

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 workshop of the Athens State University Faculty Senate, held in the Chapel of founders Hall, on Wednesday, September 21, 2010, at 1:00, Dr. Mike Essary, Presiding Officer, called the meeting to order.

Members Present: LaDoris Baugh (Jim Kerner), Sean Busick, Prentice Chandler, Kevin Dupre, Mike Essary, Bonnie Heatherly, Nate Mitchell, Bebe Shaw, Gary Valcana, Debbie Vaughn, George Williams (11/12 Quorum).

Members Absent: Marion Madison

With no corrections/additions to the minutes from the previous meeting, the record shows them approved as stated. Motion carried (Vaughn/Mitchell).

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.

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."

Dupre noted that ASU has a maximum of 1 class overload policy.

Williams noted that some two-year colleges specify on contracts that faculty may not teach elsewhere.

Shaw noted that state-mandated conflict of interest statements are signed yearly, and that certainly we should not work for our competition, but rather limit outside employment to junior colleges or graduate schools.

Vaughn stated that the issues that faculty in CoB were concerned with were related to conflict of interest, conflict of commitment and performance, and that many faculty were concerned about the specificity of choosing to limit teaching, rather than address overall secondary employment. Vaughn also felt that the charge is vague in the description of the number of courses. Is it per semester? What of a mini-mester? Six, eight, ten week courses?

Valcana proposed that the real issue has to do with performance. Specifically, he noted, if we addressed conflict of interest, conflict of commitment and performance, that the number of classes taught outside the university would not be an issue. Furthermore, if these measures/standards above were not up to “par” the dean (of the specific college) has the authority to deny or limit the number of courses in question.

Busick pointed out that in addition to teaching, faculty are expected to keep current in their fields and actively engage in service and original research. He has found it extremely difficult to keep current with the latest scholarship in his field and is skeptical that anyone can fulfill their commitment to Athens while also working elsewhere.

Chandler concurred and reiterated same.

Dupre noted that there may be SACS parameters at play as well, which could be crucial to our maintaining accreditation.

Heatherly observed that obviously some specific incident(s) had triggered this charge, and likely it was performance motivated. She also questioned whether we were being too restrictive, and should we get guidelines/upper limits from administration.

At this point Kerner cited several documents from various universities addressing secondary employment, conflict of interest, and conflict of commitment and performance. (He has since emailed those links to all faculty).

Busick noted however that some universities forbid all outside employment.

Dupre stated that our duty to ASU through contract and to our respective fields was a moral/ethical obligation.

Busick moved that professors be limited to one outside course per semester (Busick/Shaw).

Discussion continued.

Vaughn moved to table the issue until the next called faculty senate meeting on October 26, 2010 (Vaughn/Valcana).

Busick called for a vote by roll.

The following voted not to table: Busick, Dupre, Shaw, Williams

The following voted to table: Chandler, Heatherly, Kerner, Mitchell, Valcana, Vaughn

Motion to table carried (6/4 Vaughn/Valcana).

Busick requested that in the future the senate agenda be sent to all faculty members as has been done in the past.

There being no additional comments or discussion, the meeting was adjourned at 2:15.

Motion carried (Vaughn/Dupre).

Respectfully submitted,

Bebe Gish Shaw, Secretary