

Agenda of the Faculty Senate  
October 14, 2021  
Zoom Meeting  
3:30-5:00pm

- I. Recognize proxies
- II. Approval of agenda
- III. Approval of minutes from September 9, 2021
- IV.



- Year Five of Project 208: Stakes remain very high for UNA; special presentation being planned for next month for interested Faculty and Staff.
- **New Leadership in Athletics:**
  - Dr. Josh Looney began work as AD on September 1. Brief note on background.
  - Strong academic background and strong track record of academic performance at institutions he has served; committed to outreach across campus.
  - Note final year of transition to Div I and need to create new narrative for Athletics
- **Board of Trustees on Campus for Quarterly Meeting:**
  - Fortunate to have strong group of trustees who believe in shared governance and are champions for UNA in Project 208, leadership of new campaign, etc.
  - Proposed budget up for approval for FY 22 includes 3% COLA for all FT faculty and staff.
- **UNA's Reputation and Visibility:**
  - Annual USN&WR Rankings of colleges due out next week.
  - Dozens of organizations that purport to rank colleges; most are very suspect. USNWR is established and respected – good and broad gauge of how University's reputation is faring among peers across region and country
  - Top 20 for first time in 2019 at #19, then rise to #17 last year. Specific information embargoed at this point but stay tuned for good news!

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

Provost Alexander provided the following updates to the senate:

### **Enrollment**

- **Record University enrollment** for Fall 2021—11<sup>th</sup> straight term
- Census date is October 29
  - Fall 2 new enrollees (+350-400 students)
- Closer to **9,000** than 8,500 for final Fall enrollment
- Over 9% increase to Freshman class
  - *Computing Excellence* scholars (double size of CSIS program and number of graduates)
  - Cole Honors College re792 reW\*nBT/F1 12 Tf1 0 0 1 255.1 277.33 Tm0 G[(s)-6(c)7(hol)-13(a)

- New positions (almost all in Academics) (approx. \$1,500,000)
- Increases in scholarships (“standard” scholarships, “Computing Excellence,” “New Start,” international students, learning agreement partners, eSports, Bass Fishing, performance, etc...) (approx. \$3,000,000)

- **B.S. in Sustainability**
- Final approval expected in approximately one month
- First cohorts of students in Fall 2022
- UNA faculty travel to China beginning in Fall 2023
- **OER Initiative** outpacing expectations and goals (Prof. Pate, Mr. McGee, and faculty

- Proposal from the Technologies Advisory Committee for revisions to the Administrative Privileges and the Network Monitoring Policy (SGEC: FS/SS)
  - Motion to approve proposal as stated by Senator L. Williams and seconded by Senator Stovall. Vote to approve (Y:43/ N:0/ A:0)
- UNA Faculty Handbook updated with Bookmarks and Links (SGEC: FS)
  - Motion to approve as amended (discussion below) proposed by Senator Robertson and seconded by Senator Shremshock. Vote passes (Y:43/ N:0/ A:0).
  - Discussion: Corrections to wording proposed by Senator Maddox to clearly separate Collier Library and Information Services as ETS and the library are separate units (pg. 18/19) and to consistently use the title of University Librarian rather than Executive Director for Library (pg. 19).
  - Motion to append by Senator Maddox and seconded by Senator L. Williams.
  - Policy wording will be taken to Academic Affairs.
  - Senator Maddox proposed that Distance Learning and compensation change be discussed at October 2021 meeting.
- Proposal for Admissions Requirements Revisions (SGEC: ASA/FS/SGA)
  - Proposed changes would drop ATC requirement for Admissions.
  - Motion to approve by Senator Owens- Murphy and seconded by Senator Robertson. Vote passes (Y:36/ N:3/ A:1)
  - Discuss: Senator Stovall reported /F5 (1271a)74-A\*BT-F612 Tf1 0 0 1 126.05 471.4 Tm0 g0 G((

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*DRAFT 05032021 University of North Alabama  
Conflict of Interest and Financial Disclosure Policy*

Prepared for

By

<http://www.una.edu/sponsored-programs>

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General Counsel: 02/12/2021  
University Grants Council (review and comment): 02/03/2021  
Council of Academic Deans:





company or receive \$10,000 or more income from the company will disclose that ownership to allow a review of potential conflicts of interest, conflicts of commitment, conflicts  
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- 1) An equity interest or compensation that, when aggregated for an investigator and the investigator's immediate family, exceeds \$5,000 from any publicly traded or privately held entity in the 12 months immediately preceding disclosure;
- 2) Intellectual property rights and interests (e.g. patents, copyrights), upon receipt of income related to such rights and interests.
- 3) Any amount when the proposed project requires the use of human subjects and approval of the Institutional Review Board.

