



FACULTY SENATE MINUTES

Thursday, December 6, 2018 – Taylor/Madison Union 405

In attendance: Piper (Speaker); Accounting: Briggs; Art, Design & Art History: Tollefson-Hall; Biology: Cocking; Chemistry: Hughey; Comm. Sci. & Disorders: Clinard; Comm. Studies: Richards; Comp. Info. Systems: Wang; Computer Science: Kirkpatrick; Early Elem. Reading: Mathur; Economics: Cavusoglu; Educ. Found. & Exc.: Koubek; Engineering: Harper; English: Rankin (proxy); Finance & Bus. Law: Parker; Foreign Languages: Polanz (proxy); Geology: Garcia; Graduate Psych.: Critchfield; Hart School of HSRM: Anaza; Health Professions: Walsh; Health Sciences: Ott Walter; History: Westkaemper; IDLS: Wright; ISAT: McGraw; Justice Studies: Parsons; Kinesiology: McKay; Learning, Tech. & L.E.: Beverly; Lib & Ed Tech: Flota; Management: Shahzad; Marketing: Larsen; Math & Stats: Garren; Media Arts & Design: Mitchell; Mid, Second, & Math: Wallace; Military Science: Waller; Music: Peterson; Nursing: Graham; Philosophy & Religion: van Leeuwen; Physics: Butner; Political Science: Lee; Psychology: Melchiori (proxy); Social Work: Yeom; Sociology & Anthropology: Blanton; Strat. Leadership: Vanhove; Theater & Dance: DeSanctis; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Reps: Harlacker, PeeksMease; Student/SGA: Deger; Guests—Provost Coltman; Vice Provost Johnson; Susan Wheeler, Legal Services, Daniel Castaneda, Engineering.

I. Call to Order—3:48 p.m.

II. Provost's Report—Provost Coltman

- Before the semester break, campus interviews are scheduled for three COB dean finalists
- Three finalists for library dean will come to campus in January (wrap up in February)
- COE—extended search to expand candidate pool; identify finalists in mid- to late February
- Academic Affairs Strategic Plan Committee nominations due by 12/11; hugely ambitious project (Rick Larson and Robert Aguirre are co-chairing); committee will meet in January for a full day on Friday then each Friday; nominate only those who can commit; many questions in front of the committee; much work to be accomplished; a website will be set up
- Task forces will be submitting a semester report

III. Speaker's Report—Mark Piper

- Website improvements: The next major work will focus on the Engagement Mini-Grants (which just wrapped up five years). Appreciation to Kristi Shackelford expressed for her work on the website.
- The Steering Committee met with Jason McClain about compression and inversion process
- Policy 1121: “Public Expression on Campus” has been drafted and is now open to review and feedback through January 11, 2019. Send feedback to Mark (pipermc). He will forward the comments to Susan Wheeler and Rick Larson. A conversation is being generated. Take advantage of the opportunity to weigh in on this important policy. Policy 1121 is still open to modification. Every policy is evaluated every two years by the committee.
- Susan Wheeler, the university lawyer, explained why this policy did not follow the usual process: A mandate came down from the General Assembly about adopting a policy about free speech by 12/1/2018, which required putting the policy in the student handbook. If sued, a report to the governor has to be made within 30 days. Thus, the policy was fast-tracked. Feedback can also be sent directly to her or Rick Larson.
- The typical policy appeal process: If you have a recommendation for a new policy or an edit, contact Kristi Shackelford, who represents Academic Affairs on the University Policy Committee.
- Faculty and student mini-grants winners have been determined. The faculty's awareness and interest have grown. The speaker expressed his appreciation.

IV. Treasurer's Report—Treasurer McGraw reported that the current total in the Senate account is \$8,619.34. Three recent memorials have been processed. The “list of shame” was read.

V. Adjunct Faculty Report—Senator Leslie Harlacker noted that CFI's spring round of professional development grants for part-time faculty is upcoming and that a third Senate representative for adjunct faculty is needed.

VI. Committee Reports

- A. Faculty Concerns—the committee meeting was canceled because of weather. Chair Val Larsen received no feedback on the two centers, so he will send the approval.
- B. Academic Policies—Chair Emily Westkaemper reported that the committee met in November to discuss *engaged learning*, and as requested by Speaker Piper, to consider developing a statement clarifying the meaning of the term. The committee, noting that practices vary by discipline, decided not to issue a statement at this time and not to attempt to develop a comprehensive catalog of engaged learning practices. However, the committee urges senators to consult colleagues about whether and how they envision the Faculty Senate playing a role in voicing a definition of engaged learning and then to follow up with Chair Westkaemper by January 31.

For faculty looking to capture and articulate the ways that they can implement an engaged-learning pedagogy, the committee suggests visiting the [National Survey of Student Engagement](#) (NSSE) website. This resource offers a description of engagement indicators and identifies high-impact practices. NSSE, which [JMU has participated in](#), counts a broad range of activities as engaged learning.

The committee also offers the following resources for faculty looking for ways to foster inclusivity and to respect diversity:

- The Center for Global Engagement's [Global Campus Toolkit](#) includes a pronunciation guide for some common Arabic, Chinese, Korean, and Vietnamese names
 - Safe Zone has made a customizable [Inclusive Introductions Questionnaire Tool](#), available as a Word file or as a user-friendly Canvas embed.
- C. Student Relations—Chair Hakseon Lee announced that the committee determined the eight winners of the student mini-grants (uploaded on the engagement website and forthcoming on the SGA website). In the spring, the Madison Vision Teaching Award winners will be identified.
 - D. Faculty Appeals—Chair Karin Tollefson-Hall reported that there are currently no cases.
 - E. Budget and Compensation—Chair Steve Garren gave a synopsis of the inversion and compression salary increase process, emphasizing that it is multi-stage. The email from Provost Coltman on 11/14 offered an outline. The formula as explained by Jason McClain to the Steering Committee is a starting point, not an ending point. Both compression and inversion are determined within the department. Inversion compares faculty across ranks. Assistant professors were not considered (because a faculty member is inverted by a lower-ranking faculty member). Inversion was taken care of first and then compression was considered. Faculty are compared to those in the same rank for compression. From the formulations, the deans had discretion in how the money was allocated. The minimum for those found to be eligible was \$500, and the maximum was \$5,000. The model, which came from another institution, was vetted by the CAC and Academic Council.
 - F. Nominations and Elections—Dr. Steve Harper announced that the committee met and funded 17 out of 102 submissions for a little more than the \$58,000 allocated. Steve recused himself from voting on proposals that came from his own department. The list will be available on the website in the spring. Every college was represented among the awardees. Be sure to congratulate awardees in your department.

VII. New Business

No new business.

VIII. Unfinished Business

The discussion of the motion on diversity and inclusivity language for the syllabus website, which was tabled in November, continued. The proposed amendment had been previously moved and seconded. The amendment makes the syllabus language a recommendation rather than a mandate. After the question was called, which stops discussion, the amendment passed. A motion passed to table further discussion of the full motion.

IX. Adjournment 5:11 p.m.