



FACULTY SENATE MINUTES

Thursday, February 26, 2015 - Taylor 306

In attendance: McGraw (Speaker); Accounting: Louwers; Art, Design & Art History: Welter; Biology: Herrick; Chemistry: Wright; Comm. Sci. & Disorders: DePaolis; Comm. Studies: Nelson; Computer Information Sys: Wang; Computer Science: Heydari; Early ELED & Reading: McCartney; Engineering: Harper; English: Rankin; Foreign Languages: O'Donnell; Geology & Env. Sci.: Whitmeyer; Grad. Psychology: Cowan; Health Sciences: Burnett; History: Davidson; IDLS: Walker; ISAT: Benton; Justice Studies: Parsons; Kinesiology: Nye; Lib & Ed Tech: Mungin; Management: Stark; Marketing: Larsen; Media Arts & Design: Leidholdt; Music: Dabback; Nursing: Knopp; Philosophy & Religion: Piper; Physics: Giovanetti; Political Science: Lubert; Psychology: DuVall; Sociology & Anthropology: Polanco; Theater & Dance: Sherrill; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Rep: Harlacker; Student/SGA Rep: Guendert. **Guests** – Provost: Benson; Vice-Provost: Gonzalez; Breeze Reporter: McAllister.

I. Call to Order – 3:33 p.m.

II. Provost's Report

Provost Benson reported on the administrative searches currently underway. The search for a new Dean of the Graduate School is wrapping up; the search for the new head of the Honors Program (who will become the Dean of the new Honors school) is also moving along, with the last candidate is on campus this week. The search committee for a new Vice Provost for Academic Development is starting to review candidates.

The New Faculty Academy task force has the basic structure, outcomes, and assessment framework for that initiative in place. Their recommendations will go to the Provost in the next few weeks, followed by discussions with stakeholders.

III. Speaker's Report

1. State-wide issues. There is a salary increase of 2% in the budget from the state; Speaker McGraw felt there was no reason to think the governor would veto it. (47% of the money would come from the state, 53% from JMU budgets.)
2. Handbook process. The revisions we were told to look for notification of are delayed due to the Title IX process, and possible outcomes of legislation still pending in the Virginia legislature. The goal is now to get the eventual changes approved at the June Board of Visitors meeting. Stay tuned for notification of those revisions.

IV. Treasurer's Report

- \$5,689.21 balance as of 2/4/15; paperwork for computer lottery is being received and will be processed on an ongoing basis. Any outstanding dues please submit.

V. Committee Reports

- A. Faculty Concerns – No report.
- B. Academic Policies – Three major items were mentioned in chair Benton’s report. First – the issue with the bookstore defaulting to inclusion of the e-book option. Benton noted that research indicates that paper textbooks are superior to e-books in terms of the learning that takes place, and that high-lighted books are inferior to “clean” copies. Right now, faculty have to check an opt-out box to decline the e-book option being ordered by the bookstore, and there are concerns about that not being honored. The committee met with Mark Glenn on this; they are currently working on having the e-book option be opt-in rather than opt-out. Benton also alerted Senators to the include-Ed option, which allows the text cost to be included as a class fee. This would allow the bookstore to negotiate a bulk discount. It’s possible to get older editions this way as well. The committee is currently exploring this option for feasibility.

Second, the committee continues its work on the micro-courses. The Academic Council and senior leadership are now being consulted; the committee is working on best practices guidelines for half-credit courses. If all goes well, we may be able to pilot half-credit courses in the Spring semester of the next academic year.

Finally, the committee has just had referred to it the issue of how to handle snow day make-ups – stay the course, or explore other options, in light of the fact that very few faculty seem to use the official make up days.

