



FACULTY SENATE MINUTES

Thursday, October 6, 2022

In attendance: Speaker: Ott Walter; Communications Director: McDonnell; Art, Design, & Art History: Rooker; Accounting: Briggs; Biology: May; Chemistry: Kokhan; Comm. Sci. and Disorders: Clinard; Comm. Studies: Dupal (proxy); Comp. Inf. Systems & Bus Analytics: Wang; Computer Science: Kirkpatrick; Early ELED & Reading: Mathur; Economics: Doyle; Edu. Found. & Exception: Brown; Engineering: Morton; English: Lo; Foreign Languages: Lang-Rigal; Geol. & Environ. Science: McGary; Grad. Psych: Kielty; Hart School of HSRM: Hallmon; Health Professions: Goetschius; Health Sciences: Lassiter; History: McCleary; IDLS: Chamberlin; Integrated Sciences: York; Justice Studies: Watkins; Kinesiology: McKay; Learning Tech. & LE: Wilcox; Libraries: Price; Management: C.K. Lee; Marketing: Ozcan; Math & Stats: Nelson; Media Arts & Design: Mitchell; Mid, Second, & Math: Shoffner; Music: Suggs; Nursing: Lewis; Phil. & Rel.: van Leeuwen; Physics: Butner; Political Science: Lubert; Psychology: Melchiori; Soc. & Anth.: Spear; Strategic Leadership Studies: Vanhove; Theatre & Dance: Finkelstein; Writing Rhetoric & Tech Comm: Hickman; Part-time Faculty Reps: Harlacker, Trocchia; Guests—Coltman, Oldmixon, Shackelford, Lyons, Brown, Odumosu, Fagan, Knight, and others.

- I. **Call to Order**—3:55 p.m.
- II. The September meeting minutes were approved.
- III. **Provost's Report**—Dr. Heather Coltman
 - The hiring training modules, required for all faculty and staff who will interact with job candidates, are complete and available after noon on 10/7/22. Faculty and staff are automatically enrolled as students. A fifth module will be FAQs. Narketta Sparkman-Key led this effort.
 - There are twelve standing committees and seven ad hoc task forces. There are two joint faculty senate/provost groups. Every spot that required senate representation has been filled. This helps to ensure that faculty voices are heard. The Academic Affairs webpage has a tab on the left for [committees and task forces](#). The provost appreciates those who serve.
 - Senators are urged to maintain regular and open communication with their respective college leadership (deans and AUHs) to increase transparency and eliminate common misunderstandings.
 - There's a [new feedback spot](#) on the Academic Affairs website for contacting the provost with questions or concerns. The provost will respond with candor and share matters, as appropriate, with the speaker.
 - International Week took place last week. More than 1,000 students attended the study-abroad fair. More students than last year have submitted applications to study abroad, and CGE is still recruiting students for semester and summer programs.

- Faculty research will be celebrated next week with special events on 10/12 to highlight JMU institutes and centers (at 9:30 a.m.) and faculty research and scholarship, with lightning talks from last year's award winners and lunch (at noon). [Register online](#) to participate.
- On 10/14, milestone anniversaries will be recognized, including two faculty, Tom Devore and Barkley Rosser, each with forty-five years at JMU.
- The provost answered the following questions:
 - Will you clarify the relationship between the Core Curriculum Task Force and the current GenEd Council? The current GenEd program, which has garnered recognition over the past twenty-five years, conducted an APR last year. The report recommended envisioning the next iteration, which will be a multiyear project. The task force, chaired by Fletcher Linder, will gather information and explore possibilities. He's in communication with Meg Mulrooney, who will attend the next task-force meeting, and he has also met with Claire Lyons, who chairs the GEC. Deciding what the changes will be and how they will be implemented will be a process. Although the task force will facilitate the process, the faculty will ultimately decide the curriculum. The task force will closely coordinate and communicate with the GenEd Council, and a task-force member will attend GEC meetings. Note that Christine May is the senate representative on the GEC.
 - The Academic Affairs' antiracist / antidiscrimination agenda was removed from the provost's website in order to be updated. Narketta Sparkman-Key will lead this effort, which includes modifying the second goal of the strategic plan.
 - Will the Core Curriculum Task Force include a student? While student input will be sought, asking for a multiyear commitment from a student didn't seem feasible.
 - With the RTA promotion numbers backlog, what should those affected expect going forward? The plan calls for an even number to apply each of the next three years. The provost will check into the details and follow up.
 - Why are there four administrators and three faculty on the Core Curriculum Task Force, and why is the task force separate from the GEC? The GEC manages GenEd in real time, whereas the task force is working on a 4-, 5-, or 6-year trajectory, focusing on curriculum, enrollment management, and budget. The administrators have expertise in the complex enrollment management component. The group can be adapted if there's a voice missing.
 - Was the most recent raise applied to staff? Yes, to all state employees.
 - Concerns were raised about equitable access to food, especially for students who spend a lot of time in remote locations such as Memorial Hall. Problems of food insecurity are more pressing than in the past. The provost will follow up with Student Affairs and the Dean of Students. This is an issue that the SGA is also working on with Aramark and Dining Services. Dining Services is willing to reallocate food access, but understaffing is a problem. The Basic Needs Advisory Board and Jeremy Hawkins, who helped to develop the food pantry, will also be brought into this conversation.

