



FACULTY SENATE MINUTES

Thursday, March 26, 2015 - Taylor 306

In attendance: McGraw (Speaker); Accounting: Louwers; Art, Design & Art History: Welter; Comm. Sci. & Disorders: DePaolis; Comm. Studies: Nelson; Ed. Foundations & Exceptionalities: Desportes; Engineering: Harper; English: Rankin; Foreign Languages: O'Donnell; Grad. Psychology: Cowan; Health Sciences: Burnett; History: Davidson; Hospitality, Sport & Rec Mgmt: Shonk; IDLS: Walker; ISAT: Benton; Justice Studies: Parsons; Kinesiology: Todd (alt.); LTLE: Griffin; Lib & Ed Tech: Mungin; Management: Stark; Marketing: Larsen; Mathematics & Statistics: Lubert; Media Arts & Design: Leidholdt; Music: Dabback; Philosophy & Religion: Piper; Physics: Banu (alt.); Political Science: Hammond (alt.); Psychology: DuVall; Social Work: Poe; 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: Newman.

I. Call to Order – 3:32 p.m.

II. Provost's Report

Provost Benson offered a clarification regarding the e-mail that went out the afternoon of March 26 from the Governor's office concerning the 2% raise. The second point in that e-mail was regarding state employees getting \$65/year of service to address compression – this adjustment does not apply to faculty, only to classified employees.

III. Speaker's Report

1. Speaker McGraw reviewed procedures for the April Senate meeting: during the first half, next year's Senators (including new Senators) will meet to vote on officers for next year's Senate and choose of committee chairs. Once that is done, the 2014-2015 Senators will meet to do the rest of this year's business..
2. The merit pay resolution introduced at the February meeting by Mark Rankin (English) was withdrawn. The new motion from Rankin concerning salary compression was added to the day's agenda despite having been submitted fewer than 7 days prior to the meeting because the Speaker judged it was ready to be considered by the Senate.
3. There remains one more lunch with President and Provost: Tuesday April 28, 11:15-1:00. 9 seats are available and may be offered to non-Senators. As a reminder, to avoid logistical problems, Senators should make sure that the individual to whom they offer their seat RSVPs to Louise White.

IV. Treasurer's Report

- \$5,314.26 balance as of 3/9/15; Treasurer Harper did an analysis of the inflow vs outflow from our account that seemed to indicate currently dues are balancing outflow.

V. Committee Reports

- A. Faculty Concerns – The Faculty Concerns committee has a sexual assault motion under review; the goal is to have a first reading in April. The steering committee thought the motion as initially submitted needed more work, so sent it to committee.
- B. Academic Policies – No March meeting due to snow; everything got postponed until next week’s meeting. In addition to the ongoing business reported on last month, the committee will be providing feedback to administration concerning policy on how instructors can remove disruptive students from class.
- C. Student Relations – Will be meeting on April 9 to take on the SGA bill about midterm evaluations, which recently passed.
- D. Faculty Appeals – No cases.
- E. Budget and Compensation – No report.
- F. Nominations and Elections – Please let Mark Piper know when you can whether you’ll be returning to the Senate next year. Also – the winners of the Vision Mini-Grants have been determined and will be announced April 3. Committee chair Piper said the committee was stunned by the quality and diversity of the engagement proposals received along all three axes of engagement. Despite the late roll-out, 77 proposals were received. He met with Provost Benson today and will talk with President Alger soon to discuss continuation of this initiative into the future.
- G. Other Committee Reports.
 - Compensation Advisory Council (deals with compensation for faculty and classified staff across the university). Nancy Poe (Social Work) reported. The climate study referenced in the report (attached) has been prepared and presented to the administration. Since then, a response has been prepared and was handed out at the meeting (separate attachment).

Poe also suggested the Senate think further about the best way to handle communication between CAC and Senate. One suggestion has been to distribute the minutes of the meetings to the Senate, to provide us with that information.

