



FACULTY SENATE MINUTES

Thursday, September 1, 2016 – Taylor 306

In attendance: Burnett (Speaker); Accounting: Hayes; Art, Design & Art History: Tollefson-Hall; Biology: Cocking; Chemistry: Hughey; Comm. Sci. & Disorders: Clinard; Comm. Studies: Whitfield; Computer Information Sys: Atkins; Computer Science: Grove; Early ELED & Reading: Wilson; Economics: Grant; Educ. Found. & Excep.: Rodriguez; Engineering: Harper; Finance & Bus. Law: Parker; Geology & Env. Sci.: Whitmeyer; Health Sciences: Peachey; History: Gayne (alternate); Hosp., Sports & Rec. Mgt. Shonk; IDLS: Walker; ISAT: Benton; Justice Studies: Poteyeva; Kinesiology: McKay; Learning, Tech & Leadership Ed.: Estes; Lib & Ed Tech: Flota; Management: Stark; Marketing: Larsen; Math & Stats: Garren; Middle, Secondary & Math Ed.: Haraway; Music: Dabback; Nursing: Donovan; Philosophy & Religion: Piper; Physics: Constantin; Political Science: Lee; Psychology: Barron; Social Work: Trull; Sociology & Anthropology: Poulson; Strategic Leadership Studies: Vanhove; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Rep: Harlacker; Student/SGA Rep: Mohan. **Guests** – Provost: Benson; Vice-Provost: Johnson; ACE Fellow: Lewis; CFI: Meixner; LET: Murray; Access & Inclusion: Owusu-Ansah and Dean.

I. Call to Order – 3:31 p.m.

II. Provost's Report:

Provost Benson introduced Dr. Angela Lewis from East Tennessee State University, JMU's ACE Fellow for this year. (The ACE program is for individuals aspiring to move into higher level leadership roles in higher education.) He then provided an update on the COACHE job satisfaction survey, the results of which have just been received. This survey compared JMU to our cohort of 89 institutions, as defined on the COACHE survey handout (attachment forthcoming). Briefly, our cohort includes a number of private universities such as Duke, Georgetown, and Vanderbilt, as well as state flagships; within Virginia, Old Dominion, Radford, VCU, and Virginia Tech are part of the cohort. JMU also chose a smaller peer group to which we would be compared. JMU is considered to have 21 (of 25 surveyed) "areas of strength," meaning that we rank in the top 30% of institutions in those areas; the remaining four areas were "neither a strength nor a concern."

A report will be posted on the Provost web site, and the COACHE task force will continue with analysis of the results; the goal is to interpret the survey in light of JMU's position and identify things that could be done to enhance faculty life and productivity. Provost Benson thanked the faculty for our exceptional response rate, which was much higher than our peer institutions.

III. Speaker's Report:

Speaker Burnett first provided an update on the Provost search. Meetings at which faculty can provide input into what we want in the new Provost have been scheduled: September 5, 4:00-5:00 p.m.; September 6 10:00-11:00 a.m.; and September 7, 11:00-noon. All meetings will be held in the Student Success Center room 1075.

This year, there will be only one lunch with the president and provost per semester. The date for the Fall lunch is Monday, Nov. 14, 12:15-2:00 in Student Success Center room 2030. RSVP to Yvonne Miller, the new assistant to Dr. Benson, at millerys@jmu.edu. As in past years, Senators will likely be able to pass on their "seat" at the lunches to a colleague; confirmation on that will be forthcoming.

Speaker Burnett then provided an update on Steering Committee activities initiated over the summer. Secretary Harlacker and Treasurer Larsen will be updating the Senate website with more information about Senate resolutions; what has passed, what hasn't, and so on. Senators should also contact Treasurer Larsen with any ideas they might have for topics the Senate might like to hear about. Morgan Benton will be looking at the potential for an efficiency campaign – finding areas that need to be more efficient, or where better promotion of information to faculty would be helpful. Steve Harper will be working on coming up with more ideas for encouraging giving, with a particular focus on increasing the faculty dependent scholarship fund. Eric Stark will be brainstorming 3 to 4 ideas the Senate might work on during the coming year. One of his recent ideas was enhancing diversity efforts on campus. Hak-Seon Lee – contacted Liz Howley to figure out if we could partner with them in terms of Dukes Step Up, to emphasize that faculty are committed to student safety and sexual assault prevention.

IV. Presentations from Cara Meixner and Adam Murray – Faculty Development initiative; and Art Dean and David Owusu-Ansah – Access and Inclusion.

Dr. Murray is the new Dean of Library and Educational Technologies. He went on a listening tour last year, and found that CFI had undertaken a similar initiative, with similar results: faculty are confused about where to go for different kinds of professional support. CFI and LET therefore decided to create a common portal called Faculty Connect for providing this information. This will be a one-stop shop for all CFI and CIT development programming; eventually other partners will also be included, and the list will be searchable. The goal is to make faculty feel part of a community, so that we can support each other in all of our roles – teaching, scholarship, and career. Faculty can submit additions to the schedule to cfi@jmu.edu.