IV. **Speaker's Report**—Dr. Katherine Ott Walter invited guests to discuss the GenEd Equity Tag Initiative.

- Claire Lyons, Tolu Odumosu, Alison Fagan, and Elizabeth Brown offered the following overview and then took questions:
 - A preliminary pilot initiative was implemented in sections of GenEd courses that adopt a diversity, equity, inclusion, justice, and accessibility (DEIJA) perspective. Research indicates the importance of these experiences and pedagogies. The tag enables students to identify courses with this focus. The idea came from two years of conversations, initiatives, and changes, including among an X-Labs course focused on GenEd and a presidential task force. There had been calls for a diversity requirement (e.g., in a senate resolution). Four sections of GenEd courses are currently participating, with proposals for three more for next semester (mostly in the arts and humanities). A goal will be to extend participation across all colleges. Tagged courses must include a commitment to creating an inclusive environment and standards of discourse. They must also include either relevant content, or DEIJA pedagogy (or a combination of these approaches). The process will be iterated and refined. Participating faculty are being asked to help the group improve and develop the initiative.
 - How much are faculty reshaping their classes versus working to make them safe or brave spaces? Although one presenter was already teaching with an antiracist lens, even applying for the tag was valuable to give more thought to how assessments are meeting course objectives in an equitable way, what matters in the classroom, and how certain areas intersect (e.g., gender and disability).
 - This work sounds meaningful, but for adjunct faculty who would like to participate, there are issues of uncompensated labor. Acknowledging the problem of uncompensated labor, the presenters pointed out that one of the aims of the initiative is to create a supportive community of practice for faculty. With that in mind, the GEC has liaised with CFI and has also created a Teams site to house useful resources. They're hoping to build up the available materials.
 - Are the courses tagged in MyMadison? Currently, [tagged courses are listed on the GenEd website](#). They're working on using the "attribute" feature in MyMadison to identify tagged courses, but this may not happen for spring registration.
 - A concern was raised that the initiative might further divide students (e.g., students purposefully self-selecting out of those sections). The group is aware of this problem and not dismissing it. It's always a danger, but the aim is to put the information upfront. The climate study underscored the need to create more safe and just educational spaces for marginalized students. Committing to this effort is a priority for GenEd and for JMU.
 - Although the application deadline for tagged courses for next semester was Wednesday, they're willing to extend it a little. Interested faculty should contact Claire Lyons (lyoncw@jmu.edu).
- Elizabeth Oldmixon gave an update on the Academic Affairs Online Intimidation and Attacks Response Task Force. The group has drafted guidelines, which are undergoing

wordsmithing, legal review, and cabinet review. She will apprise the senate of further developments.

- Speaker Kathy Ott Walter delivered a report to the BOV at their 9/15–9/16 meeting. At the Academic Excellence Committee meeting, she highlighted last year’s senate resolutions, emphasized efforts to have more open communication between the faculty and the administration, and showcased work from Sociology & Anthropology and Health Sciences. Next time, she will put the spotlight on successes in Kinesiology and Finance. If you’re aware of exciting and engaging work in your department, let Kathy know.
- BOV Rector Maribeth Herod plans to attend the next two faculty senate meetings.
- Make use of the Faculty Senate Canvas site, and encourage your colleagues to use it. Newly added is a discussion-board thread for external committees to post committee reports and documents.
- The speaker is developing an anonymous feedback instrument for faculty.

