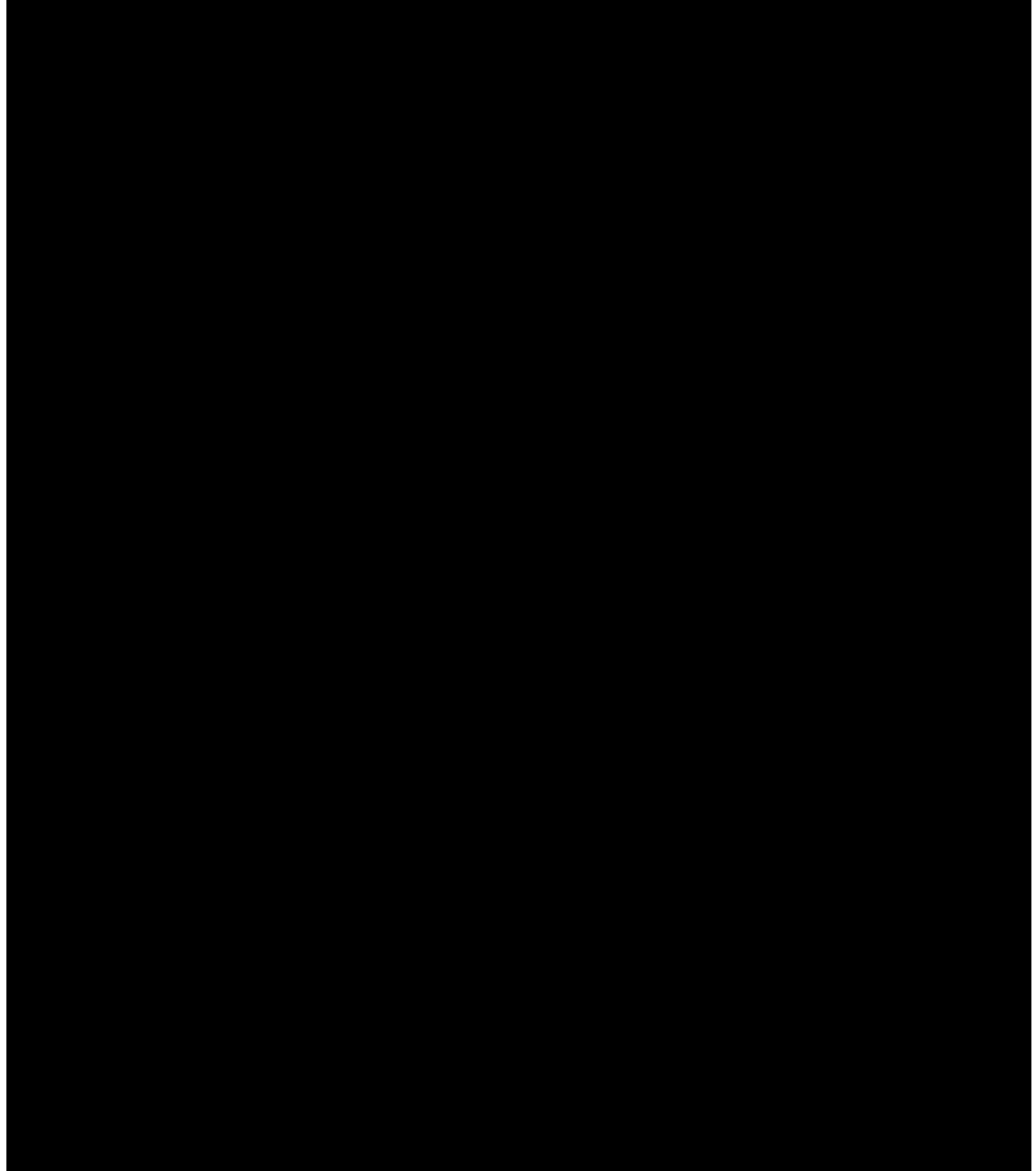
At any point during the investigation, if it is determined there is no reasonable cause to believe that a violation of the Title IX Code of Student Conduct has occurred, the investigation shall be discontinued and the complainant shall be notified of the findings. At any point during the investigation, if it is determined there is no reasonable cause to believe that a violation of the Title IX Code of Student Conduct has occurred, the investigation shall be discontinued and the complainant shall be notified of the findings. At any point during the investigation, if it is determined there is no reasonable cause to believe that a violation of the Title IX Code of Student Conduct has occurred, the investigation shall be discontinued and the complainant shall be notified of the findings.

Witnesses (as distinguished from the parties) are not subject to the same restrictions as the parties.



