



## FACULTY SENATE Minutes

Thursday, November 6, 2008  
Taylor 306

*In attendance:* Andre, Baker, Barber, Borg, Buckley, Castle, Cavey, Cote, Devore, Fordham, Garren, Giovanetti, Greene, Hall, Ham, Hoeltzel, Jerome, Larsen, Marler, McGraw, Mitri, Parsons, Pierrakos, Poe, Slade, Sokoloff, Trice, Wasta, Wright (*Guests:* Brown, Gonzalez, Owusu-Ansah, Dean)

3:32PM: Called to Order

- Approval of the Minutes- approved unanimously
- Provost's Report, Dr. Douglas Brown
  - i. The 7% reversion amounts to \$5.4 million; discussed sources of funds besides state money., Academic Affairs is the biggest percentage of the budget ,but the percentage of the reversion applied to this division is reduced. Some money had been planned for and \$150,000 in library sources payments have been delayed, \$200,000 in travel funds (about 20% of total travel budget) were cut, plus other miscellaneous cuts. The remainder of travel funds will now be available, but previously completed travel cannot be reimbursed because of the pre-authorization requirement. Next year, we expect an even bigger reversion, unfortunately as much as 15%. We're considering tuition increases and changes in how services are priced to offset this reversion. However, we need to consider the impacts on admissions, particularly with out-of-state students who already have had significant increases.
  - ii. Salary increases are still deferred until at least July, though promotion and tenure increases will be implemented.
- Guest Speaker: Dr. David Owusu-Ansah, Professor of History and Special Assistant to the President for Faculty Diversity (attending with Mr. Arthur Dean Special Assistant in charge of student and staff diversity)
  - Discussed the professor in residence program (a 2004 faculty senate initiative) – now visiting an increasing number of designated schools (Hburg Hhigh, Waynesboro, Roanoke, Norfolk, Richmond, Arlington schools- and in the Richmond area we're starting with middle schools that feed the HS)
  - OSAP has also been bringing some students here to experience the university
  - Currently, 3 out of 10 people involved are graduate students. The program is looking for more faculty, and there is a link on the university's diversity website to contact information for those interested in adopting a school. Faculty can also contact the program about special visits if they have something specific to share with these HS students.
  - There is a broad definition of diversity at a university
  - The office is also preparing to address issues related to future faculty—in some cases, we may be able to pay the equivalent of grad student stipends to bring people here temporarily
  - The Department of Political Science applied for a grant encourage increased faculty diversity by having current PhD students come take a look at programs here. Two of these degree candidates were then invited to spend this spring here, perhaps teaching a course. Other departments are encouraged to consider doing this kind of thing.

- Other efforts to increase faculty diversity around the university include the following: The College of Visual and Performing Arts –an artist in residence program, The College of Math and Science – visiting researchers, the College of Education -used professor in residence program presentations
- Howard University has a PFF (preparing future faculty) fair, which we plan to attend
- Other historically black universities also have contacts, a resource perhaps for increasing application pools
- One suggestion is to have language in faculty job announcements that visibly presents a diverse environment as a defining characteristic. .
- Question from a senator- Is there a website to see VA's definition of diversity? Answer – See SCHEV's use of “underrepresented”, etc.
- Question from a senator – Is there money to help departments set up continuing initiatives? Answer – Discuss this within departments and colleges and possibly seek Dept. of Education grants
- Question- Some departments have diversity strategic plans, but the ideas cannot be implemented. Are there resources to make this meaningful? Answer- Salary differences , for example, are difficult; ideas need to keep being talked through to try to find workable versions. Also Departments can invite diversity representatives to meet with them.
- Question - Why not more visiting ABDs? Answer – There was some sense that this initiative was too top-down, imposing on departments. Some ABDs also had unrealistic expectations of virtually guaranteed positions for self and spouse, etc. Also, we compete with other universities in such programs.
- Question- Have there been any results from the professor in residence connections? Are students coming here? Answer- Applications from the African American student body have doubled, and there is other application growth One complication in examining the results is that a greater number of students are now not divulging their ethnicity. So, real numbers may be higher than reported numbers. We are now getting students from high schools that have never had graduates come here before, especially from Richmond
- Question- How does the big budget cut affect initiatives like the one in the College of Visual and Performing Arts? Answer – It may shrink for a couple years, but the idea continues
- Question- Could we have a link to Idea Grant successes? Answer – Diversity web is a new JMU website, Professors in Residence also has anew website, and the OSAP website also has links to all this. Also,there is limited Idea Grant funding, so it might be good to pilot a program first and then go to OSAP.
- Question – Is OSAP familiar with cybercity program? (Michael Mitri, who is involved) A – yes, there are links to this college of business initiative. Michael – could invite outside faculty from other Us to come teach at this one week camp.
- Looking for other items for website about diversity initiatives at JMU - -from all faculty
- Old Business
  - i. The parking motion was withdrawn by Dr. Arch Harris. Major points from the motion are being refined individually in committee.
- Speaker's Report, Dr. Steven Garren
  - i. Next year's faculty senate survey of the faculty

- Report of the Academic Policies Committee, Dr. David McGraw (Chair)  
(no report)
- Report of the Budget Committee, Dr. Nancy Poe (Chair)  
(no report)
- Report of the Faculty Appeals Committee, Dr. Mary Slade (Chair)  
(no report)
- Report of the Faculty Concerns Committee, Dr. Kenneth Wright (Chair)
  - i. Faculty email quotas have been doubled.
- Report of the Committee on Nominations and Elections  
(no report)
- Report of the Student Relations Committee, Dr. Kevin Borg (Chair)
  - i. The committee is discussing issues related to the faculty senate – safety and substance abuse. Email Kevin if you have questions/concerns about those.
- Treasurer’s Report, Dr. Val Larsen
  - Those who haven't yet collected money (\$2/ faculty member) should do so this month.
- OLD Business  
(none)
- NEW Business
  - A question about the status of COACHE survey, which is still ongoing.
  - A reminder from Bob Jerome that programs should think ahead about senate elections; results are due March 15

Adjourned 4:41pm