V. Treasurer’s Report

- Treasurer Cathy McKay reported a total of \$12,662.84 in the senate’s accounts.
- Today is the deadline for faculty dues. Thanks to the eighteen units that submitted. Delinquent units (currently twenty-six) will be called out at the next meeting, so please continue to collect and send in the money.
- The computer lottery had 453 valid entrants. The fifty winners have been notified and have until next Wednesday (10/12/22) to submit documentation for reimbursement.

VI. Committee Reports

- A. Faculty Concerns—Chair Kristen McCleary noted that important concerns have been emailed to her, ranging from asking IT to compare security practices against national standards, to standardizing voting and survey procedures across campus, to creating a meaningful feedback loop for evaluations of administrators, to determining how teaching loads are counted. She’ll post them to the Canvas site. Contact her at mccleakl@jmu.edu with other concerns.
- B. Academic Policies—Chair Hala Nelson announced that the committee met once and will meet next on 10/20/22. They’re working on the AUH to chair model, the transparency and accountability of A&P hires resolution, procedures for a vote of no confidence, policies for grievances (unrelated to T&P) and whistleblowers, policies for AAUHs (e.g., serving on PACS?), and the QEP midsemester progress reports for students.
- C. Adjunct Affairs—Chair Leslie Harlacker reported that the committee met and discussed how to best solicit issues of concern from adjuncts so that they can feel heard. One prospect is a survey form, separate from the general form that’s under development.
- D. Student Relations—Chair Kala Melchiori announced that the committee will meet on 10/20/22 at 3:45 via Zoom. The SGA student rep to the faculty senate is Emily Butters. The chair is making efforts to reach out to the GSA to include grad student voices on the committee. Proposals for the [student engagement mini-grants](#), offering up to \$5,000 to support student projects, are due by 10/16/22, so encourage your students to submit. The committee is partnering with ODS and various stakeholders to revise a resolution to

expand support for ODS. Two questions/concerns from the floor were aired: ODS is in Student Affairs, but would the office more properly belong in Academic Affairs? Also, the expanding need for accommodations increases faculty workload, especially for faculty who teach large classes. In response, the provost acknowledged that this is a deep concern and an important conversation to have. ODS is designed to help students and may need more staff. Currently, there's no comparable office for faculty who have needs. Malika Carter Ford will bring her insight and data to the conversation.

- E. Budget & Compensation and Government Relations—Chair Harold Butner expects the committee to meet soon. One agenda item is to consider the implications of the R2 designation.
- F. Faculty Appeals—Chair Talé Mitchell had no news to report.
- G. Nominations and Elections—Chair Melanie Shoffner reminded senators that the proposal submission deadline for [engagement mini-grant proposals](#) is 11/8/22. While the website information has been updated, she's still working to activate the survey link.
- H. Other Committee Reports—Jennifer Lang-Rigal announced that the Faculty Handbook Committee accepts suggested changes to the Faculty Handbook year round, but to be considered for next year's edition, proposals are due by 10/31/22. To submit suggestions, email facultyhandbook@jmu.edu or email a member of the [Faculty Handbook Committee](#). The current version of the handbook is available [here](#). The Faculty Handbook Committee will carefully consider each of the suggested changes. The committee's draft of recommended changes will then be posted to the faculty handbook website for public review, allowing any member of the university community the opportunity to provide comments.

VII. New Business

- A resolution on expanding ODS has been referred to the Student Relations Committee.

VIII. Unfinished Business

- No objection was raised to a request to withdraw the Senate Motion on Non-Academic Administrative Bloat, Adjuncts, Compensation, Mission Creep. The author plans to work with the AAUP to revise the resolution.

IX. Open Discussion

The following matters were brought up:

- Where do ongoing concerns about the hiring guidelines go (e.g., Why can't I see candidates' syllabi if I'm not on the search committee)?
 - There's a [button where the guidelines are posted](#). It's open year round to feedback. Questions and problems a search committee might encounter should go to the AUH and to Heather Coltman.
- Is there an update on the AUH to chair model resolution?

- Elizabeth Oldmixon is looking in that: What would be the impact? What do other institutions do? She's consulting broadly with stakeholders and aims to be responsive to the fundamental concerns that brought about the resolution.
- Given the variety of ODS accommodations, should faculty have training on what to do and what not to do (e.g., first aid)?
 - Call 911 is the guidance, but Heather will check with the Health Center as a potential resource. There's no bystander obligation to intervene, according to University Counsel Jack Knight, and once you engage, you could incur liability.

X. Adjournment: 5:27 p.m.