



FACULTY SENATE MINUTES

Thursday, March 28, 2024 (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. Sys. & Bus. Analytics: Wang; Computer Science: El-Kadi Rizvi; Early ELED & Reading: Mathur; Economics: Elwood; Edu. Found. & Exception: Brown; English: Gerber; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal; Geol. & Environ. Science: McGary; Grad. Psych.: LeBlanc; Hart School of HSRM: Hallmon; 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; Phil. & Rel.: van Leeuwen; Physics: Butner; Political Science: H. Lubert; Psychology: Melchiori; Strategic Leadership Studies: Vanhove; Social Work: Yeom; Soc. & Anth.: Trouille; Writing Rhetoric & Tech Comm: Hickman; Part-time Faculty Reps: Harlacker; Trocchia; Guests—Oldmixon, Shackelford, Le, and others.

- I. **Call to Order**—3:55 p.m.
- II. The minutes from February were approved.
- III. **Provost's Report**—Dr. Elizabeth Oldmixon
 - The upcoming BOV class visits are canceled because of the BOV's revised April schedule.
 - Follow-up on past resolutions is being clarified and updated on the Faculty Senate website.
- IV. **Speaker's Report**—Dr. Katherine Ott Walter
 - The speaker has relayed to Tim Miller the feedback about ODS testing needs (e.g., after-hours testing). Miller found that the information is not conclusive enough to make specific changes now, but he will plan for the fall to address testing needs. The following questions/comments arose:
 - What information is needed? Data? Survey results? It'd be useful if faculty had a better sense of the testing center use/demand.
 - Frustration and confusion about the lack of action were expressed. ODS facilitates important faculty work.
 - The speaker met with BOV Rector Maribeth Herod, BOV Vice Rector Chris Falcon, Chief of Staff David Kirkpatrick, and Vice President for Access and Enrollment Management Donna Harper about the processes for naming the acting president and searching for the next president. The BOV will hold a retreat on 4/19 from 12:30 to 3:00 to review the names that have been put

forward to serve as acting president. They hope to announce their selection on 4/19. The rector met with President Alger about his succession plan.

- The speaker is collecting [survey](#) results, due by 4/15, about criteria for the next president that faculty consider to be important. One survey question also asks for nominations for the acting president. So far, there are 170 responses.
- The person who serves as acting president should not plan to apply for the permanent role. A consulting firm will be hired to help identify suitable candidates to serve as the next president. The following questions and comments were raised:
 - *What was the level of faculty involvement in the last presidential search?* Robert Jerome, then-speaker of the faculty senate, was on the search committee.
 - *There was a total information blackout during the last presidential search. Faculty were not invited to attend presentations and didn't even know who the candidates were. Faculty seek a more active, transparent role this time.* The process is confidential until finalists are named because candidates want to protect their existing positions.
 - *Concern was expressed about the prospect of the governor's influence on the presidential search process.*
- The Steering Committee has been discussing policy #2 (about the AUH position). This topic may need a larger conversation such as a townhall.
- All officer positions (speaker, speaker pro tempore, marshal, communications director, treasurer) are up for reelection this year. Anyone interested in running should send a one-paragraph bio to the marshal (shoffnme@jmu.edu) by 4/15.
- The provost is assembling a hiring guidelines review committee, which will include four faculty members and four administrators to consider the [feedback that is being collected](#). A retreat will be scheduled for a day this summer.
- The Coalition on Intercollegiate Athletics is hosting a conference on 4/19 in Washington, DC, with a virtual option available. Register [at this link](#).
- [Employee Appreciation Day](#) is Thursday, May 16. Events and a BBQ lunch buffet are open to all employees (staff, faculty, full-time, part-time, affiliates).

V. Treasurer's Report—Dr. Cathy McKay

- The combined bank accounts currently total \$4,841.80.
- Three bereavement forms were processed since the last meeting, for a total of thirty since last May.
- Dues from Business Management (represented by Marshall Pattie) have not been submitted.

