



FACULTY SENATE MINUTES

Thursday, September 6, 2018 – Taylor/Madison Union 405

In attendance: Piper (Speaker); Accounting: Briggs; Art, Design & Art History: Tollefson-Hall; Biology: Cocking; Chemistry: Hughey; Comm. Sci. & Disorders: Clinard; Comm. Studies: Richards; Computer Information Sys: Wang; Computer Science: Kirkpatrick; Early ELED & Reading: Mathur; Economics: Cavusoglu; Educ. Found. & Exc.: Koubek; Engineering: Harper; English: Rebhorn; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal; Geology & Env. Sci.: Haynes; Graduate Psych.: Critchfield; Health Professions: Harrison (proxy); Health Sciences: Ott Walter; History: Westkaemper; Hart School of Hosp., Sports & Rec. Mgt.: Anaza; IDLS: Wright; ISAT: McGraw; Justice Studies: Parsons; Kinesiology: McKay; Learning, Tech. & L.E.: Beverly; Lib & Ed Tech: Flota; Management: Shahzad; Marketing: Larsen; Math & Stats: Garren; Mid, Second, & Math: Wallace; Music: Peterson; Military Science: Waller; Nursing: Lam; Philosophy & Religion: van Leeuwen; Physics: Butner; Political Science: Lee; Social Work: Yeom; Sociology & Anthropology: Blanton; Strategic Leadership Studies: Vanhove; Theater & Dance: DeSanctis; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Reps: Harlacker, PeeksMease; Student/SGA: Deger; Guests—Provost: Coltman; Vice Provost: Johnson.

I. Call to Order—3:30 p.m.

II. Provost's Report—Provost Coltman

- Opening faculty meeting message: The faculty is at the forefront of everything we do
- Upcoming: College townhalls meetings scheduled for each college, including the libraries
- Coffee with the Provost: 9/18 is the first one, seven scheduled (go to the Provost's website)
- Improving communication: Because large organizations can lose sight of the other hand, the Provost aims to close the loop on what happens in a meeting/committee; think about ways to improve communication so that we're all sharing the same conversations)
- Celebrating faculty accomplishments to enrich students' lives and our own sense of identity (book, CD, video). The university is building a collection and figuring out how best to display faculty work (also a way to get to know faculty)
- Forming task forces (brought up at the opening faculty meeting)

III. Speaker's Report, Dr. Mark Piper

- Introductions of Steering Committee
- Lunch with the President and Provost: Thursday, 11/29—12:30 to 2:00 in Madison 404 (another change in the spring). This opportunity is a way to meet with the administration in an informal setting. You can ask a colleague to attend if you can't make it. Contact Yvonne Miller (millerys@jmu.edu). (There are twelve available spots—first come, first served).
- Senators fulfill two core tasks: facilitate the faculty voice (full- and part-time) in the academic mission and culture, and advocate for instructional faculty in terms of compensation and resources (attract, recruit, and keep the best faculty).

▪ Updates

The Senate website is not yet complete, but some changes are in place:

- Resolutions: Title, link to the document, responsible party, status (goes back to 2010)
- More transparent and accountable
- Faculty Senate of Virginia (Dr. Piper has visited many different institutions' senate websites and hasn't seen anything this thorough)

- Will be working on filling in the gaps, but huge step forward from the past
- New Canvas site: intended to streamline the way that communication takes place to inform all instructional faculty (not just senators) about what we're doing
- Basic information for new senators available on website (forthcoming)
 - Duties: communicate the Senate's activities to your unit); if colleagues are interested in bringing forward a motion, this happens through you (bring first to the steering committee); senator should vote according to the collective will of the unit; committee assignments; dues collection: \$5 from full-time faculty to fund the bereavement fund (due October 15); find an alternate: if you know that you can't make it to a meeting, try to find a proxy; keep track of your tenure; and elect a successor (five terms for a maximum of ten years in a row); publicize the Senate Mini-Grants (more than \$200,000 awarded so far)
- Overview of the senate: everybody is on one Senate subcommittee
- Read info about putting forward motions (process on the website): who can make a motion? How do you write them? etc.
- Group photograph: Grafton-Stovall 3:30 at the beginning of the December meeting
- Bill Bolling, former Lieutenant Governor of Virginia, will be serving as a senior fellow in residence beginning 10/1 (areas of expertise: history, political science, leadership). He's interested in connecting with faculty (bbolling@mindspring.com; (804)240-8020, cell)

