

FACULTY SENATE MINUTES
January 14, 2021

Call to order:

A regular meeting of the University of North Alabama's Faculty Senate convened via Zoom Video Conferencing at 3:30pm with President Williams presiding.

I. Recognized Proxies

Mel Blake for Brian Thompson.

Members in attendance

IV. Remarks from Dr. Ken Kitts, UNA President

President Kitts began his discussion by addressing the pandemic response. He referenced Vice President Greenway's e-mail and memorandum regarding vaccine availability for UNA faculty/staff dated January 13, 2021. Related to COVID-19 spread and vaccination availability, President Kitts has been in touch with other university presidents who are in a similar "holding" pattern as UNA and other schools await information about when "education personnel" might receive vaccinations and whether "education personnel" actually prioritizes university staff and faculty.

The latest Alabama Department of Public Health (ADPH) data reflect a daily surge in infections statewide. The ADPH online indicator map, was recently updated to show that all north Alabama counties are now coded as "moderate risk" counties. This is an improvement over the preceding weeks where many of those counties (including Lurline County) were considered "high" or "very high risk" (see <https://www.alabamapublichealth.gov/covid19/guidance.html>).

President Kitts then addressed both federal and state government issues that impact UNA. He noted that with the change in federal government administration, relationships with our federal 7.29 0 Td (h)Tj

Act and continually assess how other institutions approach this issue with the desire to change their respective building names. Relatedly, UNA has decided to use the street "601 Cramer Way" to identify what we currently have identified as "Graves Hall." "Cramer Way" associated with room numbers, will be used for student schedules/advising/registration for the upcoming summer and fall terms.

V. Remarks from Dr. Ross Alexander, Provost and Executive Vice President for Academic Affairs

Dr. Alexander provided an update on Spring, 2021 enrollments. As of Jan. 1st, UNA enrollments are up 6.64% and credit hour production is up 2.29% compared to the Spring, 2020 semester. Graduate student enrollment is largely contributing to these statistics with programs as the M.B.A., the new Master of Accountancy, the M.S. in Applied Manufacturing Engineering, and the Family Nurse Practitioner Track are contributing to this increase.

Enrollment data for the Spring, 2021 semester are also positively impacted by the Winter session semester. This, recently concluded session evidenced a 33.6% increase in unduplicated enrollments over last year and a 32.1% increase in credit production. UNA is experiencing a positive impact from the "Finish in Four" initiative. Further, student retention and graduation rates continue to increase.

Dr. Alexander then briefly addressed the launch of the new Executive Doctor of Business Administration program which will host, on campus, its first 14 students during the weekend of Jan. 16-17th. Recruitment efforts for the new Ph.D. program in Exercise Science and Health Promotion are ongoing. The program anticipates reaching its goal of 40 students for the Fall, 2021 program launch.

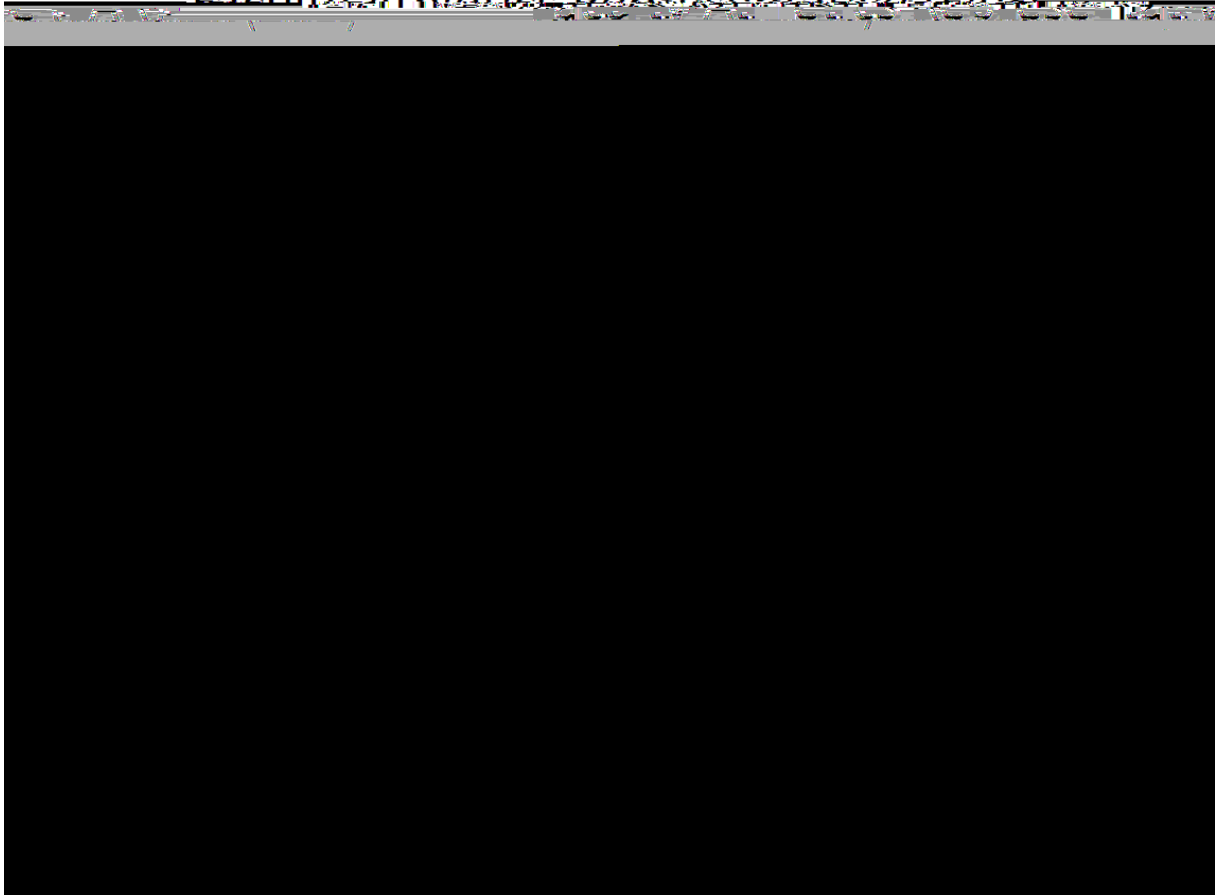
Regarding building renovations and future construction for the Spring, 2021 semester through Fall, 2021, Dr. Alexander noted the following:

N-

[Appendix A](#)

The following are drawn from Dr. Ray's presentation to the Faculty Senate.

Faculty Athletics Representative (FAR)