VI. Committee Reports

- A. Faculty Concerns—Chair Kristen McCleary reported that the committee did asynchronous work in March. The next meeting will be held on 4/11. The list of the committee's ongoing work can be found [here](#).

- They are gathering feedback on the hiring processes.
 - The bylaws about elections for a unit's senator may need to be clarified. AUHs should not have a significant role in elections (though they can vote just like anyone else). An outgoing senator could be in charge; however, if the current senator is running for reelection, then one suggestion is to have the PAC run the process. An anonymous Qualtrics survey can be used. The goal is a faculty-centered process.
 - The Shared Governance Implementation Team is gathering data about academic freedom.
 - Keeping an eye on growth and contraction within departments is a priority.
 - The committee is working on clarifying the pay schedule for summer teaching.
- B. Policies—Chair Smita Mathur noted that the committee continues its work on Policy #2. The draft has been submitted to the Academic Affairs Policy Committee. Policy 000 allows only ten days for public comment. The committee meets next in April to discuss a process for the evaluation of deans.
- C. Adjunct Affairs—Speaker Katherine Ott Walter reported the committee met with Jason McClain about how best to communicate with adjuncts about raises and how adjuncts can seek a remedy for pay errors. The committee meets next week.
- D. Teaching and Student Relations—Chair Kala Melchiori reported that the committee met a couple of weeks ago to work with SGA on the Madison Vision Teaching Awards. However, some committee members were nominated for the award this year, so their involvement was limited. Students nominated a record number of faculty, and a record number of faculty (90) followed through by submitting materials for the awards committee to review. This year's winners—Daniel Castaneda, John Almarode, and Colleen Watson—will be honored at a luncheon.
- E. Budget & Compensation and Government Relations—Chair Harold Butner announced that the administration plans to address the ALICE population concerns but is waiting for an updated report. The committee will seek feedback on how to weight factors to determine JMU's R2 peer group. There are nine items to weight on a scale of ninety-nine points. When providing feedback, consider JMU as a whole (not just your department or college). The Compensation Advisory Council is still gathering information for this year's report. Once again, JMU will be compared against all R2 institutions. Expect the report in September.
- F. Faculty Appeals—no report.
- G. Research and Scholarship—no report.
- H. Shared Governance—Chair Sasha Kokhan reported that the committee met this week. They are still figuring out this new committee's boundaries. They discussed what would make shared governance work appealing to faculty (e.g., stipends).

- I. Other Committee Reports—The Parking Committee meets this Friday. One agenda item is to revisit the Faculty Senate resolution denied two years ago. The resolution seeks faculty parking passes for graduate assistants who are the instructor of record.

VII. **New Business**

- The Resolution to Support a Faculty Handbook Revision Committee for Comprehensive Review of Faculty Handbook was introduced.
- The Resolution Regarding Economics Department Annual Evaluations for AY 2022–23 was introduced. After the rules were suspended (2/3 vote threshold met), discussion commenced.
 - Faculty members who appealed their annual evaluations have been waiting five months for the matter to be resolved.
 - A senator who served as a member of the reviewing body (the COBPAC) stated the following: the appeals committee verbally conveyed that they unanimously decided not to recommend modifications to the evaluations because the Economics department's guidelines were not clear. The COBPAC recommended that Econ create formal guidelines and standards for annual performance evaluations.
 - It was pointed out that the written response to the appeals did not include the above information.
 - When a call is made to end discussion, as per the bylaws, a show of hands reveals how many more senators wish to speak so that voting senators can assess how best to vote. One person raised a hand.
 - The vote to end discussion passed by the required 2/3 vote.
 - Subsequently, the resolution passed (31 in favor, 7 opposed).

VIII. **Unfinished Business**

- The Motion of Support for Those in the JMU Community Affected by the Israel-Hamas Conflict will be eligible for a vote at the April meeting.

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