Except for the following:

- 1) Interest(s) held directly through funds such as mutual funds, pension funds, or other institutional investment funds in which the investigator or the investigator's family does not control the selection of investments.
- 2) Salary or other remuneration received from UNA, including salary received from external sources through sponsored research agreements administered by UNA;
- 3) Standard royalties received for published scholarly work or other professional writings;
- 4) Income from seminars, lectures, or teaching engagements sponsored by a federal, state, or local government agencies; an institution of higher education, an academic teaching hospital, medical center, or research institute;
- 5) In



6. Severance of relationships that create actual or potential conflicts.

A. For externally funded or sponsored activit

**A.** UNA anticipates that its investigators will comply fully and in a timely manner with this policy. Instances of deliberate breach, including: (i) failure to submit required statements or updates thereof; (ii) failure to provide additional information requested by the Research Compliance Officer (RCO), or the RIO; (iii) knowingly filing an incomplete, erroneous, or misleading statement; (iv) knowingly



# 2021 Faculty Attitude Survey Report

Committee Members:

Jason Imbrogno (Chair)

Lori Alford

Prema Monteiro

Stephanie Clark

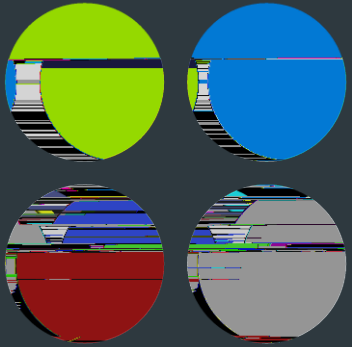
Chris Purser

Submitted to the President of the Faculty Senate of the University of North  
Alabama on October 6, 2021

The 2021







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## Faculty Attitudes Survey 2021

Approach

Respondent Profile

Adjunct / PT Instructor Results

Full-Time Instructor Results

The online survey reached 221 faculty members at UNA. This survey was a comprehensive review of faculty members, including full-time, part-time, and adjunct professors. The goal of this study was to gather faculty feedback about the campus climate, on matters such as creating an inclusive environment, evaluation of work environment, technology and its usage in instruction, and perceptions of the administrative staff.

## Key Metrics Evaluated

Agreement with diversity statements	Academic dishonesty evaluation
Agreement with work environment statements	Campus safety evaluation
Agreement with technology statements	Recruitment, retention, and educational programming
Agreement with winter/summer teaching statements	Administrator evaluation
COVID protocol evaluation	Attitudes towards salaries, support, and benefits

