



## FACULTY SENATE MINUTES

Thursday, November 5, 2020

**In attendance:** Larsen (Speaker); Accounting: Briggs; Art, Design, and Art Hist.: Phaup; Biology: Seifert; Chemistry: Hughey; Comm. Sci. and Disorders: Clinard; Comm. Studies: Woo; Computer Science: Kirkpatrick; Early ELED & Reading: Mathur; Economics: Cavusoglu; Ed. Found. & Exceptionalities: Wiley; Engineering: Harper; English: Lo; Foreign Languages: Lang-Rigal; Geology: McGary; Grad. Psych: Critchfield; Hart School of HSRM: Anaza; Health Sciences: Ott Walter; History: McCleary; IDLS: Chamberlin; Integrated Sciences: McGraw; Justice Studies: De Fazio; Kinesiology: McKay; Learning Tech. & LE: Beverly; Libraries: Wilson; Management: Yankey; Marketing: Ozcan; Math & Stats: Garren; Media Arts & Design: Mitchell; Mid, Second, & Math: Shoffner; Military Science: Turnboo; Music: Stringham; Nursing: Lam; Phil. & Rel.: Knorpp; Physics: Butner; Political Science: Lee; Psychology: Melchiori; Soc. & Anth.: Tanaka; Social Work: Trull; Strategic Leadership Studies: Vanhove; Theatre & Dance: Finkelstein; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Reps: Harlacker, Janow, Munier; Guests—Coltman (Provost), Bauerle (Interim Vice Provost), and more than a dozen observers

**Call to Order**—4:05 p.m.

### I. Provost's Report—Heather Coltman

- There has been some positive budget news:
  - The General Assembly passed special budget allocations that, if approved by the governor, include \$5.7 million for JMU.
  - Additionally, \$4.1 million is JMU's share from the Coronavirus Relief Fund.
  - As a new member of the Online Virginia Network, JMU will receive \$1 million for work in the virtual space.
  - VIVA (Virtual Library of Virginia) restored \$400,000 for the libraries.
  - Contingent on revenues, all state employees will earn a \$1,500 bonus in September of 2021.
  - The blanket hiring freeze has been lifted by the governor, but only the most urgent positions (i.e., replacement lines) are currently being put forward at JMU (six positions in CAL, five in COB, and three in CISE). Other openings will be reviewed carefully. All searches will include language about the position being contingent on funding.
- The Board of Visitors (BOV) meets four times per year. There are fifteen members on the board, appointed by the governor. The Senate Speaker and an undergraduate elected by students are nonvoting members. Board members serve on two of the five standing committees. Updates shared at the last meeting included research and scholarship news about significant grant awards, JMU's record number of Fulbright applications from faculty and students, campus antiracism work, the campus COVID response, spring semester plans, upcoming virtual conferences JMU will be hosting (AAAD Studies, mathematics).
- What follows are encapsulated versions of the questions asked and answers given:
  - Q: Is there a graduate student representative on the BOV?
  - A: No, but the matter is under discussion.
  - Q: What's the status of the credit/no credit grading option?
  - A: Data has been gathered. The SGA met with administrators about their resolution. They've looked at what a number of other universities are doing.
  - Q: A question was raised about the proposed 2021–2022 academic calendars.
  - A: Feedback is still being gathered, especially about interest in the longer winter session, which would mean that the spring term extends further into May.

Further calendar comments from various senators: A concern was expressed about the lack of a break between spring and summer sessions and between summer and fall (especially for education students who go right into a full year of graduate work). Summer session should not start before grades are submitted (“nonnegotiable” because, for example, students might not pass a prerequisite course). The community should be consulted before moving the graduation date. J-term disadvantages students who don’t have the money. The addition of a fall break is a major change that doesn’t follow the normal three-year planning process. The sciences offer a ten-week summer research program that would be affected by these calendar changes. Science labs are offered in the one-week block before May session typically begins, and it works well. The impact on study-abroad programs, which are often engineered around global communities, needs to be carefully considered and announced in advance to give a heads up.