The CAC is now meeting more frequently with Provost Benson and Charlie King to make sure everyone stays on the same page – monthly as opposed to less frequently.

The main recent activity of the CAC has been in regards to JMU’s peer comparison group; the University is trying to put together one that’s reasonable in order to obtain good comparative salary data, and the CAC welcomes suggestions from Senators as to how to put together that peer group. Discussion ensued on this point. In response to questions from Senators as to why we couldn’t use our already-established peer group, Poe stated that it had fallen into disuse, possibly because JMU wasn’t meeting the benchmarks, and that CAC discussion has focused on trying to work out how realistic that peer group was. Provost Benson noted that the peer group set up several years ago was negotiated with SCHEV. However, the JLARC study revealed that this peer group is meaningless as the legislature has no intention of paying attention to it. Thus, we need to establish a better peer group; discussion is still ongoing as to exactly what criteria to use. At the time our old peer group was established, the state had a goal of reaching the 60th percentile among our peers for

salary, hence it was to our benefit to include “aspirational” universities in terms of peers. The goal is to put together a useful peer group for lobbying for salary increases with legislators.

Alex Leidholdt expressed support for the long-term plan aspect of the CAC’s report, encouraging a historical perspective – how much would we have had with regular increases, etc.

Harlacker (Part-time faculty) asked for additional information concerning the CAC’s work on adjunct compensation. Poe replied that the most recent issue discussed by the adjunct compensation working group was the effect of the ACA (and the rule limiting part-time employees to 29 hours per week) on adjunct employment, as well as the status of adjunct faculty in general.

VI. Old Business

No old business.

VII. New Business

1. Motion introduced by Kevin Giovanetti (Physics) concerning light pollution (attached). The Senate voted to suspend Robert’s rules to allow discussion; after a brief discussion, the motion was approved with three abstentions.
2. Motion introduced by Mark Piper on transfer of Vision funds (attached). As a review, of the \$10,000 provided to the Senate for Vision initiatives, the Senate allocated \$3,000 to the Madison Vision Teaching Award and the rest to Vision Mini-Grants. After discussion with SGA, Mark Rankin judged that it would not be feasible to make Teaching Awards this year. This motion would re-allocate the \$3,000 originally allocated to the Teaching Award to Mini-Grants (for this year only). The Senate voted to suspend Robert’s rules to allow discussion; after a brief discussion, the motion passed unanimously.
3. Motion introduced by Val Larsen (Marketing) (attached) to commend President Alger and the administration for providing faculty raises, in an economic climate when other institutions did not, and in the face of push-back from the legislature. The Senate voted to suspend Robert’s rules to allow discussion; a motion was then made and passed to make minor edits to the language. After a brief discussion, the amended motion passed with two abstentions.
4. Motion introduced by Mark Rankin on salary compression and inversion (amended version attached). According to Rankin, the goal is to make a unified statement to the administration regarding salary compression and inversion. The Senate voted to suspend Robert’s rules to allow discussion, during which several senators raised concerns. It was suggested by Steve Harper that the language regarding identification of egregious instances of compression and inversion be modified to request specifically internal identification, to facilitate transparency. This language was adopted, along with striking the word “immediately” from the first resolution clause. Tim Louwers raised concern about the second resolution clause in terms of a potential unintended negative effect on recruitment – it could force lower offers and not being able to get good new faculty. Several Senators raised concerns regarding the language focusing on high-performing long-term faculty, including both definitions of long-term and high-performing and a desire to focus first on dealing with inversion and compression across the board. Senators also questioned the need for the motion at this time, as the administration is aware of the issue; in response, Rankin argued that it would be beneficial to have an official senate statement on this to encourage action. The Senate voted to table the motion until the next meeting.
5. Motion introduced by Mark Rankin revising the Madison Vision Teaching Award (attached) – first reading.

VII. Adjournment – 5:00 p.m.