



## FACULTY SENATE MINUTES

Thursday, December 6, 2012 - Taylor 306

**In attendance:** Speaker: McGraw; Accounting: Copley (alternate); Art & Art History: Welter; Biology: Cocking; Chemistry: DeVore; Comm Sci and Disorders: DePaolis; Comp Sci: Grove; Economics: Jerome; Engineering: Morton (alternate); English: Rankin; Exceptional Education: Blatz; History: Meixsel; ISAT: Benton; Justice Studies: Robinson; Kinesiology: Nye; Lib & Ed Tech: Mungin; Management: Stark; Marketing: Cereola; Math & Stats: VanWyk; Media Arts & Design: Leidholdt; Music: Gibson; Philosophy & Religion: O'Meara (alternate); Political Science: Lubert; Psychology: DuVall; Soc & Anth: Brewer; Theater & Dance: Sherrill; Writing Rhetoric & Tech Comm: Lunsford. **Guests** – Provost: Benson; Vice Provost: Gonzalez.

### I. Call to Order – 3:30p

### II. Approval of November's Minutes – approved

### III. Provost's Report

#### 1. Reporting on Efforts of Administration to work with the Faculty

##### a. Listening Tour

Best way to structure this was seen to be around larger organizations in the university, i.e., not necessarily visiting every academic unit individually. These events have been well received, and people have reported that they feel listened to.

##### b. Compensation Task Force

Feedback was that the original group was not as representative as it could be. Very good suggestions were made about strengthening the composition, which were followed.

##### c. President, Provost, and Senate Speaker meet periodically. Several senators attended with David McGraw at the most recent meeting. There are no pre-set agendas, but they are times to find ways to work together. They are felt to be productive.

##### d. Information Sharing on the Budget

JW Meyers and Provost made a presentation for all faculty. Afterwards both gratitude for the presentation and concern for some of the comments made were brought to the Provost. The quality of the faculty is a source of pride in JMU and remains a high priority in terms of continuing our level of high quality.

### IV. Speaker's Report

#### 1. Forum on the Budget

Forum is still available on the website. It was generally a productive and beneficial event.

Concerns about a specific remark by Jake Meyers came to the Speaker and were addressed at a meeting between the Speaker, President, and Provost.

2. Other Speaker Activities

- a. Development and Fundraising—Met with Nick Langridge, Interim VP for Advancement. Productive and informative meeting. Mr. Langridge agrees that faculty will need to be increasingly involved, likely via a faculty committee with representation from the Senate. Developing an ongoing relationship with alumni was seen as a priority, long-term strategy.
- b. Academic Culture/Rigor Committee—Speaker would like us as Senate to make sure this remains a salient issue.
- c. Madison Future Commission—A series of town hall meetings will occur over the spring semester to hear from the faculty so that we as faculty can be involved in the university’s strategic planning process. The goal is to hear from as broad a constituency as possible.
- d. Madison Collaborative (QEP)—Will be increasingly more prominent in the future. Heads up.
- e. Compensation Task Force—Senators representing us.
- f. Diversity Task Force—Also will be holding town hall meetings in the spring. We have Senate representation on that committee.
- g. VA Higher Education Advocacy Day—1/10/13—Let Speaker know if you would like to be involved.
- h. Proposal to have “green” meetings, i.e., reduce the amount of food.

3. Q&A

- a. Does the Senate have any voice in what bills are proposed to the state legislature? Yes, but we need to plan ahead for this to happen.
- b. How about brining a box of zip-loc bags to allow people to take leftovers after senate meetings, rather than paying more for a “green” meeting?

**V. Committee Reports**

A. Treasurer’s Report

- a. Flowers contributed for father of Erica Peterson of the library.
- b. Computer lottery coming up in January

B. Faculty Concerns—no report

C. Academic Policies—no report

D. Student Relations

- a. Met with SGA reps to talk about how to coordinate more closely. Planning to meet more often in the future.
- E. Faculty Appeals—no report
- F. Budget
  - a. Met with members of the Madison Futures Commission Internal Analysis Team re: the comments made at the budget forum. Proposal to add pop-up notes to the video to help laypeople understand what was said.
  - b. Also decided to hold a joint meeting of the Budget committee and Faculty Concerns since many of the issues that both look at are overlapping.
  - c. Also interested in finding out what students know about where their money goes, so interested in working with Student Relations as well.
- G. Nominations and Elections
  - a. 2013-2014 Senate nominations should be held soon if you are not continuing in your position.
- H. Other Committee Reports
  - a. Compensation Task Force Report  
Divided into two subgroups: faculty and staff. Official Charge: to determine from JMU employees what compensation concerns exist and suggestions for ways to deal with them. Asked to provide short- and long-term recommendations. Task force should complete its work by the end of the next semester. Looking at salary data across institutions. Surveys will be forthcoming, so please be on the lookout and respond to those. Surveying AUHs and Deans and students. Trying to get a broader sense for how the university spends its money. Making a case that is tied to student outcomes.
  - b. Friendly amendment from Dr. Benson. To be clear, the charge is not “is there a compensation issue?” The administration fully acknowledges that an issue exists and has created the task force to get as much information as possible about that.

