



FACULTY SENATE MINUTES

Thursday, January 25, 2018 – Taylor/Madison Union 306

In attendance: Burnett (Speaker); Accounting: Briggs; Art, Design & Art History: Tollefson-Hall; Biology: Cocking; Chemistry: DeVore (proxy); Comm. Sci. & Disorders: Clinard; Comm. Studies: Richards; Comp. Inf. Sci. & Bus. Analytics: Atkins; Computer Science: Kirkpatrick; Early ELED & Reading: Wilson; Economics: Cavusoglu; Engineering: Harper; English: Rebhorn; Foreign Languages: Lang-Rigal; Geology & Env. Sci.: Whitmeyer (proxy); Graduate Psychology: Cowan; Health Professions: Walsh; Health Sciences: Blackstone (proxy); History: Westkaemper; ISAT: Benton; Justice Studies: De Fazio; Kinesiology: McKay; Learning, Tech. & L.E.: Beverly; Lib & Ed Tech: Flota; Management: Shahzad; Marketing: Larsen; Math & Stats: Garren; Media Arts & Design: Mitchell; Mid, Second, & Math: Wallace; Military Science: Waller; Music: Dabback; Nursing: Graham; Phil. & Rel.: Piper; Physics: Giovanetti; Political Science: Lee; Psychology: Barron; Social Work: Yeom; Sociology & Anthropology: Ezzell; Strategic Leadership Studies: Vanhove; Theatre & Dance: Dorsey (proxy); Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Reps: Cline, Harlacker; Guests: Provost Coltman; Vice Provost Johnson; CAC Chair Larson.

I. Call to Order—3:30 p.m.

II. Compensation Advisory Council Report, Rick Larson

- Charge of the CAC: To provide VPs with compensation advice that considers the opinions of employees and to assist decision-makers in identifying priorities. The committee meets every other week for two hours.
- Current priorities: Long-term salary increase plans (improve competitiveness and equity—two reports posted on the provost’s website and Mr. King’s website)
 - Recommendations: Aspire to be in the 50th percentile of JMU’s peer group to attract and retain faculty
 - Expand models of compression and inversion
 - Increase cost-of-living adjustments on a yearly basis
- Adjunct faculty study—report posted to the provost’s site
 - Recommendations: Review pay rates to compare to market data and inflation; devise a salary adjustment plan to recognize long-serving adjuncts; consider no or reduced parking fees, gift cards, health insurance plan, professional development funds (6 total recommendations—see report)
- State budget challenges last year—committee stood ready to provide advice about any pay increase the state might offer: July 10—3% across the board increase mandated by the commonwealth; JMU fully funded a compression and inversion adjustment (400-some people affected), 1% in-band adjustment for classified employees (similar to compression and inversion); working on tying base university rate to the local living wage.
- Promotion project (David McGraw is the lead person working on this)—review existing faculty promotion amounts
- Work-life balance (Diane Yerian)—explore new benefits and initiatives to allow folks to enhance their work-life balance
- Alternative and flexible work schedules for classified employees—think of new ways to facilitate this (review feasibility and make recommendations)
- Child care (Laura Leduc)—promote the idea of having some kind of child care (what are the obstacles and challenges?)
- Educational leave (Laura Leduc and Hakseon Lee)—will be making recommendations
- Employee perks—open to suggestions about what might make life easier

- AP faculty (Rick Larson)—also looking at compression and inversion. Working with Angela Heavey (in the COB—teaches human resources)
- Ensure consistency and equity in “peer coverage” (Diane Yerian)—current system is unstructured (protect it but enhance it)
- Bonuses for degree attainment (Tisha McCoy-Ntiamoah)—one-time bonus for classified staff; bonus can be provided retroactively (this is not for instructional faculty)
- Distributed a copy of the committee membership list

III. Provost’s Report

- Searches ongoing—(CAL Dean—three finalists, plus VP for Student Affairs) come to public presentations and weigh in
- Town halls last fall—received a lot of feedback (do one more this semester); will then synthesize and report back

IV. Speaker’s Report—BOV meet on Friday, Feb. 9

V. Treasurer’s Report—Treasurer Val Larsen reported that Senate account balance is \$6,435.64, and he noted that Matt Rebhorn and Ray Rodriguez still need to submit their department’s dues. The fund has paid for 10 memorials so far this year.