Approach

Respondent Profile

Adjunct / PT Instructor Results

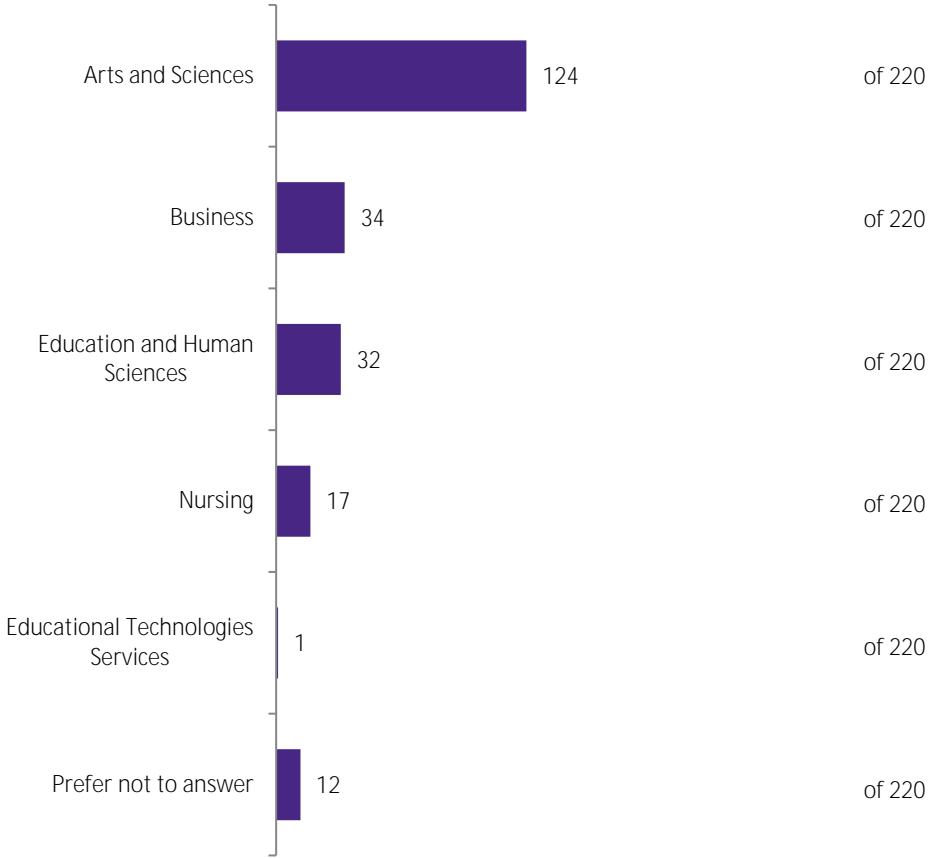
Full-Time Instructor Results



# Respondent Profile

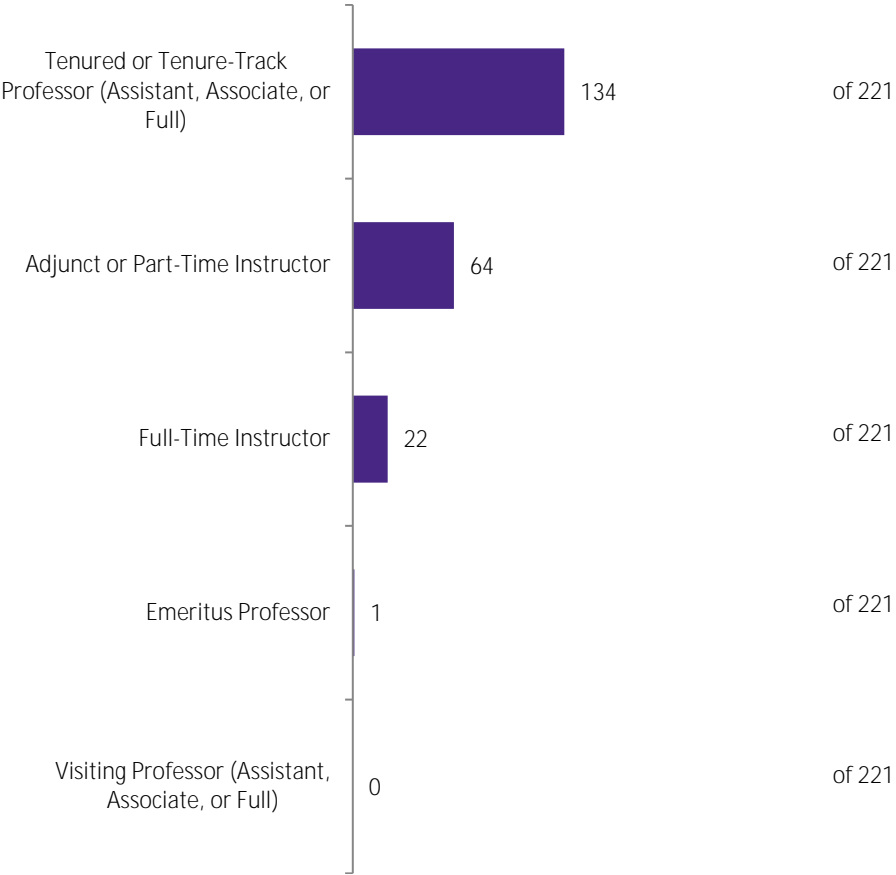
## College Unit/Affiliation N=99.9%

Would you please identify your college/unit affiliation?  
Choice Count



## Faculty Classification N=100.0%

Please indicate your faculty classification.  
Choice Count



Approach

Respondent Profile

Adjunct / PT Instructor Results

Full-Time Instructor Results

Diversity Statement | Agreement  
Percent Selected

I am comfortable leading class discussions dealing with sensitive cultural diversity issues.	70%	9%	3%	17%	29.0%



