



FACULTY SENATE MINUTES

Thursday, September 3, 2015 - Taylor 306

In attendance: McGraw (Speaker); Accounting: Hayes; Art, Design & Art History: Tollefson-Hall; Biology: Rife; Comm. Sci. & Disorders: DePaolis; Comm. Studies: Whitfield; Computer Information Sys: Wang; Computer Science: Grove; Early ELED & Reading: McCartney; Engineering: Harper; English: Rebhorn; Edu. Found. & Excep.: Koubek; Finance & Bus. Law: Parker; Foreign Languages: Muhonja; Geology & Env. Sci.: Whitmeyer; Grad. Psychology: Cowan; Health Sciences: Burnett; History: Van Norman; Hosp., Sports & Rec Mgt.: Shonk; IDLS: Walker; Justice Studies: Poteyeva; Kinesiology: Nye; Learning, Tech & Leadership Ed.: Griffin; Lib & Ed Tech: Mungin; Management: Stark; Marketing: Larsen; Mathematics & Statistics: Garren; Media Arts & Design: Leidholdt; Middle, Second. & Math: Haraway; Nursing: Knopp; Philosophy & Religion: Piper; Physics & Astronomy: Constantin; Political Science: Lee; Psychology: DuVall; Social Work: Yeom; Theater & Dance: Sherrill; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Rep: Harlacker; **Guests** – Provost: Benson; Vice-Provost: Johnson.

I. Call to Order – 3:32 p.m.

II. Provost's Report

Provost Benson's report covered three items:

1. Title IX update. The Academic Affairs Faculty Title IX Task Force finished its work last year, contributing significantly to the development of the University's new Title IX policy. That policy will be out for review in the next couple of weeks. Also, Academic Affairs will have an official Title IX officer starting in October; until then, faculty should contact Karen Bennington or James Robinson with any concerns. Toward the end of the month, required faculty/staff training focusing on our responsibilities as mandatory reporters will be rolled out; follow-up sessions will be initiated by the Title IX coordinator. Part-time Faculty rep Leslie Harlacker briefly reported on her work over the summer providing input on that training and noted that work is ongoing on the development of additional training for faculty who volunteer to hear Title IX cases involving faculty as respondents; more information will be coming later this fall.
2. Compensation. Provost Benson first addressed the additional 1% pool for merit increases (to be allocated using departments' own processes) and provided clarification of President Alger's remarks at the opening faculty meeting. The Compensation Advisory Council (CAC) recommended that any increases this year be done on the basis of merit; however, the Governor mandated that the initial 2% increase occur in August, which made it impossible to carry out the evaluations needed to distribute that money based on merit. Therefore, in distributing the 1%, it's being suggested that departments think in terms of the available pool being 3% (the 2% already distributed plus the 1%) – the recommendation will be to think about people as having already received some merit increases, so the 1% extra should be for the very outstanding.

Provost Benson then addressed compression and inversion, which the CAC identified as major concern, recommending that funds be set aside annually to address these issues, because the problem can't be effectively addressed with only one effort. This year, the amount allocated is \$300,000, and the plan is to have funds available on an ongoing basis, barring a budgetary crisis. In terms of distribution, one possibility is to emulate the in-band adjustment model used for classified staff, where supervisors can put forward any employee for a raise with justification. Academic units would make prioritized recommendations to their Deans, who would pass those on to the Provost; a subcommittee of the CAC has been working with the Provost's office to work out the process used to develop salary adjustment

recommendations for this year. This year should be considered a pilot year. Identification of compression and inversion would be within rank within a department. To be eligible this year, faculty must be at Associate or Full Professor rank, and also have been at JMU for at least seven years (i.e., working here since Fall 2008 or before). In answer to questions from Senators, Provost Benson said that all faculty who meet the criteria will be considered, and that the seven years of continuous service could include VAP or RTA years, as long as the individual is now at Associate or Full rank. Also, at the level of Full Professor, length of service and merit would be considered in determining who receives an adjustment first. Floors and ceilings will be in place - \$1,000 and \$4,000 are the numbers under current discussion, but the final decision hasn't yet been made. The December 16th pay would be the earliest that these increases would be reflected in paychecks.

3. COACHE Survey. Several years ago, JMU participated in the COACHE survey of tenure-track (but untenured) faculty support; a faculty and leadership task force assessed the results and made recommendations. One outcome of that assessment was the establishment of the New Faculty Academy. JMU is participating in the COACHE survey again this year, but our participation will include tenured and RTA faculty as well as tenure-track faculty. Provost Benson is putting together a new working group, chaired by Cara Meixner, to prepare for and help implement the survey. The survey will take place in the late fall or early spring, with results available next summer and analysis to take place in the Fall of 2016.

III. Speaker's Report

1. Welcome and Introductions. Speaker McGraw briefly discussed the four duties of senators: (1) Departmental communication (two-way – let them know what's going on, and listen to them and bring their concerns to the Senate); (2) Committee assignments – each Senator is assigned to a standing committee; (3) Dues and memorials (collect dues from your constituents, \$2/person, and act as a conduit for memorial requests for faculty and immediate family bereavements. The contact point for questions is Val Larsen, Treasurer, and there is a request form on the Faculty Senate website.) (4) Electing a successor (more broadly, keep the Senate – especially the Marshal and Secretary – abreast of who is filling in for you/proxies/etc. and make sure your successor is chosen and their name forwarded to the Marshal at the end of your term).
2. Important non-Senate Committees. Speaker McGraw mentioned Faculty Handbook (FH) and University Policy (UP) committees as two points at which faculty have the ability to exert an influence, and provided an overview. The UP committee deals with policies affecting the entire University. When the UP committee proposes changes, they are sent to the Speaker, who will notify Senators of proposed changes that are possibly relevant to faculty; we then have a comment window in which to respond. If the window is too brief for formal Senate discussion and the issue is a major concern, we can ask the UP committee to postpone action until we've weighed in. If you want to propose a policy change, you bring it to the Speaker, whereupon the Senate would discuss it and potentially send it to the UP committee. The Faculty Handbook committee proposes changes to the faculty handbook; it consists of three representatives from the Senate, and three from the Provost's office, chosen to maintain representation across colleges. The FH committee discusses proposed changes in the Fall and releases them for comment; the Senate often passes resolutions during the Spring expressing our opinion on the proposed changes. Faculty can submit proposed changes directly to the FHC; it's recommended that major changes be brought to the Senate first, so we can potentially pass a resolution speaking for the body.