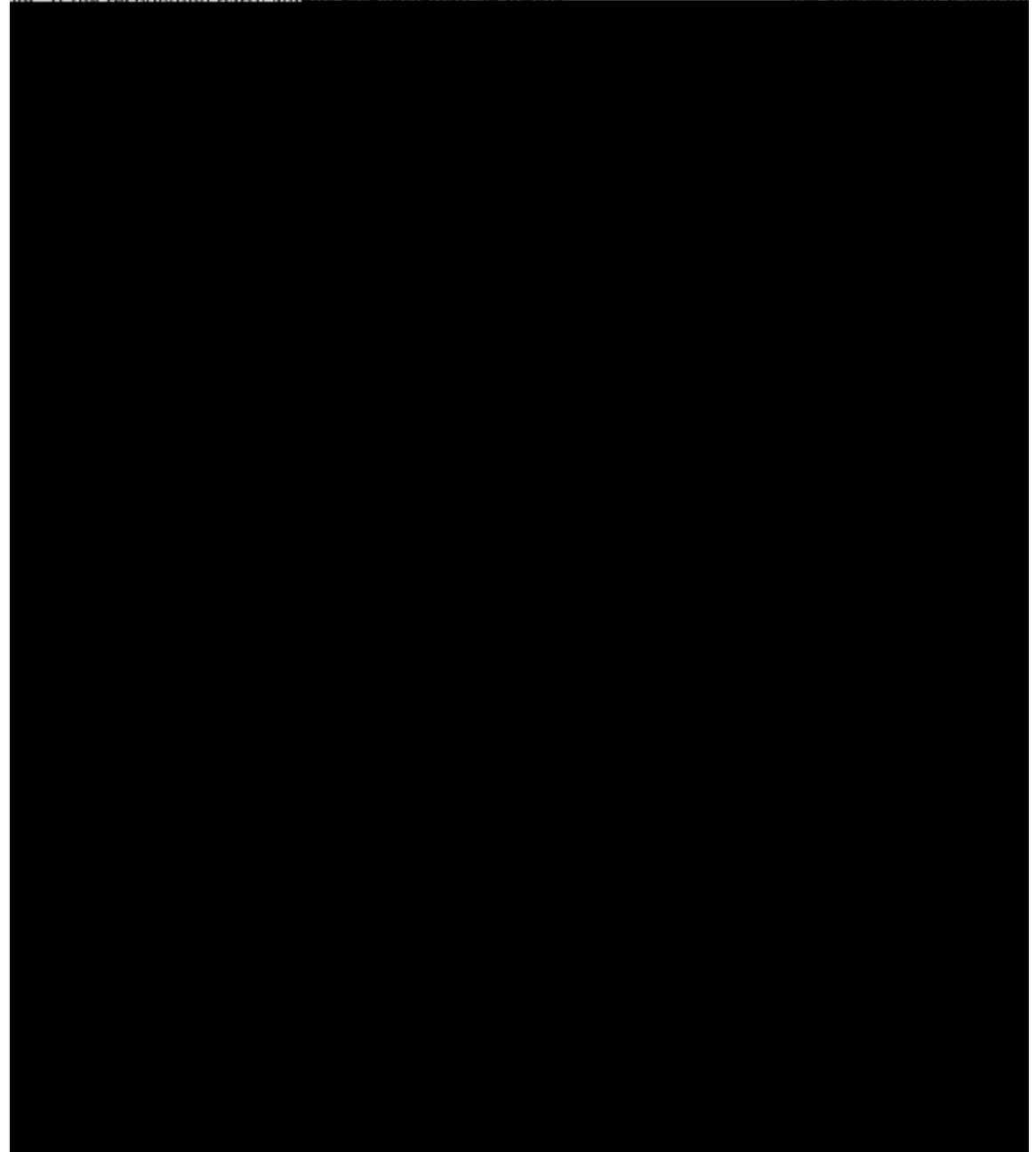


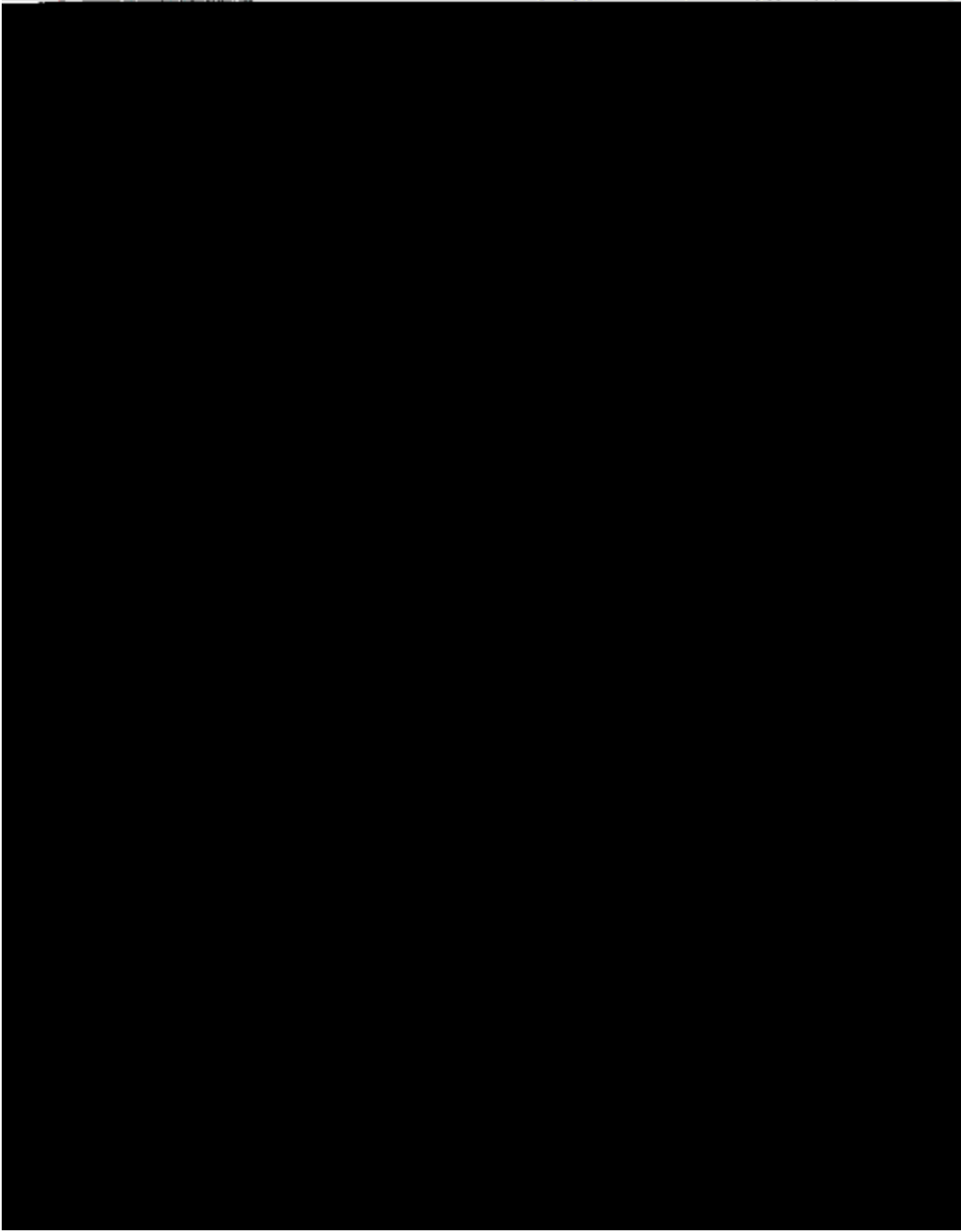
reports of sexual misconduct against a student on a campus of a university, though it may be made available after the formal process is completed. The Board of Trustees is responsible for the implementation of the policy and the Board of Trustees is responsible for the implementation of the policy. The Board of Trustees is responsible for the implementation of the policy. The Board of Trustees is responsible for the implementation of the policy.

