



## FACULTY SENATE MINUTES

Thursday, October 1, 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; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal; Geology: McGary; Grad. Psych: Critchfield; Hart School of HSRM: Anaza; Health Professions: Skelly; 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; Phil. & Rel.: Piper (proxy); 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; GSA: Smith; 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

- The full return to campus happens on Monday. Updates and messages have been communicated to ensure that the return will be as successful as possible. The infection rate is down, and the UHC is ready for testing.
- The provost expressed gratitude to the faculty, especially those who have volunteered for the various working groups.
- A campus climate study will soon be launched.
- The budget is still in a holding pattern, waiting on final numbers. The news from Richmond has been delayed until the end of next week. She appreciates the role that the Senate is taking to reach out to the legislature.
- Education and General (E & G) funding is being reduced by \$12.6 million. Full-time faculty salaries and benefits are protected, as are tuition and stipends for graduate assistants. After Charlie King's efforts to reduce expenditures, \$8.2 million remains to be reverted. Of that, Academic Affairs is responsible for \$3.9 million. The deans are responsible for identifying about \$2 million (their plans are due next week). The libraries gave up \$500,000. Other reductions include travel, open lines, equipment, educational leaves, and renovations. The administration is doing everything they can to reduce non-personnel costs. Faculty Advisory Councils in the colleges are meeting to offer input.
- Unknown at this time is what will happen in the spring. It's critical to have a strong enrollment, so efforts to reach out to students are under way.
- What follows are encapsulated versions of the questions asked and answers given:
  - Q: What are the criteria if salary cuts or furloughs are needed?
  - A: The administration is hopeful about not reaching this point. If there are salary reductions, they will be university wide. Decisions haven't been made. Any criteria developed will be communicated.
  - Q: Could Academic Program Reviews be pushed back to save money?
  - A: Cynthia Bauerle oversees APRs, and she has already been talking to some departments about postponing. She'll be sure to reach out to everyone.
  - Q: How were budget reductions applied to each college?

A: The reductions were not a straight percentage. Priorities included preserving Diversity, Equity, and Inclusion initiatives, research and scholarship, and high-touch student services (e.g., Learning Centers), and achieving national status.

Q: What is being done for adjuncts?

A: The administration values adjunct faculty and relies on them to deliver the curriculum and to ensure student progress; however, much depends on enrollment.

## II. Speaker's Report—Val Larsen

- Five representatives from JMU (Ozcan, Harper, Larsen, Harlacker, and Polanz) attended the Faculty Senate of Virginia (FSVA) meeting. This strong contingent ensures that JMU's voice will be heard. JMU was the only institution represented by its full slate of authorized representatives. FSVA is trying to expand its membership because more people will mean more effective advocacy.
- The FSVA is working toward becoming better organized by improving its information gathering and communications. To gather information, representatives will meet with the governmental relations staff and their respective institutions (Charlie King's office at JMU), then meet as a subcommittee on October 17<sup>th</sup> to discuss what has been gleaned. The full FSVA will meet on October 31<sup>st</sup> to prepare an advocacy agenda for the 2021 legislative session. Brian Turner, a legislative specialist from Randolph-Macon, suggested that the work product of the FSVA should be position papers with summary talking points faculty could use to lobby legislators.
- Doe Polanz, JMU FSVA representative and President of the AAUP of Virginia, indicated that the AAUP has used software to assemble mailing lists of faculty around the state. The AAUP will share the emails lists with the FSVA. The FSVA may contact faculty with calls-to-action. An example of the importance of legislative action is House Bill 5005, currently being considered, which allots more than \$5 million to JMU.
- At FSVA, Leslie Harlacker raised the issue of adjunct health care, which will become an acute concern if the Supreme Court overturns the ACA.
- At the BOV meeting, when asked what the Faculty Senate is doing to support diversity on campus, the speaker pointed to the DACA resolution. He has posted to the Student Relations Committee a draft plan for departments to identify promising undergraduates in underrepresented groups whom JMU might sponsor in graduate programs and guarantee a JMU faculty position upon completion of a Ph.D.
- Senators are asked to reflect on whether committees ought to take and post minutes as a way for the Senate to be more transparent.