## II. Speaker’s Report—Val Larsen

- The positive budget news passed by the legislature takes off the table any salary reductions JMU might’ve faced (unless there’s a major shortfall in expected spring enrollment).
- Two work products flow from the AAUP resolution on financial exigency: The list of budget priorities and the current resolution on consulting with faculty in the colleges. The plan is for the budget priorities list to be updated each fall, reviewed by the Budget & Compensation Committee, and then posted for review by the faculty.
- The Faculty Senate of Virginia (FSVA) is evolving. They met three times over the past month. All five JMU representatives (Ozcan, Harper, Larsen, Harlacker, and Polanz) participated. Leslie Harlacker is working to put the issue of adjunct health insurance on the legislative agenda. Val Larsen is proposing a letter-writing campaign to thank legislators for the attention to higher education in the budget and thus to enlarge the voice of faculty as advocates around the state and in lobbying efforts.
- The Steering Committee put out a statement on civility in response to a campus flareup when a faculty member posted a negative remark on social media about Republicans. No action was taken against the faculty member.
- Because of the current circumstances, the photo of the Faculty Senate will not be taken as a group this year. The Nominations and Elections Committee will develop an alternate strategy.

**III. Treasurer’s Report**—Treasurer Nevin Cavusoglu reported that the Senate account has \$8,303.21.

## IV. Committee Reports

- A. Faculty Concerns—Chair Steve Harper announced that the committee has been meeting jointly with the Budget and Compensation Committee. A proposal for an African, African American, and Diaspora Studies Center has been submitted. The committee will review it and present it at the next Senate meeting.
- B. Budget and Compensation—Chair Kimiko Tanaka also mentioned the joint committee meetings. The committee is following up on a 2012 resolution about the Compensation Advisory Council. The CAC will be giving an update in 2020 and plans to complete a study in 2021–2022.
- C. Academic Policies—Chair Smita Mathur reported that the committee met on October 12 and also in an unplanned meeting on October 15 (to discuss the calendar). They devised a full-page report. The calendar drafts that were shared reflected the committee’s input. The committee plans to develop a resolution about the possibility of how to recognize qualified transfer and nontraditional students with Latin Honors. CFI is asking the committee to consider the following: How to adapt annual review and T & P policies to center the lived experiences of BIPOC (Black, Indigenous, and People of Color) faculty and women faculty, faculty with caregiving responsibilities, and all faculty who are performing several additional uncompensated responsibilities; how to address the unique issues of the pandemic in the annual review and T & P processes; and whether alternative annual evaluation and promotion/tenure structures are needed as faculty play catchup.

- D. Adjunct Affairs—Chair Leslie Harlacker reported that the committee is collaborating on two items: the adjunct survey, which they’re hoping to have ready by the end of the semester, and developing language for the legislative proposal about health insurance for adjuncts. They’re also working on an orientation guide for new adjuncts.
- E. Student Relations—Chair Cheri Beverly announced that the committee met last week to discuss the Senate faculty hiring diversity initiative. Ideas from that proposal dovetail with work that David Owusu-Ansah is doing. The committee will look at the DACA proposal at their next meeting.
- F. The Faculty Appeals Committee, chaired by David McGraw, currently has one case.
- G. Nominations & Elections—Chair Steve Garren will consult with the committee about ideas for the annual photograph. Email suggestions to [garrenst@jmu.edu](mailto:garrenst@jmu.edu).
- H. Other committees: Faculty Handbook Committee—Steve Harper noted that some matters are better suited to the handbook than to the Senate.

The Task Force for Economic Engagement—Val Larsen explained that the task force focuses on keeping more of the money that JMU spends in the local community. They aim to build political connections and community support.

Campus History Committee—Gianluca De Fazio invited faculty to the [November 9 panel](#), which will explain the process they’ve been engaging in for the past several months to name campus buildings.

## V. New Business

Two motions were introduced for a first reading:

- Motion Regarding Negative Impact of Pandemic on Mother-Scholars, Parent-Scholars, and Scholar-Caregivers
- Resolution on Standing Committee Minutes

The Faculty Senate Diversity Initiative was introduced to solicit comments and suggestions for revision. (“Terminal degree” would be more appropriate in some disciplines. Concerns were expressed about the word “guarantee.”)

## VI. Old Business

- The Resolution on Consultation with Faculty in the Colleges passed.

## VII. Open Discussion

Q: What does the pipeline look like for faculty lines?

A: At the beginning of the fall semester, over seventy lines were vacant. Fourteen have been approved. Requests come from the deans. It’s up to the individual colleges to submit them, using information about enrollment histories and curricular impact.

Q: Childcare?

A: The big issue is the cost of establishing a full childcare program. It’s more affordable to keep it in house. The Compensation Advisory Council has been studying this issue a lot, including looking at peer institutions. The CAC is a good contact for Senator Dennis Lo, who proposed the related item of new business. Senator Hakseon Lee, who serves on COACHE Working Group, emphasized that junior faculty members point to the issue of childcare as the most important. A viable solution is much needed.

**Adjournment** 5:26 p.m.