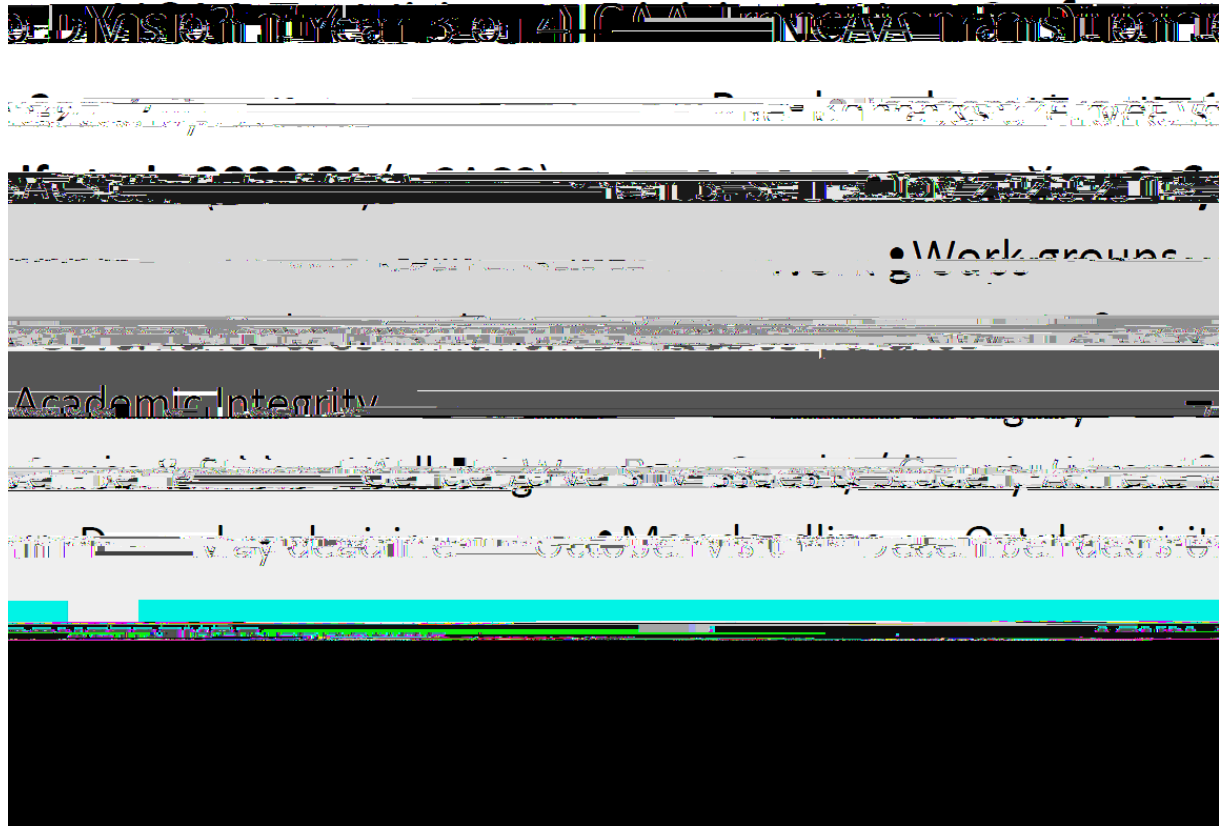


Faculty Minutes

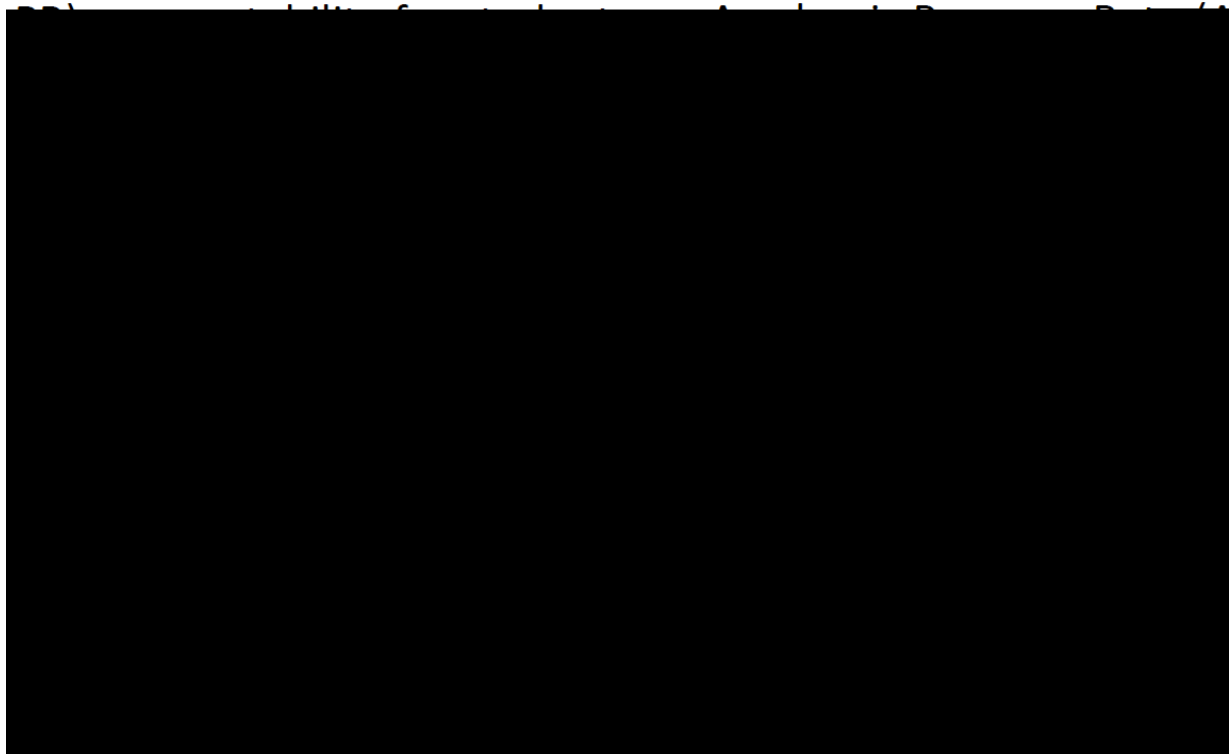
Academic Integrity

- Compliance
- Student Athletes





Departments departments
depa



2.1 EQUAL OPPORTUNITY

The University's Equal Opportunity Office is located on the website at <http://www.una.edu/employee-policy-manual/policies/equal-opportunity/eop.html>

ARTICLE III

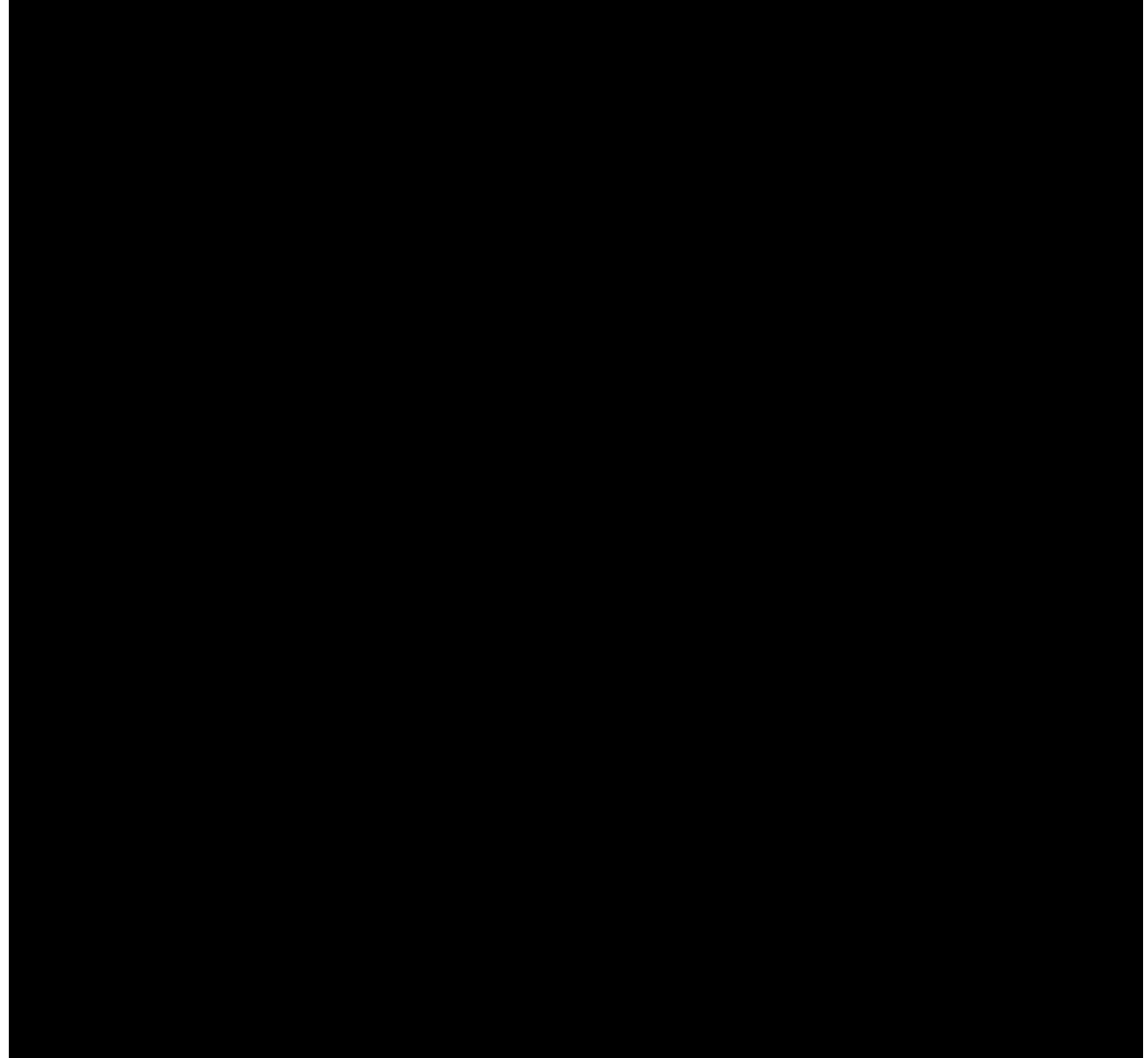
The University's Equal Opportunity Office is located on the website at <http://www.una.edu/employee-policy-manual/policies/equal-opportunity/eop.html>. This policy is applicable to all university positions, including non-tenure-track, adjunct, and student positions. The University may resort to race-conscious hiring to relationships shall be subject to law.

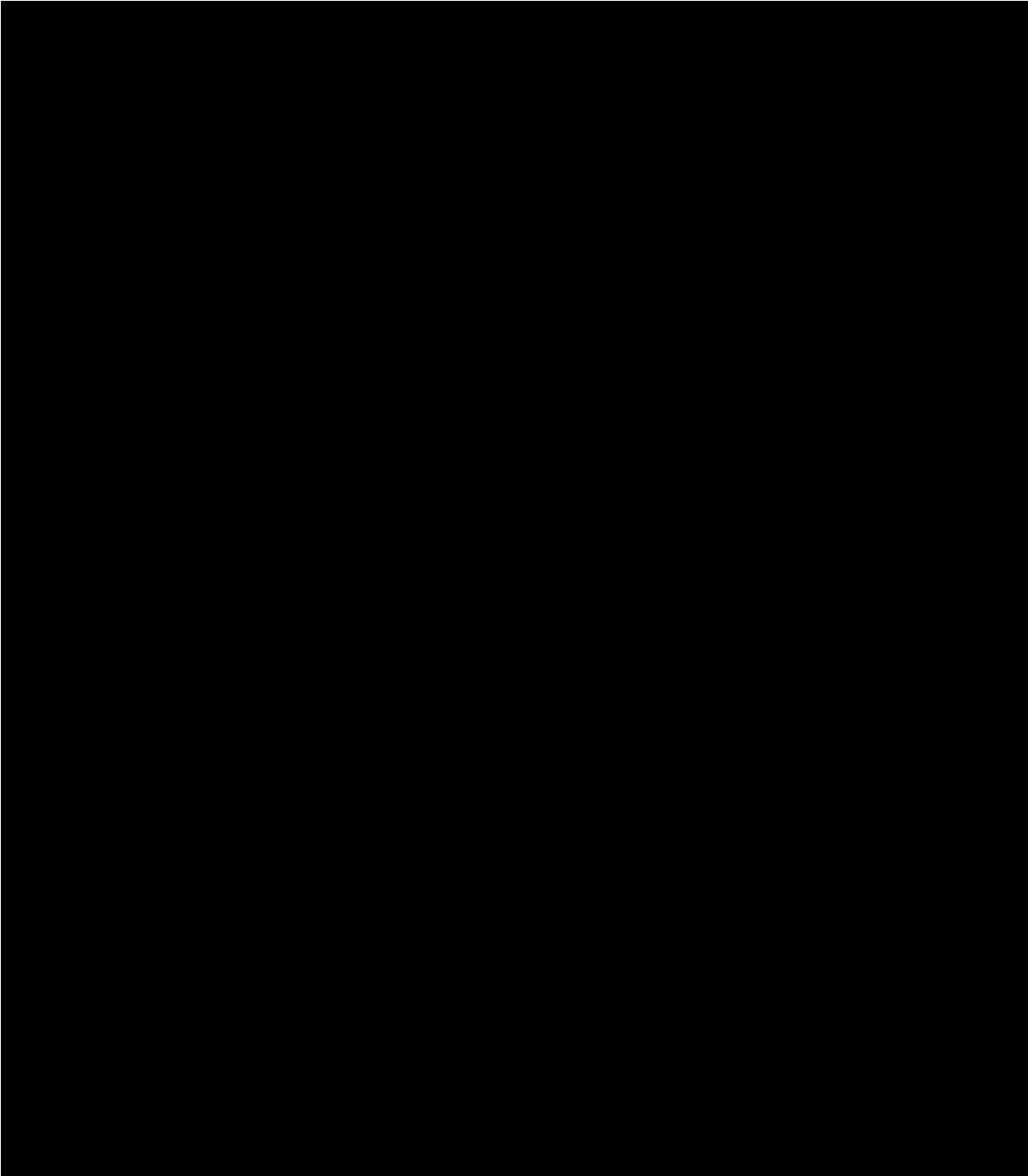
The University defines diversity broadly as differences related to age, culture, abilities, race, religion, sexual orientation, and/or socio-economic status. Search committees should consider the diversity and inclusion of the search committee as well as the DDIE throughout the search and onboarding process. In the proposal or cover letter, applicants should indicate any steps in their proposal, including their agreement, that demonstrate their commitment to diversity and inclusion. Search committees should consider the diversity and inclusion of the search committee as well as the DDIE throughout the search and onboarding process. In the proposal or cover letter, applicants should indicate any steps in their proposal, including their agreement, that demonstrate their commitment to diversity and inclusion. Search committees should consider the diversity and inclusion of the search committee as well as the DDIE throughout the search and onboarding process. In the proposal or cover letter, applicants should indicate any steps in their proposal, including their agreement, that demonstrate their commitment to diversity and inclusion.

