

## **JMU Faculty Senate Minutes**

**Thursday, March 6, 2003**

1. Faculty Marshall **Larry Ham** called the meeting to order at 3:40 PM. Members present included:

**Jose Barrio-Olano**, Foreign Languages and Literatures; **Jack Butt**, History; **Stephanie Chisolm**, Health Sciences; **Melody Eaton**, Nursing; **Beth Eck**, Sociology and Anthropology; **Geoffrey Egekwu**, ISAT; **Alex Gabbin**, Accounting; **Stephen Germic**, English; **Dona Gilliam**, Media Arts and Design;

**Cynthia Gilliatt**, English; **Kevin Giovanetti**, Physics; **Jason Haney**, Music; **Hossain Heydari**, Computer Science; **Dan Flage** (for Steven Hoeltzel), Philosophy and Religion; **David Kaplan**, Management; **James Sochacki** (for John Klippert), Mathematics; **Andy Kohen**, Economics; **Val Larsen**, Marketing; **Reba Leiding**, Libraries and Educational Technologies; **Howard Lubert**, Political Science;

**Roberta Mitchell**, Communication Studies; **Bill O'Meara**, Past Speaker; **Mark Rooker**, Art and Art History; **Michael Smilowitz**, Speaker; and **David Zimmerman**, School of Education. Guests included **Doug Brown**, Provost; **Teresa Gonzalez**, and **Susan Wheeler**; Academic Affairs.

2. The minutes of the January meeting were approved as posted.

3. Provost Doug Brown provided a legislative update. In-state tuition has been capped at 5% for the coming year. Out-of-state tuition is uncapped at this point. It is hoped that the cap will be rescinded during the next legislative session allowing tuition to rise to meet the financial needs of universities across the state. It is hoped that a gradual recovery in the economy will occur and tax revenues will rise. The \$5.6 million reversion originally scheduled will not occur due to the tuition increases. JMU will remain competitive as it seeks to attract out-of-state students. A faculty salary adjustment process has begun, ranging between 4% and 16%. Faculty salary compression is also being reviewed. Howard Lubert asked if tuition increases could be used to increase faculty salaries. Doug indicated that this was allowable. Hossain Heydari asked if these adjustments were targeted to specific Colleges and Doug stated that they were given across all Colleges and that the funds came from the Provost's budget. A 2.25% salary raise is scheduled for the coming year from the legislature. In response to a question from Andy Kohen, Doug stated that the money in his salary adjustment fund is not performance-based but rather market-based. Larry Ham asked about those individuals in the middle of the faculty – above the new faculty who might be considering a higher paying position at another institution and senior faculty who may be a victim of salary compression. Doug stated that the salary review process is on going and all faculty will be reviewed for possible adjustment. There is a heterogeneous mix of faculty salaries and Doug's goal is to establish and maintain equity among comparable levels of competence.

4. Speaker's Report

A. Michael reported that the president has expressed his commitment to establish a

daycare facility. Michael has met with Charles King, Vice President for Administration and Finance, on several occasions and hopes that a formal announcement will be made as early as July 2003.

**B.** The Expanding Horizons group met for the first time on Saturday, March 1<sup>st</sup>. Michael thanked Bill O'Meara for delivering the first lecture to the middle school students. Several of Bill's JMU students in attendance expressed an interest in participating in future programs and one asked to be part of the planning committee. Another JMU student who met Geoff Egekwu after the presentation volunteered a group to which she belongs – young women of color who encourage other women to become involved in the sciences – to work with the expanding horizons committee as well. It was a very good beginning for the project.

**C.** The Faculty Emeriti Committee will not be active during the winter but will begin its work in the spring.

5. Treasurer Geoff Egekwu reported that \$1551.01 remains in the flower fund, \$4209.00 in the personal service budget and \$2846.52 in non-personal service budget. Faculty dues are still being accepted. Winners of this year's computer lottery, the first lottery conducted entirely via the Web, must turn in their receipts for equipment purchased by the end of March.

6. Committee Reports:

A. Academic Policies:

1. Beth Eck reported that the committee would not make any recommendation regarding

the suggestion that college PACs consider looking at faculty who cancel their classes during the beginning of the week preceding Thanksgiving.

2. Grade distribution data from the past two years has been reviewed by the academic policies committee. This data has been broken down by department, college and university. Averages, standard deviation, number of drops and numbers of repeat/forgives will be included. It is hoped that this data will be part of a report offering suggestions for ways to counter grade inflation. The committee understands that this is a sensitive issue and only recommendations which recognize academic freedom will be considered. These might include moving the date for dropping a course to a date earlier in the semester and establishing a weighted system of grading. Contact a member of this committee for further clarification or to make suggestions.

**B.** Faculty Affairs: Cynthia Gilliatt reported that the RTA survey should be ready to run after spring break. Part time faculty do have access to the library and UREC during the summer. Gifts from the faculty senate to retirees will be ready soon.

**C.** Student/Faculty Relations: Reba Leiding reported that this committee has discussed the establishment of a scholarship/recognition award for leadership in student government. This is in response to a low student turnout for the past student government elections. Andy Kohen indicated that there are national organizations on campus that recognize leadership. After further discussion it was decided not to pursue this matter.

**D.** Andy Kohen reported that he had sent a memo to the faculty senate (*copy attached to agenda*) regarding General education. There was no discussion.

Following a brief break, Larry Ham questioned the formation of the committee on institutional budget priorities by the speaker of the faculty senate without advice of the steering committee. After further discussion, Howard Lubert moved to strike the item from the agenda. Cynthia Gilliatt seconded the motion and it passed.

7. Michael asked that senators' remarks concerning the proposed senate resolution be limited to three minutes. Cynthia Gilliatt outlined the resolution that was drafted by the faculty affairs committee (*copy attached to agenda*). Andy Kohen distributed copies of suggested changes and each was considered as a separate amendment. Each "therefore be it resolved" statement was considered in turn. All three passed with the first receiving four negative votes, the second received four negative votes and the third passed unanimously.

After considerable discussion the following resolution was proposed:

***Whereas,***

JMU faculty who were promoted received raises in base pay of approximately 4% and, JMU faculty who were not promoted received no raises in base pay, but instead a one-time only "bonus" of 2.5% of their base salaries in August, 2002, and

***Whereas,***

Three JMU administrators received promotion/change of title raises of 26.7%, 18.4% and 14.1%, respectively, and

***Whereas,***

Raises for JMU faculty in the coming year are in a precarious position in the state budget process, and

***Whereas,***

Such raises for selected administrators at this time, even in light of their expanded responsibilities, fosters the impression that the University values administrative activities far more than the professional activities of the faculty, and thus has a debilitating effect on faculty morale,

***Therefore be it resolved that***

The faculty senate of JMU expresses its moral outrage with the willingness of administrators to benefit financially at a time in which faculty were asked to make significant personal financial sacrifices and that the administrative rates of increase were seriously out of proportion with the rate of compensation available to faculty, and

***Therefore be it resolved that***

The faculty senate, in a spirit of “All Together One”, urges that the administrators who received the disproportionate pay raises take the morally upright action of relinquishing a significant portion of those raises for the year 2002/2003 to the general operating budget, and

*Therefore be it resolved that*

The faculty senate urges that all administrators commit to limiting the raises they accept in the next budget period to a percentage of base pay no higher than that accorded faculty.

The total resolution passed unanimously.

8. Bill O’Meara announced that recommended changes to the JMU Faculty Handbook will be placed on the senate Web site for faculty review soon after spring break.

There being no further business, the senate was adjourned.

Respectfully submitted,

David P. Zimmerman  
Secretary