JMU Faculty Senate Minutes
March 27, 2003
Taylor 306

1. Faculty Marshall Larry Ham called the meeting to order at 3:32 PM. Members present included: Michael Busing, Computer Information Systems; Rory DePaolis, Communication Sciences and Disorders; 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; Art Hamilton, Finance and Business Law; Jason Haney, Music; Steven Hoeltzel, Philosophy and Religion; David Kaplan, Management; John Klippert, Mathematics; Andy Kohen, Economics; Val Larsen, Marketing; Reba Leiding, Libraries and Educational Technologies; Charles Lockett, Psychology; Roberta Mitchell, Communication Studies; Bill O’Meara, Past Speaker; Traci Pipkins, Writing Program; Mark Rooker, Art and Art History; Michael Smilowitz, Speaker; Grace Wyngaard, Biology; and David Zimmerman, Education. Guests included Doug Brown and Teresa Gonzalez, Office of the Provost.

2. David Zimmerman moved to accept the minutes of the March 6, 2003 meeting as electronically distributed. Andy Kohen asked that the number of faculty who had received a salary adjustment during the fall semester, 2002, as announced by Doug Brown at the previous senate meeting, be included in the minutes. Ninety-one faculty salary adjustments were made. The motion passed as amended.

3. A. The Speaker’s report preceded the Provost’s report due to a scheduling conflict. Michael discussed the creation of the Committee on Institutional Budget Priorities. Concern about the manner in which the committee was created had been voiced at the March 6th senate meeting and the steering committee meeting on March 20th. Andy Kohen stated that individual colleges have committees to advise the deans on personnel, curricular and budgetary matters but that it would be extremely helpful to have a university-wide oversight committee to review budget matters. In response to a question by Geoff Egekwu, Michael Smilowitz stated that the committee would report to the senate just as the Day Care and Expanding Horizon committees have. Val Larsen moved to amend the charge of the committee and the motion was seconded by Geoff Egekwu. The motion passed unanimously. The new charge of the committee reads:

“Review the budget of James Madison University to advise the administration of the University as to how revenues may be better dispersed to accomplish the mission and goals of the University.”

David Zimmerman moved to create a new Faculty Senate Committee on Institutional Budget Priorities. The motion was seconded by Cynthia Gilliatt and passed unanimously.

Andy Kohen asked that the speaker seek the expertise of an accountant from the JMU faculty to serve on the committee. Michael will continue to seek such an individual. Reba Leiding will represent Libraries and Educational Technologies. Larry Ham moved to accept the
membership of the committee. Mark Rooker seconded the motion and it passed unanimously. The membership will include: Val Larsen – COB, Chair, Faramarz Damanpour – COB, Mike Eaton – CSAT, Beth Eck – CAL, Chris Hughes – Science and Mathematics, Howard Lubert – CAL, Cindy Klevickis – CSAT, Bob Kolvoord – CSAT, Karen Santos – Education, Reba Leiding – Libraries and Learning Resources, and an accountant to be named. In response to a question by Art Hamilton, the membership of this committee will be open to the entire JMU faculty rather than just faculty senate members.

Michael asked the senate’s advice concerning the speaker’s ability to name an ad hoc committee. After considerable discussion it was concluded that the current method of setting up a committee is adequate.

B. Michael announced that the Faculty Emeriti Committee was again active and encouraged senators to announce to their colleagues the importance of completing the emeriti survey on the senate Web site.

C. Michael introduced a video presentation showing the expanding horizon program, which was broadcast on WHSV during the past week. He thanked Kevin Giovanetti for conducting the session with the students and Danielle Banks for producing the segment.

4. Provost Doug Brown congratulated the senate for a wonderful piece of public relations. The video segment will be shown to the Board of Visitors at its next meeting. He reported on the attempt by the board of Virginia Tech to limit diversity as a basis for admission to the institution. Elimination of gender preferences in hiring as well as restrictions of free speech were considered by the board. We expect these issues to be raised at the next JMU Board of Visitors meeting. During the coming year the presidents of Virginia’s institutions of higher education as well as the Governor will push to eliminate the cap on in-state tuition which is currently set at 5%. The budget for the coming year will very likely be balanced and JMU will not be required to revert money to the state. Revenue from tuition increases will be directed to faculty salary adjustments, new faculty positions and increased departmental operating budgets. Over $500,000 has been transferred from other divisions within the university into the library budget to maintain the current level of journal subscriptions. A multi-year plan will be implemented to bring library funding up to our peer group standard. We are currently at one-half of our peer group standard. Ralph Alberico has brought our journal collection up to our peer group level by his use of VIVA funds. Doug indicated that Michael Smilowitz has been extremely persistent in advocating for the faculty in general and faculty salaries in particular. Summer salaries for faculty will be raised an average of 10% beginning this summer. Doug hopes to increase these salaries 10% per year until we are in line with our national peer group. Subject to the approval of the board, we will begin compression pay adjustments for faculty as well as increasing promotion increments to $3500 for associate professors and $5000 for full professors. Future increases will hopefully be indexed to our national peer group. There are approximately 40 promotions this year. Andy Kohen asked if sexual orientation has been stricken from the protected categories listed in the letters sent to new faculty hires. Doug reminded the senate that the affirmative action office
operates within the Office of the President but that he would look into the question and report back. Val Larsen asked if salary adjustments were to be paid as of December of the year in which the adjustment was made. Doug stated that he had asked that the adjustments be effective at the halfway point in the faculty members’ annual pay period. J. W. Myers will clarify this matter with those faculty affected.