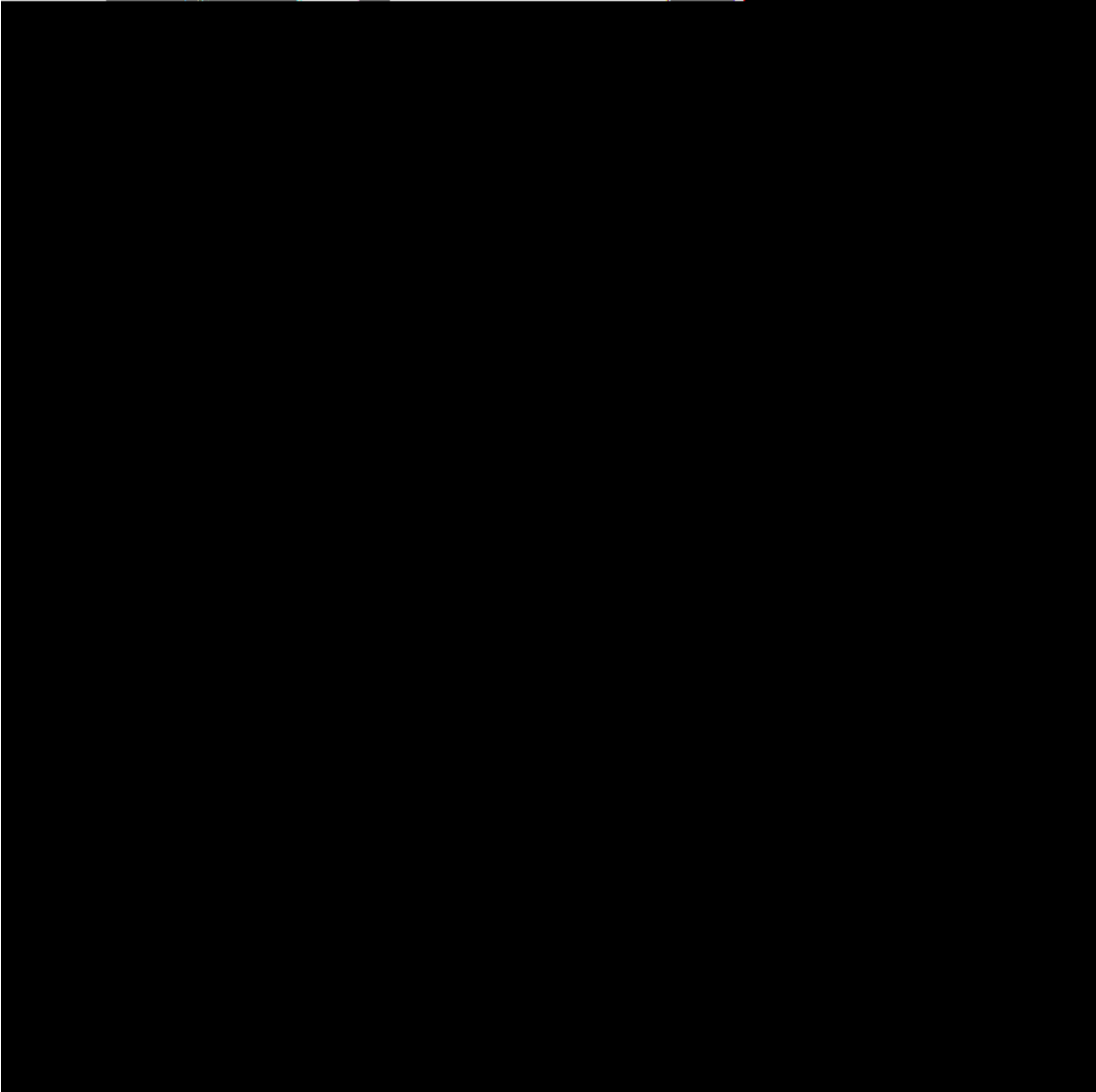
Search Guidelines for Tenure Track and/or Non-Tenure Track Faculty

Academic Affairs indicates that any search committee should be composed of members who have had diverse university experience. Search committees should consider the diversity and inclusion of the search committee as well as the DDIE throughout the search and onboarding process. In the proposal or cover letter, applicants should indicate any steps in their proposal, including their agreement, that demonstrate their commitment to diversity and inclusion. Search committees should consider the diversity and inclusion of the search committee as well as the DDIE throughout the search and onboarding process. In the proposal or cover letter, applicants should indicate any steps in their proposal, including their agreement, that demonstrate their commitment to diversity and inclusion.

...more than nine and no less than five together, at least one of whom reflects diversity in gender, race, ethnicity, and age. The committee shall also include a member who is a faculty member. The committee shall also include a member who is a student. The committee shall also include a member who is a staff member. The committee shall also include a member who is a community member. The committee shall also include a member who is a faculty member. The committee shall also include a member who is a student. The committee shall also include a member who is a staff member. The committee shall also include a member who is a community member.