3. Lunches with the President and Provost. This year's dates are Wednesday, 10/21, 12:15-2:00; Tuesday, 12/1, 11:15-1:00; Friday, 2/19, 12:15-2:00; and Tuesday, 4/19, 11:15-1:00. You may e-mail or call Louise White to reserve one of the 12 slots at one of these lunches (white1la@jmu.edu). Although Senators have priority, you can pass on your seat to another member of your department (keep in mind that it's one seat per department).
4. Speaker McGraw noted that although our meeting time for October conflicts with the Grand Celebration of Innovation, Art, and Scholarship, we will still meet as scheduled.

IV. Treasurer's Report

\$4,999.65 balance as of 9/1/15. Treasurer Val Larsen reminded Senators to turn in dues to him at Senate meetings, and to submit memorial requests to him (\$75 is the usual budget). Also, the annual computer lottery will be getting underway soon.

V. Committee Reports

- A. Faculty Concerns – Chaired by President Pro-Tem. Audrey Burnett. This committee addresses anything involving our lives as faculty. At this point, the agenda is still being set.
- B. Academic Policies – Morgan Benton is the chair. This is one of the busier committees, dealing with academic policies (e.g., degree requirements, credit courses, etc.).
- C. Student Relations – Kimberly DuVall is the chair. This committee addresses matters where faculty and student concerns intersect. One of last year's major issues, for instance, was comfort and service animals; the committee also talked about the possibility of midterm faculty evaluations. This year, the Student Relations committee will be taking on the Madison Vision Teaching Award, working on its implementation. There will be three winners, \$1,000 apiece. The committee meets the 3rd Thursday of the month in Cleveland 101. The student rep from SGA works with this committee.
- D. Faculty Appeals – no active cases. Eric Stark is the chair. Reports will be minimal – no cases or cases. Because what they deal with is appeals of tenure denials, which are confidential.
- E. Budget and Compensation – Chair is Steve Harper. This committee works on budgetary and compensation related issues. The budget side is advising the administration on budgetary matters when asked. On the compensation side, the committee will be working on strengthening the Senate's relationship with the CAC. It will also continue to address the 7% reinvestment to Advancement on non-endowed gifts, to see if the exception to the 7% can be broadened in terms of faculty gifts. The resolution on this topic introduced late last year was withdrawn following discussions with the administration. The Budget and Compensation committee will also continue working on the faculty dependents scholarship – it's set up as an endowed scholarship, with a goal of raising \$25,000 over the next five years. The money goes into a fund for scholarships for which children of faculty may apply. B & C committee meetings will probably be on the second or third Thursday of each month.
- F. Nominations and Elections – Chair is Mark Piper, who is also the Marshal (which includes Parliamentarian and Sergeant at Arms duties). Mark is responsible for the roster and the name signs – if anything is missing or incorrect, let him know. The Nominations and Elections committee is responsible for putting

together the slate of officers and running the elections (talk to him or Speaker McGraw if you want to run for an officer position). The N & E committee also runs the Mini Grant initiative, which will be ongoing this year; the total amount of money will be at least the same as last year. Expect to see a call for proposals within two weeks; proposals must relate in some way to the engagement mission of the university. There are also a number of external committees that need members; these are listed on the back of the roster. Some of the committees have their members chosen by the Provost; others come from the Senate. In response to Senator questions, Speaker McGraw gave an overview of the Restricted Program Advisory Group, which deals with programs that want to restrict enrollment or kick students out of the major. Programs wishing to impose such restrictions have to apply to the advisory group, which consists of one faculty member and several associate deans. This group will probably have a low workload, as the big backlog was cleared some years ago. Another important one is the Committee on Academic Programs – it deals with curriculum development, with meetings this semester on three Mondays (10/12, 11/16, and 12/7) from 11:15-12:15 in the Moody conference room. If you're interested in serving on one of these external committees, let Mark know.

- G. Other Committee Reports – this would be usually people from the external committees. Today there was one report from Steve Harper (Employee advisory committee). HR is making new groups called employee resource groups. There will be three this year – diversity, veterans, and people with caregiver issues. Also, there will be an announcement in mid-September of a discount program for employees from local retailers.

VI. Old Business

None

VII. New Business.

1. Speaker McGraw briefly summarized the procedures for introducing and discussing business.
2. First reading of a motion (attached) to amend the bylaws to add two more part-time faculty Senators.
3. Alison Parker memorial resolution (attached). The Senate voted to suspend Robert's Rules so the resolution could be discussed. There was a motion to make it \$75 instead (to bring the amount in line with other memorial contributions), with Senators encouraged to donate more as individuals if desired. This motion failed. Further debate ensued concerning the amount, with some faculty suggesting it be increased. Another motion was made to change the wording to "at least \$100" so that the final amount could be determined later. This motion also failed. Finally, the Senate voted on the motion itself, without any amendments. The motion passed.

VIII. Adjournment – 5:06 p.m.