# Teaching & Technology Statement Agreement

## Teaching & Technology Statements | Agreement

Percent Selected

My departmental colleagues are respectful of me as a professional.	88%	3%	5%	5%	29.0%
I have the resources I need to teach well.	86%	9%	5%	0%	29.0%
I am able to use Canvas effectively.	84%	9%	6%	0%	29.0%
I have sufficient technology to teach effectively.	83%	11%	6%	0%	29.0%
My departmental colleagues appreciate the work I do.	78%	8%	8%	6%	29.0%
It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery.	69%	9%	9%	13%	29.0%
I know how to effectively caption my instructional materials.	64%	13%	14%	9%	29.0%
I have sufficient technology to support my research.	44%	17%	5%	33%	29.0%
I would like to be more involved in work that pertains to my					
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# Facilities Usage & ADA Compliance Statement Agreement

## Facilities Usage Statements | Agreement

Percent Selected

Statement	Percent Selected	Percent Selected	Percent Selected	Percent Selected
Since I have been working at UNA, I have attended athletic events.	40%	60%		19.0%
Since I have been working at UNA, I have attended cultural events on campus.	40%	60%		19.0%
Since I have been working at UNA, I have received health care from Bennett Infirmary.	19%	81%		19.0%
Since I have been working at UNA, I have taken advantage of the Faculty/Staff Wellness Center.	5%	95%		19.0%

## Visit Campus at Least 5 Times Per Semester | Agreement

Percent Selected

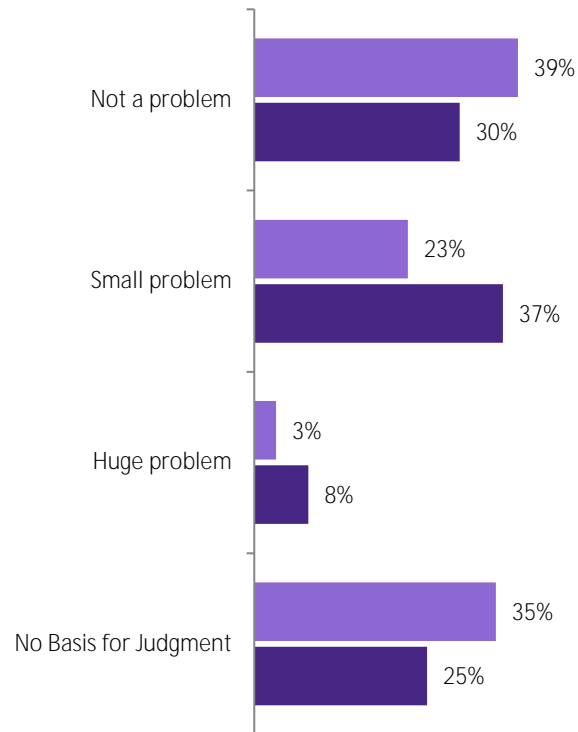
Statement	Percent Selected	Percent Selected	Percent Selected	Percent Selected
I am on campus at UNA at least 5 times during the semesters that I teach.	66%	34%		29.0%

# Academic Dishonesty Problem Level & Academic Standards Statement Agreement

## Academic Dishonesty Problem Level N=28.5%

How significant of a problem is academic dishonesty in my live lecture/online classes?

Percent Selected



# Physical Working Conditions & Campus Safety Statement Agreement

## Physical Working Conditions | Agreement

Percent Selected

It is my perception that the classroom temperatures are conducive to learning.	42%	11%	13%	34%		29.0%
I can control the temperature in my office effectively.	14%	6%	27%	53%		29.0%
My work environment may adversely affect my health.	9%	19%	38%	34%		