VI. Adjunct Faculty Report—Dr. Leslie Harlacker continues to work on updating the website.

VII. Committee Reports

- A. Faculty Concerns—Dr. Mark Piper reported on the following:
 - Benefits Basic Training (email from January 18, 2018)—great way to become informed (workshops beginning on Feb. 6, 2018)
 - Attended Virginia Higher Education Advocacy day (second Thursday of January every year to meet with legislators and their aides)
 - Main position: Currently, state universities cannot use their own money from tuition to set up tuition remission for faculty dependents (not even internally raised funds to do this). A new bill seeks to take the shackles off to allow this arrangement.
 - Set up meeting with Josh Humphries (advocate in Richmond for JMU) to figure out what else to do to work with legislators (not just one day a year)
 - Will meet with benefits, payroll, and HR to create a heads-up document for new hires about benefits, first paycheck, etc.
 - Prospective motion out of Phil. & Rel: Chicago Statement on Freedom of Expression (adapted for JMU)—hoping to get Faculty Senate endorsement (this is not a first reading; instead, Faculty Concerns will be addressing it in a meeting on Thursday, Feb. 8, in Cleveland Hall 101 at 3:30. All senators invited to participate in the review and revision of this potential motion. The document was not prompted by anything internal to the university but instead a desire to be proactive rather than reactive). The U of Chicago website posted the original statement in July of 2012.
- B. Academic Policies—Dr. Morgan Benton announced that the committee planned to meet on Thursday, February 1, from 3:30 to 5:00 in 307 with Ed Brantmeier and Emily Gravett from CFI.
 - Calendar update—no final decisions have been made (won’t be going to the new calendar next fall). JMU has adopted the summer calendar that was proposed (beginning in summer of 2019). There’s no decision yet about adopting a January term.
- C. Student Relations—Dr. Hakseon Lee announced that the committee will meet on March 15.
 - SGA is preparing a new bill of opinion about increased inclusivity in the classroom
 - Student mini-grant winners will be uploaded to the SGA website
- D. Faculty Appeals—Dr. Karin Tollefson-Hall reported that there are no cases.

- E. Budget and Compensation—Dr. Steve Garren, who used to be a member of the CAC, was tasked with analyzing peer institution salary data (report attached).
- Highlights: the data is a little old and focuses on full, associate, and assistant professor positions; the data is not stratified by department; JMU is in the 39th percentile overall, factoring the cost of living (the region is below the median in the cost of living)
- F. Nominations and Elections—Dr. Steve Harper noted that the spring semester is the time for elections if this is a senator’s second year (let him know the results of the election). At the end of the semester, the Senate elects officers. This year, some term limits may kick in. If interested in an officer position, let Steve or other committee members know.
- G. No other Committee Reports

VIII. New Business

- First reading of (revised) Motion to Respond to Sexism (attached)—Dr. Hakseon Lee
- Takeaways from last version: The faculty is united about responding to the incidents from the fall, but disagreed about some of the language. Faculty seek concrete steps we can take. This version is much more concise. Take back to departments for discussion, and ask questions of/make recommendations to Dr. Lee before the second reading

IX. No Unfinished Business

X. Open Discussion

- Question about the “take steps” language in the new resolution (what steps?). Dr. Lee will talk to SGA, CARE, and the Provost about potential steps.
- The standard of conduct for students is laid out, but enforcement of the rules is a separate issue. Dr. Lee plans to discuss enforcing the rules with the new VP (once in place).
- This resolution needs to be coherent with the resolution about free expression since they’re both freedom of speech issues.
- The connection to the #MeToo movement was questioned (both are important but perhaps separate enough not to conflate).
- Dismay was expressed about the salary information presented by Budget and Compensation. The data can be shared with the wider faculty.

XI. Adjournment 4:51 p.m.