



FACULTY SENATE MINUTES

Thursday, March 27, 2014 - Taylor 306

In attendance: McGraw (Speaker); Accounting: Roof (alt.); Biology: Herrick (alt.); Chemistry: Wright; Comm. Sci. & Disorders: DePaolis; Comm. Studies: Nelson; Computer Science: Heydari; Early ELED & Reading: Kindig; Economics: Grant; Engineering: Harper; English: Hefner; Exceptional Ed.: Blatz; Grad Psych: Cowan; Health Sciences: Burnett; History: Burg (alt.); Hosp., Sports & Rec MGT: Shonk; ISAT: Teel (alt.); Justice Studies: Parsons; Kinesiology: Todd (alt.); Learning, Tech & Leadership Ed.: Estes; Lib & Ed Tech: Mungin; Management: Stark; Marketing: Larsen; Math & Statistics: Lubert; Media Arts & Design: Leidholdt; Music: Gibson; Nursing: Knopp; Philosophy & Religion: Piper; Physics: Giovanetti; Political Science: Lubert; Psychology: DuVall; Sociology/Anthropology: Bryson; Writing Rhetoric & Tech Comm: Lunsford; Part-time Faculty Rep: Harlacker; Student/SGA: Humphries; **Guests** – Provost: Benson; Vice-Provost: Gonzalez; SGA: Daniel Brezinsky; Breeze: Erin Flynn & William Mason; Legal Services: Susan Wheeler; Academic Affairs: Kristi Shackelford.

- I. **Call to Order** – 3:30p
- II. **Approval of February's minutes** – Approved
- III. **Provost's Report**
 - a. New faculty orientation and mentoring program (Doug Harrison – New Associate Director of CFI and faculty member in the Department of English).
 - i. The proposal for enhancing the new faculty orientation program and mentoring for new faculty comes from the task force analysis of the COACHE results and their recommendations for action.
 - ii. New Faculty Academy – Help new faculty understand what questions to ask, who to ask for guidance, the steps to take, etc. in relation to a career plan.
 1. Doug presented the idea of the academy to the Faculty Senate Steering Committee about one month ago.
 2. Not to replace departmental level mentoring that may be occurring, but to incorporate those activities and supplement them with cohort-based opportunities over the first year.
 3. Seeking to form a planning committee of a majority of faculty – a mix of newer faculty (3-4 years) and senior faculty perspectives; also AUHs, associate deans, etc.
 4. Recognize time demand on new faculty in participating in such an Academy and would appropriately address that issue. Less than one course release for the faculty member, but details are still to be determined by the planning committee.
 - b. Compensation Advisory Council – Proposal earlier this year on behalf of the Compensation Task Force's findings regarding salary bumps; feedback and recommendations with pros and cons; presented several different scenarios to expend funds; still preliminary due to lack of state budget details at this time; will continue to pursue our options.

- i. E.g., If funds available, should be expended on a merit basis and put some set of monies toward addressing major inversion and compression issues that may exist.
 1. Part-time faculty salary and other compensation-related issues to be addressed in the coming year.

IV. Speaker's Report

- a. Upcoming breakfast with President Alger
 - i. Thursday, April 17 at 7:30a
 1. 11 slots still open
- b. April's meeting
 - i. First half of meeting (3:30-4p) will be the organizational meeting for the new Senate (officers and committee members).
 - ii. Latter half of meeting will be the final meeting of the current Senate.
- c. Virginia General Assembly
 - i. Tuition waivers for faculty dependents motion is dead - will try again next year.
- d. Best Colleges to Work for (Chronicle of Higher Education)
 - i. Notice was recently sent out to campus faculty.
 - ii. Participating faculty are chosen at random.
 - iii. Completed last year; this is second round.
- e. Survey Analysis Report
 - i. Small working group has been formulated to write up a summary report of the following surveys: Previous Best Colleges to Work for, Compensation Task Force, Senate's Faculty Satisfaction, and COACHE. Report to be released within coming weeks.
- f. Proposed inclusion of previous procedures of Faculty Appeals Committee methodology to appoint faculty to the committee based on the Faculty Handbook.
- g. President Alger's allocation of money (\$10,000) to the Senate to carry forward the University's mission (see attached email from Mark Piper).
 - i. Discussion on how to spend the money within the Steering Committee.
 - ii. Form a Vision Grant Task Force to develop ideas on how to help promote JMU as the national model for the engaged university.
 1. Work over the summer to develop ideas to propose in the fall semester.
 2. Looking for people from a wide variety of departments.

