



FACULTY SENATE MINUTES

Thursday, January 31, 2013 - Taylor 306

In attendance: Speaker: McGraw; Accounting: Louwers; Art & Art History: Welter; Biology: Cocking; Chemistry: DeVore; Comm Sci and Disorders: DePaolis; Comm. Studies: Smilowitz; Comp Info Sci and Mgt Sci: Simmons; Computer Science: Grove; Early ELED & Reading: Sullivan; Economics: Jerome; Engineering: Harper; English: Rankin; Exceptional Education: Blatz; Foreign Languages: Regalado Lopez; Geology: Johnson; Health Sciences: Burnett; History: McCleary; ISAT: Benton; Justice Studies: Robinson; Kinesiology: Nye; Learning, Tech & Leadership Ed.: Estes; Lib & Ed Tech: Mungin; Management: Stark; Mathematics and Statistics: VanWyk; Media Arts & Design: Leidholdt; Music: Gibson; Nursing: Knopp; Philosophy & Religion: Piper; Physics: Giovanetti; Political Science: Lubert; Psychology: DuVall; Social Work: Poe; Sociology/Anthropology: Spear; Theater & Dance: Sherrill; Writing Rhetoric & Tech Comm: Lunsford. **Guests** – Provost: Benson; The Breeze: Chan (Assistant News Editor) & Eric (Assistant).

I. Call to Order – 3:30p

II. Approval of December's minutes – Approved

III. Provost's Report

- a. Vice Provost for Research Search – Refer to Jerry's email (see attached); not serve as a typical Vice Provost of Research that you would see at an R-1 institution.
- b. Class scheduling policy (see attached) – Goes into effect Fall 2013; will be posted/"go live" within next few weeks. Attempting to give more options to students; applies to both undergraduate and graduate courses; concern re: shutting down parts of campus and improving transportation.

IV. Speaker's Report

- a. *Legislative Updates* – David attended Legislative Advocacy Day – Faculty Senate of VA (committee developed talking points; David talked with several legislators).
- b. *Original proposal* - Partial tuition waiver (50% tuition waiver) – create scholarship at the state level (dependents of faculty at state universities); however, revised bill explains no state funds for scholarships and is up to the university to fund it internally; two or more state institutions of higher education may enter into a reciprocal agreement.
 - i. Topic currently under discussion on behalf of the Compensation Taskforce – Suggestion to investigate how many JMU faculty have children in the state system.
- c. *2% raise* with broad support by both Democrats and Republicans; most likely will pass, although not set in stone, yet; only 47% is coming from the state (which is usually the case anytime there is a salary increase, per Dr. Benson).
- d. *Senate Bill 701* – State government employment: nondiscrimination
 - i. This includes sexual orientation as a group that cannot be discriminated against in employment.
 - ii. Virginia operates under the Dillon Law - For more info:
<http://www.fairfaxcounty.gov/government/about/dillon-rule.htm>
- e. *Board of Visitors* – Most items put forth are passed; David, press, etc. asked to leave for the closed session.
- f. *Madison Collaborative* – Ethical Reasoning in Action (Quality Enhancement Plan) –
<http://www.jmu.edu/qep/>
 - i. QEP Proposal: <http://www.jmu.edu/qep/proposal.shtml>
 - ii. Senators David McGraw, Tim Louwers, and Mark Piper are part of the task force.