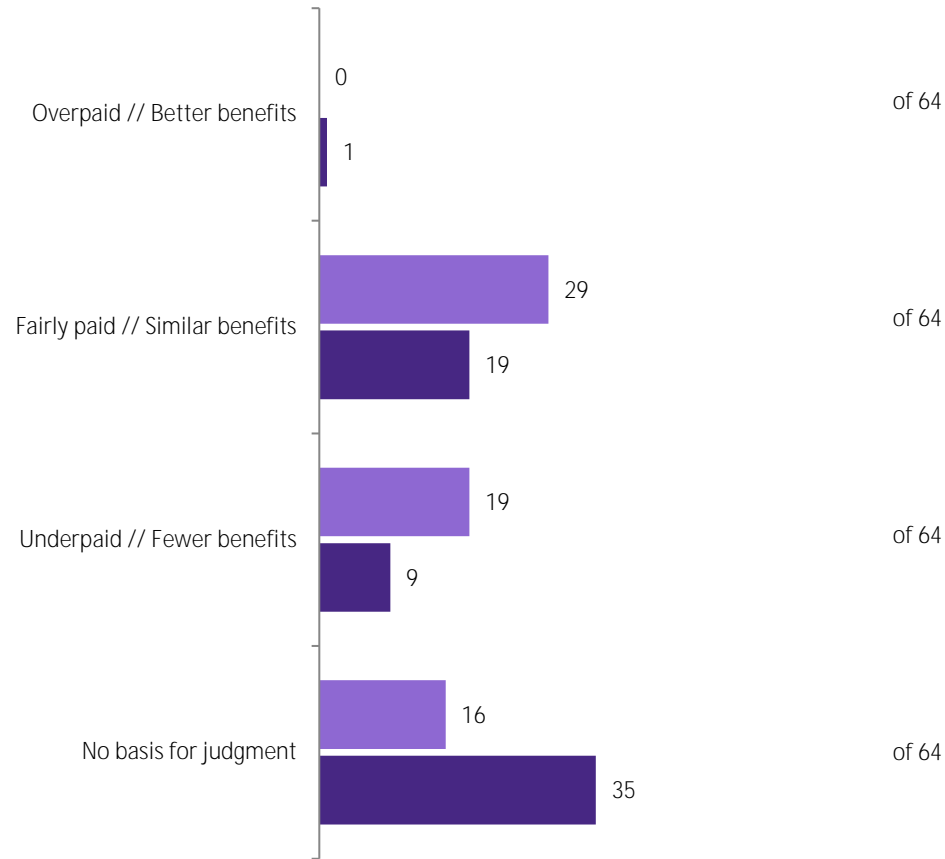
## Campus Safety Statements | Agreement

Percent Selected

# Compensation / Benefits Satisfaction & Other Desired Benefits

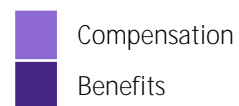
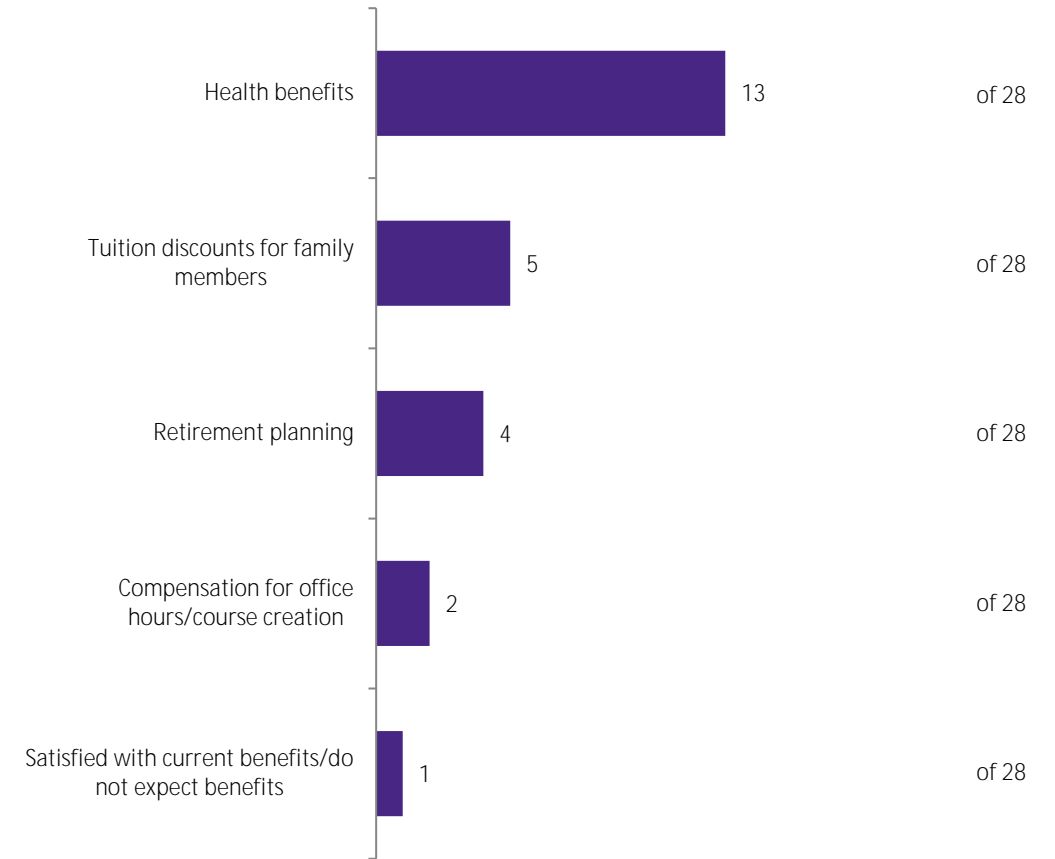
## Compensation & Benefits Satisfaction N=33.8%

