



## FACULTY SENATE MINUTES

Thursday, December 5, 2019 – Taylor/Madison Union 405

**In attendance:** Piper (Speaker); Art, Design, and Art History: Phaup; Biology: Seifert; Comm. Sci. and Disorders: Clinard; Comm. Studies: Woo; Comp. Inf. Sci. & Bus Analytics: Wang; Computer Science: Kirkpatrick; Early ELED & Reading: Mathur; Economics: Cavusoglu; Educ. Found. & Exc.: Koubek; Engineering: Harper; English: Lo; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal; Geology: McGary; Grad. Psych: Critchfield; Hart School of HSRM: Anaza; Health Professions: Skelly; Health Sciences: Ott Walter; History: McCleary; Integrated Sciences: McGraw; Justice Studies: Beers; Kinesiology: McKay; Learning Tech. & LE: Beverly; Lib & Ed Tech: Flota; Management: Shahzad; Marketing: Larsen; Math & Stats: Garren; Media Arts & Design: Mitchell; Mid, Second, & Math: Shoffner; Military Science: Waller; Music: Peterson; Nursing: Leisen (proxy); Philosophy & Religion: van Leeuwen; Physics: Butner; Political Science: Lee; Psychology: Melchiori; Social Work: Yeom; Sociology & Anthropology: Tanaka; Strategic Leadership Studies: Vanhove; Theatre & Dance: Finkelstein; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Reps: Harlacker, Janow, PeeksMease; SGA Rep: Deger; Guests—Johnson (Provost's Office), Shackelford (Vice Provost for Faculty and Curriculum), Parra (SGA)

### I. Call to Order—3:50 p.m.

### II. Acting Provost's Report

- Vice Provost Johnson announced that the opening faculty meeting will be held on August 21, 2020 (the Friday prior to the start of classes on Wednesday the 26th).
- The Inclusion Task Force recommended inviting feedback about classroom inclusivity via two Likert-scale items and an open-ended question added to course evaluations. This proposal was shared with AUHes. Faculty expressed concern over the phrasing. Another concern was raised by the Steering Committee that this addition would run counter to the original plan not to mandate questions from the administration. In response, the plan has been revised. An email draft will be sent to encourage faculty to add such questions (will include four examples). If an individual faculty member adds the questions, the unit head will not be able to see them. Only if the unit chooses to adopt the questions will the AUHes be able to see the responses. The two Likert questions are the same, but the other two suggested questions are new.
  - Concerns were raised by faculty that Likert-scale items may, in certain instances, reflect less on actual classroom inclusivity than the implicit biases of students who find their beliefs challenged by the class. This might result in biased evaluations of professors that inadvertently harm or discourage diversity among the faculty. Historically underrepresented and minority faculty members are especially vulnerable. Thus, it was suggested that future questions related to inclusivity be carefully composed with peer-reviewed research on implicit bias in mind, and be crafted not by administrators, but instructors who are most familiar with their pedagogical environments. Provost Johnson confirmed that these were similar concerns to ones raised in previous meetings.
- Gratitude was expressed for faculty's hard work this semester, and best wishes were extended for the break.

### III. Speaker's Report

- A new COACHE survey (faculty satisfaction) will be coming out in February. Encourage your departments to complete the survey.
- Human Resources is launching a pilot program for phased retirement (reduced workload and salary over one to three years). Interested faculty with at least 10 years of service can apply starting in January (implementation begins next fall). Tiffany French (frenchtm@jmu.edu) is the contact person.

- Consider drafting new spending bills since there's almost \$9,000 in the Senate treasury.

**IV. Treasurer's Report**—Treasurer Nevin Cavusoglu reported that the Senate has \$8,709.10. Four departments—IDLS, Integrated Sciences, Justice Studies, and Strategic Leadership Studies—are overdue.

#### **V. Committee Reports**

- A. **Faculty Concerns**—Even though the current mandate has been rescinded, the committee is putting forward a resolution about the course evaluation questions issue so that the Senate will be on record as opposing such administrative mandates.
- Child care: There was a plan to move the facility from Anthony Seeger to Memorial, which was reconsidered after the plan was questioned. The administration has been very responsive to the Senate's concerns. COE Dean Mark L'Esperance was a great partner to work with on the child care issue. The program has 70 spots, many of which are already filled by children of faculty and staff, with five to ten spots remaining. The plan is to give faculty and staff first dibs on the remaining spots. The Senate will survey faculty about demand for future child care services, including services for newborns through two years, ten months.
- The Airbnb policy is a matter that Chair Larsen will raise on Higher Education Advocacy Day in Richmond. If you have other concerns to bring before the legislators, let him know.
- B. **Academic Policies**—Chair Kathy Ott Walter announced that at the next committee meeting, the Honor Code test will be discussed.
- C. **Adjunct Affairs**—Chair Leslie Harlacker reported that the committee met earlier this month to draft a resolution to encourage JMU to develop a system of titles for adjunct faculty. Following up on items that came out of the Adjunct Task Force meeting, the committee is proposing taking ownership of the adjunct faculty survey. They will work with the task force to figure out how to achieve this. They plan to press for issues such as maintaining access to JMU services over summer break. The committee will meet in January to decide what to focus on moving forward.
- D. **Student Relations**—Chair Hakseon Lee reported that the committee meeting about the graduate student parking concern (focusing on Grad Psych students) has been postponed until January 16. Student Engagement Mini-Grant applications are in, and the selection process is underway. The SGA will be generating ideas for better promoting the mini-grants since the number of applications was flat. Chair Lee met with Tim Miller and Josh Bacon about the increased student demand for mental health services. Subsequently, an email addressing concerns was sent to the JMU community.
- E. The Faculty Appeals Committee currently has no cases.
- F. **Budget and Compensation**—Committee Chair Steve Garren shared data about adjunct faculty salaries. Information about the number of students per course is still being sought (double sections could explain some differences). Email [garrenst@jmu.edu](mailto:garrenst@jmu.edu) with further questions or suggestions.
- G. **Nominations & Elections**—Marshal Steve Harper announced that the committee selected 21 out of 85 mini-grant proposals, awarding a total of \$50,149.50 to the winners.

#### **VI. New business**

Two motions came out of committee (see Faculty Concerns and Adjunct Affairs above).

#### **VII. Unfinished business**

Three motions were discussed:

- After an amendment to extend the term limit of the position (from three years to six years), the Motion to Rename the Secretary Position passed with the required 2/3 vote. The title is now Communications Director, and the term limit for this position is six years.
- The Motion to Amend the Computer Lottery Rules was discussed. Most changes are designed to bring the rules as written into compliance with the actual process. There's been no clear way to enforce the six-semester continuous-employment rule as originally passed, which prompted the loosening of the rules about adjuncts' participation. This component of the motion generated the most conversation. A motion passed, sending this resolution to the Faculty Concerns Committee for revision.
- Discussion about the Motion to Enhance Student Diversity focused on the ambiguity of the language. The language of the motion is intentionally general since, according to state law, all scholarships given by the university are based on either need or merit. Other questions arose, such as what scholarships already exist, and how can we find them? What strategies are currently being implemented? After an amendment passed to strike the word *minority*, the motion was tabled until the next meeting.

**VIII. Adjournment 5:23 p.m.**