

**JMU Faculty Senate Minutes**  
**January 23, 2003**  
**Taylor 306**

1. Faculty Marshall **Larry Ham** called the meeting to order at 3:32 PM. Members present included:

**Jose Barrio-Olano**, Foreign Languages and Literatures; **Michael Busing**, Computer Information Systems; **Robert Lembright** (for **Jack Butt**), History; **Stephanie Chisolm**, Health Sciences; **Rory DePaolis**, Communication Sciences and Disorders; **Beth Eck**, Sociology and Anthropology; **Geoffrey Egekwu**, ISAT; **Gauri Rai** (for **Karen Ford**), Social Work; **Alex Gabbin**, Accounting;

**Stephen Germic**, English; **Dona Gilliam**, Media Arts and Design; **Cynthia Gilliatt**, English; **Kevin Giovanetti**, Physics; **Art Hamilton**, Finance and Business Law; **Jason Haney**, Music; **Hossain Heydari**, Computer Science; **Steven Hoeltzel**, Philosophy and Religion; **David Kaplan**, Management; **John Klippert**, Mathematics; **Andy Kohen**, Economics; **Val Larsen**, Marketing;

**Reba Leiding**, Libraries and Educational Technologies; **Howard Lubert**, Political Science; **Roberta Mitchell**, Communication Studies; **Gene Robinson**, Geology; **Mark Rooker**, Art and Art History; **Michael Smilowitz**, Speaker; **Grace Wyngaard**, Biology; and **David Zimmerman**, Education. Guests included **Teresa Gonzalez** and **Susan Wheeler**, Office of the Provost; **Glenda Rooney**, Parent and Constituent Relations and **Ralph Alberico**, Libraries and Educational Technologies.

2. Larry Ham moved to accept the minutes of the December meeting as electronically distributed, the motion was seconded by Robert Lembright and approved unanimously.

3. A. Glenda Rooney, Associate Vice President for Parent and Constituent Relations, announced that her office was looking into the provision of a space for faculty to gather and robe prior to the May graduation ceremony. She issued a request for faculty to participate in early action receptions to be held this spring in Northern Virginia, Roanoke, Richmond and Hampton. Sign-up forms were distributed and senators were asked to encourage their faculty to consider attending the receptions. Transportation and dinner will be provided for those attending.

B. Ralph Alberico, Dean of Libraries and Educational Technologies, presented a report on the current state of the library that he had previously presented to the Virginia General Assembly. He discussed the effect of budget cuts and increasing subscription rates for scholarly journals on the JMU library as well as academic libraries throughout the Commonwealth. In response to a request by Roberta Mitchell, Ralph's PowerPoint presentation will be linked through the senate Web site for faculty review. Ralph offered to speak to departments and colleges to bring this matter to the attention of the university community.

C. Teresa Gonzales presented a report from the Office of the Provost. Lin Rose, Doug Brown and the division heads are working closely with the Board of Visitors to improve the financial situation of the institution. There is nothing of immediate interest to higher educa-

tion in the legislature at the moment. A bill dealing with tenure will probably die and discussion of in-state/out-of-state ratios continues. SCHEV is pushing for long-term support for higher education. The president and Doug are exploring ways to improve our salary situation including summer compensation. Retaining quality faculty is Doug's highest priority.

*D.* Michael reported on the Expanding Horizons project. Twenty-four children have been chosen by the faculty of Thomas Harrison Middle School to participate in the program. Any senators interested in working with these children during upcoming Saturday mornings are encouraged to speak with Michael.

*E.* Michael then reported on the latest Board of Visitors meeting. It appears that tuition and fees will be raised substantially. The spring meeting of the Board of Visitors will take place in April rather than March so that JMU will announce these increases after other institutions in the state have done so. As reported in the Daily News Record, two members of the board introduced a resolution asking the administration to present its policy on diversity to the attorney general to see if our actions in this regard are consistent with our guidelines. Faculty should remain alert to the continuing discussion regarding this matter. The chair of the education committee of the board has asked for a report at the April meeting regarding JMU's Safe Zone program. Violet Allain and Cynthia Gilliatt plan to meet with the chairperson in an attempt to diffuse the emotionalism surrounding this issue and to explain that this is a program that has been adopted at a significant number of Virginia and national institutions of higher education.