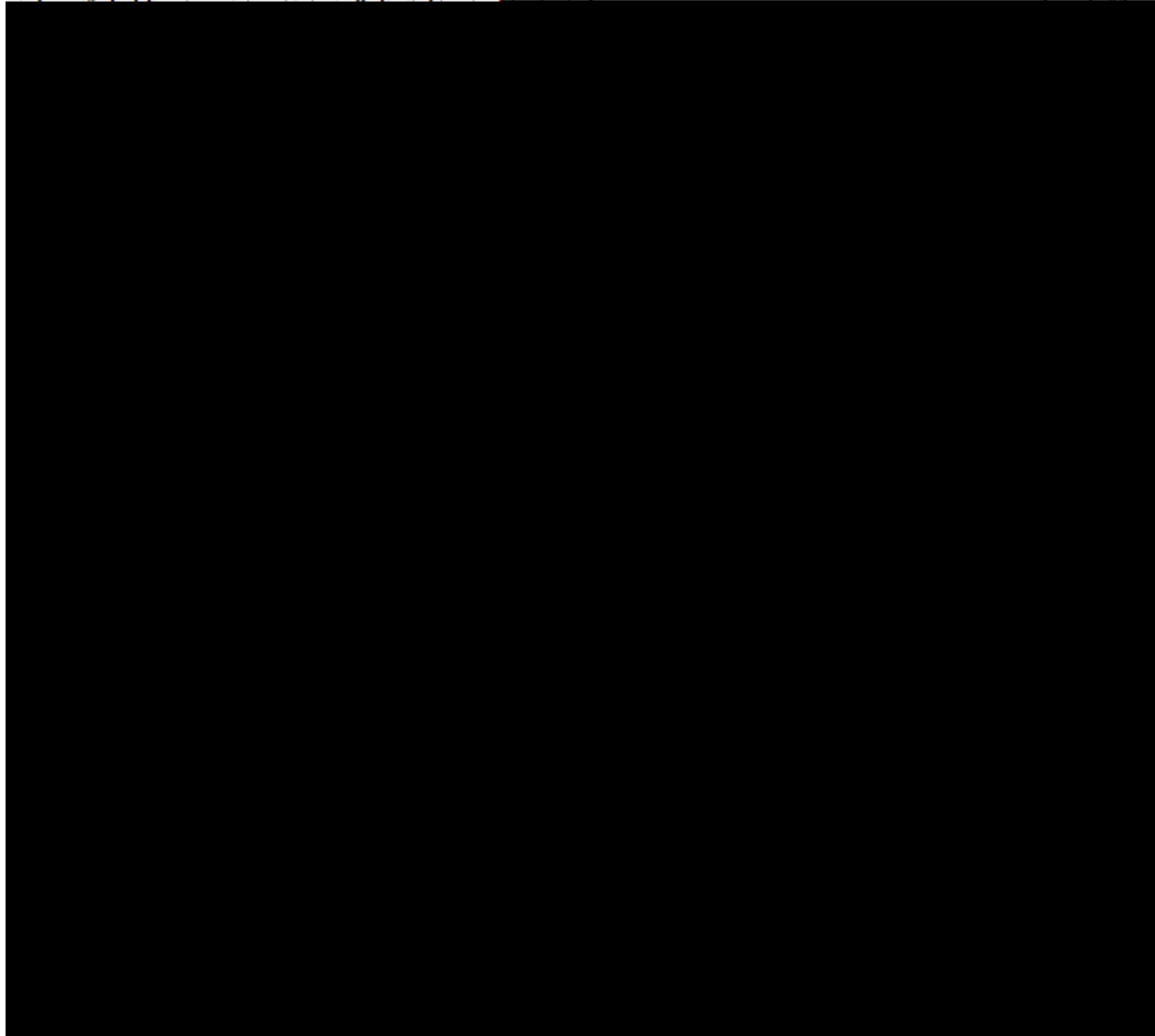






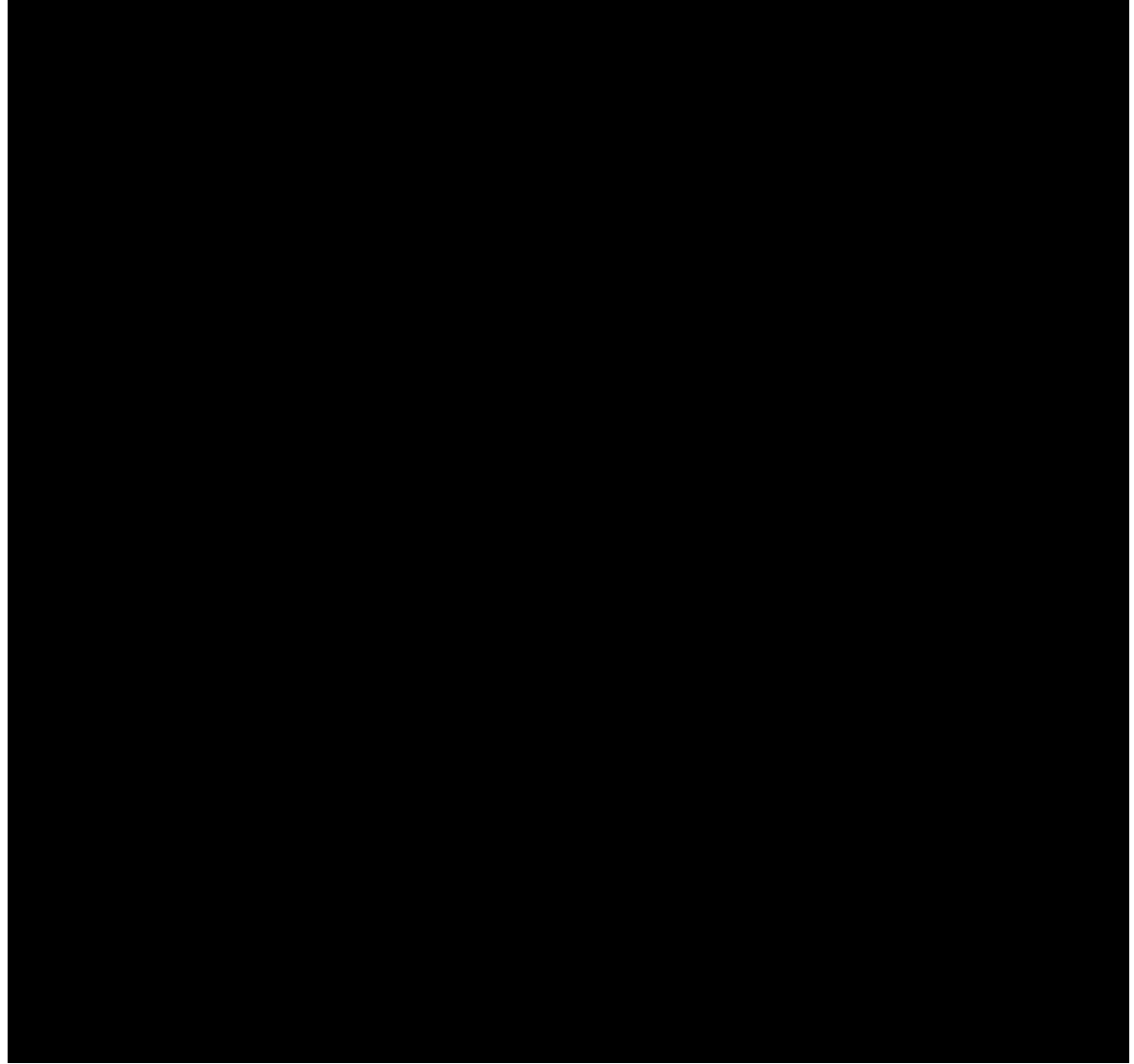
20.3 Adjunct

of time normally one term with the appointment terminating automatically at . . . and the period

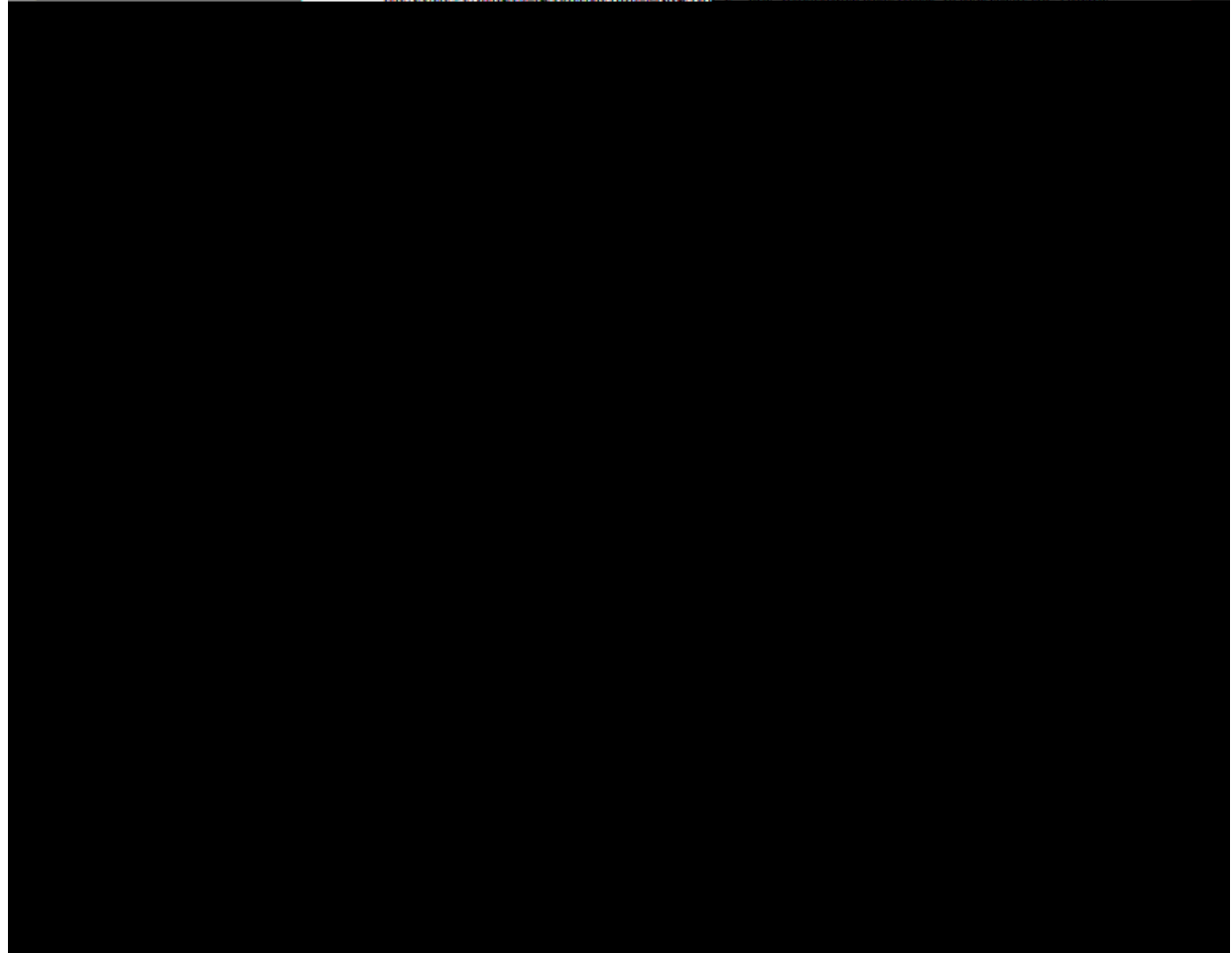


...scholarship through recognition that
...promotes intellectual growth and enhances and informs classroom, laboratory, clinical,
...and other instruction. Awards and prizes are earned, very by "inspiration and merit."
...individuals in a variety of areas, evidence of which can be found in the following examples:
...not would include publications, ... by others in the discipline, examples of ... recognition
...books, journal articles, invited ... one, a work in peer-reviewed outlets (books, monographs,
...conferences, seminars, workshops (book chapters), presentations and/or shared sessions at
...of professional conferences, invited presentations, invited participation in professional
...conferences, ... of professional goals, ... contributions to professional
... or awards recognizing special accomplishments. ... award categories for
... contributions ... individuals generally recognize scholarly
... recognition in the professional field; consultant services of high professional quality in
... learned and professional societies; contributions to academic and university development;
... committees and administrative assignments, and contributions to the promotion

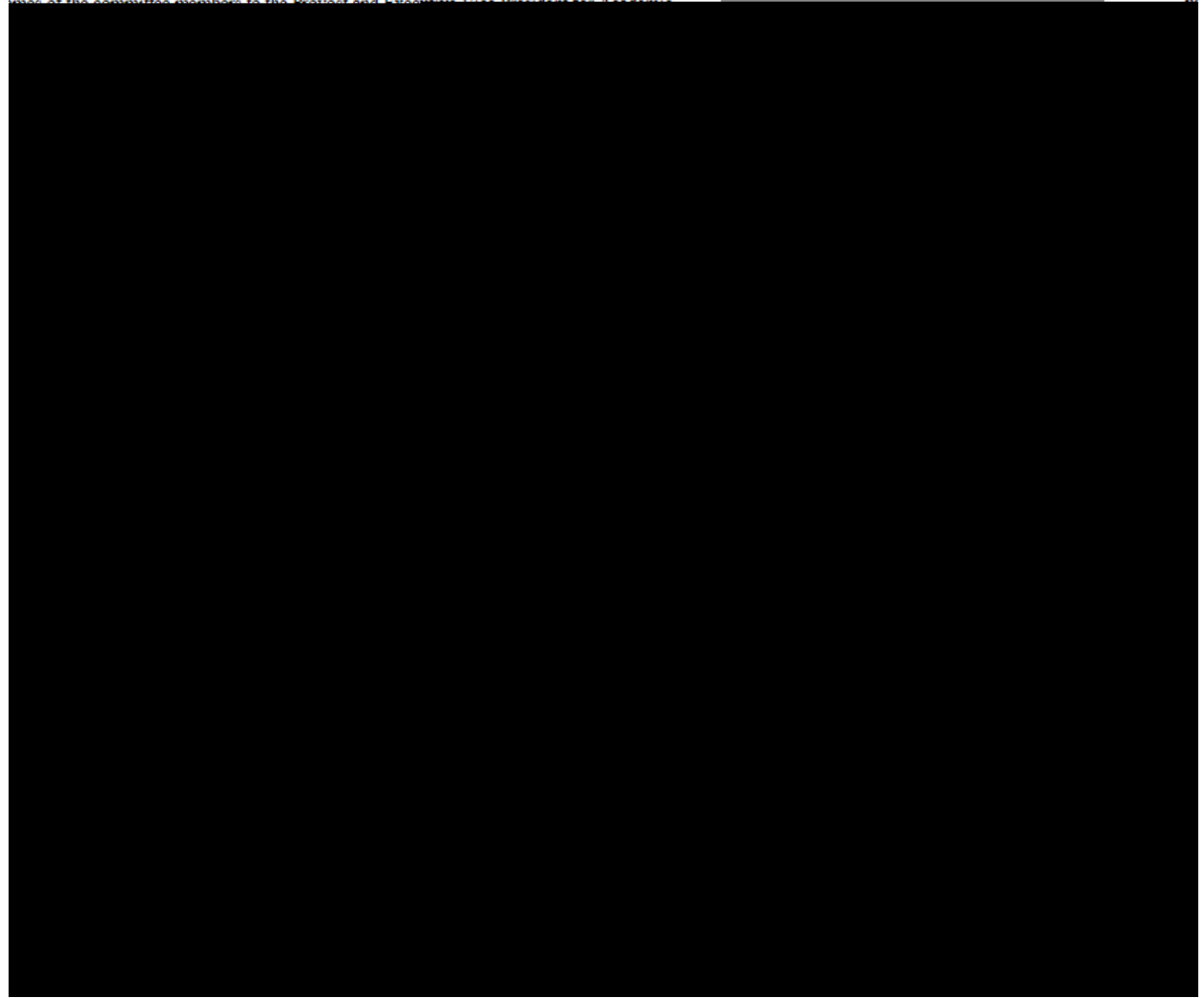
www.alabama.gov Alabama State Board of Education policies regarding B-13 public school teachers
the State of Alabama Department of Education, www.sde.alabama.gov Determination of professional liability
as well as the standard of care of the individual teacher, the school district, and the State of Alabama
in the event of a claim against the individual teacher, the school district, and the State of Alabama



...via the online database that UNA has established for this purpose. **by October 1, 2021**, candidates can withdraw their ... **portfolio that provides evidence of accomplishment.** Candidates should ...



