



## **FACULTY SENATE MINUTES**

Thursday, September 6, 2012 Taylor 306

In Attendance: Speaker: McGraw; Accounting: Brad Roof (alternate); Art & Art History: Welter; Biology: Cocking; Comm Sci and Disorders: DePaolis; Comm. Studies: Smilowitz; Comp Info Sci and Mgt Sci: Simmons; Early ELED & Reading: Sullivan; Economics: Jerome; Engineering: Harper; English: Rankin; Exceptional Education: Blatz; Foreign Languages: Regalado López; Geology: Whitmeyer; Grad Psych: Cowan; Health Sciences: Burnett; History: Meixsel; Hosp., Sports & Rec MGT: Shonk; IDLS: Walker, ISAT: Benton; Justice Studies: Robinson; Kinesiology: Nye; Learning, Tech & Leadership Ed.: Estes; Lib & Ed Tech: Mungin; Management: Stark; Marketing: Cereola; Mathematics and Statistics: VanWyk; Media Arts & Design: Leidholdt; Mid, Second & Math: Carbaugh; Music: Gibson; Philosophy and Religion: Piper; Physics: Feitosa (alternate); Political Science: Lubert; Psychology: DuVall; Social Work: Poe; Sociology/Anthropology: Brewer; Theater & Dance: Sherrill; Writing Rhetoric & Tech Comm: Lunsford.

### **I. Call to Order – 3:30p**

### **II. Approval of April's Minutes**

### **III. Provost's Report**

- Academic culture discussion initiated last year (establish Task Force)
- Orientation and Enrollment Group (Freshmen enrollment) – Charged with looking at Orientation process, messages sent, look at other models? Next year, have students more engaged and spending time with faculty to devise schedules to solidify student responsibility
- Student Evaluation Teaching Task Force – Report in late July; standing course eval committee (Blue Project Implementation Team – online teaching evals); extensive pool of ideas and best practices via a report to be disseminated. Compiled pool of qualitative/quantitative items (based on literature reviews and best practices and model programs); no University-wide items (How will they be used? vs. useful to instruct pedagogies). Scholarly practices and data analysis w/in academic units – How instruments being used in academic units (over-interpretation of certain data); working with CFI.
- Student complaint policy in process: Every division must have student complaint process; formal written complaints by students; logging complaints and results – federal regulations for federal monies and due to online universities without such policies in place – apply across the board. E.g., student complaint re: student-instructor process.
- Child abuse and neglect – Faculty responsibility to report such cases (per recent email sent to all faculty); in higher education, allowed to set up someone within our system (Human Resources) to report child abuse (in-process).

- University Planning Team – Individuals across all divisions to look at overall planning process, monitor process, and make recommendations; 2 instructional faculty (Corrine Diop – Art Design and Art History and Ben Brewer – Sociology and Anthropology) nominations from Academic Council and Senate Steering Committee. Brian Charette (University Planning and Analysis) to join Jerry Benson at next meeting to update on upcoming strategic planning process.
- Questions from floor:
  - 2 prep teams to start work this fall with internal analysis and external, environmental scan – revisiting vision and values of the institution – SWOT analysis; external – outside factors that impact what we do here in terms of strategic plan; continue work through spring. Future Madison Commission subdivide into five committees to look at academics, student life, F/S development, revenue, etc. Bring info to town hall types of meetings to share openly.
  - Faculty salaries – Issues from two groups of faculty and made priorities; group look at bigger picture such as funding and consequences; Jerry to meet with President Alger and Mr. King (Vice President for Administration and Finance) to discuss when group to initiate work.

#### **IV. Speaker's Report**

- Improving effectiveness of the Senate – more than a social group – work collaboratively with administration and not against them; positive lunch with Alger and Senate Steering Committee (August 23) to reaffirm Alger's willingness to work with us as a group
  - Maintain efficiency and effectiveness during our meetings – try to avoid mere announcements and presentations; try to maintain business-like meetings; keep debates on point while allowing everyone's voice to be heard; open-ended brainstorming reserved for Senate subcommittees.
  - Tracking and actually implementing resolutions that are passed
  - Forward-looking body based on things that most of us agree; avoid contentious issues that divide us; not addressing past grievances – what can we do that can pull us together? E.g., differential salaries among the different dept. = most would agree that it is terrible; don't get bogged down in differential salary issue to be more effective. Avoid being a "therapy group" to air our gripes and actually accomplish tasks.
  - Improve image of Senate – Sometimes suffer poor reputation that other faculty don't take seriously (public relations issue); change the image of who we are and what we do; proactive group that gets things accomplished and not spend

time quibbling over things and make a difference; increase name recognition and visibility (co-sponsor events on campus).

- Effective communication – Engage in an active role with communicating with faculty in home depts. and listen to faculty’s concerns and share them with Senate; improve Speaker’s role in communicating with the outside world (e.g., press).
- Steering Committee met several times over the summer and addressed several issues that arose – e.g., Statement issued to UVA re: President Sullivan on behalf of Steering Committee to clearly express views of JMU faculty and those at other institutions.
- David’s opening remarks at Open Faculty Meeting – Opened with salary issue; focus on effectiveness first and figure out what we can do effectively as an institution; letting Alger take the initiative given his view on low faculty salaries and need for raises; David to continue to have continual conversations with Alger via monthly meetings; David to follow-up with Alger, but let him run with this issue in the meantime to accomplish something. Delicate interplay surrounding budget questions – legislature, administration, BOV, etc.; apply pressure to president.
  1. Money comes from state legislature
  2. Private contributions - Nick Langridge (Acting Vice President for University Advancement) – Push for more endowed chairs at the university (suggested by one BOV member); private donations – think about implications for our salaries. JMU has low amounts of donors; 97% satisfaction rate from grads (report due to their instructors), but not willing to contribute money back to the institution. How can we change the culture of philanthropy?
  3. Tuition increases – See handout from David. Falling short of peer institutions to serve as best argument that we are failing to keep up with our competitors and decline in quality faculty and students.
  4. Reallocating money to salary instead of other things – See handout re: SCHEV tuition and fees table. Take bigger percentage from tuition than from fees to make it easier to make increases. Senate must continue to push to argue that we need that number much higher. On one hand, we are a “bargain institution” compared to others, so we could get away