*F.* A memo to the faculty was sent from the Provost's office announcing the appointment of Dr. William Walker as the Dean of the College of Graduate and Professional Programs. (Copy of Dr. Brown's memo attached) After the November meeting of the senate Michael received a call from the Provost asking for advice and consent regarding the appointments of two deanships: the Dean of the College of Graduate and Professional Programs and the Dean of the College of Education. Individuals who had been appointed as interim deans occupied both positions. The Provost explained that full national searches for both positions would cost the institution \$250,000 and, given the budgetary constraints under which JMU is currently operating, these expenditures made no sense. Michael indicated that he couldn't give the approval of the senate for the continuation of these appointments since he would need to discuss this matter with the senate at its next meeting. Due to time constraints regarding the budget, Michael volunteered to speak to the steering committee of the senate. Michael polled the members of the steering committee and obtained consensus that continuing the individuals in their interim roles for the coming year would be acceptable pending a budget environment that would permit national searches. (Copy of Michael Smilowitz's memo attached) It was felt that the senate could speak to the general question of continuing interim appointments but that specific questions regarding the individuals in those positions should be left to the Graduate Council and the College of Education faculty advisory committee. Michael has a scheduled meeting with the Provost on Monday, January 27<sup>th</sup> at which he plans to indicate that Dr. Brown overstated senate support for the appointment of the Dean of the College of Graduate and Professional Programs.

In response to a question from Val Larsen, Michael indicated that the Dean of Graduate and Professional Programs was not an “academic” dean and was; therefore, not subject to the requirement for a national search. The handbook is quite specific when it states the requirement for a national search for an academic dean. (*JMU Faculty Handbook*, III. C. 5) Larry Ham expressed concern that the steering committee was not provided all pertinent information regarding these appointments. Geoff Egekwu reminded the senate that the steering committee indicated that continuation of interim appointments was a reasonable request but that advisory bodies in both Colleges should be consulted. Stephanie Chisolm expressed a desire for the senate to go on record to indicate its concern that as the budget crisis continues, many decisions that should come before the faculty senate and the faculty in general, will be taken out of our hands. Discussion followed concerning the senate’s desire to publicly clarify its position that the senate steering committee had only approved the continuation of the two Interim Deans in their present positions and that, in the case of the Dean of the College of Education, no approval was given to conduct an internal search for a new dean.

Andy Kohen requested that the speaker of the faculty senate discuss this matter with the Provost at their meeting on January 27<sup>th</sup> and to express the need to have wording in the Faculty Handbook clarified and perhaps various titles revised to avoid confusion regarding deans and academic deans.

Art Hamilton expressed his distress that the current budget crisis is apparently being used as a subterfuge to appoint internal candidates to dean-level positions. This was a hotly debated issue as the Faculty Handbook was being rewritten and he further suggested that we disband the committee appointed to amend the Faculty Handbook since the regulations set forth in the handbook are not being followed. Andy Kohen reminded the senate that two members of this committee were academic deans.

Michael asked for the senate’s approval to speak with Doug Brown on Monday and to clarify what the steering committee actually approved in December and to voice senate rejection of an internal search for a new Dean of the College of Education. Cynthia Gilliatt moved to support Michael’s carrying this message to the Provost and Andy Kohen seconded the motion. Andy amended the motion to include his previous statement regarding the need to revise the handbook to clarify the deans’ position titles. Art Hamilton expressed his concern that there was an “absence of good faith” in the Provost’s actions and subsequent memo to the faculty. Michael agreed that he would share these concerns with the Provost. Beth Eck sought clarification regarding how the faculty would be informed of the current situation and hoped that this discussion would be part of the public record (current senate minutes). Cynthia Gilliatt asked that a national search be conducted for the Dean of the College of Education regardless of budget constraints. Alex Gabbin stressed that the primary issue was the senate rejection of an internal search for an academic dean. We must state this rejection in the strongest manner possible. The following motion was approved unanimously with no abstentions:

***The JMU Faculty Senate rejects the current internal search for the Dean of the College of Education and expects strict adherence to the hiring procedure outlined in the JMU Faculty Handbook calling for a national search for all academic dean. The senate***

*further requests that confusion regarding “academic deans” and other “deans” be clarified in the handbook by appropriate consideration by the faculty handbook revision committee.*

Kevin Giovanetti sought clarification regarding revisions to the Faculty Handbook by the Board of Visitors. Cynthia Gilliatt explained that the faculty, through the handbook revision committee, proposes changes that are either approved or rejected by the board. The board, on the other hand, can do what it pleases in regard to the handbook.

