

## **Resolution of Condemnation of Recent Actions of JMU's Provost**

*Whereas* during Fall 2022, the provost demanded publicly in the Faculty Senate (on Sept 1 2022 as she read her report to the Faculty Senate), and privately with the Senate Speaker and the Senate Marshal (on Aug 31 2022 from 12:15pm-1:00pm in Alumnae Hall 201), the disclosure of the name(s) of the author(s) of the senate resolution on *Transparency and Accountability of A&P Hires Within the Division of Academic Affairs*, and

*Whereas* the provost further threatened to make the author(s) of the resolution on subject to an investigation for libel and for breaching confidentiality rules related to a search, and

*Whereas* the provost's public and private demands to investigate and reveal the authorship of the resolution on *Transparency and Accountability of A&P Hires Within the Division of Academic Affairs* can reasonably be perceived as a threat to retaliate, and

*Whereas* the provost's silencing actions have exacerbated a culture of fear and systemic intimidation, producing among many faculty a chilling effect on their willingness to communicate concerns about JMU governance, and

*Whereas* the provost's behavior toward faculty has been at the very least un-cordial and un-collegial, as well as potentially unethical and illegal, and

*Whereas* the concerns with A&P searches raised in the resolution on *Transparency and Accountability of A&P Hires Within the Division of Academic Affairs* add to a growing culture of distrust among faculty towards the provost's office, and

*Whereas* the provost undermined JMU's self-proclaimed "recognition that JMU is a welcoming and inclusive academic community" (from the Office of the President, January 27, 2023) by failing to publicly address the widely reported concerns raised by Jewish faculty and staff about the January, 26, 2023 Holocaust Remembrance event as orchestrated by the Provost's office;

*Whereas* as reported by the COACHE task force in 2021, the single largest decrease in faculty satisfaction among the 25 benchmark categories was with senior leadership, followed by a significant decrease in satisfaction with divisional leadership and in both "trust" and "shared sense of purpose" (p. 15 <https://www.jmu.edu/academic-affairs/policies-and-reports/coache.shtml>), and

*Whereas* the 2021 CLIMATE survey reports that "seventy-five percent of tenured and tenure track faculty respondents 'strongly disagreed' or 'disagreed' that JMU leadership (e.g. vice presidents, provost, deans) meaningfully include faculty in decision making processes," (p. 198 Climate <https://www.jmu.edu/speak-up-dukes/final-report/index.shtml>) and

*Be it resolved* that the JMU Faculty Senate condemns the dissolution of meaningful faculty input and the lack of transparency and accountability in the process by which appointments are determined in senior and divisional leadership roles within the Division of Academic Affairs;

*Be it further resolved* that the JMU Faculty Senate condemns the dissolution of meaningful shared governance within the Division of Academic Affairs;

*Be it further resolved* that the JMU Faculty Senate condemns the culture of intimidation emanating from the provost's office.