Compared to adjunct faculty members at institutions similar to UNA, I am:  
Compared to adjunct faculty members at institutions similar to UNA, I receive:  
Choice Count



## Desired Benefits in Adjunct Contract N=12.7%

What other benefits would you like to see UNA provide with your adjunct contract?  
Top 5 Coded Responses





# Recruitment/Evaluation Statements & Issues/Concerns Impacting Performance

## Recruitment/Evaluation Statements | Agreement

Percent Selected

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
The University has made progress in providing services that will successfully retain students.	56%	17%	5%	22%	29.0%
The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.	45%	30%	9%	16%	29.0%
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	31%	36%	22%	11%	29.0%
It is my perception that grade inflation is a problem at UNA.	20%	19%	19%	42%	29.0%

## Issues/Concerns Impacting Job Performance N=5.0%

Please describe any additional issues and concerns pertaining to your department or cost center that have an immediate impact on you or your ability to perform your job.

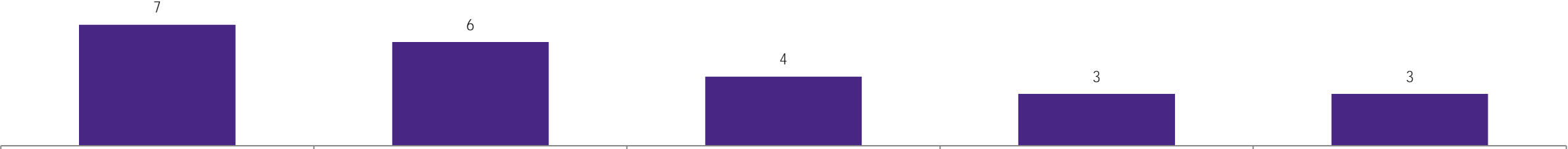


# Comments Pertaining to UNA Administration

## UNA Administration Comments N=14.5%

Please inform us of any additional thoughts or issues pertaining to your department, college, or UNA administration you would like to express.

Top 5 Coded Responses



Approach

Respondent Profile

Adjunct / PT Instructor Results

Full-Time Instructor Results



# Academic & Associate Dean Evaluations

## Academic Dean Evaluation

Concerning my College's Academic Dean, she/he...  
Percent Selected

Treats me with respect and dignity.	77%	12%	8%	3%	69.7%
Promotes a team work type atmosphere.	69%	16%	12%	3%	69.7%
Supports me in making professional decisions that are important to me.	64%	17%	10%	9%	69.2%
Is a good listener.	63%	18%	13%	6%	69.7%
Can be trusted (does what she/he says they will do).	63%	19%	13%	5%	69.7%
Addresses any concerns I have promptly and fairly.	62%	21%	10%	7%	69.7%
Is more proactive than reactive (makes things happen rather than reacting to what happens).	56%	21%	16%	7%	69.7%
Shows no favoritism towards employees.	49%	16%	24%	11%	69.2%
Is the type of leader I would pattern myself after.	46%	26%	22%	6%	69.7%

## Associate Dean Evaluation

Concerning my College's Associate Dean, she/he...  
Percent Selected

Treats me with respect and dignity.	76%	7%	6%	10%	70.1%
Maintains an "open door" policy.	74%	6%	4%	16%	70.1%
Promotes a team work type atmosphere.	69%	10%	9%	12%	70.1%
Is a good listener.	66%	10%	7%	17%	70.1%
Addresses any concerns I have promptly and fairly.	65%	11%	10%	14%	70.1%
Can be trusted (does what she/he says they will do).	64%	14%	8%	15%	70.1%
Supports me in making professional decisions that are important to me.	58%	12%	9%	21%	70.1%
Shows no favoritism towards employees.	57%	14%	12%	17%	70.1%
Is more proactive than reactive (makes things happen rather than reacting to what happens).	56%	21%	8%	15%	70.1%
Is the type of leader I would pattern myself after.	56%	18%	12%	14%	70.1%
Regularly asks for my ideas and opinions.	54%	18%	17%	11%	70.1%





# Satisfaction With Administrator Job Performances

## Satisfaction with Job Performances

Concerning other administrators, I am satisfied with the overall job performance of:  
Percent Selected