5. Geoff Egekwu reported that the flower fund currently contains $1435.01. We have $4209.00 in the personal service account and $2846.52 in the non-personal service account.

6. Committee Reports:

A. Beth Eck reported that the Academic Policies Committee had met and was responding to a document created by a research advisory committee to assess the status of scholarship at JMU. The committee is looking at the types of scholarship faculty are currently doing and to develop a definition of scholarship. Beth is currently drafting a response to the document and will share it with the senate.

B. Cynthia Gilliatt reported that the RTA survey would be distributed to those faculty tomorrow as an e-mail attachment. Gifts for retiring faculty are being prepared by Silver Lake Mill and will be ready for distribution soon. There was a question regarding the manner in which these gifts would be presented to the retirees. Andy Kohen moved and Larry Ham seconded a motion to hold a reception during the April 24th meeting of the faculty senate to recognize retiring faculty and present the gifts at that time. The motion passed unanimously.

Beth Eck reminded the senate that the faculty morale survey was due to be conducted again this year.

C. Larry Ham reported that the elections and nominations committee had met prior to the senate meeting and presented the following slate of officers for the 2003/2004 academic year:

Speaker: Michael Smilowitz
Speaker PT: Cynthia Gilliatt
Marshall: Larry Ham
Secretary: David Zimmerman
Treasurer: Geoff Egekwu

Nominations from the floor will be accepted at next week’s meeting during the formal election process. Larry reminded the members that all but one officer will be cycling off of the senate at the end of next year and replacements would have to be found. This has not proven to be an easy task in the past. Val Larsen moved to accept the slate of officers proposed by the nominations and elections committee, Geoff Egekwu seconded the motion and it passed unanimously.

7. Old Business:

Bill O’Meara reported that significant changes to the JMU Faculty Handbook had been
considered last year and would be posted on the senate Web site as soon as possible. These changes will be considered by the Board of Visitors at their summer meeting after review by the senate, the Provost and the President.

8. New Business:

A. Charles Lockett, speaking on behalf of the faculty of the undergraduate psychology program, outlined the reorganization of the psychology program during the past year that violated the college governance section of the JMU Faculty Handbook. (Text of this statement follows the minutes). Michael Smilowitz thanked Charles for his articulate presentation and stated that he would discuss this matter with the Provost and Dean Benson and report back to the senate at its April 24th meeting

B. Cynthia Gilliatt reported on a bill of opinion before the Student Government Association. (Text of the resolution follows the minutes). While the senate unanimously supported this proposal, it was felt that it would be best for this matter to be considered at an early meeting of next year’s senate.

Marshall Larry Ham requested that all senators leaving the senate at the end of this term have their replacements e-mail their names to him prior to the next meeting, Thursday, April 3, 2003.

There being no further business, the senate adjourned at 5:12PM.

Respectfully submitted,

David P. Zimmerman
Statement of Senator Lockett, School of Psychology

March 27, 2003

Dear Senators

I have been asked by my colleagues in the undergraduate program in what was formerly the School of Psychology to address you on their behalf. At issue is the planning and process by which the School of Psychology has been reorganized. We believe that the planning was not in keeping with the University’s Defining Characteristics 12, 13 and 14. Furthermore, we believe that the process did not adhere to the guidelines set forth by the Faculty Handbook under College Governance.

Defining Characteristics 12, 13 and 14 speak to the process of planning:
12. The university will follow a planning process that emphasizes accountability and ties resource allocation and initiatives to the concepts of institutional effectiveness.
13. The university, through its planning process, will clearly align aspirations, wills and resources to achieve its goals.
14. The university will involve the entire campus community in a well-defined, consistently-used and commonly-understood process for planning and decision-making.

The Dean of the College of Integrated Sciences and Technology, Dr. Jerry Benson, in a March meeting announcing the reorganization to the faculty stated that the university is moving in the direction of graduate programs of distinction (JMU Defining Characteristic #3: The university will offer graduate programs of distinction.). According to Dean Benson, this objective could not be achieved through the existing organizational structure of graduate programs within the School, where at least one of the graduate programs is an extension of undergraduate program. In order for current graduate programs to become graduate programs of distinction, Dean Benson believes that it is necessary to realign undergraduate and graduate education, placing the undergraduate program in one department and all of the graduate programs in a newly created department.

