

**MINUTES OF THE BOARD OF TRUSTEES  
UNIVERSITY OF NORTH ALABAMA  
FLORENCE, ALABAMA  
1:30 p.m., Thursday, September 21, 2017**

The Board of Trustees for the University of North Alabama met on Thursday, September 21, 2017, in the C. J. Hillot University Center in accordance with Section 6 of Act No. 7-2017-001, the 1967 Regular Session of the Legislature of Alabama. A letter from three Trustees (dated August 30, 2017) requesting that the Governor call the quarterly meeting for 10:30 a.m. per statute and advance the meeting under the date of September 6, 2017, was received. The meeting was moved to a 1:30 p.m. meeting on September 21, 2017, at the University of North Alabama. A letter from three Trustees (dated August 30, 2017) requesting that the Governor call the quarterly meeting for 10:30 a.m. per statute and advance the meeting under the date of September 6, 2017, was received. The meeting was moved to a 1:30 p.m. meeting on September 21, 2017, at the University of North Alabama. A letter from three Trustees (dated August 30, 2017) requesting that the Governor call the quarterly meeting for 10:30 a.m. per statute and advance the meeting under the date of September 6, 2017, was received. The meeting was moved to a 1:30 p.m. meeting on September 21, 2017, at the University of North Alabama.

On September 14, 2017, board members were advised via email that the agenda, proposed resolutions and supporting documents for items of discussion were available on Canvas software system.

In the presence of Governor Kay Ivey (the President of the Board), the meeting was called to order at 1:30 p.m. by Board President Pro Tempore Martin Broms.

**I. INVOCATION**

Trustee Steve Pierce offered the opening invocation.

**II. ROLL CALL**

The roll call was called by President Kenneth D. Kitts, and the following members were present:

- |         |               |         |                 |
|---------|---------------|---------|-----------------|
| Trustee | Marcus Maples | Trustee | Simpson Russell |
| Trustee | Joe Anderson  | Trustee | Will Trapp      |
| Trustee | Lil Jordan    | Trustee | Siege Pierce    |

Absent: Trustee Rodney Howard and ex officio members Governor Kay Ivey and Interim Superintendent of Education Ed Richardson.

**Other participants for all or part of the meeting:**

- Dr. Ross Alexander, Vice President for Academic Affairs and Provost
- Mr. Anthony Fite-Morgan, University Attorney and Chief Diversity Officer
- Mr. Mark Linder, Athletics Director
- Mr. Ross Patterson, Associate Vice President for Enrollment Management
- Dr. Debra Shaw, Vice President for University Advancement
- Mr. Dan Shields, Vice President for Student Affairs
- Mr. Evan Thornton, Vice President for Business and Financial Affairs
- Dr. Royce Graham, Associate Vice President for Academic Affairs
- Dr. Carolyn Burkhalter, Dean of the College of Arts and Sciences
- Dr. Greg Barnes, Dean of the College of Business

- Dr. Donna L. Fort, Dean of Education and Health Sciences
- Dr. Jeffrey E. Roberts, Chair of Department of Geography and Environmental Science
- Dr. Vince Brantner, Director of the Center for Environmental and Planning
- Dr. David Brantner, Associate Professor of Geography and Environmental Science
- Mr. Hugo D. Brantner, President of the Board of Trustees, and ex-officio member of the Board of Trustees
- Mr. Michael Brantner, Attorney, Assistant Vice President for Facilities Administration and Planning
- Dr. Kimberly Brantner, Greenway, Senior Advisor for Facilities, Governance, and Planning
- Dr. Clarissa Brantner, Chair of the Faculty of Nursing Department
- Dr. Ian Hall, President of the University of Evansville
- Dr. Kevin Jaeger, Director of the Office of Student Affairs and International Programs
- Ms. Sammy Brantner, Assistant Director of the Office of the Registrar
- Dr. Tera Kirshenbaum, Associate Professor of Nursing with Ogletree
- Mr. James P. Brantner, Extension Director of the College of Nursing
- Dr. Vicki Picone, Dean of the College of Arts and Sciences
- Mr. Nathan I. Brantner, Senior Registrar
- Mr. Bryan R. Brantner, Director of the Office of Communications and Marketing
- Dr. Lebe Rentel, Chair of the Board of Trustees, Executive Committee
- Mr. Jake Russell, University of Evansville, Coordinator of the Board of Trustees
- Mr. Jarrod Russell, Staff Secretary
- Ms. Regina Russell, Senior Registrar
- Dr. Molly Vaughn, Associate Professor of Nursing
- Ms. Shannon Russell, University of Evansville
- Ms. Jennifer Russell, *Time* magazine
- Ms. Ciera Russell, *Flor-Alabama*
- Mr. Hugo D. Brantner (Sr.), architect
- Four students representing the University of Evansville

**III. APPROVAL OF AGENDA**

Mr. Brantner submitted the meeting agenda for approval. Upon motion by Mr. Brantner and second, the agenda was approved.