**III. Treasurer's Report**—Treasurer Nevin Cavusoglu reported that the Senate account has \$8,265.

## IV. Committee Reports

- A. Faculty Concerns—Chair Steve Harper announced that the committee along with the Budget and Compensation Committee has met frequently with the provost, Jason McClain, and Charlie King to discuss the budget plans for Academic Affairs' share of reductions. The dialogue has been successful.
- B. Budget and Compensation—Committee Chair Kimiko Tanaka expressed appreciation for the administration's efforts in the discussions mentioned above to protect the academic mission amid all of the budget uncertainty. They will continue to seek more transparency.
- C. Academic Policies—Chair Smita Mathur reported on the work of the committee from September 10. They seek to review the criteria for the Latin Honors designation to make it equitable for transfer and nontraditional students (may involve the Registrar's Office). They are also generating ideas about infusing social and racial justice issues into teaching and scholarship across campus. Several such initiatives are under way at JMU within departments, colleges, and the provost and president's offices. In an effort to connect and network all of the efforts across campus, senators are asked to share with the committee information about this work within their departments. Expect a request in the third week of October. Note from the floor: Each college now has an access and inclusion specialist whose role it is to coordinate DEI work. The next meeting of the committee is on October 15.

- D. Adjunct Affairs—Chair Leslie Harlacker reported that the committee met to discuss the impact of budget shortfalls and ideas for advocacy. The committee plans to distribute a survey to gather information about adjuncts’ current situation (e.g., how supported they feel, how many adjuncts rely on JMU for their primary income). The committee will meet on 10/15 (tentatively) to prepare the survey for distribution by the end of the month.
- E. Student Relations—Chair Cheri Beverly announced that the committee meets the last Thursday of the month from 1 to 2. At their last meeting, they discussed the Madison Vision Teaching Awards. Even if the \$1,000 honorarium money is not available, they would still like the awards to be offered. The chair is working on setting up a meeting with Tim Miller.
- F. The Faculty Appeals Committee, chaired by David McGraw, currently has no cases.
- G. Nominations & Elections—Chair Steve Garren announced that the Senate representative to GenEd Council is Bill Knorpp (appointed by the speaker).

## V. New Business

One motion was introduced for a first reading. The motion aims to ensure that each college, as mandated by the Faculty Handbook, has a faculty advisory committee with representatives elected by each department. The resolution will underscore the importance of consulting with the faculty and will put the issue on the Senate radar to monitor compliance.

## VI. Old Business

- The motion passed to postpone Senate dues collection until next semester.
- The motion passed to tweak Robert’s Rules of Order. Now, when a move to “call the question” (ending debate) occurs, the speaker will ask for a show of hands from senators who still have points to raise.
- The Senate voted to send the FSV A DACA resolution to the Student Relations Committee for revising (to make it specific to JMU).
- A motion passed to change the bylaws to expand the charge of the Budget and Compensation Committee to include advocating for higher education on the state level and fostering relations with local legislators.
- A motion passed to express solidarity with the faculty of Radford University after the president and Board of Visitors suspended the faculty handbook.

## VII. Open Discussion

The provost and interim vice provost answered further questions:

Q: What is the status of the proposal to create a promotion process for RTA and lecturer faculty?

A: A proposal to create two faculty lanes—a tenure-track lane and a “professor of practice” lane—was discussed at an Academic Council meeting. The issue is on the radar to be picked up this fall. This change would require modification to the handbook, so the Handbook Committee will be involved in the discussions.

Q: Some deans have stated that adjuncts will not be used as a means to meet the budget. How can adjuncts advocate with their deans?

A: We have to ensure that we have appropriate courses in the schedule for students to progress. The provost will check with each dean to understand what their approach is. We are asking deans to avoid personnel reductions as much as possible.

Q: Will promotion bonuses be targeted as part of the savings plan?

A: Absolutely not. They certainly weren’t this year. There was a great understanding from both the president and Charlie King that that is something we need to protect (a very high priority).

Q: If spring enrollment doesn’t improve, will the approach be the same as it has been this fall?

A: The aim would be to adhere to the top priorities and principles we've been following. We'd start with non-personnel-related areas first (e.g., travel), but there may not be as much wiggle room.

**Adjournment** 5:35 p.m.