Michael relinquished the floor to Cynthia Gilliatt who assumed leadership of the meeting. There was further discussion regarding what the steering committee DID agree to in regard to the reappointment of the Interim Deans. The following statement reflects the action agreed upon by the steering committee in December:

*The James Madison University Faculty Senate steering committee, voicing its opinion on behalf of the full Senate, approved the temporary continuation of the interim status for the Dean of Graduate and Professional Programs and the Dean of the College of Education.*

Cynthia asked Art Hamilton to make a motion regarding “lack of good faith” reflected in the Provost’s memo to the faculty. Art stated that he did not want his motion to be inflammatory but that it is time for the senate to take note of the fact that the Provost did not act in good faith with respect to the decision that too much money was going to be spent for national searches and the manner in which the sentiment of the steering committee was represented. Michael noted that this language was already reflected in the current minutes and that he would communicate these concerns to the Provost on Monday and he hoped that Doug would formally note that the advice of the senate was sought but that his ultimate decision did not wholly reflect the sentiment of the senate steering committee. David Kaplan and Kevin Giovanetti both urged that the motion and sentiment of the steering committee be prominently displayed on the senate’s Web site.

Art Hamilton withdrew his motion with regard to “good faith” since it is not a time-sensitive concern but he would like for Michael to send a memo to the faculty explaining the current situation. Michael stated that he would attach his original memo to Doug Brown in the senate minutes. Andy Kohen asked that the senate ***“go on record as not having endorsed the permanent appointment of a dean without the process of a national search” and that this information be circulated by the speaker of the senate to the entire faculty.*** Larry Ham seconded the motion.

Michael stated that he felt Doug Brown’s unfortunate choice of words in the memo to the faculty might have been just that. He would like to meet with the Provost and see what he plans to do in regard to this matter in light of current senate discussion and obvious sentiment. He sees no advantage in creating a confrontive environment between the senate and the Provost’s office. If he and Doug can discuss this matter and come to a mutual understanding, both the senate and the faculty will benefit. The minutes will reflect our concern and senators can return to their faculty and discuss this matter and clarify what has been going on. Doug can provide clarification regarding what ***HE*** said rather than the speaker telling the faculty what ***WE*** said. Andy

Kohen expressed his concern that the motion and resolution would be buried in the minutes which are quite often not read by the faculty.

Val Larsen reminded the senate that Doug's memo did not violate the Faculty Handbook since it involved a "non-academic dean" but that the language indicated Senate agreement with the permanent appointment. Andy Kohen amended his motion to read that the senate "go on record with respect to the deans' appointments by endorsing the steering committee's response to Dr. Brown's request for their approval of the continuing of the interim appointments." Michael stated that he felt the memo should be distributed to the faculty senate with a request at the end asking for individual endorsement of the memo. After receiving the senate response he will write a memo to the entire faculty expressing senate endorsement of a national search for a new college of education dean and explaining what the steering committee had actually agreed to in December. Andy Kohen indicated that he felt that it would be unnecessary for Michael to send out the memo to the senate members seeking their approval. Cynthia called for the question and the motion passed unanimously. (*Information regarding the current matter regarding appointment of/search for deans will be prominently placed on the senate Web site in addition to being posted in the minutes*).

4. There is currently \$1630.01 in the senate flower fund, \$4209.00 in the personal service account and \$2916.00 in the non-personal service accounts. The computer lottery is underway (see senate Web site) and the deadline for response is Monday, February 3, 2003. Winners will be notified by February 17, 2003.

5. Since it was approaching 5:30PM, the remainder of the agenda was not discussed but is copied here to indicate work having been accomplished by the various senate committees and councils to date.

**A.** Academic Policies – Beth Eck

1. Bachelor of Arts/Science degree requirements
2. Grade Distribution Data
3. Thanksgiving Holiday

**B.** Faculty Affairs – Cynthia Gilliatt

1. RTA Survey
2. Part-time faculty members' access to the library and UREC during the summer
3. Arrangements for gifts for retirees from the faculty senate

**C.** Student/Faculty Relations – Reba Leiding

Should the faculty senate provide a scholarship/recognition award for a leader in the student government association?

**D.** General Education Council – Andy Kohen

See attached “*General Education: The Human Community* Guiding Principles”

6. Day Care Initiative – Larry Ham

See <http://web.jmu.edu/facultysenate/Documents/fp%20daycare%20report.htm>

7. New Business – None

The meeting was adjourned at 5:30PM.

Respectfully submitted,

David P. Zimmerman, Secretary