In Attendance: Speaker Pro-tempore: Lubert (Political Science); 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; Computer Science: Grove; Early ELED & Reading: Sullivan; Engineering: Harper; English: Rankin; Exceptional Education: Blatz; Foreign Languages: Regalado López; Geology: Whitmeyer; Grad Psych: Cowan; Health Sciences: Burnett; History: Meixsel; IDLS: Walker; ISAT: Benton; Justice Studies: Robinson; Kinesiology: Nicholas Luden (alternate); 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; Nursing: Knopp; Philosophy and Religion: O’Meara (alternate); Social Work: Poe; Sociology/Anthropology: Brewer; Theater & Dance: Sherrill; Writing Rhetoric & Tech Comm: Lunsford; Guest: Teresa Gonzalez (Office of the Provost).

I. Call to Order: 3:30p (Acting Marshall, Michael Smilowitz)
Speaker Tempore – Howard Lubert

II. September’s Minutes – Approved

III. Provost’s Report
- Brian Charette, Assistant Vice President for Human Resources, Training & Performance
- Madison Future Commission (see attached supplemental documents)
  - University Planning Team - Strategic Plans
    - Assist leadership team and President
    - Help to ensure we meet the mission
  - Mission, vision & values
  - 8 teams total, including:
    - University Planning Team (see attachment for more details)
    - 2 Prep Teams:
      - Internal Analysis Team – picture of where people are—where JMU is now; look at vision and values—integrity, respect,
      - Environmental Scan Team – look outside at climate of higher education climate in the future/horizon
    - Fundraising Team
  - When?
    - Do not want to restrict anything
    - Unique opportunity
    - Prep teams underway and wrap-up planned within one year or so, but want to be careful and thoughtful
  - Why?
    - Brand new president – asking a lot of questions re: how people view the university and new CEO to build a new foundation; existing 6-year plan is up – want to create a new plan – timing has nothing to do with SACS
    - Team membership came from Division Heads
  - Importance of everyone on teams being listeners – faculty, staff, student body – ask questions and pay attention to answers
    - Multiple faculty, staff, and student town hall sessions
• Every voice is important and allow opportunity to be heard—starting a Twitter account
  o BOV reviews the new strategic plan
    ▪ Continually update on progress and provide feedback
    ▪ Review and approve final strategic plan
    ▪ Not reported to SCHEV – goals of strategic plan that’s relevant to state-wide goals will be included
    ▪ Academic priorities relevant to Jerry’s presentation to BOV
    ▪ Former Board members sit on the committees, but not current Board members
  o BOV meeting last Friday
    ▪ President Alger charged Jerry and Mr. King with a compensation taskforce (all three groups – salaried, etc.)
      • Co-chairs: Dan Gallagher (COB), Rick Larsen (Associate VP Administration and Finance)
      • Working with Speaker and Steering Committee for other members
      • May be some reporting along the way—identifying concerns that exist—short-term and long-term actions to take
  ▪ COACHE survey taskforce (report latter part of spring semester)
    • Analyze survey results and bring forward recommendations re: things we could be doing to enhance the success of non-tenured and tenure-track faculty
      o COACHE report will be posted for all to access (raw data was not provided to Administration)
    • Mix of junior and senior faculty members to have both perspectives
      o Cara Meixner (chair) - Assistant Director of the Center for Faculty Innovation and Assistant Professor of Graduate Psychology
      o John Almarode - Assistant Professor, Department of Early, Elementary, and Reading Education
      o Chip Bolyard - Associate Professor, Department of Philosophy and Religion
      o Audrey Burnett - Assistant Professor, Department of Health Sciences
      o Michele Estes - Assistant Professor, Department of Learning, Technology & Leadership
      o Peter Eubanks - Assistant Professor, Department of Foreign Languages, Literatures, and Cultures
      o Andy Lankford - Associate Professor, School of Music
      o Steve Leslie - Professor & Academic Unit Head, Department of Geology & Environmental Science
      o Laura Parks - Assistant Professor, Department of Management
      o Rob Prins - Assistant Professor, Department of Engineering
  ▪ Summary of inversion study data
    o By the end of this semester

IV. Speaker’s Report
  o Congratulated Jerry on his new appointment as Provost
  o Modest raise in July subject to state and university funding
  o Information session regarding presentation of budgets and salaries (money flow) at JMU
    ▪ Thursday, November 8th from 3:30-5:00 in ISAT/CS room 259 (nTelos room)
    ▪ Help spread the word!
V. Committee Reports

A. Treasurer’s Report
   • Current: $3,934.64
   • Recent floral donation - Rich Ingram’s mother
   • Down 60%; therefore, collect $3.00 from colleagues this year

B. Faculty Concerns
   • 3 faculty handbook items
     o Merit and Tenure PAC formation
     o Committee membership
     o Faculty Anticipated Action Report—changes??
     o Reporting out by next Senate meeting

