



## FACULTY SENATE MINUTES

Thursday, April 28, 2022

**In attendance:** Speaker: Larsen; Webmaster: Cole; Communications Director: McDonnell; Accounting: Briggs; Biology: May; Chemistry: Raston (proxy); Comm. Sci. and Disorders: Clinard; Comm. Studies: Britt (proxy); Comp. Inf. Systems & Bus Analytics: Tchommo; Computer Science: Sprague; Early ELED & Reading: Mathur; Economics: Doyle; Edu. Found. & Exception: Wiley; Engineering: Harper and Morton; English: Lo; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal; Geol. & Environ. Science: McGary; Grad. Psych: LeBlanc; Hart School of HSRM: Anaza; Health Professions: Goetschius; Health Sciences: Ott Walter and Khan; History: McCleary; IDLS: Chamberlin; Integrated Sciences: York; Justice Studies: Scheuerman; Kinesiology: McKay; Libraries: Flota (proxy); Management: C.K. Lee; Marketing: Ozcan; Math & Stats: Garren and Nelson; Media Arts & Design: Mitchell; Mid, Second, & Math: Shoffner; Music: Peterson; Nursing: Leisen; Phil. & Rel.: Knorpp and van Leeuwen; Physics: Butner; Political Science: H. Lee and Lubert; Psychology: Melchiori; Soc. & Anth.: Tanaka (proxy); Theatre & Dance: Finkelstein; Writing Rhetoric & Tech Comm: Hickman; Part-time Faculty Rep: Harlacker; Guests—Coltman and Shackelford

**I. Call to Order—3:55 p.m.**

**II. Organizational Meeting for the 2022–2023 Faculty Senate**

- Election of officers
  - Speaker: Katherine Ott Walter
  - Speaker Pro Tempore: Kristen McCleary
  - Marshal: Melanie Shoffner
  - Treasurer: Cathy McKay
  - Director of Communications: Karen McDonnell
- Election of Committee Chairs
  - Academic Policies: Hala Nelson
  - Adjunct Affairs: Leslie Harlacker
  - Budget, Compensation, and Government Relations: Harold Butner
  - Faculty Appeals: Talé Mitchell
  - Student Relations: Kala Melchiori

**III. Provost's Report—Dr. Heather Coltman**

- Congratulations to the new officers and to the Madison Vision Teaching Award winners: Amy Birdsong, Tim Howley, and Eric Imbrescia.
- The JMU community suffered a tragic loss with the death of sophomore Biology major Lauren Bennett. Everyone who needs help coping is encouraged to reach out and seek resources. Mental health issues continue to be a major priority.
- At the February townhall, there was a request to meet again. To follow up on mental health concerns, CFI will be sending out an invitation to [a presentation by Dr. Negar Shekarabi from UC Irvine](#). The event will be held via Zoom on Tuesday, May 17, at 3:30.

- In response to the Senate resolution from March about administrative transparency, the provost emphasized that she values collaboration with the Faculty Senate and that open lines of communication must be maintained. Shared governance positively impacts our collaborative work, and she's committed to that effort. Her written response is attached.
  - The 2021 hiring guidelines cannot be withdrawn because JMU is in the middle of hiring many positions and because the 2016 guidelines were not in compliance with OEO and HR.
  - The spring 2022 task force charged with making recommendations to revise the 2021 hiring guidelines is an exemplary model of such collaboration. A report of their work is expected at the end of May.
  - JMU is subject to the requirements of the Commonwealth; therefore, the provost can't commit to effecting changes when faculty are not on contract (e.g., the summer months). The timeframe simply may not allow for this. However, whenever possible, consultation with the faculty will be planned for, and during the summer months, the Steering Committee will be consulted.
  - The provost is committed to the model established by the hiring guidelines task force, which includes faculty and administration working jointly.
- The provost took the following questions:
  - Could time on a fixed contract count for faculty seeking the new lecture promotion?
    - Consult with your AUH and Dean. This question may be answered in the guidelines established by your department/college.
  - What is being done to address pay compression and inversion?
    - The Compensation Advisory Council is considering this matter. No concrete plan is currently in motion. The budget news out of Richmond impacts these efforts.

#### IV. **Speaker's Report**—Dr. Val Larsen

- The speaker congratulated Dr. Leslie Harlacker, who was elected Vice President of the Faculty Senate of Virginia. Her election is a credit to JMU and the attention we've given to adjunct concerns.
- The Climate Study results offer an important opportunity to address problems. The speaker encourages "co-branded initiatives"—joint efforts by the faculty and the administration—to identify problems, seek solutions, and implement programs.

#### V. **Treasurer's Report**

- Treasurer Cathy McKay reported a total of \$13,144.88. Since last month, one bereavement form has been processed for a total of 25 total this academic year. Thank you for using the bereavement form to honor the family members of your colleagues. Please remind your units that the form is available throughout the summer months, with flowers being sent/donations being made in the US and abroad.

#### VI. **Committee Reports**

- A. Faculty Concerns—Chair Katherine Ott Walter reported that the committee is putting forward the workload resolution for a vote.
- B. Adjunct Affairs—Chair Leslie Harlacker noted that the committee continues to work on survey data analysis and plans to bring in data from the climate report. Thanks to Dr. Talé Mitchell who has volunteered to help with the data analysis.
- C. Student Relations—Chair Hakseon Lee reported that there was an SGA ceremony to celebrate the Madison Vision Teaching Award winners (Amy Birdsong, Tim Howley, and Eric Imbrescia).
- D. Budget & Compensation and Government Relations—No report.
- E. Faculty Appeals—No report.
- F. Nominations and Elections—Chair Steve Harper welcomed two new Part-Time/Adjunct Senators: Michael Trocchia from CAL and Ashkan Tabatabaie from CVPA. They were newly elected in April, and Leslie Harlacker—longtime part-time/adjunct faculty representative—was reelected.
- G. Academic Policies—Chair Smita Mathur emphasized that the Dept. Chair Model Resolution is complex and represents the collaborative work of several Faculty Senate committees.

## **VII. New Business**

- The Senate Motion on Non-Academic Administrative Bloat, Adjuncts, Compensation, Mission Creep was introduced ([Contact the AAUP](#) to share feedback.)

## **VIII. Unfinished Business**

- The Campus Well-Being Resolution passed.
- After three amendments, the Motion to Uphold Academic Freedom passed.

The Faculty Senate voted to hold a special meeting on at 3:55 p.m. on May 5, 2022, to finish the academic year's unfinished business (see below).

The incoming Speaker announced that the Steering Committee will survey the 2022-23 Faculty Senate about whether meetings will be in person or virtual.

## **IX. Adjournment:** 5:25 p.m.

A special meeting of the Faculty Senate was held via Zoom on Thursday, May 5, 2022, to continue the business from the April meeting.

### **I. Call to Order**—3:55 p.m.

### **II. New Business**

- Resolution Regarding Transparency and Accountability of A&P Appointments

**III. Unfinished Business**—The following motions were seconded, discussed, and voted upon:

- The Resolution Regarding DEI Training Pause passed.
- After three amendments, the Motion to Review JMU's AUH Leadership Model and Transition to a Department Chair Model of Leadership passed.
- After three amendments, the Motion to Recommend Department Policy for Supporting Equitable Faculty Workloads passed.
- The Motion to Set up a Task Force to Define an Appropriate R2 Peer Group for JMU passed.

**IV. Adjournment at 5:31 p.m.**