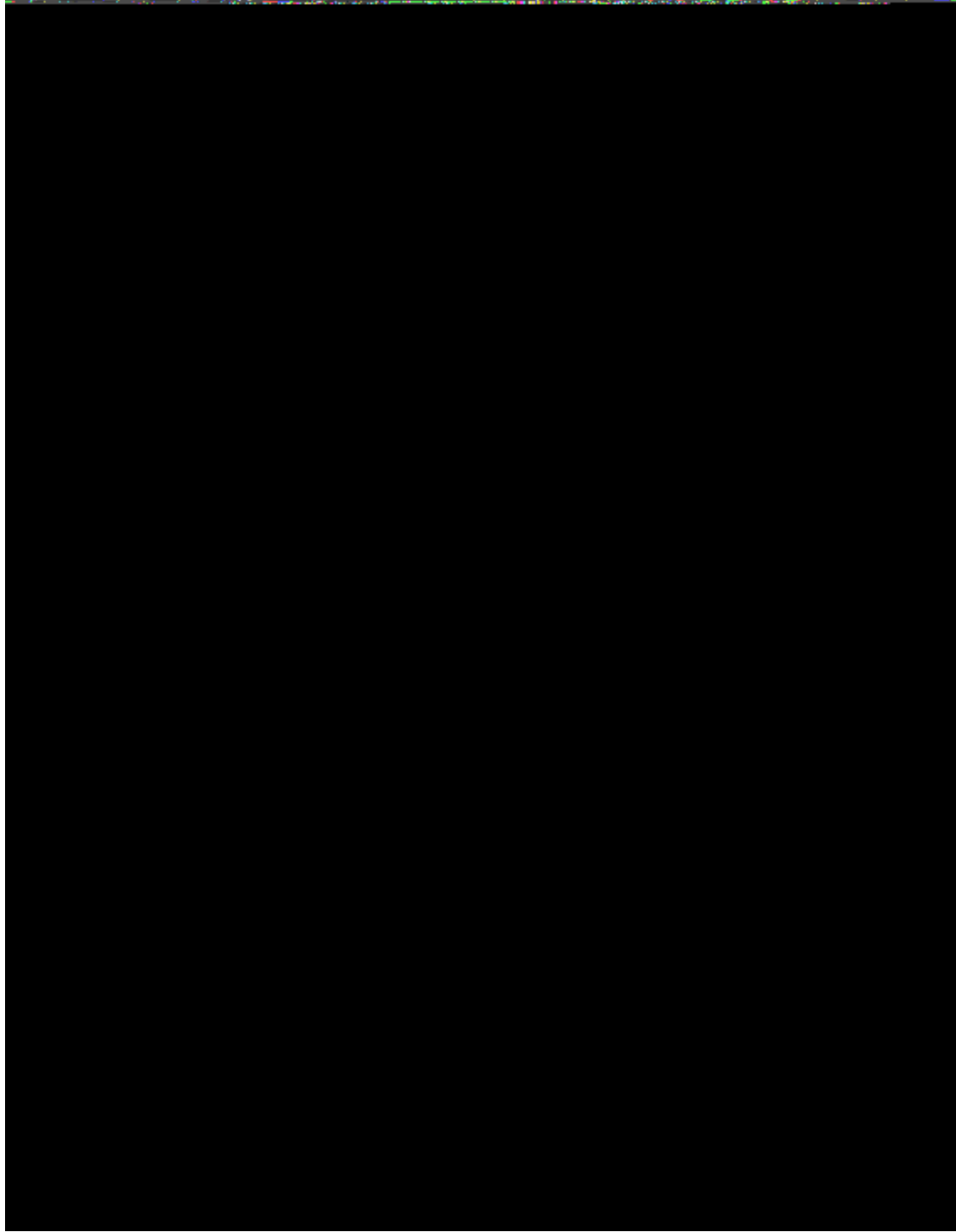
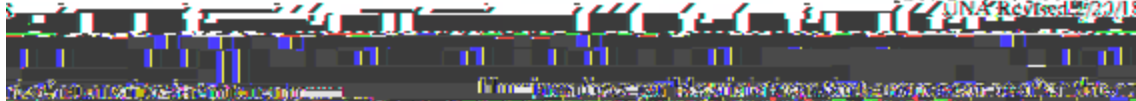


For Tenured Faculty:

