

**Faculty Senate Meeting Minutes**  
**12:00 pm, Tuesday, July 21, 2020**  
**Zoom**

- I. Called to Order at 12:00 by Debra Vaughn, Presiding Officer
- II. Roll Call
  - Present: Bergantz, Berzett, Durm, Jack, Johnson, Keller, Kerner, Lundin, Sloan, Stevenson, Turner-White, Vaughn, J Williams, M Williams
- III. June Minutes (Johnson, Lundin) accepted.
- IV. Committee Reports: N/A
- V. Unfinished Business
  - A. Faculty Senate committee rosters
    - List corrected (Sloan, Lundin) approved (see Addendum C).
- VI. New Business
  - A. Support statement for staff remote work:

The Faculty Senate supports the request from the Staff Senate that they be permitted a Remote Work option, and that official policies be drafted or amended to clarify that Staff can choose to work remotely, and the process by which they are permitted to do so. (Keller, Williams) passed. See Addendum D.
  - B. Policies for Review
    1. Policy Committee recommendations on Leave with Pay policy (Johnson/Jack) approved as submitted (see Addendum A).
  - C. Request for clarity about fall schedule:

The Faculty Senate makes the urgent request that clarity be offered to faculty and students regarding Fall courses, especially in cases where the courses have been converted to online formats due to the pandemic. Specifically, the following concerns must be addressed:

    - (a) The duplication of TR and DL courses in Banner and Blackboard is creating confusion, and the purpose for this duplication has not been clearly communicated to either faculty or students.
    - (b) Students should be clearly informed if TR versions of the courses (currently showing in Banner) will not be taught because faculty have opted to convert the courses online. If the course is listed as “synchronous,” the Faculty have chosen that option to replace, not duplicate, TR courses.
    - (c) Students should NOT be charged additional fees or tuition if courses were forced online due to the pandemic.

(Keller/Lundin) passed.
  - D. Recognition of the contribution of Dr. Mark Durm to the work of the Senate. See Addendum B.
- VII. Adjournment at 14:21 (Johnson/Stevenson).

Addendum A

## Ad Hoc Policy Review Committee Minutes

**Committee:** Ad Hoc Policy Review Committee

**Members Present:** Laura Kerner (Chair), Debra Baird, Tina Sloan, Jennifer Wolfe

**Meeting:** July 10, 2020 at 10:00 AM

**Venue:** Zoom

**Discussion:** Members reviewed and discussed the *Leave with Pay Policy* currently posted in the Athens State University Policy Library.

The following issues were noted:

- Page 6. Bereavement definition is not inclusive. Proposed language:  
For the purpose of this policy, "immediate family member" is defined as spouse, domestic partner, parent (or an individual who stood in loco parentis to an employee when they were under the age of 18), employee's children, employee's siblings, uncle, aunt, niece, nephew, grandparent, grandchildren, in-law relative of the same degree, step relative of the same degree, and other relative of whom the employee is the sole survivor."
- Page 6. Proposed Language: "If additional days of bereavement leave are needed after the 3 days of bereavement leave have been exhausted, employees may utilize earned sick leave."
- Page 9. Part VIII. Sick Leave A. Definitions within Death in the family. Update language to be more inclusive:  
For the purpose of this policy, "immediate family member" is defined as spouse, domestic partner, parent (or an individual who stood in loco parentis to an employee when they were under the age of 18), employee's children, employee's siblings, uncle, aunt, niece, nephew, grandparent, grandchildren, in-law relative of the same degree, step relative of the same degree, and other relative of whom the employee is the sole survivor."
- Page 12: Proposed Language: "After five (5 days) of absence due to illness, within a thirty (30) calendar-day period, the President or designee may require that an employee furnish a medical certificate by a qualified physician acceptable to the institution. This is to be one at the expense of the employee. ~~An employee, who is eligible for Family Medical Leave (FMLA), that is absent due to illness by one five (5) days, will be placed on Family Medical Leave (FMLA).~~ After this time period (5 days

within a 30 calendar-day period), an employee may choose to utilize remaining earned sick leave or be placed on Family Medical Leave (FMLA).