C. Academic Policies
   • Met twice since last Senate meeting
   • Online teaching—2-3 items regarding concerns from Senators (contact Michael)

D. Student Relations
   • None

E. Faculty Appeals
   • None

F. Budget
   • None

G. Nominations & Elections
   • None

H. Other Committee Reports
   • None

VI. Old Business
   o Motion to raise $$ for Elwood’s FOIA request -- rescinded by vote
   o Faculty Salary Resolution
     • See attached
       • Student fees and tuition to Student Affairs side of equation
       • User fees – another dormitory (paid for by room and board charges); same is true for East Campus Dining Hall
       • 6-year capital project plan filed with the state that is updated yearly – money from state to fund renovations/activities (e.g., Constitution Hall; Duke Hall)
     • Motion: Send resolution re: JMU not spending any more student fees on new construction to Faculty Concerns for rewording prior to sending to President Alger
       • Motion approved with 29 total votes

VII. New Business
   o Timely distribution of minutes
     • Motion: Michael Smilowitz - Minutes to be ratified via e-poll within one week following Senate meeting
     • Likely no quorum electronically, so we’d vote at next meeting
     • Look into Bylaws regarding meeting minutes & vote in November
   o Morale Survey for tenured faculty - TBA

ADJOURNMENT: 4:17p
Faculty Senate Resolution 11-16

James Madison University Faculty Senate

Faculty Senate Resolution 12-1

Faculty Salary Adjustments

Sponsored by Professor Howard Lubert

Whereas faculty members at James Madison University have not received any permanent adjustment to their salaries in five years, the JMU Faculty Senate resolves that the University commit itself to fund across-the-board salary adjustment as well as to fund additional salary adjustment to deal with serious pay compression issues in a number of University colleges and departments. These funds should be provided no later than July 1, 2013.

In adopting this resolution, the JMU Faculty Senate commends President Alger for making across-the-board salary adjustments a high priority. Although the JMU Faculty Senate recognizes that the Virginia General Assembly may appropriate sufficient funds, during its 2013 session, to fund across-the-board salary increases, the JMU Faculty Senate strongly believes—indeed, experience shows—that the University needs to develop contingency plans for providing across-the-board salary adjustments as well as funds to deal with pay compression that may be implemented if the Virginia General Assembly once again fails to appropriate adequate funds.

To provide James Madison University the maximum degree of flexibility in providing sufficient funds for across-the-board salary increases and for salary adjustments to deal with serious pay-compression issues, the JMU Faculty Senate calls for a temporary moratorium on the construction of any new university facilities, or the renovation of any existing university facilities, funded in total or in part on the use of dedicated student fees.
### University Planning Team

**Prep Team:** Internal Analysis
- **Supervising Division Head:** Nick Langridge - Acting Vice President, University Advancement

**Prep Team:** Environmental Scan
- **Supervising Division Head:** Jerry Benson - Provost & Senior Vice President, Academic Affairs

**Academics**
- **Supervising Division Head:** Jerry Benson - Interim Provost & Senior Vice President, Academic Affairs

**Student Life & Success**
- **Supervising Division Head:** Mark Warner - Senior Vice President, SAUP

**Resources**
- **Supervising Division Head:** Charles King - Senior Vice President, Administration & Finance

**Faculty & Staff Success**
- **Supervising Division Head:** Donna Harper - Executive Assistant to the President

**Fundraising**
- **Supervising Division Head:** Nick Langridge - Interim Vice President, University Advancement

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**Membership:**
- **Dave Barnes - University Unions**
- **Chrisy Bradburn - Admissions**
- **David Breake - Dean, CSM**
- **Art Deane - Diversity**
- **Don Cogle - Public Affairs**
- **Scott Gallant - COB**
- **Bob Jerome - COB**
- **John Knight - Finance**
- **Howard Lubert - CAL Political Science**
- **Marsha Mays-Bernard - AVP/HR Training & Performance**
- **Michael McCleve - Dux Center**
- **Meg Mulrooney - University Studies/History**
- **Jill Myers - Academic Resources**
- **Jennifer Phillips - Athletics Compliance**
- **Roger Sorensen - SNAD**
- **Jennifer Tests - University Training and Development**

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**Tentative Membership:**
- **Melinda Adams - Political Science**
- **Pam Brock - Communications**
- **Eric Carbaugh - Education**
- **Jeff Dyche - Psychology**
- **Beth Eick - Sociology/Anthropology**
- **Katie Keegan - VGA**
- **Tina McCoy-Nianoah - Orientation**
- **David Mชมh - Speaker, Faculty Senate**
- **Shawn Moore - Admission**
- **Jacob Mosser - Student Reg. BOV - Budget**
- **Joanna Mott - Biology**
- **Nancy Nichols - COB**
- **Sandra Phipps - Information System**
- **Kevin Meany - Residence Life**
- **Kim Nunnally - SGS**
- **Allie Pettis - VP. SGA**
- **Sarah Pendle - Information System**
- **Kurt Schick - Learning Center**
- **Lee Shaffet - Chief of Police**
- **Steve Smith - Alumni Relations**
- **Amy Spinner - Student Life**
- **Wendy Young - Judicial Affairs**
- **2 ad hoc students to be chosen by the supervising division head.**
- **Additional members as chosen by co-chairs**