**IV. PRESENTATION ON THE UNIVERSITY OF EVANSVILLE COLLEGE OF NURSING**

Following introduction by Mr. Brantner, Vicki Picone presented on the Anderson College of Nursing. She answered questions from the Board of Trustees. Presentation and discussion.

**V. APPROVAL OF MINUTES**

- A. June 7, 2017
- B. August 17, 2017

Mr. Abrams submitted the minutes of the June 7, 2017 meeting by Mr. Pierce, and the August 17, 2017 meeting by Mr. Pierce, and both were approved by unanimous vote.

Annual Board Meeting, June 7, 2017, Board Executive Committee Meeting, August 17, 2017

Meeting Minutes, Executive Committee Meeting, Board Meeting

The minutes of the June 7, 2017 meeting were presented by Mr. Pierce, and the August 17, 2017 meeting by Mr. Pierce, and both were approved by unanimous vote.

Meeting Minutes, Executive Committee Meeting, Board Meeting

by Mr. Pierce, and severally, approved by unanimous vote.

**VI. REPORT OF THE PRESIDENT**

- Dr. Kitts gave a brief summary of the state of the University. His remarks included:
- Fall 2017 final headcount enrollment; enrollment is up 7% from last year's record.
  - Topics covered at the August 22 faculty meeting; including the need to continue to work on ways to address the public funding deficit; the status of the University's application for \$5 million from the State Economic Development Fund; and the favorable reporting series of local newspaper articles last month.

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**VII. REMARKS FROM CONSTITUENT GROUP LEADERS**

Mr. Abrams called on Mr. [Name] and Mr. [Name] for their respective groups. They were given time for live viewing so that all Trustees could hear their remarks.

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**VIII. ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEE MATTERS**

Committee chair Jordan [Name] reported on the various topics discussed during this meeting. The following are items of note:

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**A. Resolution Approving a Bachelor's Degree**

With the recommendation of the Academic Affairs and Enrollment Management Committee, and upon approval by unanimous vote,

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**B. Resolution on Honoring Master of Science Degree in Mathematics**  
 With the recommendation of the Academic Affairs and Enrollment Management Committee, and upon approval by unanimous vote, the resolution was approved by Mr. Russell, the resolution

**C. Update on Economic and Administrative Program Analyses**  
 Dr. Alexander gave an update on the status of the two program analyses. The University's administrative continues to review and assess strategies that will maximize efficiency and effectiveness. This information required no action by the Board.

**D. Enrollment Data**  
 Mr. Patton gave a summary of enrollment for fall as presented in the meeting materials. Information required action by the Board.  
 Per request of Trustees, the December meeting will provide additional information related to the number of minorities in the new freshman class and to the projected size of high school graduates in the UNA service area over the next few years.

**IX. ADVANCEMENT UNIVERSITY RELATIONS COMMITTEE MATTERS**

**A. Update on Foundation and University Endowments**  
 Committee chair Trewell and Board reported that the investment portfolio with Gerber Taylor is performing well and continuing with a positive trend of returns. This information required no action by the Board.

**B. Update on A Campaign**  
 Dr. Shaw gave an overview presentation on the University's giving campaign that has now raised more than \$35 million toward its \$35 million goal. This information required no action by the Board.

**X. CAMPUS LIFE AND ATHLETICS COMMITTEE MATTERS**

Committee chair reported on the various informational topics covered during the committee's meeting on September 13. The following are items on today's agenda that stemmed from those committee discussions:

**A. Resolution Authorizing Development of a Comprehensive Plan for Construction of a New On-Campus Residence Hall for Upperclassman Students and Expansion of the University's On-Campus Residence Rooms**

With the recommendation of the Campus Life and Athletics Committee, and second by Mr. Anderson, the resolution was approved by a unanimous vote. Ms. Jordan expressed the need to view new construction in connection with development of a new campus master plan.

**B. Update on Transition to Division I**

- Mr. Lind gave a brief summary on work that continues toward next year's NCAA Division I status. His remarks included:
- Greater focus on academic accountability;
  - Contracts already in hand for \$645,000 in line item football game guarantees for 2018 and 2019;
  - Enhancements expected to the Adidas contract for athletic apparel on JNA moves from Division II;
  - Recent \$100,000 private gift received for volleyball upgrades; and
  - Increased giving to the JNA Sportsman's Club.

This information item required no action by the Board.