**Meeting Adjourned:** 11:01 AM

#### Addendum B

The Faculty Senate of Athens State University hereby recognizes the contribution of Dr. Mark Durm.

Mark Durm's retirement is a loss for the Faculty Senate, which he has served with care and distinction. Dr. Durm lead the effort to involve faculty in shared governance and update the Faculty Constitution and Bylaws. In addition to being a wealth of knowledge for the University's history and the Senate's rules and traditions, Dr. Durm has the sound judgment and steady temperament required to serve as Faculty Senate parliamentarian. He has earned the respect of faculty, administrators and staff with his unbiased interpretation of procedural rules and his dutiful work for the good of Athens State University.

Addendum C

Faculty Senate Committees 2020-2021				
Academic Affairs				
Arts & Sciences	Education	Business	Library	C-Convener
Nisheeth Agrawal	Tedi Gordon	Bryan Kennedy	Jennifer Wolfe	* permanent proxy
Jessica Spowart	Wendy Cowen	Charles Roberts-C		CC-Chair
Tony Moyers	Jamie Gilbert	Mike Essary		
Robbie White	SunYung Song	Sheila Hammon		
Chet Breaux *	Kris Erskine*			
Curriculum				
Arts & Sciences	Education	Business	Library	
Hugh Long	Mark Gale	Tom Pieplow	Jennifer Wolfe	
Janet Dorning	Elizabeth Pruett	Cynthia Lovelace		
Sara Cline	Debbie Ferguson	Wayne McCain		
Derek Newland-C	Bridgette Chandler	Gary Valcana		
Brady Rimes *	Kris Erskine*			
Faculty Affairs				
Arts & Sciences	Education	Business	Library	
James Gadberry-C	Lisa Brizendine	LaDoris Baugh	Mary Aquila	
Ronald Merritt	Cathy Woodruff	Mike Haghghi		
Sean Busick	Wade Myhan	William Wilkes		
Susan Owen	Amanda Branscombe	Teresa Wanbaugh		
Dave Fitzsimmons*	Kris Erskine*			
Learning Resources				
Arts & Sciences	Education	Business	Library	
Adam Lewis-C	Katherine Kandalec Holm	Kim Bell	Lanie Williamson	
Jeff Blankenship	Timothy Thornton	John Moore	Chet Breaux	(ex-officio non-voting)
Shannon Pitman	Will Davis	Christopher Nelson	Katherine Quinnell	(ex-officio non-voting)
Kevin Dupre	Finee Downing	Darren Walrep		
	Kris Erskine*			
Faculty Elections Committee				
Arts & Sciences	Education	Business	Library	
Jamie Adams	Wanda Humphrey	Emily Corzine	Lanie Williamson	
Vanessa Miller	Darlene Turner-White	Gary Huckaby		
Patsy Glaze	Jameha Gardner	LauraLynn Kerner		
Katia Maxwell-C	Leigh Hester	Kim Roberts		
Mary Johns *	Kris Erskine*			
Faculty Senate 2020-2021 (June 1-May 31)				
Arts & Sciences	Education	Business	Library	
Pamela Keller	Tina Sloan	Jeff Johnson	Mary Aquila	
**Jacki Vadney	Marla Williams	John Berzett		
Kimberly Jack	Johnnie Lundin	***Jim Kerner		
Quanda Stevenson	Letitia Bergantz	*Debra Vaughn		
*Presiding Officer				
** Interim replacement for Mark Durm (retired July 31)				
***Resigned from Senate to serve as Interim Dean of COB				

## Addendum D

During the time period when Staff were allowed to work remotely, there was no drop in the quality or interruption of services provided by Staff.

The Faculty Senate supports the request from the Staff Senate that they be permitted a Remote Work option, and asks that official policies be drafted or amended to clarify that Staff can choose to work remotely, and the process by which they are permitted to do so.