...deep promotion and/or tenure committee and to supply the ... the department chair to form a
... of the committee members to the Provost and Executive Vice President for Academic



motion and/or tenure,

promotion and/or tenure, recommend for or against the granting of pro

rights/Committee

Responsibility of the University Wide Promotion and Tenure Portfolio R-

Promotion and Tenure Portfolio Review Committee will review

The University-Wide

ie. peer promotion and/or tenure committee, the department chair

the materials presented by th

and dean and the committee chair will complete the evaluation form (Appendix G) on each

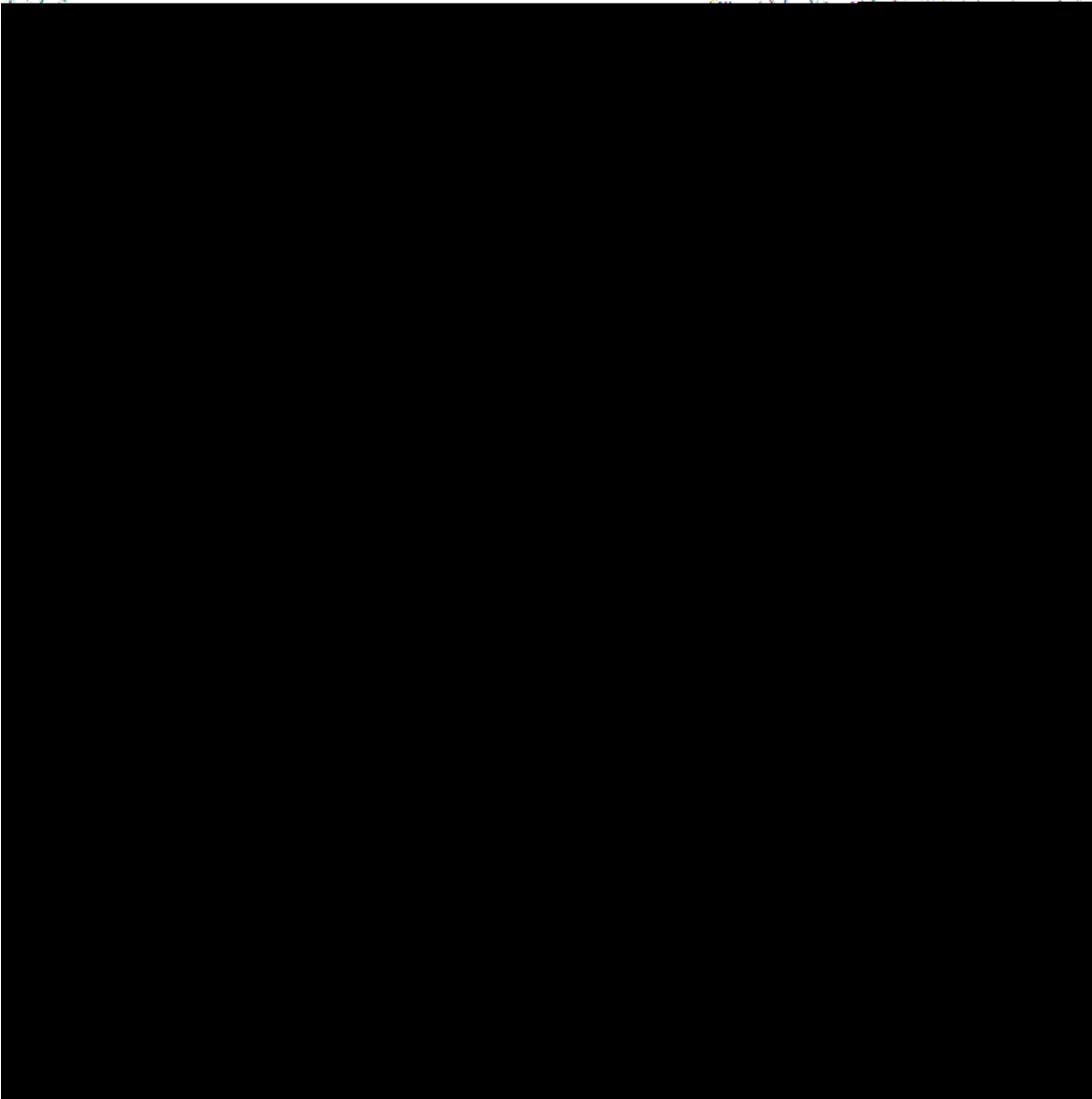
candidate that addresses strengths and weaknesses in relation to the university, college, and
departmental criteria established for promotion and/or tenure as reported on the numerical

chair review will be conducted by the associate dean of the college. Noncommittees shall consist

of the following: the associate dean of the college, the chair of the committee, and the members of the committee. The committee shall have the authority to request information from the associate dean of the college and the chair of the committee. The committee shall have the authority to request information from the associate dean of the college and the chair of the committee. The committee shall have the authority to request information from the associate dean of the college and the chair of the committee.

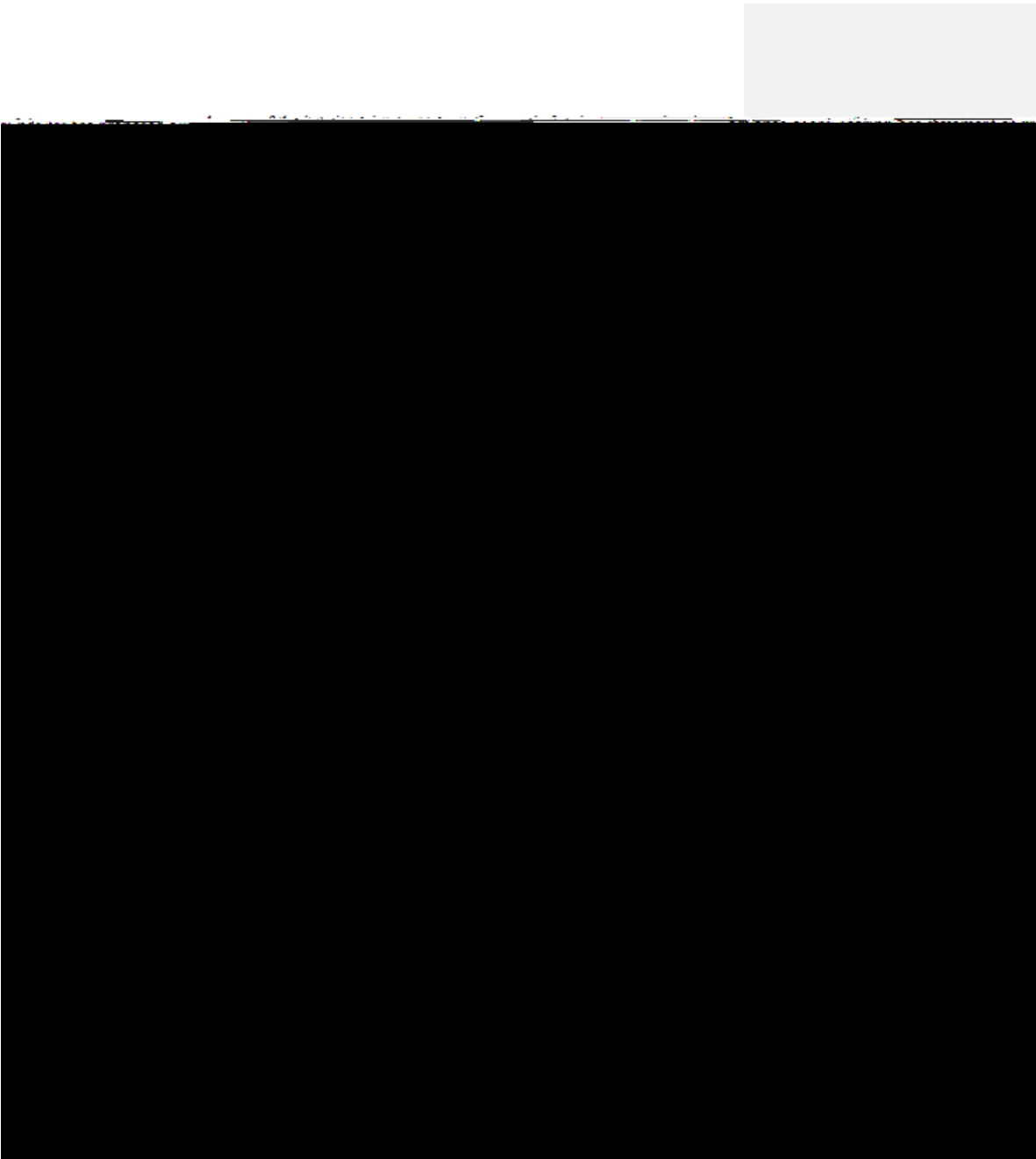


1.6 TERMINATION OF FACULTY APPOINTMENTS





Faculty member who has been notified of a disciplinary proceeding or
dismissal by the IBA and has not yet appeared before a Dispute Resolution
Committee. Failure to file a request in writing to the President within fourteen (14) days after
receipt of notification shall constitute an admission of guilt and a waiver of the right to a hearing.
The President shall determine the appropriate disciplinary action. On proper request for a hearing, as hereinafter provided, the President shall appoint a hearing committee consisting of three (3) members, one of whom shall be appointed by the President from among tenured members of the University faculty, established for such purposes by the Faculty Senate on the recommendation of the Faculty Senate. The hearing committee shall determine the appropriate disciplinary action.



