



FACULTY SENATE MINUTES

Thursday, March 25, 2021

In attendance: Larsen (Speaker); Accounting: Briggs; Biology: May; Chemistry: Hughey; Comm. Sci. and Disorders: Clinard; Comm. Studies: Woo; Comp. Inf. Sci. & Bus Analytics: Tchommo; Computer Science: Kirkpatrick; Early ELED & Reading: Mathur; Economics: Cavusoglu; Ed. Found. & Exceptionalities: Wiley; Engineering: Harper; English: Lo; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal; Geol. & Environ. Science: McGary; Grad. Psych: Critchfield; Hart School of HSRM: Anaza; Health Professions: Skelly; Health Sciences: Ott Walter; History: McCleary; IDLS: Chamberlin; Integrated Sciences: McGraw; Justice Studies: De Fazio; Kinesiology: McKay; Learning Tech. & LE: Beverly; Libraries: Flota (proxy); Management: C.K. Lee; Marketing: Ozcan; Math & Stats: Garren; Media Arts & Design: Mitchell; Mid, Second, & Math: Shoffner; Military Science: Turnboo; Music: Stringham; Nursing: Leisen (proxy); Phil. & Rel.: Knorpp; Physics: Butner; Political Science: H. Lee; Psychology: Melchiori; Soc. & Anth.: Tanaka; Social Work: Trull; Strategic Leadership Studies: Vanhove; Theatre & Dance: Finkelstein; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Reps: Harlacker, Janow, Munier; Guests—Coltman (Provost), Molina (Vice Provost)

I. **Call to Order**—4:05 p.m.

II. **Provost's Report**—Dr. Heather Coltman

- The legislature approved the budget, and the governor's signature is expected in early to mid-April. The budget includes a 5% increase for all state employees, which is really positive news. Allocations for JMU from the state include \$5.7 million to cover the amount generated by the hiring freeze and a 0% tuition increase. It's reimbursement money that we definitely need (not new money). There's an additional \$4 million for past enrollment growth that had been unfunded, which will cover some of the revenue shortfall from the past year. Salary increase costs \$9.7 million for E&G and \$1.8 million for the auxiliary increase. JMU has to come up with the majority of the money (\$2.5 million comes from the state, but JMU has to come up with \$3.2 million). There is discussion about a tuition increase (which is happening at institutions across the state). JMU held it flat in the past year, but will need money (e.g., there's a 3.8% health insurance increase, which the institution covers, not the state). Fall enrollment is absolutely critical. It's urgent that we attract students and work hard to keep them here (Choices, etc.). There are many moving parts, but in general, the news from the state is positive.
- JMU will hold in-person commencement events in keeping with the governor's guidance. There will be strict capacity limits, and students have to register in advance (4 tickets each). The presence of faculty will be somewhat limited (and not required this year, despite the handbook mandate). The colleges will need faculty and staff to support the smaller events.
- The task force has completed the Academic Affairs strategic planning work. The mission, vision, and values capture the spirit of academic affairs. Encourage your academic units to integrate the ideas in planning. Gratitude was express to the committee. Look for a call for a faculty fellow to roll out the plan (i.e., a strategic plan project manager, details forthcoming).
- The climate study working group is building a survey. It's been a thoughtful process with forty people on the committee and involvement from IRB, faculty, students, staff. They're on schedule to launch in the fall. The provost is hoping for faculty buy-in.
- Congrats to Linda Thomas, new dean of the graduate school beginning June 1. There was a wonderful pool of candidates. Thanks to everyone who provided input.
- Q and A:

- What is being worked on at the university level about our move to R2? What committees or structures are in place to help us make the transition? It's on our minds every single day. We know that everyone is overloaded with work, but there will be townhalls. In fall, many opportunities to hear from and work with faculty. Don't expect the designation until November. Official naming won't take place for probably a year. Hiring Linda was a key piece of this, as is the division of research and scholarship. There will be a significant rollout of opportunities. JMU can't make it happen without the full engagement of faculty.
- Is there a chance that we will not see the 5%? Legislative action requires that it take effect July 1, but nothing is 100% certain yet.
- The summer school memo indicates that the selection process for summer teaching assignments seems to be based on productivity during the two months that we're off contract. According to the memo, one criterion will be evaluations of teaching. Currently there is a resolution on table about not to consider evaluations. What is expected of us those two months that we're off contract? Those are voluntary assignments. Summer assignments are based on student need and demand, and faculty expertise. If there's a particular concern, go through your dean and AUH to clarify. Across the country, concern about student evals (biases inherent to those processes). CFI is interested in what are we getting from that data. During COVID, there is a reason to ask not to administer those evaluations.