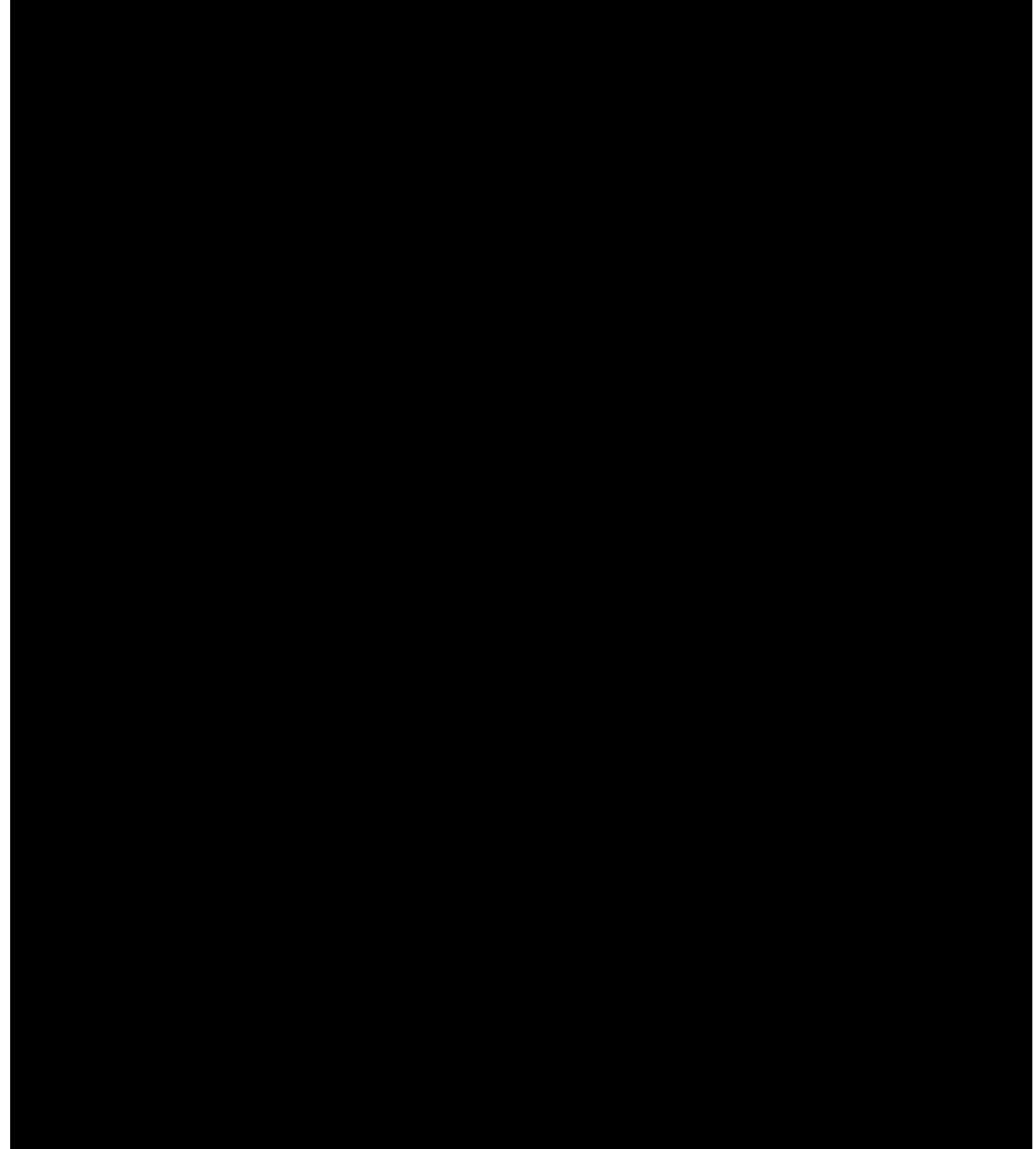
_____ violated, the responding party may choose to admit responsibility for all or part of _____
If the responding party admits responsibility in whole _____ the alleged policy violation



