

ANNUAL REPORT

Multicultural Advisory Committee

**University of North Alabama
Florence, Alabama**

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Date submitted

Submitted to: Dr. Lauren Killen
Chair, Shared Governance Executive Committee

UNIVERSITY OF NORTH ALABAMA

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2025-2026

I. Executive Summary

The Multicultural Advisory Committee (MAC) met during the 2025–2026 academic year to review its responsibilities, evaluate its charge in light of recent changes in state law and university structure, and make recommendations regarding the committee's future role. Throughout the year, the committee worked collaboratively to ensure that university processes related to the Major Dewayne Williams Memorial Scholarship and the President's Diversity Award (later known as the UNA Unity Award) aligned with current institutional practices while maintaining the original intent of each initiative. After completing these responsibilities and consulting with the Shared Governance Executive Committee (SGEC), the committee determined that its remaining charge had been fulfilled and recommended that the committee be placed on inactive (suspended) status until future university needs warrant its reactivation.

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

The Multicultural Advisory Committee is charged with:

- Serving as an advisory committee for the examination of issues of campus diversity and multiculturalism.
- Gathering and reviewing information on university multiculturalism and assessing university performance in these areas.
- Proposing changes in campus policies, procedures, and programs related to diversity and multiculturalism.
- Providing oversight, review, and nomination of recipients for the Major Dewayne Williams Memorial Scholarship.
- Providing oversight, review, and nomination of the recipient of the President's Diversity Award.
- Working closely with the Executive Director for University Priorities regarding diversity-related issues.
- Handling policy recommendations through the Shared Governance process.
- Submitting an annual report to the Shared Governance Executive Committee.

III. The Committee met on the following dates:

- December 2, 2025
- March 5, 2026
- E-business discussions and votes conducted March 9–20, 2026

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

During the 2025–2026 academic year, the committee focused primarily on reviewing its responsibilities and ensuring that committee functions remained aligned with current university priorities and legal expectations.

The committee reviewed its official charge and discussed the implications of evolving state legislation and university organizational changes. Members worked closely with the Executive Director for University Priorities to ensure committee recommendations remained consistent with institutional and legal expectations.

The committee voted to recommend transitioning administration of the Major Dewayne Williams Memorial Scholarship into the university's standard scholarship process. This recommendation preserves the donor's intent while providing a more consistent and sustainable administrative process.

The committee also reviewed the President's Diversity Award (later known as the UNA Unity Award) and recommended transitioning the award process to the Office of Student Engagement, where it would align with the administration of other university recognition programs. During this process, committee feedback regarding award language and nomination procedures was forwarded to the appropriate university offices for consideration.

Following completion of these major responsibilities, the committee conducted a comprehensive review of its remaining charge. After consultation with the Chair of the Shared Governance Executive Committee, it was determined that no additional governance responsibilities currently existed that required action by the Multicultural Advisory Committee.

V. What were the Committee's formal recommendations?

- Transition administration of the Major Dewayne Williams Memorial Scholarship to the university's standard scholarship process.
- Transition administration of the President's Diversity Award (later known as the UNA Unity Award) to the Office of Student Engagement.
- Recommend suspension (inactive status) of the Multicultural Advisory Committee until future university needs require the committee to be reactivated.

VI. What does the Committee plan to accomplish?

A. In the coming year?

The committee has recommended suspension of its activities due to the completion of its assigned responsibilities and the absence of additional responsibilities within its current charge. If approved, no meetings or committee activities are anticipated during the coming year.

B. In future years?

Should future institutional priorities, university initiatives, or governance needs arise regarding multiculturalism, campus climate, or other associated policies, the committee could be reactivated to provide guidance and recommendations consistent with its charge.

VII. What are the Committee's weaknesses?

The committee's primary challenge is not operational but structural. Following the transition of the scholarship and award responsibilities to other university offices, the committee no longer has ongoing responsibilities requiring regular committee action. As a result, there is limited opportunity for meaningful engagement under the committee's current charge.

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

The committee recommends approval of its suspension until a future institutional need exists. Should new responsibilities emerge, the Shared Governance Executive Committee may reactivate the committee with an updated charge and clearly outlined tasks that reflects the university's evolving priorities.

VIII. Comments

The committee extends its appreciation to the Shared Governance Executive Committee, the Executive Director for University Priorities, and all committee members for their collaboration and thoughtful service throughout the year.