It is our contention that the decision made by Dr. Benson for the organizational separation of graduate and undergraduate units did not adhere to the planning procedures as outlined by Characteristics 12, 13 and 14. The procedure did not emphasize accountability or take into consideration institutional effectiveness (Characteristic #12). In fact, evidence was presented that the current structure was extremely productive both in terms of scholarship and grant support. Additionally, one outcome of the new structure, the existence of tracts within the Psychological Science Master’s program, directly contradicts recommendations of the external Academic Program Review. We further contend that the planning process was not clearly aligned with the aspiration and the will of the majority of faculty members (Characteristic #13). We thought we understood the process for arriving at a decision, but the outcome of our decision making process was not accepted by the administration (Characteristic #14).
In order to address ways in which the reorganizational process was inconsistent with the guidelines set forth in the Faculty Handbook, allow me to present the following timeline. In early September 2002, a meeting of the faculty of the School of Psychology was held in which Dean Jerry Benson informed the faculty that the School would undergo reorganization. We were informed that the head of the School of Psychology, Dr. Jane Halonen would be stepping down from that position to assume a new position created within the College that would focus on teaching. The faculty was asked to submit recommendations for a School of Psychology Study Committee of four to six faculty members. The Study Committee was charged with obtaining faculty and staff input about the restructuring of the School. Nominations were submitted to the Dean via electronic mail and the members of the Study Committee were selected by Dr. Benson. Those selected were Drs. Harriet Cobb, Eric Cowan, Virginia Andreioli-Mathie, Kevin Apple and Sheena Rogers.

The Study Committee worked diligently throughout the course of the semester, holding meetings with V.P. of Academic Affairs, Doug Brown and Dean of the College of Graduate and Professional Programs, Bill Walker, individual faculty members, distinct groups of faculty (such as untenured faculty), separate academic units and staff members. In December, the Study Committee organized the diverse input and created models based on the suggestions. The Study Committee presented 6 separate plans (Models A-F) to the faculty of Psychology in separate meetings in January. Two models emerged from these deliberations. In Model A, the graduate and undergraduate programs were divided into separate organizational units. Model F divided the programs based on the distinction between science and practice in psychology.

In February 2003 the Study Committee had made a recommendation for Model F based on the views of the majority of the faculty. A few days later, Dean Benson presented the entire School faculty with his decision to adopt Model A, disregarding both the recommendation of the Study Committee and the recommendations of the majority of members of the School of Psychology.

I have been asked to bring this matter before the Faculty Senate not for the sake of changing the outcome but for the purpose of examining the process. We are also concerned with the unwritten policy of creating separate graduate departments based solely on administrative mandates and not the respective mission of the academic units. In our view, the Study Committee in making recommendations to the Dean concerning matters of “approval/deletion/revision of a program” was essentially acting as a Governance Committee (see Faculty Handbook Section IV.A.1).

According to Section IV, “Faculty Role in Governance, “the Governance Committee shall include elected representatives from each academic unit of the college/department, and the college/departmental faculty, dean, and vice president for academic affairs shall approve this structure.”

Let me be clear. Neither I, nor our faculty members ascribe malice to Dean Benson’s intentions. The goal of creating “graduate programs of distinction” is commendable and consistent with JMU Defining Characteristic #3. We do believe, however, that this process and the subsequent action taken within CISAT and the School of Psychology represent an institutional problem where the voices of faculty are not heard; where the rights of faculty governance are eroding; and,
where the viability of undergraduate programs is at stake.

Although this matter describes our particular department we do not believe that ours is an isolated incident. The Faculty Handbook provides some guidance by which programs can be added, deleted or revised yet administrators often do not act consistently with the written policy. We, therefore, encourage the Senate to discuss the methods by which major program decisions are made. We encourage the adherence to procedures that seeks and regards faculty input. The identification and involvement of stakeholders, the process of gathering input, and the decisions concerning recommendations all represent avenues by which we, the faculty can, if allowed, act as partners with the administration toward our common goals.

Respectfully,

Charles Lockett, Ph.D.  
Senator for the School of Psychology
Whereas numerous students are working to establish a lesbian, gay, bisexual, transgendered, (LGBT) resource center on the James Madison University campus, and

Whereas the needs of the LGBT student community are not currently being met by any other university department or program, and

Whereas a LGBT resource center would provide a safe and welcoming environment for students of the LGBT community, and

Whereas the LGBT resource center would offer a library of materials for research and educational purposes for the entire JMU community, including but not limited to: books, videos, pamphlets, articles, a computer, and round table for group discussion, and

Whereas the LGBT resource center would be staffed at least part time by a person(s) hired by the university to manage the center and provide for the specific needs of the LGBT community, therefore

Be it Resolved that the student body of James Madison University supports the formation of a university funded LGBT resource center on the James Madison University campus.

Submitted by Senator: Robert Armstrong and Connie Maxwell

Date: 2-19-03