

Faculty Handbook 2024-2025

INTRODUCTION

The Mission

Montevallo faculty members are an important part of an institution committed to quality in its academic programs and its faculty. The University's unique mission, incorporated into State statutes in 1979, is as follows:

The mission of the University of Montevallo, unique in higher education in Alabama, is to provide to students throughout the State an affordable, geographically accessible, "small college" public higher educational experience of high quality with a strong emphasis on undergraduate liberal studies and with professional programs supported by a broad base of arts and sciences, designed for their intellectual growth in the pursuit of meaningful employment and responsible, informed citizenship.

Brief History

On October 12, 1896, the Alabama Girls' Industrial School opened for its first session. After years of legislation and planning, the town of Montevallo was chosen as the home for 10 faculty members and 145 students. Young women, from ages 14 to 22, now had an institution where they could seek a college degree, teacher training or an education in domestic science, business or industrial arts. These practical fields of study were designed to help women enter the expanding workforce of the Second Industrial Revolution.

To better reflect a changing curriculum, the Alabama Girls' Industrial School updated its name to the Alabama Girls' Technical Institute in 1911. The school still offered its industrial education courses but enhanced and focused on its technical training in order to keep up with rapidly developing innovations and to grow enrollment to over 500 students.

As the United States transitioned to peacetime after World War I, the school recognized a need for a four-year educational experience for women. On September 9, 1923, Alabama College was "...established for the purpose of giving therein instruction in the liberal arts and sciences and in technical subjects suitable for women..." This transition also included accreditation by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) in 1925, a designation the school still holds today. Enrollment continued to increase during the following years. In 1956, men were officially welcomed and within a decade the campus boasted over 1,700 students.

The late 1960s brought significant changes to the school. In 1968, Alabama College welcomed African-American students for the first time. In 1969, Alabama College became the University of Montevallo. Departments were organized into colleges under the leadership of deans to better reflect existing graduate programs and the addition of new ones. The University operates under this model today, boasting the College of Arts and Sciences, the College of Education and Human Development, the College of Fine Arts, The College of Health Professions, and the Michael E. Stephens College of Business. The University of Montevallo is governed by a 14-person Board of Trustees led by the Governor

of Alabama with an enrollment of over 2,600 students.

List of Presidents

Henry Clay Reynolds, 1896-1899

Francis Marion Peterson, 1899-1907

Thomas Waverly Palmer, 1907-1926

Oliver Cromwell Carmichael, 1926-1935

Arthur Fort Harman, 1935-1947

Dr. John Tyler Caldwell, 1947-1952

Dr. Franze Edward Lund, 1952-1957

Dr. Howard Mitchell Phillips, 1957-1963

Dr. Delos Poe Culp, 1963-1968

Dr. Kermit Alonzo Johnson, 1968-1977

Dr. James F. Vickery, Jr., 1977-1988

Dr. John Walter Stewart, Sr., 1988-1992

Dr. Robert M. McChesney, 1992-2006

Dr. Philip Carlton Williams, 2006-2010

Dr. John Wesley Stewart, III, 2010-present

The University is comprised of five divisions: the Division of Academic Affairs, the Division of Enrollment Management and Student Affairs, the Division of Business Affairs, the Division of Intercollegiate Athletics, and the Division of University Advancement. UM offers study in five colleges: the College of Arts and Sciences, the Michael E. Stephens College of Business, the College of Education and Human Development, the College of Fine Arts and the College of Health Professions. The University grants Bachelor of Arts, Bachelor of Business Administration, Bachelor of Fine Arts, Bachelor of Music, Bachelor of Music Education, Bachelor of Science in Nursing, and Bachelor of Science degrees, as well as Master of Arts, Master of Business Administration, Master of Education, Master of Science, Educational Specialist and Doctor of Education degrees.

Institutional Accreditation

The UM faculty and staff recognize the importance and public trust that accompanies accreditation by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and the national and international acceptance accorded degrees granted by accredited institutions. In carrying out the University's mission, Montevallo is committed to adhering to the principles and requirements set forth by SACSCOC, including those which

encompass the systematic and documented processes of planning, assessment, and improvement. It is incumbent upon the faculty to be familiar with and to abide by the standards contained in the SACSCOC Principles of Accreditation (available online) and to participate in the ongoing activities necessary for continuous improvement.

University Policy

All provisions in this *Handbook* are subordinate to any contrary provisions in Federal and State law and/or University policy. University policy is developed, revised, and issued as conditions warrant, as Board of Trustees' actions dictate, or as new state or federal legislation is enacted.

Faculty are encouraged and expected to be aware of all University policies. Complete information about each of the University's official policies is available through the Office of Human Resources and in the [Policies section](#) of the University's web page. Questions should be directed to the appropriate Department Chair or Dean, the Provost and Vice President for Academic Affairs, or the Office of Human Resources.