## Diversity Statements | Agreement

Percent Selected

I am comfortable leading class discussions dealing with sensitive cultural diversity, equity, and inclusion issues.	69%	15%	12%	4%	70.6%
I have received appropriate training in becoming a liaison for cultural diversity, equity, and inclusion.	56%	24%	15%	5%	70.6%
I support the university's decision to implement a new "one book" policy that requires all incoming freshmen to read a book focused on diversity, equity, and inclusion.	53%	24%	17%	5%	70.6%



# Hiring & Technology Statement Agreement

## Hiring Statements | Agreement

Percent Selected

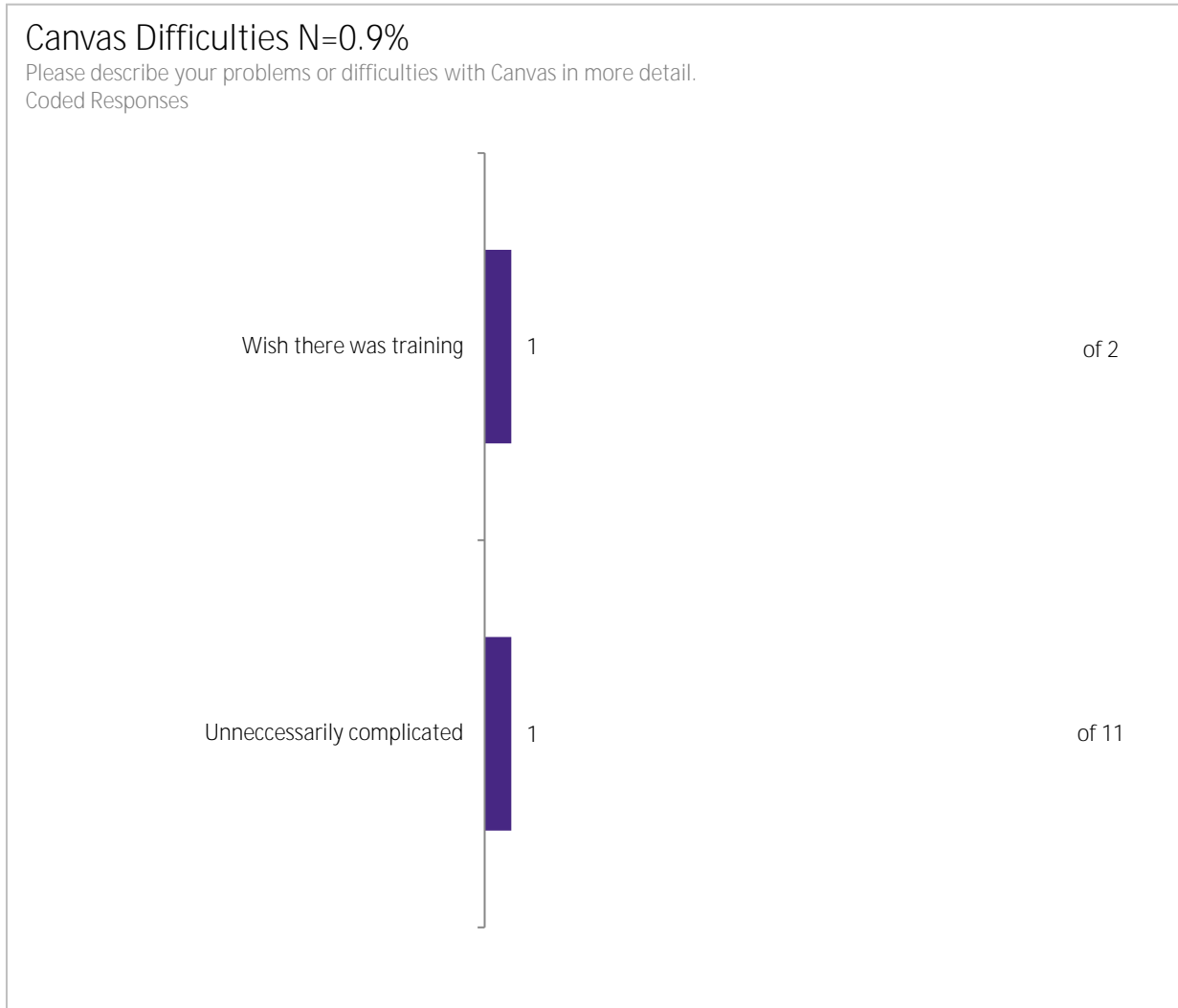
Statement	5	4	3	2	1	Total
The hiring of new faculty is done fairly and equitably.	54%	20%	17%	9%		70.1%
The allocation of resources to hire new faculty are fair and equitable.	49%	15%	21%	15%		70.1%
The hiring of new staff is done fairly and equitably.	41%	17%	12%	31%		70.1%
The allocation of resources to hire new staff are fair and equitable.	35%	19%	15%	31%		70.1%
The allocation of resources to hire new administrators are fair and equitable.	34%	17%	20%	29%		70.1%
The hiring of new administrators is done fairly and equitably.	26%	16%	23%	35%		70.1%