**XI. FINANCE, FACILITIES, AND PERSONNEL COMMITTEE MATTERS**

Committee chair Russell reported on the various topics covered during this committee's meeting on September 12. The following are items on today's agenda that stemmed from the committee discussions:

**A. Review of Financial Information for Quarter Ending June 30, 2017**

University finances remain stable in an environment of tight budgets. This item required no action by the Board.

**B. Resolution Approving University of North Alabama Proposed FY 2017-2018 Budgets**

With the commendation of the Finance, Facilities, and Personnel Committee and upon motion by Mr. Russell and second by Mr. Pieper, the resolution was approved.

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**H. Deferred Maintenance Projects Planned for 2017-2018**

The list of projects proposed for the coming fiscal year was shared with the Board, but it was noted that the likely total not be sufficient funds available to address all items on the list. This information item required no action by the Board.

**Business Office Institutional Scholarship Refund Policy**

Mr. Thornton advised of the new policy whereby institutional scholarship awards may not exceed the cost of the information required no action by the Board.

**Update on Anderson College of Nursing Construction Project**

Mr. Thornton reviewed the design plans for the building in an effort to reduce construction costs. The University currently awaits the design plans with a view toward rebidding the project soon after then bringing new plans received back to the Board for consideration. This information item required no action by the Board at this time.

**XII. OTHER BUSINESS**

**A. Trustee Appointed to UNA Foundation Board of Directors**

Mr. Abrams reported that Mr. Trapp has been appointed to serve another term (October 2017 to November 2018) on the Board of Trustees member on the UNA Foundation.

**B. Report from Ad Hoc Presidential Evaluation Committee  
C. Approval of Presidential Employment Contract**

The Ad Hoc Committee of Chair Russell reported that he met with each trustee in recent weeks to discuss the President's performance over the 2016-2017 academic year. It was the general consensus that the President's performance met those goals and objectives outlined last fall. The Ad Hoc Committee recommended three actions:

1. Extension of Contract Period: Unanimous vote, by Mr. Russell, seconded by Mr. Abrams, and unanimous vote by the Board to extend the President's three-year employment contract by one additional year.
2. Compensation for 2017-2018: Mr. Russell reviewed the history of the President's compensation since joining UNA in 2015 and described the committee's recommendation to shift from an annual bonus model to a three-year average period. Mr. Abrams noted that even with a base salary increase a proposal for the new year will be less than last year's. Mr. Russell made a motion for adoption of the

new compensation retention award. Jordan described the mechanics of that a retention being no further proposed by the one (1) opposed.

outlined (2017). That that Mr. Abrams investing favorably, the President was a

\$295,000 base salary and \$25,000. Ouellette seconded the motion. He would vote against approval of the response to Mr. Trapp's question period works and Mr. Ouellette contributed improvement to the bonus system. The President's compensation for 2017-2018 was approved by a vote of seven (7) in favor.

3. **Goals/Objectives for 2017-2018**  
Mr. Trapp asked if the goals should be revised to read:

2018. The second part

Mr. Russell reviewed the President's committee and made a motion to accept the graph in the "Program Analysis" section.

*"Produce annual savings, using*

*ent activities with a view*

*plan for resource allocation and toward financial sustainability."*

Mr. Maples asked if the goals should be revised to read:

first part

graph in the "Diversity" section below.

*"Develop a plan to the UNA..."*

*to the UNA...*

*and a five year plan to enhance diversity at*

Mr. Maples also asked if the priority or importance goal on the page. The Trustees agreed with any appearance.

make certain that there is not cause for concern. The item is in importance.

that the list of goals was not in order, the listing of "Diversity" as the first item causes members to infer that it is of lowest priority. The members from the list of goals so as to avoid any appearance of bias.

Mr. Russell then described the goals/objectives.

his motion was seconded by the President.

to include all of these revisions in the motion, and the Board's 2017-2018 goals were adopted by unanimous vote.

**D. Resolution in Memory of Don Anderson**

Don Anderson

Anderson

Following comments by Dr. Anderson, the resolution was adopted.

in motion and seconded by Mr. Anderson.

by Mr. Pierce and second by Mr. Anderson. The resolution was adopted by unanimous vote.

**XIII. MOTION FOR EXECUTIVE SESSION**

Mr. Abrams noted that an executive attorney licensed to practice law in Alabama. The Board's discussion of these matters is covered by the Code of Alabama that allows for executive session to discuss legal matters. Therefore, an executive session would be needed.

was needed for Alabama executive session to discuss legal matters. Therefore, an executive session would be needed.

to discuss pending legal matters. Ms. Fite Morgan affirmed that she is authorized under Section 3 of the Code of Alabama to discuss legal ramifications of potential non-compliance with the Open Meeting Act.



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