



FACULTY SENATE MINUTES

Thursday, March 27, 2025 (meeting held via Zoom)

In attendance: Speaker: Ott Walter; Communications Director: McDonnell; Accounting: Briggs; Art, Design, and Art History: Brooks; Biology: L. Doyle; Comm. Sci. and Disorders: Harbick; Comm. Studies: Nelson; Computer Inf. Sys. & Bus. Analytics: Wang; Computer Science: El-Khadi Rizvi; Early ELED & Reading: Mathur; Economics: Doyle; Edu. Found. & Exception: Wiley; Engineering: Harper; English: Gerber; Foreign Languages: Galarreta; Geol. & Environ. Science: Pyle; Hart School of HSRM: Hallmon; Health Professions: Harrison; Health Sciences: Lassiter; History: McCleary; IDLS: Schmitt-Harsh; Justice Studies: Castle; Kinesiology: Wigglesworth; Learning, Tech. & L.E.: Jin; Libraries: Price; Marketing: Snyder; Math & Stats: C. Lubert; Media Arts. & Design: Mitchell; Mid, Second, & Math: Shoffner; Military Science: Eshelman; Music: Suggs; Nursing: Lewis; Phil. & Rel.: van Leeuwen; Physics: Butner; Political Science: H. Lubert; Psychology: Zinn; Social Work: Miller; Soc. & Anth.: Trouille; Strategic Leadership Studies: Selznick; Theatre & Dance: Zazzali; Writing Rhetoric & Tech Comm: Hickman; Part-time Faculty Rep: Harlacker, Janow; Guests—Oldmixon, Hornsby, and others.

- I. **Call to Order**—3:55 p.m.
- II. The minutes from February were approved.
- III. **Provost's Report**—Dr. Katherine Ott Walter for Dr. Kolvoord
 - The provost expressed excitement about the new president, who brought up shared governance in a recent meeting. He's hopeful that work will continue in positive direction.
 - The Okta changeover seems to have gone very well. Appreciation for IT's handling of the transition was expressed.
 - Send questions for the provost to the speaker (ottwalmk@jmu.edu).
- IV. **Speaker's Report**—Dr. Katherine Ott Walter
 - The "Dear Colleague" letter has been a major topic of conversation in meetings with the administration. Academic Affairs has not been impacted as much as Student Affairs. The provost is not aware of any personnel issues. Fulbright program funds came through. CGE plans to have information soon on the travel ban.
 - The workload group provided an update on their work. Departments are trying to reduce ambiguities in recording service commitments by, for example, devising ways to easily keep track of service performed. Six departments are currently participating in the rotation. The Music department in particular has a process that could be shared. Other departments continue to discuss how workloads are defined.

- The task force work on student evaluations of teaching is ongoing. Expect an end-of-the-year report.
- The work continues to ensure that departments develop bylaws.
- Policy 2 is on track for approval by the end of the semester. Two matters still being negotiated are including an early-warning system and clarifying goals and objectives for deans, associate deans, and AUHs to facilitate evaluations. Many senates participate in administrator evaluations (UNT, George Mason, etc.). Results are shared.
- Minor changes to the hiring guidelines are expected for next year as a result of the “Dear Colleague” letter.
- Efforts to address compression and inversion in faculty salaries will resume in the fall.
- According to the provost, faculty have primacy in searches. However, a comment from the floor noted that in practice, the faculty role has been diminished.
- The speaker intends to raise the issue of faculty senate having more “teeth” in discussions with the new president, and she will advocate for faculty’s role in the search for a provost.
- If any senator wants to serve on the Academic Affairs Policy Committee, contact the speaker (ottwalmk@jmu.edu).

V. **Treasurer’s Report—Dr. Talé Mitchell**

- The current total for the bank accounts is \$4,374. Three bereavements have been processed since the last meeting, twenty-one total. Four departments (Geology, Health Professions, Management, and Theatre & Dance) still owe dues. Please submit them.

VI. **Committee Reports**

- Faculty Concerns— Chair Kristen McCleary shared [the list of faculty concerns](#), and reported that the committee will meet in the upcoming week. Issues the committee is focusing on include the use of student evaluations of teaching in faculty annual evaluations. The aim is to adhere to best practices and current scholarship. In light of the current political landscape, concern has been expressed by junior faculty whose work focuses on DEI. On the topic of policies about non-JMU community members’ disruptions of campus, can a visitors’ policy similar to the one for sound recordings be developed?
- Policies—Chair Smita Mathur reported that Policy 2 is available for public comment until 4/4 and encouraged faculty to review it and offer input, especially about the percentage of an AUH’s instructional role (50%? 60%? 80%? negotiable through an MOU with the dean?).
- Adjunct Affairs—Chair Leslie Harlacker emphasized that the committee will be giving feedback on the handbook revision, with particular focus on developing a centralized resource for online teaching at JMU.

- Teaching and Student Relations—Chair Anne van Leeuwen announced the winners of SGA’s Madison Vision Teaching Awards: Rob Alexander, Luis Novoa, and Abraham Goldberg. They will be honored in a lunch on 5/1. The committee plans to focus on the issue of student safety/harassment.
- Budget & Compensation and Government Relations—no report
- Faculty Appeals—Chair Talé Mitchell reported that there is one appeal. The committee voted to send the appeal to a full hearing.
- Research and Scholarship—Marshal Melanie Shoffner has updates to be posted to the mini-grants section of the website. She underscored the importance of REDI liaisons and noted the email address for REDI (research@jmu.edu). She reminded senators (via email and at the meeting) that if their two-year term is up, their department needs to hold an election and report the result to the marshal. A senator can serve as many terms as they are elected for. Newly elected senators attend April’s organizational meeting with the outgoing senator. Elections will be held for Speaker Pro Tempore, Marshal, Treasurer, and Communications director. If interested in running for one of those positions, send a brief statement of interest to shoffnme@jmu.edu by Friday, 4/18.
- Shared Governance—The [SGIT](#) meets on Friday, 3/28. Thanks to Elizabeth Oldmixon for creating a shared governance [webpage](#).
- Other Committee Reports—Co-chair Sarah Brooks provided an update on the Faculty Handbook Revision Committee. In early May, a full draft will be shared with a request for feedback by the end of May. The grievance and complaints section contains significant changes. Over the summer, the committee will work to revise again.

VII. **New Business**

The following two resolutions were introduced for a first reading:

- Resolution in Appreciation of Interim President Charlie King
- Resolution on External Challenges to Faculty Roles and Responsibilities

VIII. **No Unfinished Business**

IX. **Open Discussion**

- An overview of the Music department’s workload approach was shared. Their efforts to quantify labor is working. Such a process aims to promote transparency and identify hidden labor.
- April 7 is the deadline for COACHE survey responses.
- The speaker will ask for the findings of the AI Task Force.
- Okta “remember me” does not function as expected. Fingerprint recognition would help to improve the authentication process.

X. **Adjournment:** 5:09 p.m.