V. Officer and Committee Reports

- a. Treasurer's Report - \$5,344 in the account
 - i. Funds received (2/27/2014 and 3/20/14 [SC] meetings plus interest): \$99.04. Funds spent: \$75.00 to American Heart Association in memory of Carey Cole's brother-in-law and \$75.00 to Mt Airy Baptist Church in memory of Edna Reid's mother.
 - ii. There are still 8 departments that have not made their faculty dues payment.
 - iii. Computer Lottery – Have received all but three reimbursement forms for the winners; the list of winners is on the Faculty Senate web page (see the 'Documents and Reports' tab).
- b. Faculty Concerns – No report.

- c. Academic Policies – See attached PowerPoint handout.
- d. Student Relations – No report.
- e. Faculty Appeals – One ongoing case; list of names to serve on the hearing committee for the ongoing case; faculty will be contacted.
- f. Budget – No report.
- g. Nominations and Elections – Vision Grant Task Force
 - i. Andrea Knopp (Nursing), Mark Piper (Philosophy & Religion), Tara Parsons (Justice Studies), David Shonk (Hospitality, Sports & Recreation Management), Leslie Harlacker (Sociology & Anthropology), and Kimberly DuVall (Psychology).
 - ii. Update on 2014-2015 Senate membership
 - 1. Please email Senator's name on behalf of your home department to Mark.
- h. Other Committee Reports – No report.

VI. New Business

- a. Motion on Proposed Handbook Changes on Absences (see attached)
 - i. If faculty are going out of town or have an emergency, he/she must contact the AUH for permission to find someone to cover his/her class.
 - ii. Motion to suspend the rules for further discussion.
 - iii. Handbook Committee Representatives - Susan Wheeler (Ex-officio) & Kristi Shackelford (Handbook Committee).
 - iv. Based on conversations with various administrators about issues that have come up and who have requested guidance.
 - v. Handbook Committee developed the attached motion.
 - vi. Clarification from Kristi - If a faculty member chooses to hold class online, no coverage on behalf of a substitute is required.
 - vii. Vote on motion to reject proposed new handbook language (unanimous vote; 2 abstentions).
- b. Motion to Create Consistent Wording in Regards to the Expenditures of the Faculty Flower Fund (see attached)
 - i. First reading.
 - ii. Wording regarding immediate family members versus non-immediate family members – delete the term *immediate*.
 - iii. Steering Committee recently approved the expenditure of funds for a faculty member who lost a brother-in-law in an effort to keep with the spirit of supporting other faculty members.
 - iv. Motion to suspend the rules – 2/3 majority.
 - v. Unanimous vote to approve removing the word 'immediate' from Article III Section 2.D.3 of the Bylaws: "The treasurer shall manage the Faculty Senate Flower Fund and make appropriate purchases from the fund for memorial gifts to the families of faculty members who have died or lost family members."
 - vi. Resolution was adopted.

VII. Old Business

- a. Resolution on Online Faculty Evaluations (Val Larson)
 - i. Withdrawing the motion and commending the administration on their willingness to listen to faculty concerns.
- b. Resolution to Extend Term Limits (see attached) (Tim Louwers)
 - i. Increase term limits from 2 to 3 years.
 - ii. Next year's Senate Officer positions are likely to be filled; therefore, resolution would take effect next year.

- iii. All officer positions are one-year positions and would continue to be voted on every year; the exception is the Speaker, which is a two-year term that can be filled over two consecutive terms.
- iv. Anyone can choose to seek reelection or not.
- v. Current Senate officer term limits
 - 1. David McGraw– 2 years, but will run again for Speaker for another two years.
 - 2. Mark Piper – 1 year
 - 3. Steve Harper – 1 year
 - 4. Audrey Burnett – 2 years
 - 5. Howard Lubert – 2 years
- vi. Straw poll vote: Unanimous vote to be effective immediately.
 - 1. Move for resolution to be effective immediately – unanimous vote.

VIII. Adjournment – 4:41p