3:15 PM: Refreshments/Social
• Sign in on Attendance Sheet

3:35 PM: Call to Order
• Approval of the Minutes
• Speaker's Report, Dr. Steve Garren
  i. Report
• Provost's Report, Dr. Doug Brown
  i. Report
• Report of the Nominations and Elections Committee, Dr. Mary Slade (Chair)
  i. Report
• Treasurer's Report, Dr. Robert Jerome
  i. Report
• Report of the Faculty Concerns Committee, Dr. Arch Harris (Chair)
  i. Report
• Report of the Academic Policies Committee, Dr. Val Larsen (Chair)
  i. Report
• Report of the Budget Committee, Dr. Nancy Poe (Chair)
  i. Report
• Report of the Faculty Appeals Committee, Dr. Rory DePaolis (Chair)
  i. No Report
• Report of the Student Relations Committee, Dr. Jeff Andre (Chair)
  i. No Report
• OLD Business (Proposals included in Agenda)
  i. Drop Fee Charge Proposal
  ii. Senior Prerequisites Proposal
  iii. Tuition Surcharge Proposal
  iv. Attendance Policy Proposal
  v. Furlough Proposal
  vi. Budget Proposal
• NEW Business
  i. JMU Faculty Senate Proposed Resolution (Discrimination Policy Response)

OLD Business Proposals:
  i. **Drop Fee Charge Proposal**
     The Faculty Senate recommends that the University Registrar's office charge a fee of 25 dollars to all students who drop a class after the first week of instruction.
     Exceptions to this rule:
     • First Year Students
     • Students who decide to change sections of the same class
     **Argument for:** Class availability for Major and Minor students has become a problem in recent years with some students not being able to register for a necessary class only to find that after the Add/Drop period ends, there is an open spot. This fee will discourage students from signing up for courses that are unnecessary and take valuable spots away from students who need the class for their Major/Minor. In addition, this resolution may increase dialogue between
Advisors and Advisees and help ensure that the students are on the correct path towards graduation. Finally, this resolution will create an additional revenue stream for the University at large and will encourage students to make smarter choices when scheduling for classes.

**Magnitude of problem:**

<table>
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<th>Term</th>
<th>Count ID</th>
<th>Revenue</th>
<th>Sections</th>
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<tr>
<td>Spring 2008</td>
<td>1930</td>
<td>$48,250</td>
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<tr>
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<tr>
<td>Fall 2008</td>
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<td>$63,200</td>
<td>84</td>
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<tr>
<td>Fall 2009</td>
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<td>$64,250</td>
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</tbody>
</table>

Drops after Add Option Close: Sophomore - Senior

**ii. Senior Prerequisites Proposal**

The faculty of JMU impart to our students a body of knowledge and a desire to be lifetime learners. To facilitate student responsibility for learning in school and beyond, we urge the Registrar to create a registration mechanism that will allow Seniors to enroll in courses faculty members or departments have designated as appropriate without regard to pre-requisites. The mechanism should admit Seniors to courses faculty or departments have opted in to the program on a space available basis, after all others who are required to take the courses have had an opportunity to enroll. The following statement should be added to the Undergraduate Catalog when the mechanism is in place:

Catalog Statement:

To facilitate in students the assumption of responsibility for their own learning and the leveraging of things learned to acquire more learning, Seniors are permitted to enroll in certain undergraduate courses without meeting course pre-requisites. This policy applies on a space available basis to courses opted in to the program by a department or professor. While things learned in the major or through extracurricular study may equip Seniors to master course material without meeting pre-requisites in these courses, it is the obligation of the student to do any necessary remedial work that is required for them to be successful in courses they take under this provision.

**iii. Tuition Surcharge Proposal**

The Faculty Senate recommends that the administration and Board of Visitors allow colleges and/or departments to levy a per credit hour tuition surcharge in cases where a college or department believes an increase in tuition is warranted. It is critically important that the decision to impose a surcharge rest with the college or department whose students will bear the additional cost because that unit is best able to assess the likely effects on enrollment and the opportunity graduates will have to recoup the extra tuition investment after graduation. Extra tuition collected under this provision should be credited to Academic Affairs and should be devoted to meeting needs within Academic Affairs. There is no presumption that the additional revenue would be given to the unit that levies the surcharge.
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Variations in the cost of educating students in a given college or major are largely a function of the cost of hiring faculty to teach in that college or major. And there is a positive (though not perfect) correlation between how much it costs to hire faculty and the earning potential of graduates in a major. Thus, if all majors pay the same amount of tuition as under present policies, students in lower-cost majors with lower entry-level earning potential after graduation subsidize the cost of educating students in higher cost majors, e.g., majors in the humanities subsidize the cost of educating business and engineering majors. While a complete alignment of instructional and tuition costs is neither desirable nor intended as the outcome of this resolution, provision should be made for colleges or departments to add a tuition surcharge if they believe circumstances warrant an additional charge. Any proposed changes would, of course, be subject to review by and would require the approval of the administration and Board of Visitors.

While tuition surcharges are more typical, indeed, are commonplace in graduate programs, they are also used by many undergraduate programs. An undergraduate surcharge is levied, for example, by the Mason School of Business at the College of William and Mary. All Big Ten undergraduate business programs except for Minnesota levy a tuition surcharge as do all undergraduate business programs in the state of Tennessee. Nationwide, about fifteen percent of undergraduate business programs impose a tuition surcharge. Programs outside of business, e.g., the college of engineering and Iowa State University, likewise impose tuition surcharges. JMU levies the equivalent of a tuition surcharge when it requires students to pay lab fees for some science courses.