IV. AVP Rick Larson, Compensation Advisory Council Report

- Visits each semester to supply a report on the work of the council (last came here in January)
- Shared mission statement of the council, which meets every other week for two hours
- Current workplan: long-term salary-increase plans from May of 2017 (improve competitiveness and equity of salaries): the university has made progress on the recommendations offered in two past reports
- Update the reports every other year; March 1, 2019 next due date
- Adjunct faculty study completed May 2017 (fell off the radar for a few years prior): pay rates, supply, overall use of adjuncts (posted on the Provost's site). The Provost created a professional development fund for adjuncts and established a task force.
- Faculty promotion amounts: wanted to avoid exacerbating compression and inversion
 - Associate (now \$5,000)
 - Professor (now \$7,500)
 - Continue to work toward mitigating compression and inversion
 - Studied peer institutions (new amounts are close to or exceeded peer institutions' promotion amounts)
 - Work-life balance: explore new benefits and initiatives (8 to 10 new initiatives)
 - Alternative and flexible schedules for classified employees (new policy under review)
 - Child care: review previous research, driving and constraining forces, and make recommendations (expected January 2019)
 - Faculty educational leave: In years past, there have been other more pressing issues, but now the council is poised to make recommendations by the end of this academic year)
 - Employee perks: goal is to enhance and communicate employee perks (e.g., DMV on campus to avoid having to drive across town; also mammograms on campus)
 - Faculty can share ideas with CAC representatives
 - Compression and inversion review for A&P faculty: research best practices
 - Peer coverage review for AP and instructional faculty: how JMU might ensure consistency and equity? The CAC is studying how to provide a rich benefit to allow employees time away for family needs (e.g., illness)
 - Bonuses for degree attainment (AP faculty and classified employees): best way to communicate the existing practice, which is to reward people (ensure that eligible employees receive the benefit); modified amounts provided (now \$2,000; \$3,000 for a PhD)

- Friday, Sept. 21 (first meeting): will be talking about any potential new ideas; need to replace one member whose assignment has changed (CAC nominates people whose names then move forward to the administration; always at least one dean on the council.
- Questions from the floor: Request for Senate representation on the council
- New promotion amounts are not retroactive
- Why is a task force needed for the part-time faculty? The report's six recommendations were more varied; need to analyze the information to devise ways to follow up on the recommendations; need to dig deeper and keep this issue on the front burner
- Full-time: 50th percentile among peer institutions—not yet accomplished; could not commit to annual cost-of-living adjustments
- Contact information: larsonrd@jmu.edu

V. Treasurer's Report—Treasurer McGraw reported that the current value of the Senate account is \$5,808.99. Please solicit dues from your colleagues. Each full-time instructional faculty member is expected to pay \$5 per year. According to the bylaws, Senators are to submit the money by the next meeting. Some Senators write a check for the total amount of the department and then collect the money from each individual colleague. At the October meeting, submit collected dues to the treasurer in a clearly marked envelope. November meeting: will start to name names of departments in arrears.

VI. Adjunct Faculty Report—Dr. Harlacker reported that professional development funds for part-time faculty (a new initiative) will be administered through CFI. The part-time reps have been working with CFI to put together the process, which will be underway soon (perhaps in October). Adjunct task force—will be reviewing the ideas.
is working with Kristi Shackelford on revising the website.

VII. Committee Reports

- A. Faculty Concerns—Dr. Val Larsen announced that the committee is slated to meet in Cleveland 101 on September 13. The committee is taking up the issue of controversial building names and will be meeting with the committee on historical contexts. Freshmen are all paying an extra \$1,000, but JMU doesn't offer as much money in scholarships as other institutions. The committee is exploring ways to raise scholarship money through the faculty (helping to bolster alumni support since research indicates that alumni feel connected to the university through the faculty).
- B. Academic Policies—Dr. Emily Westkaemper will hold the next meeting of the committee in Madison Union 304 next Thursday with Student relations committee. The committees are working together on syllabus language about diversity/inclusivity and gender pronouns (an initiative begun last spring by the SGA)
- C. Student Relations—Dr. Hakseon Lee announced that the committee will meet next week (see above). Over the summer, he met with Tim Miller and Josh Bacon to follow up on issues raised last semester.
- D. Faculty Appeals—Dr. Karin Tollefson-Hall reported that there are currently no cases. She will schedule next meeting by contacting committee members.
- E. Budget and Compensation—Dr. Steve Garren reiterated the news about the promotion increases and the 2% salary increase based on merit. He's been in contact with Jason McClain (AVP for academic resources). The compression and inversion total will be shared as soon as it's available (expected to affect 450 people and to be implemented on 11/25 in addition to the merit increases). Dr. Garren also reminded senators to keep their name signs and bring them back to each meeting.
- F. Nominations and Elections—Dr. Steve Harper announced that there will be a meeting soon to organize the Engagement Mini-Grant process. \$58,000 has been set aside for this year (an increase). The online application will be available soon (due October 31, up to \$5,000 awards). Senators interested in serving on external committees—the Committee on Academic Programs (met twice last year), the Safety Committee, the Distinguished Speakers and Honors committee (Madison Vision

Series, Madison Public Good, commencement speakers, honorary doctorates)—should contact Dr. Harper (harper2sr@jmu.edu).

VIII. New Business

Three resolutions (see attached files) were introduced for a first reading—all to be discussed and voted upon at the next meeting. (Note that a vote to suspend the rules can happen, allowing expedited action on issues that require a timely response.)

- The FAC resolution (see attached)
- A resolution to expand the duties of the Faculty Appeals Committee
- A motion to include celebratory gifts in the treasury funds currently set aside for bereavement (a.k.a., the “flower fund”)

IX. Adjournment 5:01 p.m.