



## FACULTY SENATE MINUTES

Thursday, November 2, 2023 (meeting held via Zoom)

**In attendance:** Speaker: Ott Walter; Communications Director: McDonnell; Accounting: Briggs; Art, Design, and Art History: Brooks; Biology: May; Chemistry: Kokhan; Comm. Sci. and Disorders: Clinard; Comm. Studies: Nelson; Comp. Inf. Sci. & Bus. Analytics: Wang; Computer Science: El-Kadi Rizvi; Economics: Elwood; Edu. Found. & Exception: Brown; English: Lo; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal; Geol. & Environ. Science: McGary; Grad. Psych.: LeBlanc; Hart School of HSRM: Hallmon; Health Professions: Harrison; Health Sciences: Lassiter; History: McCleary; IDLS: Schmitt-Harsh; Integrated Sciences: York; Justice Studies: Castle; Kinesiology: McKay; Learning Tech. & LE: Wiley; Libraries: Price; Management: Pattie; Marketing: Ozcan; Math & Stats: C. Lubert; Media Arts. & Design: Mitchell; Mid, Second, & Math: Shoffner; Music: Suggs; Nursing: Lewis; Phil. & Rel.: van Leeuwen; Physics: Butner; Political Science: H. Lubert; Psychology: Melchiori; Social Work: Yeom; Soc. & Anth.: Trouille; Theatre & Dance: De Sanctis; Writing Rhetoric & Tech Comm: Hickman; Part-time Faculty Reps: Harlacker, Janow; Guests—Coltman, Shackelford, SGA Rep. Le, Kolvoord, and others.

- I. **Call to Order**—3:55 p.m.
- II. The minutes from September and October were approved.
- III. **Provost's Report**—Dr. Heather Coltman
  - The Madison Celebration of Research and Scholarship was a wonderful event, featuring posters, displays, and lightning talks by the 2023 Provost Award winners for Excellence in Research and Scholarship. Nominations for next year's Provost's Awards just opened.
  - The upcoming BOV meeting will focus on faculty and student research. Anthony Tongen will interview a panel of faculty and students.
  - SGA leadership met with the deans. Students are really involved. Rudy Molina regularly meets with student leaders.
  - The following questions were addressed by the provost:
    - Does an AUH who focuses only on pleasing the dean meet your expectations for shared governance? The provost believes that all of our AUHs are committed to the institution. She's still working on a response to the particular case in question.
    - CHBS was selected as an early adopter for the CRM, which has been overwhelming, especially with the implementation coinciding with registration for next semester. In light of the heavy workload in CHBS, as emphasized by the workload report, why burden CHBS like this? Bob Kolvoord will address this question.
    - When faculty leave JMU, is there an exit interview process? While an exit interview is not mandated, HR offers the opportunity. This is an

area of interest (Who participates? What concerns emerge?).

Elizabeth Oldmixon is looking into “stay interviews” (What can be done to prevent someone from leaving?).

- What is the status of salary compression and inversion remedies? The CAC considers this matter, trying to minimize compression and inversion as much as possible while remaining competitive with starting salaries.

#### IV. **Speaker’s Report—Dr. Katherine Ott Walter**

- Invited guest Bob Kolvoord gave an overview of the Reengineering Madison project. JMU is four years in on what’s expected to be a decade-long process of aligning and streamlining the data management systems. We’ve not been able to use the data that we have to our best advantage because of siloed data problems.
- The changes do not affect the learning management system (Canvas).
- The aim is to adopt a single system to communicate and share information through the Constituent Relationship Management (CRM) system and to create a data warehouse.
- The selected platform, which went live last week, is Salesforce. Huron, a consulting company, is helping with the initial implementation.
- One goal is to create a data warehouse. Another goal is to be able to enter new hires into the system earlier.
- Some principles underlying this change are student focus, equity, transparency, and simplification.
- Adoption will roll out in two stages with the second phase in the spring semester. The first phase, currently underway, involves pre-professional health, first-year advising, and COB because of the need for a robust testing pool.
- DUO will be replaced, though two-factor authentication is not going away.
- Workshops and tutorials on using the CRM are being offered.
- The following questions were raised and answered:
  - Does every advising conversation have to be noted in the platform (a very time-consuming prospect)? Yes, because the more data we have, the better we can serve our students.
  - In the past, advisors were told that using the notes feature was a privacy violation. What accounts for the change? Advisors underwent new FERPA training.
  - With new hires in the system more quickly, will they be paid sooner? The system is not linked to HR.
  - How will asking advisors to take notes make us better advisors? Over their time at JMU, students have more than one advisor. Sharing information will improve advising insights and discussions down the line.
  - Who other than advisors can see the notes? After investigating further, an answer will be shared with the speaker.

