



## FACULTY SENATE MINUTES

Thursday, October 3, 2019 – Taylor/Madison Union 405

**In attendance:** Piper (Speaker); Accounting: Briggs; Biology: Seifert; Chemistry: Hughey; Comm. Sci. and Disorders: Clinard; Comm. Studies: Woo; Computer Science: Kirkpatrick; Early ELED & Reading: Mathur; Economics: Cavusoglu; Educ. Found. & Exc.: Koubek; Engineering: Harper; English: Lo; Foreign Languages: Lang-Rigal; Geology: McGary; Graduate Psychology: Critchfield; Health Professions: Skelly; Health Sciences: Ott Walter; History: McLeary; IDLS: Chamberlin; 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: Lam; Philosophy & Religion: van Leeuwen; Physics: Butner; Political Science: Lee; Psychology: Melchiori; Social Work: Yeom; Sociology & Anthropology: Tanaka; Theatre & Dance: Finkelstein; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Reps: Harlacker, PeeksMease; Janow; SGA Rep: Deger; Guests—Kirk and Knorpp (Phil/Rel), McLean (SGA President)

### I. Call to Order—3:30 p.m.

### II. Provost's Report

Provost Coltman joined the meeting virtually via WebEx. She announced that budget setbacks caused by enrollment challenges were absorbed last year, but this year, proactive measures have to be taken. JMU will face reductions totaling about \$2 million from Education & General (E&G) funds and auxiliary funds. Reserve funds will be used to cover \$1.3 million of that amount. There will not be any funds for compression or inversion and no in-band adjustments. Academic Affairs will see an E&G reduction of \$467,015 and an auxiliary reduction of \$16,501 (mostly affecting the Marching Royal Dukes). A plan for making these reductions is due by next Wednesday. The process will replicate similar processes from the past, primarily focusing on unallocated funds from across the Academic Affairs division. The aim is to figure out equitable reductions across academic units. Salaries and hiring will be protected, as will hiring for open lines (from retirements or other vacancies). Approximately 60 such positions have been approved for this year. Travel funds will be protected when possible, but some departments may feel an impact in this area. While these measures are not comfortable, they are less than original estimates.

Looking ahead, focusing on recruitment and retention efforts is crucial, including working with admissions and advisors. The cuts could be larger next year if we don't make the enrollment numbers. The Madison Pledge (which is a \$1,000 tuition increase for incoming first-year students) is part of the discussion.

### III. Speaker's Report

- Lunch with the president and vice provost is scheduled for Friday, November 1, from 12:15 to 1:30 in ISAT/CS 259. Contact Yvonne Miller (millerys@jmu.edu) to register your interest.
- The Senate group photo is planned for Thursday, Dec. 5, at 3:30 in Grafton Stovall.
- SGA president Aaliyah McLean was introduced.
- Senators are encouraged to advertise the mini-grants opportunity, which offers a total of \$50,000 in funding to worthy engagement projects. A robust round of submissions will help to ensure that the administration will continue to value this program. Any instructional faculty, full- or part-time, may apply. Adjunct faculty who were hired as recently as this semester are eligible to apply (as long as the AUH certifies that the faculty member is expected to return next semester). The Qualtrics form for proposals is being added to the Senate website. November 1 is the deadline. Application is supposed to be quick. Can visiting faculty apply? (they count as instructional full-time faculty).

- The Speaker's primary focus this year is on initiatives that support the adjunct faculty in as many ways as possible. Work is underway to establish a length-of-service recognition for adjunct faculty as part of the ceremony held annually at Festival. The hope is to roll out this plan next fall. There are kinks still to work out, such as how far back to grandfather in those who hit five years in the past (would they have to wait until the next milestone year?). The plan is to count years of total service even if there's been an interruption.
- A related project, in conjunction with the Adjunct Affairs Committee, is to work to develop a list of ways in which AUHes can better acknowledge and integrate adjunct faculty. Email Mark Piper (pipermc@jmu.edu) or Leslie Harlacker (harlacla@jmu.edu) with ideas.
- Guest Rick Larson reported on the work of the Compensation Advisory Council. The group's charge is to advocate for improving compensation competitiveness and equity for instructional faculty, classified staff, and A & P faculty.
  - The two 2017 reports are posted on the provost's website under "Policies and Documents." Faculty have to authenticate with username and password to view the reports. The group aims to update the reports every other year
  - Recommendations by the council:
    - Supplement state-funded raises with JMU funds; (written prior to enrollment setbacks). If JMU can do bonuses, it will.
    - Analyze and modify DHRM guidelines—may be some things to do to make life better for classified employees. Tier 3 status does give us some flexibility.
    - Look at compression and inversion among A&P faculty. Complete a market study to compare salaries (unique and difficult to compare). Received data from the consultant. Deliver report by March.
    - Faculty sat at the 39<sup>th</sup> percentile of JMU's peer group with inequity between ranks. Initial target: bring JMU salaries to the 50<sup>th</sup> percentile in each of the three ranks (assistant, associate, full). JMU salaries have been moving up among the peer institutions. New target: average at 60<sup>th</sup> percentile at each rank.
    - Continue to address compression and inversion so long as the inequities exist. JMU should monitor position among peers (perhaps on an annual basis).
    - Ensure consistency and equity in peer coverage (affecting 60 to 70 people per year). Clarify policy and rules. Allow HR to do a more in-depth analysis, such as comparing to all schools in Virginia. Proposed 100% salary coverage for a qualifying event (for six months).
    - Academic units should devise a leave program that offers all eligible faculty leave opportunities. Departments have flexibility to implement.
    - Review previous research on establishing childcare to examine driving and restraining forces. Poll peer institutions and other Virginia schools. The council will make recommendations informed by research.
    - Consider alternative and flexible work schedules: review feasibility to ensure maximum advantages (offer more work-life balance opportunities, including clarifying policies for telecommuting).
  - Reach out to the benefits team if you have questions. Read the HR Update that is distributed electronically. Contact Rick Larson anytime at larsonrd@jmu.edu.