The JMU College of Business has expressed an interest in adopting a tuition surcharge. The projected financial benefit to JMU of a COB surcharge are substantial. For example, a $25 per credit hour surcharge in the COB would have generated $1,432,550 in the fall and winter terms of the 2009 – 2010 academic year. It is evident that tuition surcharges in selected programs have the potential to generate considerable additional revenue in a financially challenging time from the subset of students who are most likely to be able to recoup the cost of the additional investment. We therefore recommend that the administration and Board of Visitors favorably consider proposals from colleges or departments to levy tuition surcharges.

iv. Attendance Policy Proposal

III.A.16. Syllabi

Faculty members are required to have a syllabus for each course. According to the guidelines issued by the Southern Association of Colleges and Schools, each syllabus must contain the goals and requirements of the course, the nature of the course content, and the methods of evaluation to be employed. The university requires that each syllabus contain a clearly stated grading procedure and attendance policy, and requires faculty members to place each syllabus on file with the appropriate academic unit by the end of the first week of the semester. Faculty are strongly encouraged to publish as part of the course syllabus and/or discuss during the
initial class session their attendance policies, including any mandatory, unrepeatable components of the course, and the expected procedure for requesting and obtaining approval for scheduled absences.

III.A. ?? Attendance Policy  *(This would be a new section in the handbook.)*

The university requires that each syllabus contain an attendance policy. The attendance policy must state any mandatory, unrepeatable components of the course, and the expected procedure for requesting and obtaining approval for scheduled absences. Faculty shall give reasonable and appropriate accommodation to students relating to religious observances and disabilities and shall make reasonable adjustments for students who are called to military service or jury duty, who are ill, have family emergencies, or serve as a duly authorized representative of the University at some event. It is the responsibility of the faculty member to determine whether or not an adjustment is reasonable for the course.

v. Furlough Proposal

The state is considering a number of options for reducing its budget.

Options involving employee compensation include:

* a pay cut
* a temporary reduction in pay without changing the employee's base salary (a "reverse bonus"),
* one or more furlough days.

The governor has proposed up to five furlough days. JMU may decide to develop contingency plans in case furloughs are adopted. If that is the case, such plans should be developed with significant Faculty Senate involvement.

If the state does implement furloughs, it is important to recognize some of the reasons for choosing a furlough as opposed to just a temporary reduction in pay. They include the following:

* A furlough lessens the negative impact on state employees by providing them with a day off in return for the reduction in pay. Employees may even be able to recoup some of the lost income by engaging in income producing activities during the day off.

* The reduction in services provided to the public provides a visible indication of the consequence the action. This is useful to all citizens (and especially to our elected officials) because it demonstrates that there are negative consequences for all state citizens as a result of these cuts. The burden imposed by the cuts are shared by all in the state, not just by its employees.

If the state requires furloughs of JMU faculty, the university must schedule the furloughs on days when classes would otherwise be in session. If JMU implements "furloughs" such that the furlough has no impact on faculty work responsibilities (such as scheduling a furlough during spring break), then JMU will be circumventing the intent of the state (that these be furloughs and not just pay reductions). Furthermore, scheduling furloughs on class days provides JMU the option of scheduling furloughs on days that extend student breaks, thereby providing JMU the opportunity of realizing additional cost savings by extending the times during which students will not be on campus. It should be noted the fall and spring semesters currently have different lengths, the spring semester has 3 more
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class days than the fall.

vi. **Budget Proposal**
Given the historic ratio of tuition[1] to mandated fees[2] charged to students, the faculty of James Madison University, as represented by the Faculty Senate, hereby recommends that any increase in costs of attending JMU be allocated to tuition in order to sustain, maintain, and support the academic mission of the university. Furthermore, given the impact of recent and projected economic conditions on higher education, and the primacy of the university's educational mission, the Faculty Senate recommends a review and rebalancing of the tuition/mandated fees ratio to be in accord with our peer institutions.

[1] Resources collected for, and applied to, the educational mission of the university

[2] Funds mandated by the university serving multiple, but nonacademic, purposes

NEW Business:
i. **JMU Faculty Senate Proposed Resolution (Discrimination Policy Response)**
Whereas Attorney General Kenneth T. Cuccinelli’s March 4, 2010 letter to the Presidents, Rectors, and Visitors of Virginia’s public colleges and universities recommends that those institutions refrain from including “sexual orientation,” “gender identity,” “gender expression,” or a similar classification as a protected class within their non-discrimination policies, so long as those institutions do not receive specific authorization from the General Assembly to do so, and

Whereas Governor McDonnell’s Executive Directive One reaffirms his commitment that state institutions may not discriminate based on sexual orientation in their employment practices, and

Whereas Governor McDonnell has earlier stated his opposition to extending employment protection in state government based on sexual orientation;

The Faculty Senate (a) recognizes that confusion may exist among the JMU student body concerning Richmond’s conflicting directives to the university about its non-discrimination policy, (b) resolves that the faculty of JMU have no intention of obscuring or attenuating their defense and valuation of diversity at this institution, (c) repudiates discrimination against any member of the JMU community on the basis of sexual orientation, and (d) reasserts the right of the JMU community to articulate and defend a standard of unambiguous tolerance.