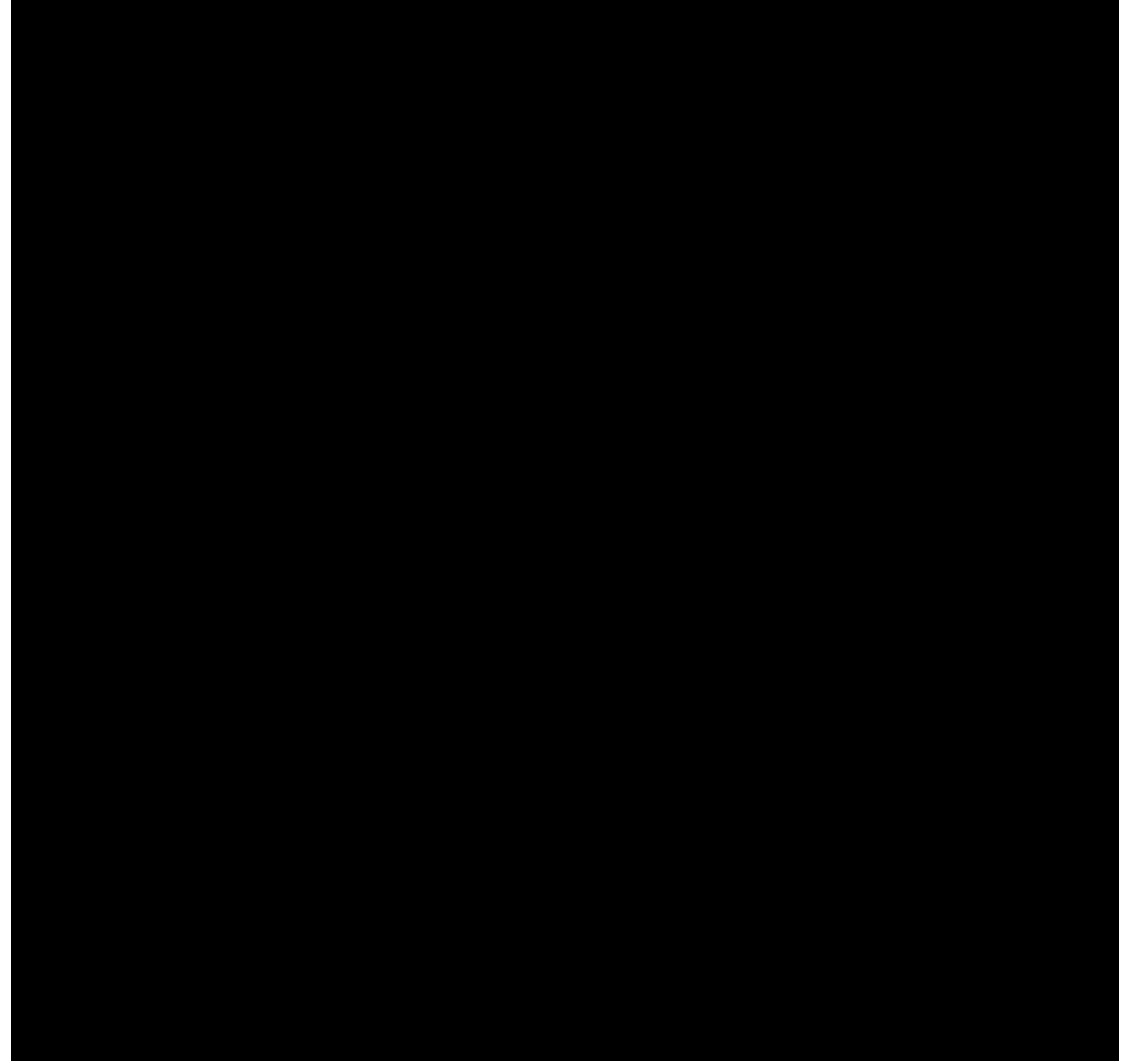




Alternative attendance or cross-examination is not used between the parties. If al-
ternative attendance or cross-examination is used, the responding party must be
informed (screens, Skype, questions directed through the questioning mechanisms are des-
ired). If the responding party does not want to be in the same room as the Chair, etc.), such as when the re-
sponding party requests them from the responding party for the hear-
ing, then the parties should request them from the Chair of least two (2) days prior
to this hearing. Any alternatives offered must be implemented in a way that the

