

Athens State University Faculty Senate Minutes

Charge: (As stated in Athens State University's 2009 *Employee Handbook*, Section 7.2, Faculty Constitution and by-Laws, Article XI: The Faculty Senate).

At a work session of the Athens State University Faculty Senate, held in the Chapel of Founders Hall, on Tuesday, October 26, 2010, at 1:00, Dr. Mike Essary, Presiding Officer, called the meeting to order.

(After the meeting, it was decided to label the meeting a "work session" because of ASU being closed due to inclement weather).

Members Present: LaDoris Baugh, Sean Busick, Mike Essary, Bonnie Heatherly, Marion Madison, Nate Mitchell, Bebe Shaw, Gary Valcana, Debbie Vaughn, George Williams (10/12 Quorum).

Members Absent: Prentice Chandler, Kevin Dupre

Dr. Bob Glenn, ASU President and Faculty Senate guest, began our discussion on the subject of secondary employment by stating his belief in shared governance, but that when we enter into a relationship with an institution, that there are expectations. Accrediting bodies expect restrictions. And Glenn wants us to be the best school in North Alabama, and laissez faire in this case is not the best policy. The point is to have a policy in place to insure quality of instruction and give assurance to accrediting bodies. Should faculty be in violation, the faculty member would be notified. Should the faculty member persist, then fair dismissal procedures would begin. There is a policy and a progression, a procedural process. Also, should the Faculty Senate agree to a recommendation, that would then go to administrative council and then to Suzanne Sims, who would put together a committee to articulate the actual policy. This policy would then come back to the Faculty Senate for approval.

Essary handed out the current Athens State University Notification of Secondary Employment Policy:

"In compliance with State Board Policy 615.01 and the ASU local policy, conflict of Interest: Secondary Employment, and employee is required to complete the 'Notification of Secondary Employment' form and submit to his/her immediate supervisor for review and approval prior to entering into an agreement of secondary employment. It is the responsibility of the employee to notify the University by submitting a revised 'Notification of Secondary employment' form if the status of previously approved secondary employment changes. If no change occurs with the previously approved secondary employment, the employee is required to re-submit the 'Notification of Secondary Employment' form for review and approval by the supervisory chain of command on an annual basis."

"Employee Statement of Compliance: This secondary employment (a) does not interfere with the performance of other responsibilities as a System employee; (b) is limited in time; (c) is compatible with the interests of ASU; and (d) does not require use of

institutional resources or facilities. This secondary employment will not (a) disrupt or interfere with the normal operations of the University; (b) directly compete with the University; (c) impose additional financial operations burden upon the University; (d) violate the Alabama Code of Ethics for public employees as set forth in the Code of Alabama; or (e) be of a nature such that the outside employment would tend to decrease the effective performance of my University employment duties.”

Busick moved that anyone on Faculty Senate currently profiting from outside employment should recuse themselves due to conflict of interest (Busick/Williams).

Vote by roll resulted in the following:

Vote to accept Busick’s motion: Busick, Madison, Shaw, Williams

Vote not to accept Busick’s motion: Baugh, Heatherly, Mitchell, Valcana, Vaughn

Motion did not carry.

Busick then called into question the ethics of the voting body and excused himself from further participating in discussion where there may be conflict of interest, and left the meeting.

Discussion followed.

All senators agree with the current policy, the point of contention being with how we define item (b), “limited in time.”

Heatherly then made the following motion (*after the meeting, it was decided to label the meeting a “work session” because of ASU being closed due to inclement weather; as a result Heatherly will have to resubmit this motion again during a regular meeting*):

“I move that in the establishment of a policy governing employment outside Athens State University that one to two courses per semester or up to 20 hours per work week be considered. Other suggestions are as follows:

- a. a clause for special circumstances,
- b. investigation of outside employment guidelines provided by accrediting bodies of each college and of the University,
- c. achievement of primary obligations to University commitments and assignments,
- d. quality of professional performance,
- e. conflicts of interest, and
- f. any legal precedents.”

Motion tabled (Heatherly/Williams).

Due to inclement weather, it was then agreed upon unanimously that the Faculty Senate would like to call a Special Meeting for next Tuesday at 1:00 to vote upon Heatherly’s motion. This, however, has since been postponed until the next regularly scheduled meeting on November 16, 2010.

The committees then submitted the following reports:

Academic Affairs: Minutes on Bb.

Curriculum Committee: Minutes on Bb.

Sabbatical: Chancellor considering modifications.

Faculty Affairs: Minutes on Bb.

Learning Resources: Minutes on Bb.

Election Committee: n/a

Old Business: n/a

New Business: n/a

There being no additional comments or discussion, the meeting was adjourned at 2:00.

Respectfully submitted,
Bebe Gish Shaw, Secretary