with charging more and have room to go. Avoid calling attention to raising college costs to students. Can reallocate money already in the system instead of putting toward buildings or flower fund? Resolution proposed by Joe Spear back in April (see April's minutes). Huge percentage of JMU budget goes toward faculty salary; better understand how universities are financed.

- Jerry to make presentation to faculty as a town hall meeting regarding University budget. Where money comes from and where money goes? JMU hit hard by state refusal to support public education; state cutting back on its support. Planning within next month or so (something this semester to address faculty questions and concerns to craft a better argument to increase salaries).
- Initiative on academic culture – Headed by Bob Jerome and Nancy Poe – conversations all over campus re: rigor with document with recommendations; keep addressing issue re: rigor and academic culture – Senate committees to take up things related to the above.
- QEP – Required as part of SACS accreditation; new name is “Madison Collaborative: Ethical Reasoning in Action”; major initiative at JMU with reasonable money behind it; trickle down through all parts of curriculum – Residence Life, Athletics, classrooms, etc. Senate to take leadership role in this initiative (cosponsored by Senate to help University see we are taking proactive role).
- More lobbying in Richmond for salaries instead of new buildings; keep pressure on university lobbyists.
- Constitution approved by President and BOV – we can now easily change by-laws where necessary, such as rewording and vague items.
- More representation on Senate by part-time faculty; currently no representation on Senate for PT faculty; passing resolutions that may impact PTers; ex-officio member? Pter?? Full-timer representation thinking of PTers???
- Final charge: Try to employ university marketing logo – “Be the Change!”
- Need for Senate Treasurer – Val Larsen asked to step down from Treasurer position on Senate by his College Dean due to his numerous obligations as Unit Head; Dave suggested one person from Steering Committee to hold two positions; however, more

diverse voices are ideal. Bob Jerome (Senate Marshal) willing to serve as Treasurer (fallback plan).

- Duties – Receiving flower money and disbursing those monies (namely for bereavements) and acknowledge request for flowers or charity contributions; keep record and report at Senate meetings. Computer lottery (initiated by Steve Garren) to generate numbers and stay within budget.
  - Mark Rankin volunteered
  - Tim Louwers nominated from Brad Roof (he is CPA and can bring experience and insight to Steering Committee)
  - Nomination closed – paper ballot collected - final vote is Mark Rankin

## V. Committee Reports

### A. Treasurer's Report

- a. Start collecting dues of \$2 from members of Academic Unit; almost all goes to sending flowers for bereavement; spend it on very little else.

### B. Faculty Concerns

- a. None

### C. Academic Policies

- a. Michael Smilowitz (Communications) - Meeting next week – novel idea: Further discussion on academic culture and rigor by inviting all faculty; two topics – academic integrity with online teaching; discuss with colleagues and send or attend meeting; put survey together, write report to represent all faculty.

### D. Student Relations

- a. None

### E. Faculty Appeals

- a. None (FYI: Strict confidentiality regarding what is allowed to report – typically “no report”).

### F. Budget

- a. None

### G. Nominations and Elections

- a. 2012-2013 Treasurer is Mark Rankin
- b. See Bob's Faculty Senate Committee members handout
  - i. Two new colleges to take note of:
    1. College of Integrated Sciences and Engineering
    2. College of Health and Behavioral Studies

- c. Parking Committee – Needs volunteer(s)
- d. CAP (Curriculum Approval) – Meet Thursday's at 11a – Need at least one more representative from Senate; meeting set around Chairs' schedules; new programs are submitted and committee makes recommendations to go ahead to Provost and President; relatively important role – Morgan Benton volunteered to serve.

#### H. Other Committee Reports

- a. Johnathan Walker - Gen Ed Council met last week to look into APR to make changes and further improvement.
- b. Mark Piper - Madison Collaborative – Tim Louwers is Committee Chair – September 14 is next meeting; will share future reports.

### VI. Old Business

- Action on resolution proposed in April – Not brought up at lunch meeting with Alger; Dave will schedule time and discuss resolution with Alger in-person; Alger was invited to Senate meetings this year (he is ex-officio member); thought was to first get more info on budget to faculty prior to discussing resolution with Alger.

### VII. New Business

- Faculty Salary Resolution (Howard Lubert) (see attached) – First reading, so Senators can bring back to home Units and hold further discussion during next meeting; proposed by faculty in Howard's dept.; should be temporary moratorium on further athletic buildings until salary adjustments are made/addressed.
- New motion: Howard Lubert made motion regarding Marketing Professor who would like to use Flower Fund monies to pay for freedom of information/budget info from Administration (i.e., \$325 to obtain salary info of all ranks of profs from Administration);
  - a. Motion to strike language that indicates the use of Flower Fund monies and instead individual Senators to contribute monies.
  - b. Should Senate as a body contribute monies?
  - c. Flower Fund is separate from the overall Senate budget; legally, no reason we can't spend money on other things, but reservations exist.
  - d. Discuss further at next meeting.

### VIII. Adjournment – 4:55p