**IV. Treasurer's Report**—Treasurer Nevin Cavusoglu reported that the Senate has \$6,281.75 in the account. She's still accepting fund contributions from departments.

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

- A. Faculty Concerns—Speaker Pro Tempore Val Larsen reported that the committee reviewed the Center for Engineering and Geoscience. Suggestions about lactation rooms were sent to Towana Moore, who will be asked about developments at the end of each year. The next committee meeting is Nov. 14 from 3:30 to 5:00 in Showker 521. COE Dean Mark L'Esperance will meet with the committee. Interested senators are welcome to attend.
- B. Academic Policies—Chair Kathy Ott Walter reported that the committee met on the last month with Leslie Purtlebaugh to discuss the academic standing policy. Alerts are going on students'

transcripts. The committee will next meet on Oct. 10 with Michele White, Registrar to discuss concerns about registration times occurring during class times, which is disruptive. The Honors Council Executive Board will also be at the meeting to discuss concerns that need to be addressed.

- C. Adjunct Affairs—Chair Leslie Harlacker announced that the committee met last month to map out an agenda. They're reviewing outstanding CAC recommendations from 2017 and looking for ways to coordinate with the Adjunct Task force. They're aiming to develop a framework for advancement of titles for adjuncts. At the next meeting, the committee will be taking up the list of suggestions for AUHes for integrating adjuncts. One such effort is informing AUHes about the PT faculty development funds so that they can better encourage their part-time faculty to apply.
- D. Student Relations—Committee Chair Lee scheduled a meeting on Oct. 17 at 3:30 in Cleveland 101 to discuss and draft a resolution requesting administrators to encourage minority and first-generation students to apply to JMU. The committee reviews the top tier of engagement mini-grant proposals from students. Mention this opportunity to students and encourage them to apply.
- E. The Faculty Appeals Committee currently has no cases. Since the last meeting, Committee Chair David McGraw collected, summarized, and submitted feedback to Rick Larson about the proposed policy on video surveillance. He will forward the summary to anyone who's interested.
- F. Budget and Compensation—Committee Chair Steve Garren is responding to a request to analyze adjunct salaries. He's working to access raw data on salary, dept., and credit hours to compare. The suggestion was made to include in this request information about professional and continuing education faculty pay.
- E. Nominations & Elections—Marshal Steve Harper announced that the committee met Sept. 12 to discuss the process of awarding mini-grants. He also distributed a one-page guide to Robert's Rules for new senators.
- F. Related Committees—In November, Smita Mathur will report on the Academic Affairs Strategic Planning Committee. At the committee's next meeting, they'll discuss the values component of the mission, vision, and values work. Deans are coming to present the values of their colleges.

Heidi Deger announced that the SGA Academic Affairs Committee is holding a meeting with the GenEd Council on Nov. 4 to discuss creating a more uniform experience in the General Education program. All are invited.

Cheri Beverly requested governance documents from other colleges or departments to use as models by COE senators tasked with devising such a document. If you're willing to share, contact her at [beverlcl@jmu.edu](mailto:beverlcl@jmu.edu).

## **VI. No new business**

## **VII. Old business**

- The Resolution on Freedom of Expression was moved and seconded. Clarity about the rationale for this statement was sought (What is this in response to? Why is it necessary?). Two faculty members from Philosophy & Religion, Alan Kirk and Bill Knorpp who drafted the motion, answered questions. The central aims are to educate students, to encourage them to become more aware of their free speech rights so that they can participate in civil discourse, and to promote diversity of viewpoint. Some students report self-censoring because they fear retaliation. Faculty prerogatives to control the tone, content, and parameters of discussions are also upheld by the resolution. Including the syllabus statement would be voluntary, not mandated.
- The motion to table the resolution until the November meeting was passed by a 2/3 vote.

## **VIII. Adjournment 5:12 p.m.**