- C. Student Relations – The committee has just been referred an idea from the SGA concerning possibly making midterm faculty evaluations more formal or required. SGA rep Guendert noted that there isn’t yet a concrete proposal.
- D. Faculty Appeals – no cases.
- E. Budget and Compensation – The first issue mentioned by chair Harper was the gift reinvestment fund. The committee met with Provost Benson and Nick Langridge a couple of weeks ago. The big issues raised were what the money is used for (as it seemed to be getting collected before people were notified it would be done; word seems not to have been circulated as intended), as well as whether this practice is needed. To review, the reinvestment fund comes from 7% of unrestricted / non-qualified gifts that are going to things that are not an endowment. The reinvestment fund money will be used to hire 3 or 4 people, one to make sure gifts are being used as intended and 2-3 as development officers. A recent study found that 3100 individuals might be able to make large gifts to JMU, but we only have relationships with about 700 of them; the idea is to build relationships with more of those individuals. No hires have been made yet; it takes 6-12 months for a new development officer to get money coming in. Typically development officers stay in the position for two years, but most of the ones at JMU have been in place for 5+ years. The reinvestment fund is an accepted practice for expanding advancement staffing across other institutions. Currently JMU has 6 officers; one estimate is that we need 23. Officers of Foundation are foregoing 25% of their management fee to help defray the cost.

Giovanetti (Physics) raised idea of there being a time frame for this reinvestment fund; whether it would be necessary to continue collecting the 7% long-term. Wright (Chemistry) noted that this has also had a

negative impact on helping to fund student research from faculty salaries – this has to be handled as gift to JMU, and the 7% reinvestment means fewer students may be able to do research.

Harper also updated the Senate on progress toward funding scholarships for faculty dependents. The process of creating an endowed scholarship line (endowed in order to avoid the reinvestment fee) for this purpose is underway. The committee is working with Jay Jackson on this; he will report on a monthly basis as it gets off the ground. The Faculty Dependents Scholarship Fund is what it will be called. Requirements of the scholarships are still being worked out. The endowment requires that \$25,000 be raised over 5 years. Once the endowment is in place, 4% is available per year for scholarships. Tim Louwers (Accounting) will match up to \$5,000 in donations from the Senate. Donations can be made immediately; simply note that they are intended for this fund, and they will be held until the account is set up. Mark Rankin (English) suggested moving some money over from the Senate's flower fund, as we always have lots of extra in the account.

- F. Nominations and Elections – Met to discuss the mini-grant initiative. So far, response has been good – about 20 applications had been received as of today. Applications are due March 16; winners will be notified April 1. Reports from grantees will be due September 30. In the future, contingent on funding, the application process would take place in the fall, and winners would have the rest of the year plus the summer to spend the money - the short timeline is this year only.
- G. Other Committee Reports.
- Compensation Advisory Council (deals with compensation for faculty and classified staff across the university). Two CAC members with ties to the Senate (Steve Garren and Nancy Poe) are our liaisons at the CAC; as they could not be present today, they sent a report on recent CAC activity (attached). Mark Piper asked Provost Benson what things from the report were most likely to be acted on by the administration. Benson noted that there have recently been two main, separate areas of concern: salary on one hand; other benefits on the other. In terms of the other benefits, the main focus has been on day care. Bids are out, and the process is ongoing. In terms of salaries – the CAC suggested creation of a model like the classified staff's in-band adjustment model, perhaps within colleges, to help address some of the more egregious issues. This would not be in lieu of increases, but complementary. The CAC hasn't weighed in yet on across the board vs. merit for the possible upcoming raise yet.
 - Computer Security Task Force. Tim Louwers reported, and submitted a summary of the task force's findings (attached). The task force met with IT security last week; they had received a report from the external security consultant and could discuss it. The sense of the task force is that JMU's IT security is following best practices, even cutting edge. The task force also made some suggestions/recommendations, detailed in their report. It could cost \$40,000 to extend the ID theft protection for a year; about 65% of those affected have signed up. Steve Harper brought up issue of establishing different passwords for different IT services, instead of our current practice of using a single password to access all systems. Speaker McGraw noted that the Task Force had completed its brief, and thanked members for their service.

VI. Old Business

No old business.

VII. New Business

First reading of Mark Rankin's motion recommending that the 2% raise be allocated as merit increases. Motion is attached to the minutes; discussion to take place at the next meeting.

VIII. Open Discussion.

Val Larsen noted that ORP contributions to Fidelity accounts hadn't been made yet for this month as of the 15th; he raised the issue to be looked into, as we are losing interest when it's late. Subsequent to the meeting, Provost Benson provided an update: First, Fidelity was the only vendor involved. Four checks were sent to Fidelity on January 31; only three were received, and by the time JMU was notified of this, it was time to send checks for the second pay period. We canceled the check Fidelity claimed not to have received and sent another with the checks for the second pay period.

VIII. Adjournment – 4:57 p.m.