- Are students opting in? Is there an opt-out? It's an expectation that students will participate. More follow-up on these questions was also promised.
- The provost recognized Dean Kolvoord's work on this project and noted that there's always new feedback to collect when making a system change of this magnitude.
  - Can faculty opt out of advising? Is there a standard of practice? The provost acknowledged that JMU is woefully short of advisors and that there are a number of prioritized positions to be filled. Advising assignments are made in consultation with the AUH.
- Send further questions to the speaker at [ottwalmk@jmu.edu](mailto:ottwalmk@jmu.edu).
- The speaker announced that the senate subcommittee changes that resulted from the bylaws changes passed at the last meeting will require some restructuring. Current committees will finish their tasks this semester. The marshal is working on the reshuffling, seeking to maintain representation across colleges on the various committees. The new committee structures will be announced in December. In response to a question about the extent to which committee members can participate in the restructuring process, the marshal pointed out that the logistics are too complicated to accommodate preferences. However, if there's a schedule conflict or a specific and important reason for a request, let her know.
- The speaker asked how active searches for new faculty are going. What follows are responses from various senators:
  - Searches are not going well. The process seems designed to search for one person. It's problematic, and an immediate solution is needed for departments that are having problems.
  - Other institutions put job ads up in early September. JMU would be more successful if we could prioritize the timely posting of ads.
  - Campus visits need to occur before winter break; otherwise, they can't happen until February.
  - Internal searches could be listed more quickly.
  - Search committee chairs were previously unable to enroll committee members or verify who has completed the required hiring training to review applications. Each college now has one or two individuals with direct access to the training Canvas site who can enroll people and check who has completed training. Thanks to the Libraries for exploring ways to keep Canvas site registrants up to date at the beginning of every academic year.
  - Clarity is needed about when/if letters of recommendation are allowed.
  - There's concern about how the [recent CHE article](#) might impact success rates for searches.
- The speaker reported that she has spoken to Tim Miller about additional ODS needs, especially evening hours for the testing center. If there are more needs in this area, let the speaker know.
- What does it take to be successful at JMU? What do you need? Seek feedback from your departments.

- The speaker met with BOV member Lara Major. The BOV is interested in what they can do to work more collaboratively with the faculty.
- The Big Ideas folks are coming to the December meeting. The submission deadline is March 8.
- Guests—Malika Carter-Hoyt, Chief Matos, OSARP, Public Safety—are coming to the January meeting to discuss campus safety. It was suggested to invite someone from the Office of University Counsel too.
- The speaker raised the prospect that the day and time of faculty senate meetings can be discussed and changed.

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

- Treasurer Cathy McKay reported a total of \$4,804.17 in the senate's combined accounts. The accounts have been moved to Commonwealth One.
- Four bereavements requests were processed, nineteen since May.
- There are eleven departments still needing to submit dues.
- All fifty winners of the computer lottery submitted reimbursement documentation. The list of winners from the past seven years is on the website.

#### **VI. Committee reports**

- A. Faculty Concerns—Chair Kristen McCleary is keeping track of faculty concerns in a GoogleDoc that was shared. On the issue of campus safety, the committee is seeking information and follow-up, and with Elizabeth Oldmixon, they're doing an inventory of other universities' safety policies. The committee is working on a statement about the Israeli/Palestinian conflict, emphasizing JMU's global engagement and support for community members. Talk to your departments to ensure that there are clear annual evaluation procedures. Examples can be found on the provost's [website](#). Appeals guidelines are outlined in the handbook. Academic Affairs policy #2 is about the AUH model. The Academic Policies Committee has eighteen recommendations about that policy, to be shared soon with Steering and Faculty Concerns.
- B. Academic Policies—Faculty Concerns Chair Kristen McCleary folded this committee's report into her report (above).
- C. Adjunct Affairs—no report
- D. Student Relations—no report
- E. Budget & Compensation and Government Relations—no report
- F. Faculty Appeals—no report
- G. Nominations and Elections—Thank you to mini-grant submitters. The committee is reviewing the proposals and will announce the winners within two weeks.

H. Other Committee Reports—Jennifer Lang-Rigal reported that the Faculty Handbook Committee is reviewing proposals. Sometimes the committee seeks feedback on proposals from the senate. Requests for feedback would come before December 5.

## **VII. Open Discussion**

- The publication of the *CHE* article was not something taken lightly. Such controversies reinforce the argument for shared governance—not just in form or in name, but in substance—to attract the best faculty.

**VIII. Adjournment:** 5:31 p.m.