III. Speaker's Report

Speaker Larsen and the other reps to the FSVA will attend the meeting on Saturday. Although the FSVA is becoming more effective each year, there's untapped potential there. Carey Cole will be nominated for the information officer position.

IV. Treasurer's Report

Treasurer Nevin Cavusoglu announced that there is \$7,662.34 in the account.

V. Committee Reports

- A. Faculty Concerns—Chair Steve Harper announced that the committee is discussing P&T in the time of COVID and is organizing childcare meetings with other folks on campus. The CAC is close to making a proposal to the two VPs.
- B. Academic Policies—Chair Smita Mathur announced that the committee will meet on April 1.
- C. Adjunct Affairs—Chair Leslie Harlacker announced that the adjunct survey is in QuestionPro and is ready to be sent out.
- D. Student Relations—Chair Hakseon Lee reported that the Madison Vision Teaching Award and the mini-grants for students will resume in the fall. The question about posting syllabi to MyMadison is still open. The SGA contacted the provost, registrar, and IT about the issue. Working group have been meeting about the issue. Follow-up is expected at the next meeting.
- E. Faculty Appeals—Chair David McGraw announced that one case is currently in progress
- F. Budget and Compensation—Chair Kimiko Tanaka drafted a thank-you letter to send to legislators and acknowledged Caitlin Read for her help.

- G. Nominations and Elections—Chair Steve Garren reported that the committee selected the mini-grant winners. Results are posted on the faculty senate website. He expressed thanks to the provost for providing the financial support.

Before the next meeting, please let Marshal Garren (garrenst@jmu.edu) know if your department elects a new senator. New senators will be invited to the April meeting, and officer elections will be held. Contact Steve if you're interested in serving as an officer. Officers earn a \$2,000 stipend. Elections for committee chairs will also take place at the next meeting.

The senate photo is almost done (one more photo needed) and is looking wonderful.

VI. New Business

Speaker Larsen forwarded the motion about postponing the email migration. Dale Hulvey, in consultation with Charlie King, agreed to delay the move until after the semester ends, thus rendering the resolution moot.

Thank you to the senior leadership team for the JMU statement of support for AAAP safety in the wake of the Atlanta mass shooting incident. Statements from Political Science and Soc/Anth were shared, and Academic Policies is considering a longer, more detailed statement about how to support minorities.

VII. Unfinished Business

- After a motion passed to suspend the rules, the thank-you letter was endorsed by the Senate.
- The Motion to Amend the Faculty Senate Computer Lottery Eligibility Rules passed.
- The Resolution for Latin Honors Designation and Recognition at Graduation was tabled. There was a question about the required 60 hours. Almost every other VA institution had 60 hours as the minimum. One other institution requires just 30 hours.
- The Resolution on Mandatory COVID-19 Vaccinations engendered some questions: Is it moot since HR said no one will be mandated to get the vaccination? Why direct this mandate at students and not students and faculty? The answer offered is that faculty are more likely to be vaccinated. Concerns were also expressed about the mandatory aspect. It was written in a way to underscore the importance of herd immunity. After some discussion, the motion passed.
- The Resolution Related to the Impacts of COVID-19 Pandemic on Faculty at JMU was amended to allow for course evaluation data to be collected without having it automatically included in this year's evaluation of faculty. The faculty member is given the authority to decide. The amended motion passed.
- There were suggestions by faculty member to clarify the language in the Resolution Related to Faculty Handbook and Annual Evaluations. After some discussion of returning the resolution to committee to tighten the language, the motion passed in its original form because of concerns about timeliness and urgency.
- The Faculty Senate Diversity Initiative has been circulating since September. Amendments were suggested: Strip out everything that has to do with the job guarantee, and make the funding a grant, not a loan. The former amendment pass; the latter did not. The resolution is still open for discussion at the next meeting.

VIII. Adjournment: 5:54 p.m.