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**Tentative Membership:**
- **Leslie Arrington - Office of the SVP, SAUP**
- **Yohra Chambers - HR**
- **Sarah Sherwood - LSET**
- **Rex Fuller - President, JMU Emerit Association**
- **Krislin Gibson - UREC**
- **Lisa Heas - OCO**
- **Carol Hunter - LSET/Biology**
- **David Jeffrey - CAL**
- **Maggie Kyger - Educational Development**
- **Brian Owen - TR Bell**
- **David O'Donoghue - GD**
- **Brian Ondrik - Procurement**
- **Kurt Hodge - Harrisonburg City Manager**
- **Joan Houl - Residence Life**
- **Jim Hultin - Facilities Management**
- **Lee Jones - Administration**
- **Rachael Raynes - Housekeeping**
- **Eric Stark - COB**
- **Jennifer Testa - T&D**
- **Kelly Tymus - Disability Services**
- **Henry Way - ISAT**
- **Rhonda Zingaro - CHBS**
- **Additional members as chosen by co-chairs**

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**Tentative Membership:**
- **Chris Arndt - CAL**
- **Larry Caudle - President-elect Alumni Association**
- **Jini Cook - SARP**
- **Art Deane - Diversity**
- **Barry Falk - University Studies**
- **Ramer Funkhouser - Funkhouser Family**
- **Jeff Gilligan - MOCO**
- **Paul Goulash - ISAT**
- **Bob Hanson - Mathematics**
- **Dave Hukey - HC**
- **Jamie Jones Miller - President, Alumni Association**
- **Teresa Lowery - CMSS**
- **Jim McConnel - Dean of Students**
- **Martin O'Donoghue - Prospect Res**
- **Andy Perrine - Comm. & Mktg**
- **Bryan Powell - Duke Club**
- **Stephen Rogers - UHC**
- **George Sparks - CPA**
- **Lisa Turner - Financial Aid**
- **Lee Ward - Academic Advising**
- **3 community members as chosen by the supervising division head.**
- **2 representatives from the JMU Foundation to be chosen by the supervising division head.**
- **Former BoV member (to be suggested by President’s Office to Supervising Division Head.)**
- **Additional members as chosen by co-chairs**

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Key Terms

- **Listening Tour Results:** Running notes that will be taken at all of the President's Listening Tour events. They will be supplied to both the prep teams and committees so that what the president is hearing can be used in the strategic planning process.

- **MFC Committees:** Representing Academics, Fundraising, Faculty and Staff Success, Resources, and Student Life & Success, these are the primary work teams of the Commission. An important element of committee members jobs will be listening to colleagues and constituents and keeping others apprised of the process.

- **MFC Committee Chairs:**
  - Academics: Reid Linn and Teresa Gonzalez
  - Faculty & Staff Success: Judy Dilts and Rick Larson
  - Fundraising: Weston Hatfield and Kathy Thompson
  - Resources: Diane Stamp and Towana Moore
  - Student Life & Success: Randy Mitchell and Maggie Evans

- **MFC Prep Teams:** The two teams that will be laying the groundwork for the future efforts of the five key MFC committees. The prep teams have already begun their work.
  - IA: Internal Analysis Team: Led by chairs Sharon Lovell and Rick Larson, one of the MFC prep teams that will study vision, values, and internal concerns related to the university’s future. Most notably, they will be making specific recommendations to the University Planning Team for any changes to the university’s vision and values statements.
  - ES: Environmental Scan Team: Led by chairs Donna Harper and Jim Shaeffer, the prep team that will study external/global concerns related to the university’s future. They will plant the seeds for “dreaming big” by beginning the search for the best new ideas on the horizon.

- **STEPP Analysis:** A way to further understand the results of a SWOT session by categorizing results into primary categories - Social, Technological, Economic, Ecological, and Political.

- **SWOT Meetings:** Referring to Strengths, Weaknesses, Opportunities and Threats, SWOT sessions are designed to arrive at a clear snapshot of the university as it currently exists. The Internal Analysis Team will be conducting several SWOT sessions with various constituencies, to include student groups.

- **Town Hall Meetings:** Tentatively scheduled for the Spring, 2013, these are open forum discussion sessions that will be conducted with faculty & staff, students, alumni, and members of the community respectively to further inform the committees.

- **University Planning Team (UPT):** The permanent team that will guide and oversee the planning process, serving the division heads and president in making all university plans effective. Prep teams and committees will submit reports to the UPT.