Committee may grant adjournments to either party to permit the investigation of

f. The Committee shall not be bound by strict rules of legal evidence and may admit

examined appear.

Exceptions to Due Process Procedures

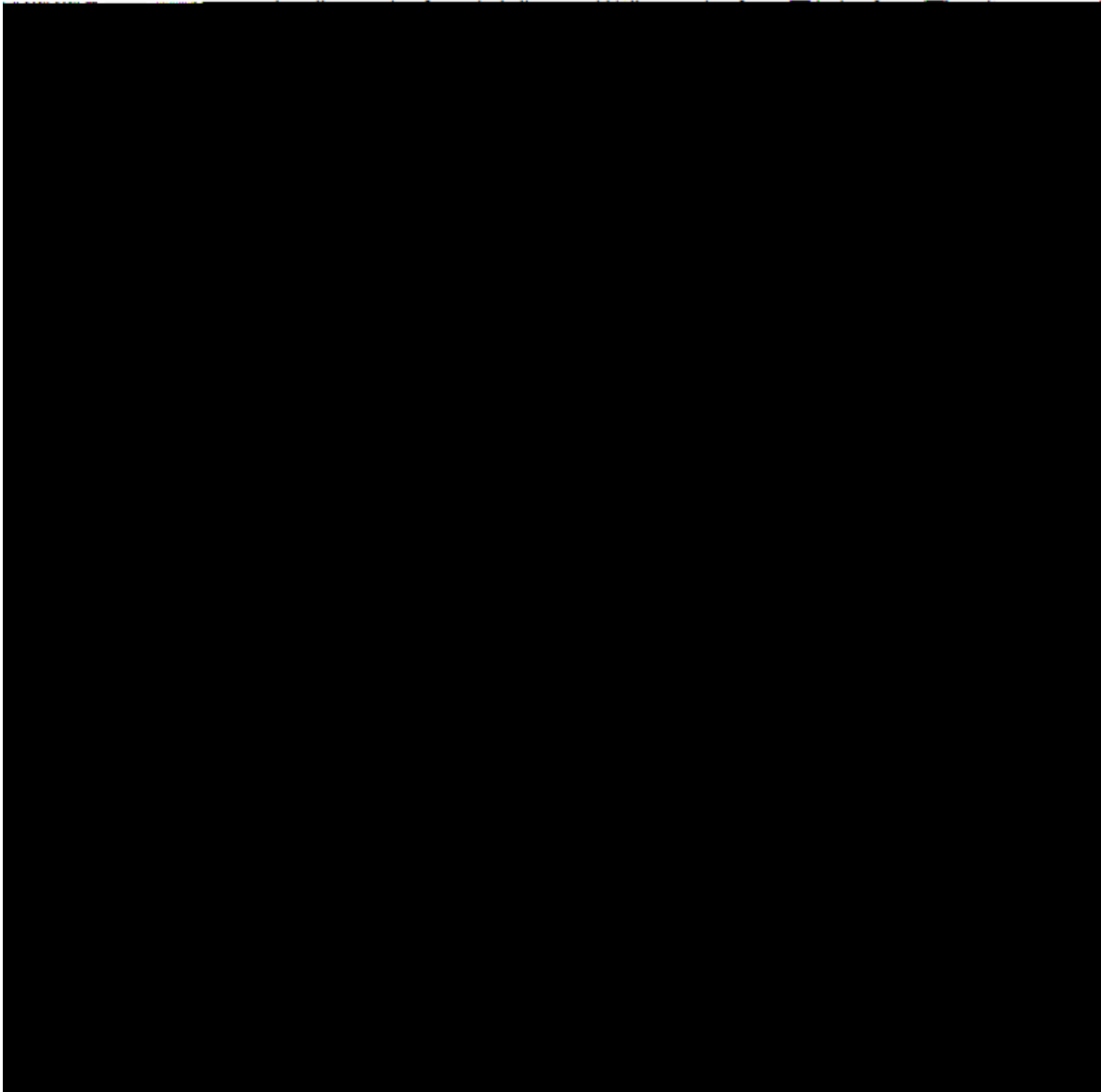
Investigative Committee

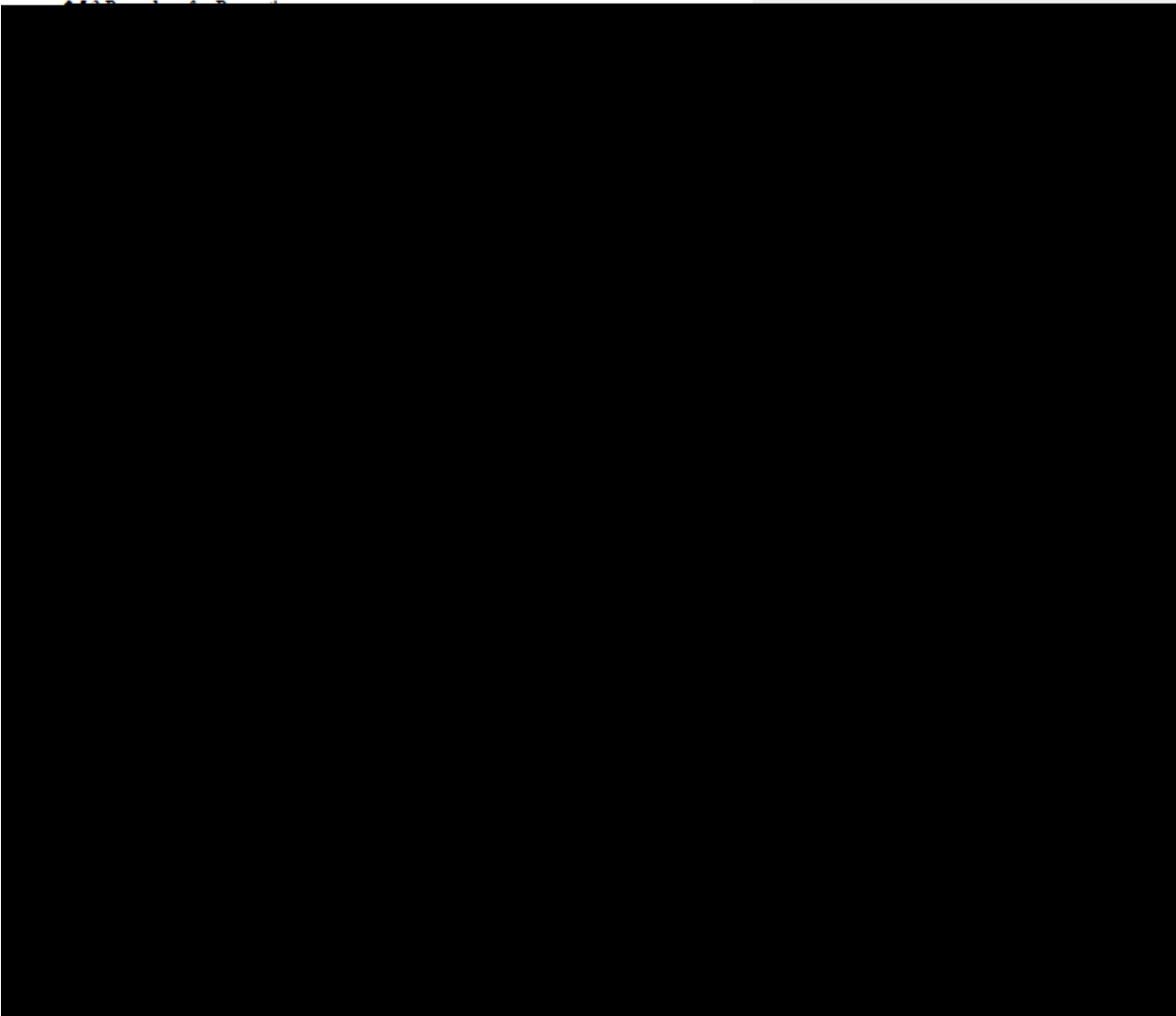
Disruption of Instructional Resources

Title IX Infringings



New appointees should contact the Office of Human Resources immediately to





[REDACTED]

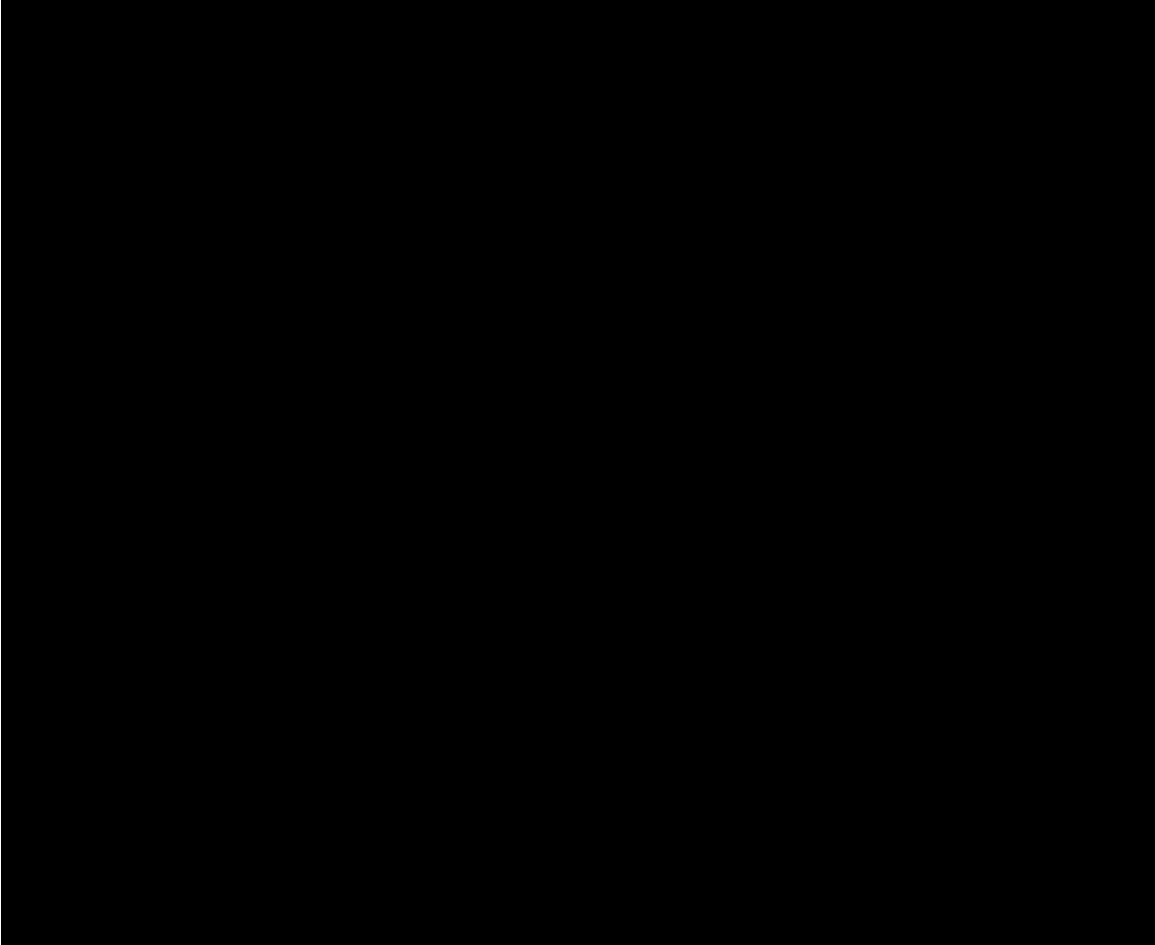
less heavily than others.