## **VI. Old Business**

- Proposed initiative: Senate Minutes (see handout)—first reading only; discussion and amendments will happen at the January meeting.
- Academic Culture at JMU – “Reunion” (November 30) – Nancy Poe  
Brought together participants from many different groups, committees, and task forces that have met after the Spring Fest events from 2010. The general result was that we need to keep these conversations going and need to do a better job of sharing and

disseminating the information and reports that we have produced. Beth Eck will be taking the initiative to produce a report of the current status of all of the activities. Will be posted on a website. Suggestion that the Board of Visitors also be kept in this loop.

#### **VII. New Business**

- Proposed initiative: Senate reps for students and part-time faculty (see handout)—first reading only; discussion and amendments may be proposed at our January meeting.
- Suggestion from outside of JMU that there needs to be more/better parking for non-JMU people to get access to things like the library, Forbes Center, etc.—Speaker will look into it; another suggestion would be to have temporary parking permits at the library desk rather than expanding the number of spaces.
- Proposed resolution from Howard Lubert (see attached)—first reading only; discussion and amendments may be proposed at the January meeting; seconded.

#### **VIII. Adjournment – 4:34p**

## **Motion to change the way minutes are approved and distributed**

### Current Bylaws:

#### Section 5.

Minutes shall be kept of every meeting, and the secretary will distribute a draft of the minutes to the Steering Committee for review. After its approval, copies shall be distributed electronically to the members by the secretary no later than three weeks following a meeting.

#### Section 6.

Minutes will be officially approved at the next meeting of the Faculty Senate but will not be re-distributed to the members unless the Senate votes for re-distribution.

### Proposed Revision:

#### Section 5.

Minutes shall be kept of every meeting, and the secretary will electronically distribute a draft of the minutes to the Senate for review. Members of the Senate will have up to seven days after electronic distribution of the draft Minutes to propose corrections, clarifications, or other revisions, or lodge an objection to the approval of the Minutes. Clerical revisions will be taken under consideration by the Secretary. If an objection is raised, the matter will be addressed at the next meeting of the Senate. After seven days, if no objections have been raised, the Minutes will be deemed to have been approved by the Senate, and will be available for wider distribution without a formal vote.

#### Section 6.

Officially approved Minutes will be available on the Faculty Senate website, and will also be distributed at the next Senate meeting.

### **Motion to Create a Non-Voting Representative Seat for Part-Time Faculty**

It is proposed that the following Section be added to the Faculty Senate By-laws:

[Article II: Membership]

Section 12.

In order to advise the Senate of the concerns of the part-time and adjunct faculty of the University, a non-voting member of the Senate shall represent the interests of the part-time and adjunct faculty. The representative, who may be full-time, part-time, or adjunct faculty, shall be elected by the part-time and adjunct faculty in an election administered by the Executive Director of the Center for Faculty Innovation, or appointed by the Executive Director of the Center for Faculty Innovation, for a one-year term, renewable up to a maximum of six terms, to represent the interests of the part-time and adjunct faculty.

### **Motion to Create a Non-Voting Representative Seat for Students**

It is proposed that the following Section be added to the Faculty Senate By-laws:

[Article II: Membership]

Section 13.

In order to advise the Senate of the concerns of students of the University, a non-voting member of the Senate shall represent the interests of the students. The student representative shall be elected or appointed by the Student Government Association, for a one-year term to represent the interests of the students.

**No change to our Constitution is needed for the motions above. For your reference, below is the article of the Senate Constitution that describes membership.**

Article V: Membership

The Faculty Senate shall be comprised of members who represent the instructional faculty of James Madison University. The business and property of the Faculty Senate shall be managed and controlled by its members.

The Faculty Senate is to have two classes of members, voting members and non-voting members.

One class of members shall possess voting rights ("voting members"). The voting members, and the qualification and rights of the voting members, are as follows: voting members shall be instructional faculty members elected by the instructional faculty members in the academic units of James Madison University. They shall meet such additional criteria and be elected in the manner as described in the bylaws.

The Faculty Senate shall also have a class of members who do not possess voting rights, who shall serve ex-officio on the Faculty Senate, according to the provisions of the bylaws.

Senate Sponsor: Howard Lubert (Political Science)

Resolved:

A number of faculty members and classified employees have left JMU for better salaries elsewhere over the past decade. A considerable amount of data documents that JMU faculty members have been more productive in teaching, research, and service than colleagues at comparable public universities. Similarly, data exist to document the fine performance record of JMU classified employees.

In any business enterprise or government agency that provides a sophisticated set of professional services, why would one believe that salaries could be frozen indefinitely at no harm to the people that receive those services? JMU students deserve a university dedicated to their success. We would like the Senate to consider the following resolution:

Accordingly, the Faculty Senate calls on President Alger's Compensation Task Force to determine the ways in which the decision to freeze faculty and staff salaries since 2007 helps or harms JMU. In addition, we call on the Compensation Task Force to examine how to ensure that the educational experience of JMU students is the central priority of JMU expenditures.