- iii. By the beginning of April, the objective is for most JMU faculty to understand the goal of the collaborative.
 - g. *SWOT analysis* – 5-day extension on deadline for feedback was granted – February 5; Brian Charrette was unable to join the Senate meeting today to further explain the SWOT process.
 - i. The driving purpose – Create a bold working strategic plan for 2014-2020 that aligns core qualities, goals, and objectives in support of the university’s mission and vision and that is anchored to the university’s values.
 - ii. The structure
 - 1. BOV & President → Senior Leadership Team → Madison Future Commission → *University Planning Team* (latter involves two Prep Teams and 5 Committees):
 - a. 2 Prep Teams
 - i. *Internal Analysis Team* - There were questions re: faculty involvement (Bob Jerome and Howard Lubert from the Senate – points of contact)
 - ii. *Environmental Scan Team* – Look at what forces are at work outside the university.
 - 1. Prep teams do introductory work and then hand it over to committees to use info to work toward final product.
 - b. 5 Committees – Academics, Faculty & Staff Success, Fundraising, Resources (incl. Athletics), and Student Life & Success.
 - iii. Timeline moving forward – Deadline of January 2014
 - 1. Reports of the prep teams are due in February 2013 (“dead zone” in summer re: faculty involvement due to travel, etc.)
 - iv. Spring town hall meetings – First one was on 01.30.13 – open ended opportunities for anyone from the university community to show up and share what they want JMU to look like in the future.
- h. *Faculty Satisfaction Survey* (previously the Faculty Morale Survey) (Michael S.) – Done 10 years ago (65% response rate); each and every Senator should go to each of our colleagues to urge them to complete the faculty satisfaction survey; hope to improve Senate’s voice to get things accomplished; 40 Likert-scale items via Qualtrics; working with Tina Grace to set up survey to be completely anonymous (other than affiliated department); no one will know who responded and how; should only take 10 minutes.
 - i. Results will be presented to the BOV, Academic Counsel, Executive Counsel, and posted on the Senate website.
 - ii. Informal vote to include open-ended section; none of the questions will require a response.
 - iii. Send out a reminder mid-February for faculty to complete the survey.
 - iv. Set to “go live” around February 20.

V. Committee Reports

- a. Treasurer’s Report – Current Budget: \$5,175.31 – Also, computer lottery will run during month of February.
- b. Faculty Concerns – No report
- c. Academic Policies – Met 2/7
- d. Student Relations – No report
- e. Faculty Appeals – No cases to report.
- f. Budget – have not met, yet – Wrapped up in December with forward-looking plans; will be in touch with committee to meet soon.

- g. Nominations and Elections – Give name of faculty representative from your department to Bob by the February meeting.
- h. Other Committee Reports
 - i. Dan Gallagher – Compensation Task Force
 - 1. Faculty and staff involved – 20-person committee (i.e., 10 faculty and 10 staff) that includes several members of the Senate.
 - 2. Make recommendations to the president within the next month or two re: salaries/compensation at JMU.
 - 3. Conducting faculty- and staff-related surveys – 5 total – faculty, AUHs, deans, staff, and staff dept. heads – launch target of Monday (2/4) - Will include open-ended boxes for comments; results can be divided into faculty and staff.
 - 4. Urge your faculty to set aside “survey overload” and provide feedback.
 - 5. Questions include:
 - a. Where do we stand in relation to other universities?
 - b. How is our budget allocated? Tuition and fee issues in relation to other institutions?
 - c. Obtain faculty and staff input related to inversion and compression.
 - d. Will also look at salaries between genders.
 - e. Will ask re: child care, elder care, and tuition waiver.
 - f. Suggestion from floor to include item regarding FMLA benefits related to sexual orientation – no specific questions will be included – comment box is the suggested method.
 - g. Will make recommendations that faculty feel are most important/priorities – rank ordering (some “pick top five” items).

VI. Old Business

- a. Senate Minutes (postponed until February)
- b. Senate rep for students (postponed until February)
- c. Senate rep for part-time faculty (postponed until February)
- d. SWOT analysis deadline – Morgan Benton’s letter (see attached draft) – originated at ISAT dept. open faculty meeting (~35 attendees) – Timeline issue and concern whether taking the time to provide feedback would make a difference.
 - i. **Proposed motion** – Propose to the Planning Committee to take a concurrent approach to provide them with an initial document per their requested timetable, but we reserve the right to provide updates to allow an adequate vetting through the faculty of the SWOT analysis (motion passed: 15 yes; 6 no; 7 abstentions).
 - 1. Rules suspended – 2/3 vote.
 - 2. There are multiple committees and not one single one through which to provide updates.
 - 3. David can serve as a conduit to relay feedback from the Senate, as he serves on both the University Planning Team (ongoing body even beyond the Future Madison Commission) and the Academics Team.
 - 4. SACS to visit this spring - strategic plan also due.
 - 5. Planning Team had rushed an early SWOT draft, which is now being revised (i.e., not the same version that faculty actually received) – meant as a document to prioritize what’s important to faculty; not intended for publication.

VII. Adjourned at 5:11p