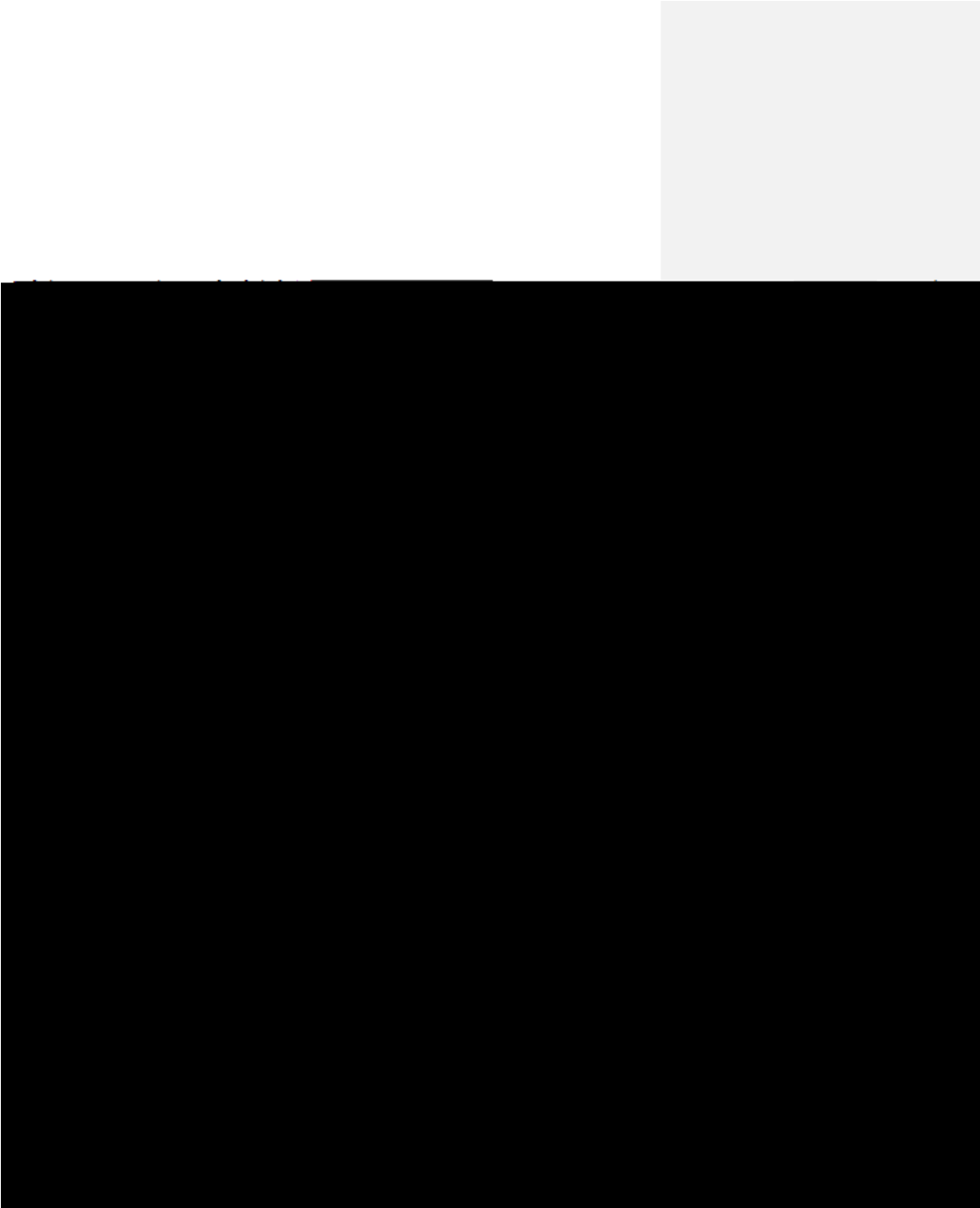
[REDACTED]

Business, Education and Human Sciences, and remaining sciences. The committee will consider all tenured members in a candidate's department applying for promotion. The department chair will not serve on the committee.

In the College of Arts and Sciences and Nursing, those who are not an

When a faculty member is recommended for promotion by the department chair (or dean) to form a peer promotion committee and to supply the names of the committee members to the Provost and Executive Vice President for Academic Affairs





[REDACTED]

...opportunities, in the event of a consensus agreement. Candidates for the position will be reviewed by the search committee. The search committee will review the candidates and recommend a candidate to the Provost and Executive Vice President for Academic Affairs. The Provost and Executive Vice President for Academic Affairs will then recommend a candidate to the Faculty Senate. The Faculty Senate will then vote on the candidate. The search process will be completed by April 16, 2021.

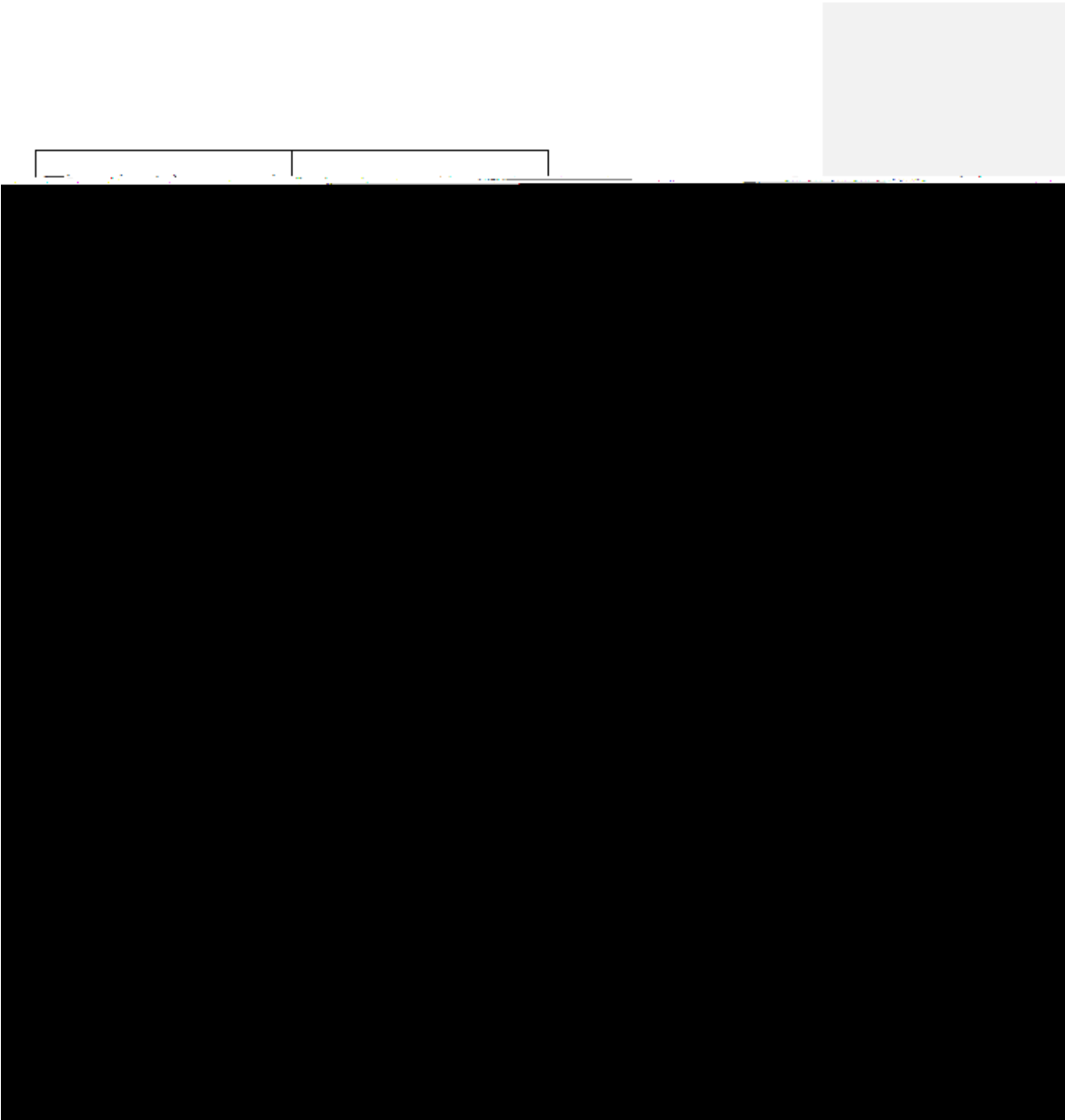
[REDACTED]

...department chair, and dean. By April 16, the Provost and Executive Vice President for Academic Affairs will evaluate each candidate, and submit the names of the candidates to the Faculty Senate. The Faculty Senate will then vote on the candidate. The search process will be completed by April 16, 2021.