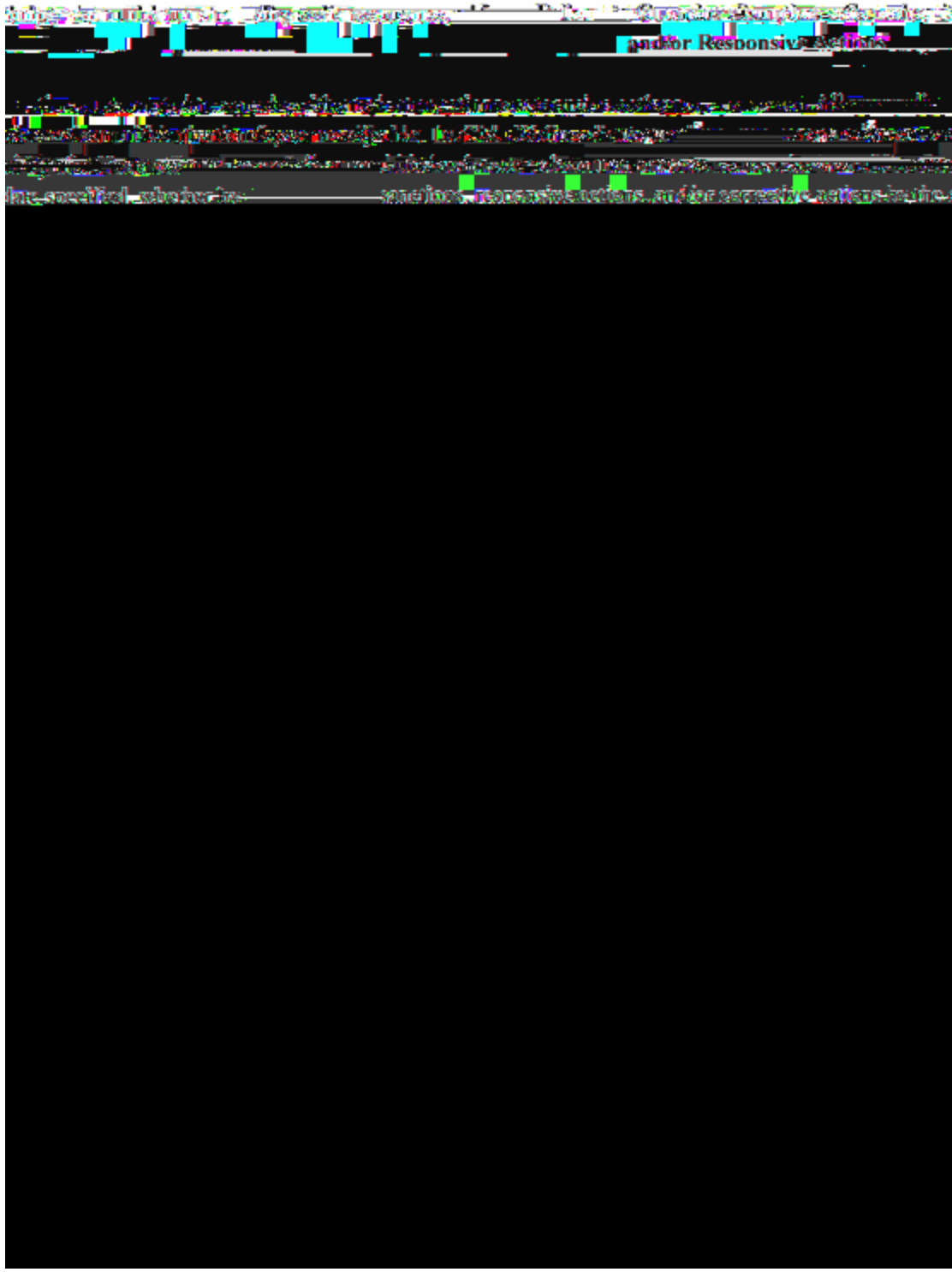


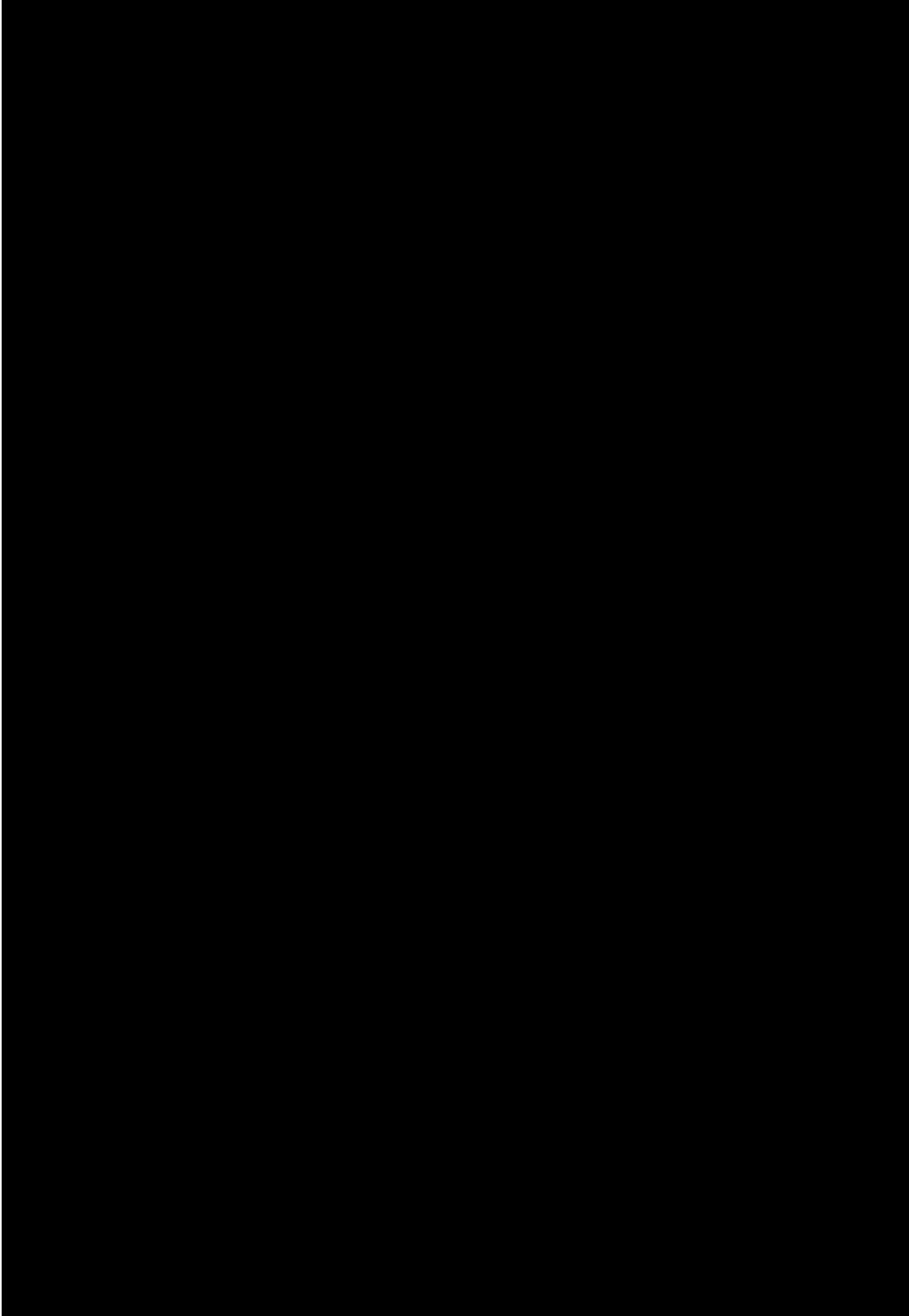
...procedures, etc.) ...
...consider new evidence unknown or unavailable during the original investigation abgt ...
...the cumulative disciplinary history of the responding party ...
...based on the grounds listed above about the ...
...an appeal, the other party (parties) will be