## Technology Statements | Agreement

Percent Selected

Statement	5	4	3	2	1	Total
I am able to use Canvas effectively.	90%	6%	3%	1%		70.1%
I have sufficient technology to teach effectively.	81%	8%	11%	1%		70.1%
It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery.	79%	10%				





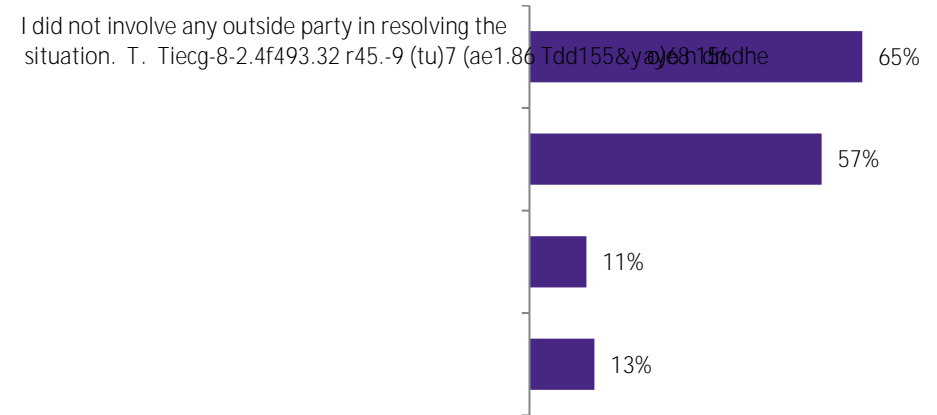


# Academic Dishonesty Problem Level & Handling Methods

## How Academic Dishonesty Has Been Handled N=57.0%

How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty.

Percent Selected



# Comments Around Academic Dishonesty & UNA Response

## Comments on Academic Dishonesty and UNA Response N=5.4%

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# Exam Proctor Service & UNA Health Services Statement Agreement

## Administrative Growth | Agreement

Percent Selected

Expansion at the administrative ranks is coming at the expense of resources for faculty.	45%					

## Administrative Work Assigned N=10.0%

Please explain what administrative work you've been assigned and how it has hindered the performance of your actual professional duties and obligations.

Top 5 Coded Responses



## Accreditation Statements | Agreement

Percent Selected




Campus Safety Statements | Agreement

Percent Selected

I feel safe parking on campus and walking to/from my office.	87%	6%	6%	1%	69.7%
I work in a safe and secure environment.	82%	14%	4%	0%	69.7%
The campus is safe and secure for students.	75%	16%	5%	4%	70.1%
Personal belongings in my office are secure from theft.	75%	14%	10%	1%	69.2%
There is adequate lighting on campus.	66%	14%	12%	8%	69.7%
I have blinds or curtains on my office windows.	66%	5%	21%	9%	69.7%
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	58%	19%	18%	5%	69.2%
The emergency call boxes are adequately distributed across campus.	41%	22%	12%	25%	69.2%





# Research Statement Agreement & Compensation Satisfaction

## Research | Agreement

Percent Selected

I have an active research agenda.	70%	18%	7%	5%		69.7%
I have a clear understanding of research expectations in tenure and promotion.	68%	16%	14%	3%		69.7%
I have access to sufficient funds to conduct my research (including purchasing data sets, software, editing services, other technology tools, etc.)y0(e)5 (d)to						



# Recruitment/Evaluation & Faculty Senate Statement Agreement


## Faculty Senate Statements | Agreement

Concerning the Faculty Senate at UNA...  
Percent Selected



# Shared Governance & Policy Development Statement Agreement

## Policy Development Statements | Agreement

Percent Selected

# Issues/Concerns Impacting Job Performance

## Issues/Concerns Impacting Job Performance N=13.6%

Please inform us of additional issues and concerns pertaining to your department or cost center that have an immediate impact on you and your ability to perform your job.

Top 5 Coded Responses

