

James Madison University
Faculty Senate Minutes
Taylor Hall 306 February 26, 2004

1. Faculty Marshall, **Larry Ham**, called the meeting to order at 3:31. Members present included: **Jose Bario-Olano**, Foreign Languages and Literatures; **David Bernstein**, Computer Science; **Stephanie Chisolm**, Health Science; **Rory DePaolis**, Communication Sciences and Disorders; **Sandra Eagle**, Technical and Scientific Communication; **Beth Eck**, Sociology; **Geoff Egekwu**, ISAT; **Roger Hall**, Theatre and Dance; **Alex Gabbin**, Accounting; **G. Edgar Parker**, Mathematics and Statistics; **Cynthia Gilliatt**, English; **Ioana Niculescu** (for Kevin Giovanetti), Physics; **Larry Ham**, Kinesiology; **Jason Haney**, School of Music; **Bob Jerome**, Economics; **Val Larsen**, Marketing; **Reba Leiding**, Libraries; **Bob Lembright**, History; **Howard Lubert**, Political Science; **Art Hamilton** (for Brooks Marshall), Finance and Business Law; **Dietrich Maune**, Media Arts and Design; **Roberta Mitchell**, Communications Studies; **Aashir Nasim**, Psychology; **Bill O'Meara**, Philosophy and Religion; **Claudia O'Neill**, Nursing; **Mark Rooker**, Art and Art History; **Jim Ruff**, English; **Karen Santos**, Education; for **Craig Shealy**, Psychology; **Michael Smilowitz**, Communication Studies; **Derek Slavin** (for John Wolf), Military Science; **Brian Miller** (for Kent Zimmerman), Management; and **David Zimmerman**, Education. Guests included **Doug Brown** and **Susan Wheeler**, Office of the Provost and **Kai Degner**, student chair of the Orange Band organization.

2. **Provost's Report:** Doug Brown announced that summer salaries would be increased across the board by 6.5% this coming summer. Enrollment has increased over the past several summers and it is hoped that this will permit continued salary increases. We are currently recruiting individuals for thirty new faculty positions. There seems to be a favorable attitude in the legislature towards higher education. We continue to hope for a compromise between the house and senate for a tax plan that will benefit James Madison University and higher education throughout the Commonwealth. Through tax restructuring and tuition hikes it is hoped that the University can generate \$6 to \$7 million in additional revenue. We are still approximately \$30 million behind where we want to be but we are moving in the right direction. Another round of faculty salary adjustments will be accomplished in July 2004. The Board of Visitors was favorably impressed with Michael Smilowitz' presentation on the faculty morale survey and asked that the Provost bring them information concerning a comparison of our faculty salaries by discipline with our national peer group and comparable institutions within the state. Faculty load will also be reviewed. Doug will look at the Radford approach to raising faculty salaries in which that institution raised faculty salaries approximately 8-9% across the board. Information concerning the institution's diversity program will be presented in upcoming months. The faculty senate's faculty-in-residence-program is going to be supported by JMU to encourage students from formerly under-represented high schools to attend JMU. Doug then asked all senators and their constituents to e-mail their legislative representatives to support funding for K-12 and higher education.

3. The minutes were approved as distributed.

4. Geoff Egekwu reported that there was a balance of \$1,230.51 in the flower fund and \$6588.40 in the university account. The computer lottery was completed with 50 first round winners. Awards are currently being processed and the winners' names will be posted on the senate Website.

5. **Speakers Report:** Kai Degner, chair of the Orange Band organization reported on the activities of his group to encourage discussion of issues by students outside of the classroom. Since the inception of the program one year ago, there have been over 30 forums at which such issues as diversity on campus, the war in Iraq, U.S. healthcare and the Israeli/Palestinian conflict have been discussed. He urged senators to encourage their colleagues to participate in the development of and participation in future forums to discuss issues of the day.

David Zimmerman presented data taken from the open-ended questions at the end of the faculty morale survey. This information, as well as an unedited copy of the general comments, will be posted on the senate Website.

Michael is currently completing a separate report dealing with faculty development questions that appeared on the faculty morale survey. This will also be placed on the Web.

The registrar has identified the valedictorian and Michael asked for senate approval of a resolution congratulating the valedictorian for 2004. The resolution was approved unanimously.

Michael asked senators to encourage their colleagues to send e-mail messages to their representatives in Richmond asking them to support higher education.

6. Committee Reports:

A. Academic Policies: Beth Eck reported that her committee has been looking at university adoption of anti-plagiarism software. Further information can be accessed at www.turnitin.com. This is only one software package that is being considered. Discussion ensued regarding how the software works and various questions were raised regarding copyright and privacy issues. Beth's committee will conduct further study regarding this issue and report back to the full senate at the next meeting.

B. Faculty Concerns: Cynthia Gilliatt reported that retirement gifts have been ordered and that plans are proceeding for the end-of-year reception for retiring faculty after the April 29th meeting of the faculty senate. She thanked Jim Ruff for his suggestions regarding the gifts. The committee is also looking into the issue of including summer salary and grant money being included in calculations for retirement. Susan Wheeler indicated that since university faculty comprise such a small percentage of the total number of state employees, it is highly unlikely that this would be approved. Doug suggested that changes in faculty contracts from 10 to 12 months might be a way to change the retirement pay calculations.

C. Student Relations: No report.

D. Institutional Budget Priorities: Val Larsen reported that the committee is looking at the decline of JMU faculty salaries in relation to our peers. A relationship between this fact and faculty turnovers is not evident at this point.

7. Old Business: The preamble to the Faculty Handbook regarding the fundamental dedication of the JMU faculty was discussed and revisions were considered. Michael stressed the importance of including a statement to help assure that future boards of visitors, which might not be as enlightened as the present board, will take academic freedom of the faculty seriously. Bill O'Meara indicated that the University of Michigan provided the model for this statement. (*A copy of this document is attached to the current month's agenda.*) The words "artistic" (line #4) and "religious" (line #17) were excised from the statement. The motion to accept this statement was tabled and will be discussed and refined at the March meeting.

There being no further business, the meeting was adjourned at 5:01.

Respectfully submitted,

David P. Zimmerman
Secretary of the Senate