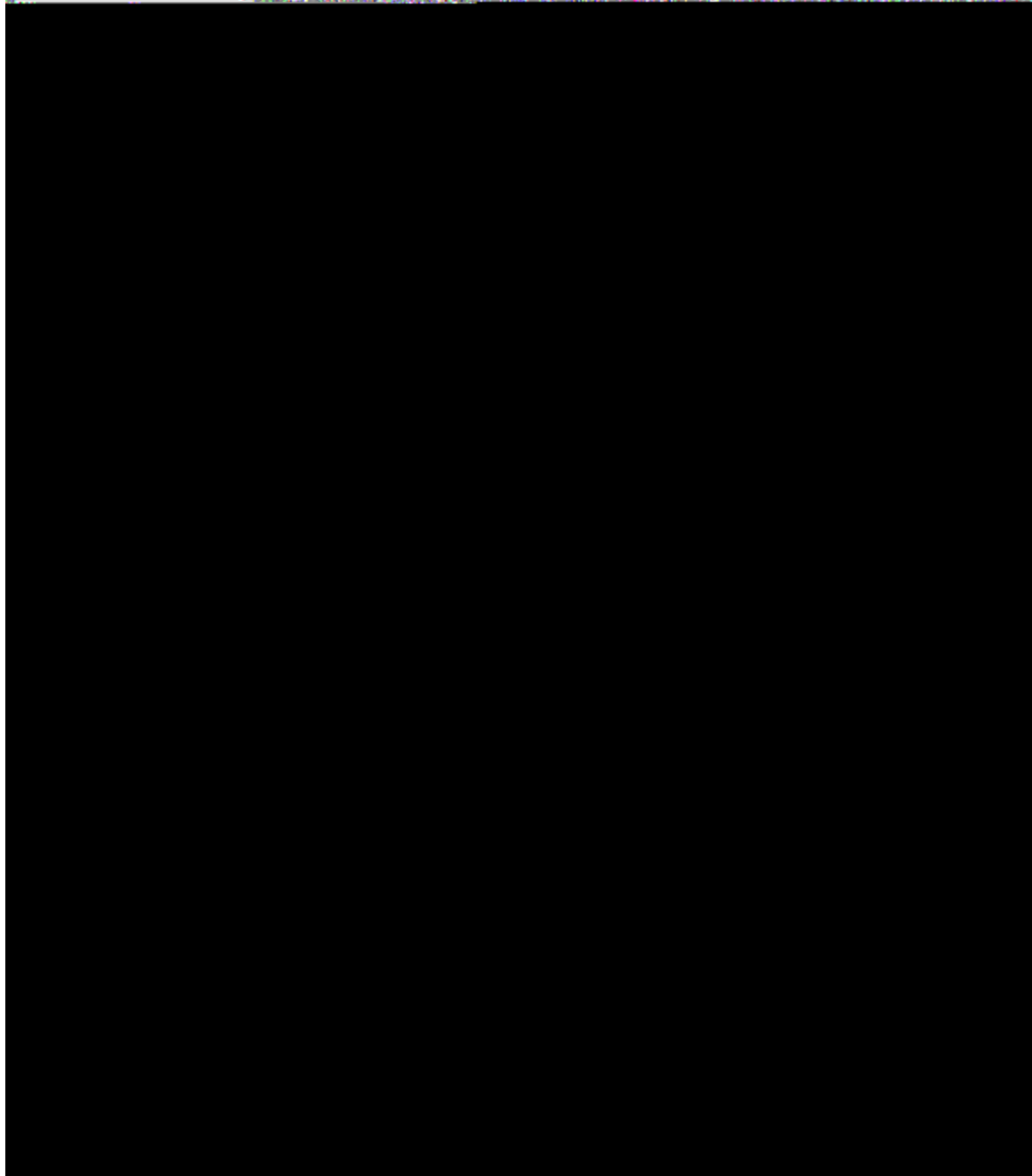
responsive actions, if any. This report should not exceed two pages in length and must be submitted to the Title IX Coordinator and/or Assistant Vice President for Human Resources.

The Title IX Coordinator and/or Assistant Vice President for Human Resources will coordinate with the EOP to provide a written decision as soon as possible to all parties within two to three (2-3) business days from the date of the appeal. All parties should be informed of whether the grounds for an appeal are accepted and the results of the appeal decision.





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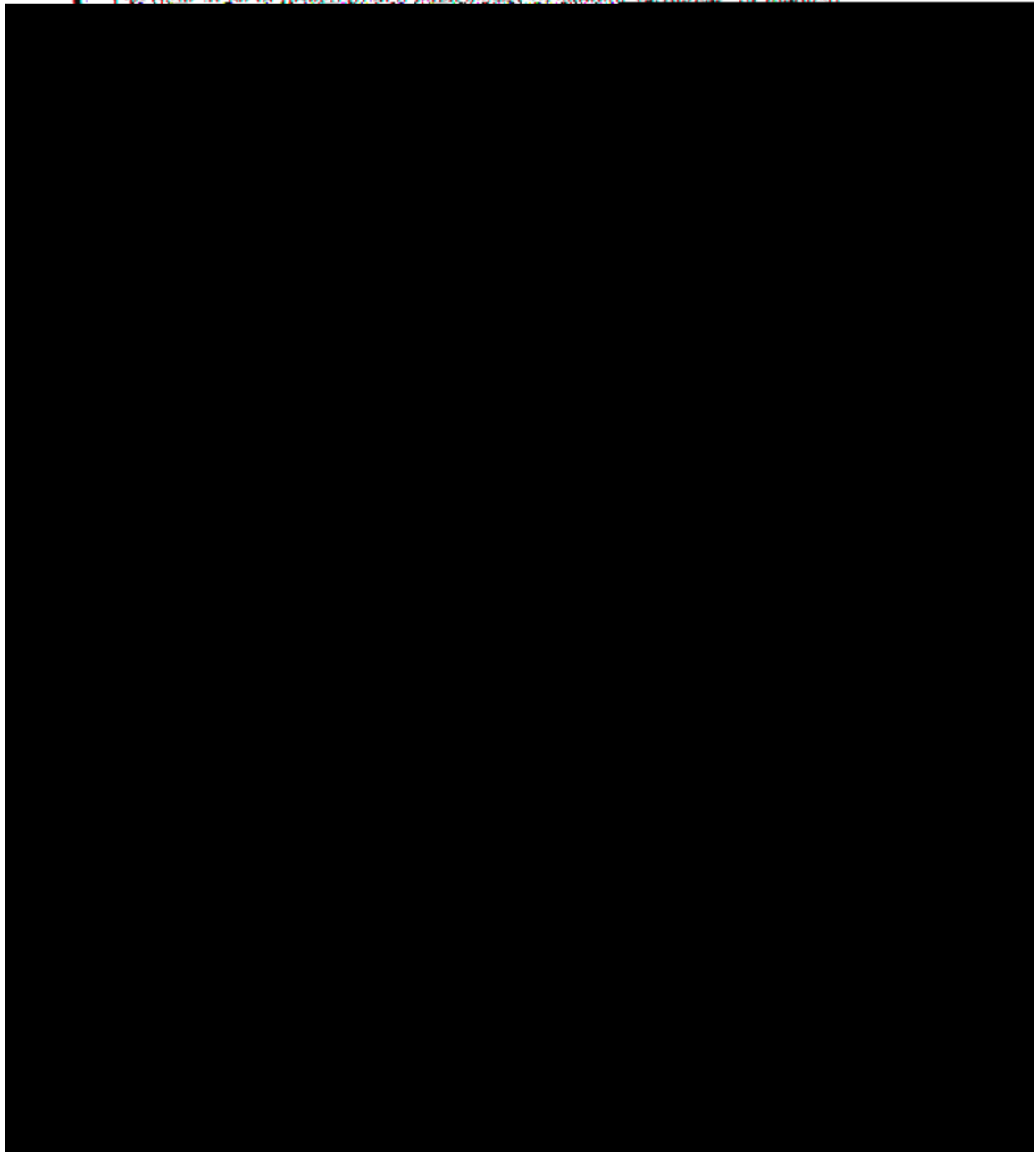