The 5th floor of Rose Library is now a Faculty Connect space, a faculty commons, where faculty from across campus can work and collaborate. The furniture in this space is now configurable, and there will be focus groups this semester on how we might like to have the space configured in the future

Art Dean and Dr. David Owusu-Ansah then presented on diversity issues. Dr. Owusu-Ansah provided an update on access and inclusion. He highlighted the Diversity Council, which formulated the statement that is now the Provost's statement on diversity, which should go into the job announcements for faculty searches (see attachment); hiring departments should become familiar with it. On the curriculum side, \$3,000 grants have been available for diversity curriculum development; the next round of grants is coming soon (applications due in October and decisions made by January). He also described the professor in residence program, in which faculty receive a half teaching load while working with an assigned high school to institute initiatives aimed at increasing the graduation rate and acting as a liaison with JMU to get areas of need addressed; recently, middle schools have been added to the program. Finally, Dr. Owusu-Ansah mentioned the preparing future faculty fellows program, in which doctoral candidates from HBCUs come to JMU for a year. Fellows receive mentoring, have limited teaching responsibilities, and work on their dissertations. The hope is to eventually have them return as faculty members. Fellows also present their research; the dates for this year's fellows will be announced later.

Art Dean then presented on diversity efforts. He expressed appreciation for the Senate's role in enhancing and supporting diversity. He first highlighted the diversity effort awards, of which over 90 have now been given out. The goal of this program is to provide seed money (\$2,000-\$4,000) to start up a program that might go on to obtain permanent funding. He also mentioned the search committee task force, which put together the training for people who run or serve on search committees to hire instructional faculty; that information is available (see attachment). There are also four facilitated conversations on diversity available for departments, covering areas such as devising a department diversity statement; clarifying department values; ways to include diversity in scholarship; and how the departmental environment might be strengthened. He also briefly described the Deep Impact series, a set of discussions on diversity issues for students.

Finally, Mr. Dean summarized the ways in which Senators can contribute to these efforts (see attachment).

Mr. Dean and Dr. Owusu-Ansah then took questions from Senators. Topics covered included how departments can become involved with the preparing future faculty program (answer: it depends on the people who apply to the program at a given time, but interested departments should still express interest ahead of time); how discussions on these issues could be facilitated (answer: the CFI flashpoint series is still ongoing and would be a good outlet for such discussions; topics will depend on who has reached out to CFI to schedule a flashpoint); and the issue of the pipeline to get nonwhite students to consider becoming faculty/how we might get information on where current graduate students of color are coming from.

Discussion ensued in which it was noted that Statistics and Mathematics has helped with creating a model to find out where the minority PhD graduates are coming from in those fields so that they can be recruited; Mr. Dean also mentioned that ways of encouraging undergraduates from underrepresented groups to go to graduate school and perhaps eventually return to JMU as faculty are being explored. The Centennial Scholars program is a little like this; Dr. Benson also pointed out the initiative this year to connect faculty who were themselves first-generation college students with first-generation students on campus.

Finally, Mr. Dean addressed the qualities desired for the faculty in residence program. They want innovative people; generally, faculty in residence are tenured (due to the half reduction in teaching and service). He also gave some example of things faculty in residence have focused on (improving writing skills, how to find funding for college, involving undergrads in empowering high school and middle school students).

V. Treasurer's Report

\$4,977.48 account balance. Treasurer Larsen read from the Senate bylaws about dues - \$5 per full time faculty member per year, by October 15. Funds will no longer be limited to flowers; other initiatives will be funded. There was a question as to whether we should start collecting from part timers; Treasure Larsen answered if we did that, we would need to figure out how to collect it and how much it should be. Mark Piper fielded a question about the initiatives that would be funded with the increased funds collected, explaining that the goal was to be able to fund innovative ideas without having to ask for money from elsewhere. The vote for funding an initiative via this process will have to be a 2/3 majority in favor.

VI. Committee Reports

- A. Faculty Concerns – Meeting in two weeks in the Senate conference room. The committee will gather information on what initiatives the Senate might address this year.
- B. Academic Policies – Meeting the week after the full senate meeting all year, in Taylor 303, Thursday at 3:30. Four things may be on the committee agenda. First, the calendar related initiatives (like observing Labor Day and reinstating fall break). Second, the aforementioned efficiency initiative. Third – micro courses. Fourth – participation in diversity related initiatives.
- C. Student Relations – Committee will be contacted soon.
- D. Faculty Appeals – No cases.
- E. Budget and Compensation – \$6,250 in faculty dependent scholarship fund, of which \$1,250 does *not* come from the matching donor. We need to raise \$25,000. The committee will be working to encourage donations to hit that target. In terms of budget related matters, the state budget didn't go well; meaning that raises aren't going to happen.

- F. Nominations and Elections – Please hold onto and bring your name tags to each meeting. Also – notice there are openings on external committees and let Marshal McDonnell know if you want to volunteer. Also, the Vision Mini-Grants will be coming up soon; she will get in touch with the committee soon about that.

- G. Other Committee Reports – No report. However, Speaker Burnett mentioned that COVAcare has a wellness initiative to reduce your health insurance premiums (see attachment, or follow [this link](#)).

VII. Adjournment – 5:04 p.m.