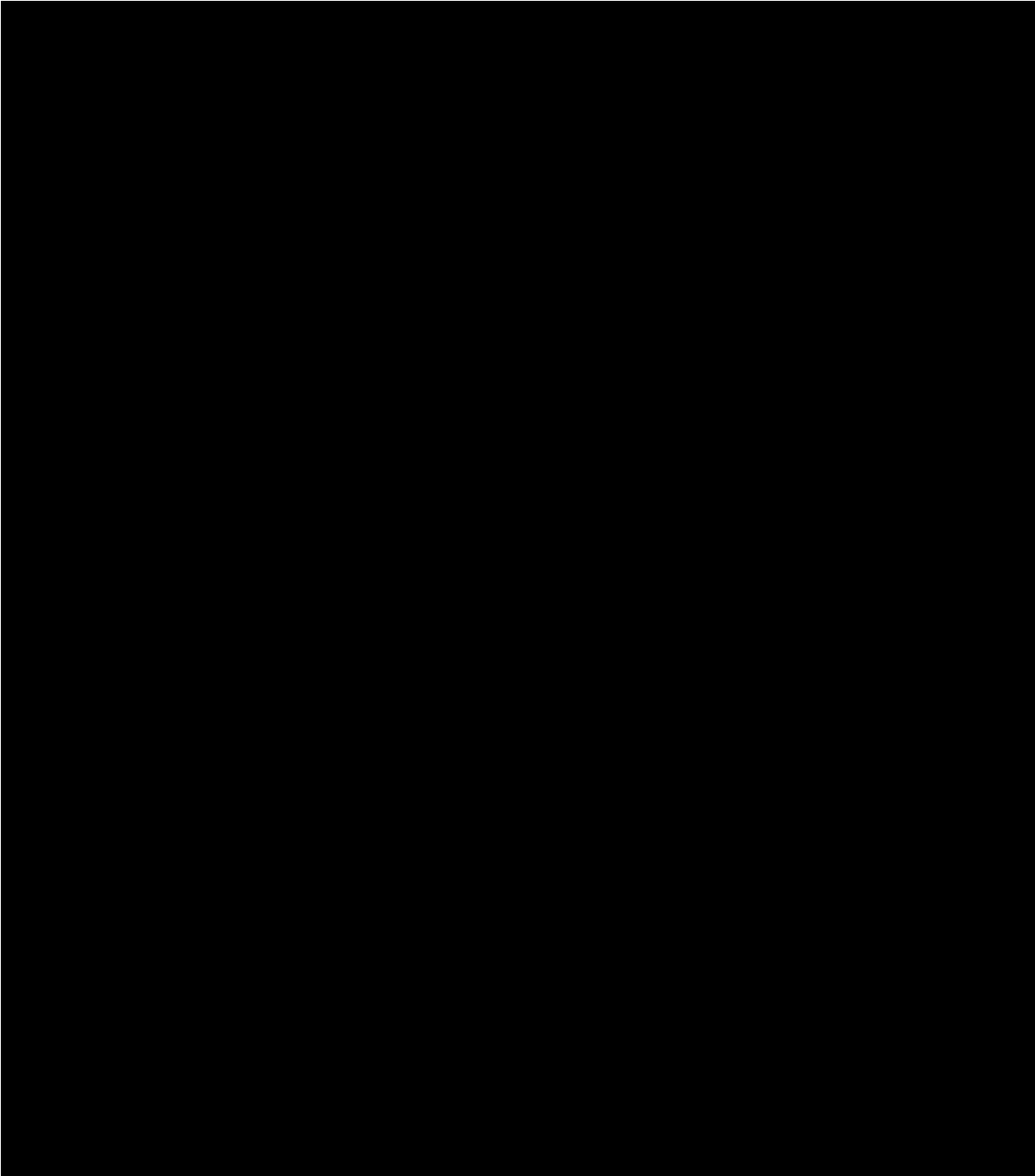
[REDACTED]











[Appendix C](#)





Current Policy

"UNA TRANSIT (Freshman Committee) The University requires all freshman commuters off campus and utilize the University's system. We offer several park and ride to board the buses to campus. Your city, off campus on the city streets" (UNA)

<https://www.una.edu/transportation/>

History

- In 2011, JNU implemented a policy that prevented freshmen commuters from parking on campus.
- For 9 years, Jewish students and JNU faculty have been dissatisfied with this policy. Many will agree this policy was put in place to encourage freshman commuters to live on campus.
- While the university saw this policy as a way to relieve parking issues and encourage involvement on campus, this policy is one that can be viewed as a negative right.

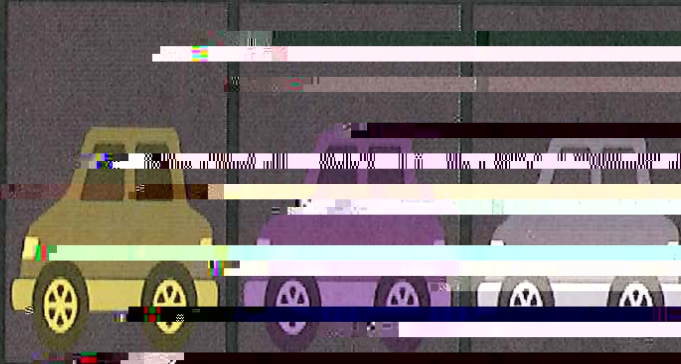
Freshman Commuter Statistics

According to Dr. Molly Mathis, Director of Institutional Research at UNV, the preliminary number of freshmen for Fall 2020/2021 will be 1,000 on campus.

45.6% of freshmen are commuters.

All of these commuters, the exception handicapped students and VA

Other Colleges (data as of 2019)



Peer institutions

All

1. Columbia State University
2. McNeese State University
3. Jacksonville State University
4. University of North Carolina
5. West Texas A&M University
6. Winthrop University
7. Southern University and A&M College
8. Austin Community College

Does not

1. Morehead State University

*There is no distinction between computer and
freshman committees*

freshman committees

Atlantic City Conference

Allows:

- Florida Gulf Coast University
- Jacksonville University
- Kennesaw State University
- Lipscomb University: very few park pass only.
- New Jersey Institute of Technology
- University of North Florida: offers multiple options
- State University: no distinction between freshmen and commuter.

Does Not:

- Liberty University: students pay for parking pass, has over 100,000 students.

Local Competition

ALLOWS

- University of Alabama Huntsville
- University of Alabama Birmingham
- University of Mississippi (OU/MS)
- Auburn University

There is no distinction between commuter and
freshman commuters at the university and allow
freshman commuters to park on campus.

Data Sources

Columbus State University:

<https://parking.columbusstate.edu/docs/1819ParkingCode.pdf>

Winthrop University:

<https://www.winthrop.edu/parking/>

McNeese State University:

<https://www.mcneese.edu/parking/>

Southern University and A&M College:

<http://www.su.edu/codes/>

Jacksonville State University:

<http://www.jsu.edu/police/traffic.htm>

Marshall University:

<https://www.marshall.edu/parking/>

University of North Carolina:

Pembroke:

<https://www.uncc.edu/campus-life/policies-and-procedures/and-traffic/parking-registration>

Austin State University:

<https://www.austinstate.edu/parking/>

West Texas A&M University:

<http://www.wtaam.edu/wtaam-site/university%20Police/Parking%20Rules%20and%20Regulations>

Data Sources

Florida Gulf Coast University:

<https://www.fgc.edu/academic-affairs/academic-administration/academic-administration/index.cfm?PID=5523>

Jacksonville University:

<https://www.ju.edu/academic-affairs/academic-administration/academic-administration/commuter-student-portal.aspx>

<https://www.library.edu/academic-administration/academic-administration/index.cfm?PID=5523>

Kennesaw State University:

<https://parking.kennesaw.edu/parking/permissions>

<https://www.kennesaw.edu/academic-administration/academic-administration/index.cfm?PID=5523>

Lipscomb University:

<https://www.lipscomb.edu/student-life/student-services/security>

<https://www.lipscomb.edu/academic-administration/academic-administration/index.cfm?PID=5523>

New Jersey Institute of Technology:

<https://www.njit.edu/parking/rules.php#rules>

UNA Has Available Parking



Science Building Parking

02/23/2019

Thursday 9:27am

Science Building Parking

02/27/2019

Wednesday 12:51pm

Appendix D

[Appendix F](#)

Dropout Detective FAQ

I. What is Dropout Detective?

Dropout Detective is a student retention and success solution that integrates directly with Canvas to provide a “risk index” of how likely it is that each student will drop out of or fail their course(s). The program pulls together the different reasons a student is at risk and makes it easy to quickly go through and look at what might be happening with a student.

II. What information will faculty be able to access in Dropout Detective?

In each of their individual courses in Canvas, faculty will have the option of clicking on Dropout Detective, which will provide them with a risk index for all of the students in a particular course based on their grade in the class, num

Faculty are not required to reach out to students who are ~~at~~ risk of dropping out of or failing their course(s). However, providing regular, substantive feedback to students is an essential part of the learning process; therefore, offering frequent and productive feedback to all students in your courses is a highly recommended best practice.

VII. If faculty members choose to utilize Dropout Detective, how often should they review Dropout Detective in their course(s)?

[Office of the Registrar](#) Provides assistance in the determination of credits that will apply

academic colleges. Please reach out to your respective Associate Deans if you have any questions or concerns that you would like the group to discuss during the event.

X. There are two Dropout Detective Instructor Trainings in January. Do faculty need to attend both trainings?

Both trainings will cover the same information. They are just being held at two different times to try and accommodate as many faculty as possible. A recorded training will be posted in Canvas for those who are unable to attend either of the live trainings. Faculty can see it on their own.

select into a Canvas course that provides an overview of Dropout Detective by visiting the following the link <https://una.instructure.com/enroll/TT99ML>

X. Are faculty required to attend a Dropout Detective training?

No, faculty will not be required to attend the training. However, faculty are strongly encouraged to attend the training or select into the Canvas course that provides an overview of Dropout Detective, because learning about the tool is the only way to determine whether or not a faculty member may find it useful.

XI. When are the Dropout Detective Instructor Trainings in January?

January 15 at 2:00pm (CST)

Click to Join Zoom Meeting on January 15

<https://us02web.zoom.us/j/88488830699?pwd=aE1EL2U5QS9pc2xmNjNja0FDNHgrdz09&from=addon>

Meeting ID: 884 8883 0699

Passcode: 978310 One tap mobile

January 27 at 3:00pm (CST)

Click to Join Zoom Meeting on January 27:

<https://us02web.zoom.us/j/85992799228?pwd=TzI3Z2VLTEN1aVQzRm41M3BZbkIPdz09&from=addon>

Meeting ID: 859 9279 9228

Passcode: 072010 One tap mobile