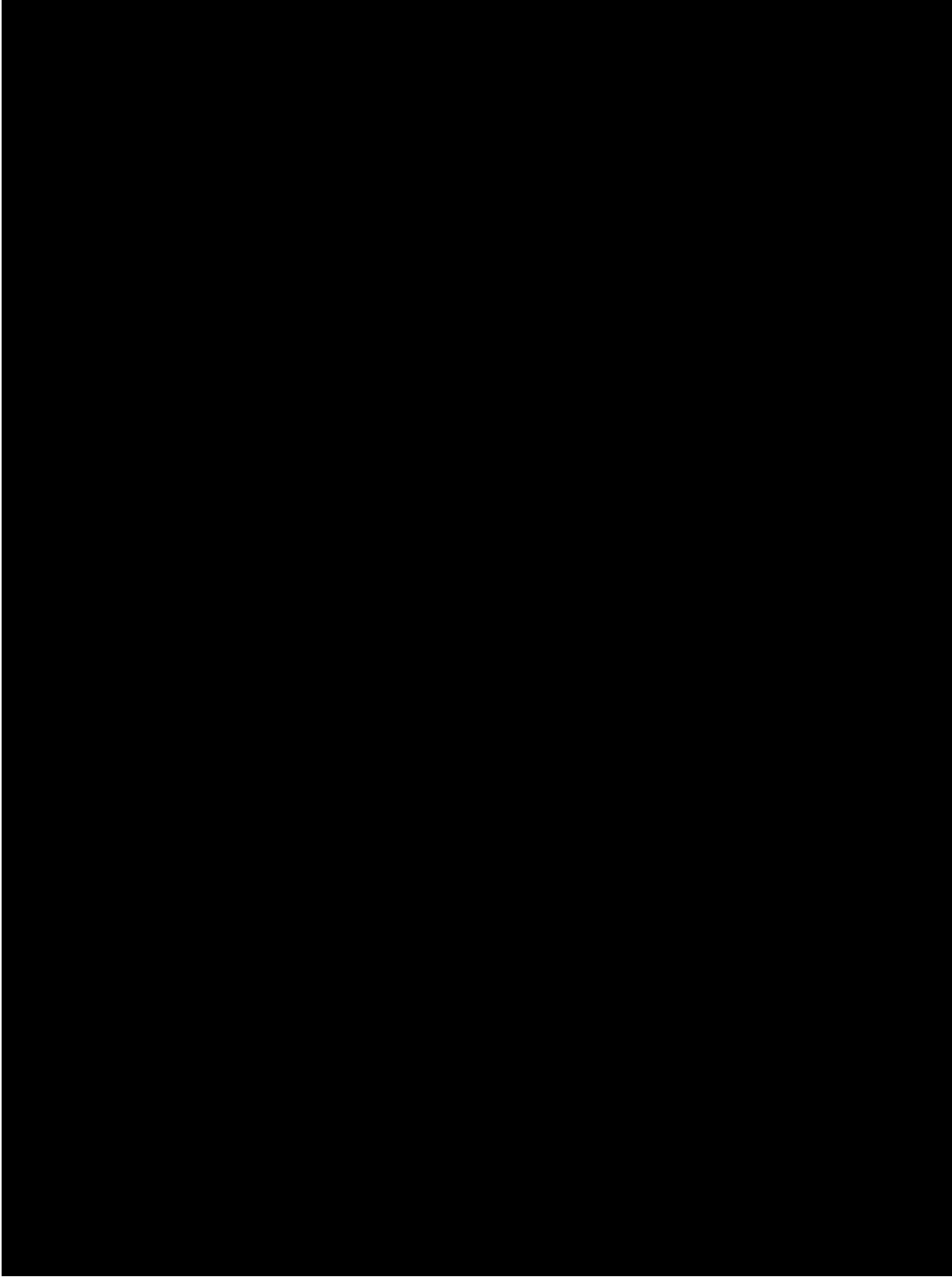
ance, when possible, of any public release of

- The right to be informed in adv

to have UNA policies and procedures followed without material

- The right deviation;





those changes.

Approved by the Board of Trustees on VVVV