

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 regular meeting of the Athens State University Faculty Senate, held in the Chapel of Founders Hall, on Tuesday, October 5, 2010, at 1:00, Dr. Mike Essary, Presiding Officer, called the meeting to order.

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

Members Absent: n/a

With the correction/addition to the minutes from the previous meeting of the word "workshop," the record shows them approved as stated.

The committees then submitted the following reports:

Academic Affairs: Met and elected Williams as chair. Working on a draft for the 2011/2012 calendar with Tina Hicks.

Curriculum Committee: Met and elected Otto as chair. Minutes on Bb.

Sabbatical: Chancellor will consider modifications.

Faculty Affairs: Will continue to follow-up on draft for tenure and promotion procedures with input from administration.

Learning Resources: Met and elected Hemingway chair. Will revisit charge, excluding faculty/staff input into technology, and then will send draft to FA.

Election Committee: n/a

Old Business: n/a

New Business: As requested by administration in writing, "Mr. Michael Essary will poll faculty senate to develop a recommendation regarding the maximum number of courses which ASU faculty can teach at other institutions (as secondary employment), and also to determine appropriate penalty if policy is violated.... Faculty will be allowed to make a recommendation regarding this issue then a final policy/decision will be made."

In an expanded charge to include all secondary employment, Dr. Glenn stated in a letter to senators, "I have been asked if the senate can consider other outside employment, rather than just teaching. I think this is a valid point and merits discussion and

consideration.... If you would prefer for me to come and talk directly with you on this issue, I would be happy to do so.”

Essary then added that Dr. Glenn wants a quick resolution and says that the status quo is unacceptable.

Busick stated that those with outside employment should recuse themselves.

Vaughn motioned to ask Faculty Affairs to “generate a list of best practices from the university community that represents a framework for mission-driven faculty performance best practices and includes the issues of conflict of commitment and conflict of interest, reporting mechanisms for compliance and accreditation, and university responses to deviations from these practices. Workgroup will report back with the list of best practices on November 16, 2010” (Vaughn/Baugh).

Discussion followed.

State Board Policy 615.01 Conflict of Interest Statement states: “The form also documents that the employee is not engaging in any secondary employment which would:

- 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 effectiveness of the employee in performing his/her University employment duties.”

NCATE Standards 6c. Personnel states:

“Unacceptable: Faculty loads for teaching on campus and online generally exceed 12 hours for undergraduate teaching and 9 hours for graduate teaching.

Acceptable: Faculty loads for teaching on campus and online generally do not exceed 12 hours for undergraduate teaching and 9 hours for graduate teaching.”

ACBSP Criterion 5.5.1 Teaching Loads states:

“The appropriate teaching load for a full time faculty member at ACBSP Accredited Baccalaureate Institutions has historically been limited to not over 12 credit hours per semester, with appropriate release time granted for administrative duties or for graduate teaching. Overload teaching has been prohibited as business unit policy, and has been accepted by ACBSP only under emergency circumstances.”

The question was called and vote by roll resulted in the following:

Vote to accept Vaughn’s motion: Baugh, Valcana, Vaughn

Vote not to accept Vaughn’s motion: Busick, Chandler, Dupre, Madison, Mitchell, Shaw, Williams

Abstaining: Heatherly

Motion did not carry (Vaughn/Baugh).

Dupre then motioned the following: “Faculty with an Athens State University teaching load of nine semester hours or more are limited in secondary employment such that the aggregate work obligation among all employers does not exceed 15 semester hours, 5 individual course sections, or 50 business hours per week” (Dupre/Busick).

Again discussion followed.

Vote by roll resulted in the following:

Vote to accept Dupre’s motion: Busick, Chandler, Dupre, Shaw, Williams

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

Motion did not carry (Dupre/Busick).

It was then agreed upon unanimously that the Faculty Senate would like to invite Dr. Glenn to the next regular senate meeting, to be held upon the 26th of October, 2010.

There being no additional comments or discussion, the meeting was adjourned at 2:30.

Respectfully submitted,
Bebe Gish Shaw, Secretary