



FACULTY SENATE MINUTES

Thursday, December 7, 2017 – Taylor/Madison Union 306

In attendance: Burnett (Speaker); Piper (Speaker Pro Tempore); Accounting: Briggs; Art, Design & Art History: Tollefson-Hall; Biology: Cocking; Chemistry: Hughey; Comm. Sci. & Disorders: Clinard; Comm. Studies: Richards; Computer Science: Kirkpatrick; Early ELED & Reading: Wilson; Economics: Cavusoglu; Engineering: Harper; English: Rebhorn; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal; Geology & Env. Sci.: Baedke; Graduate Psychology: Cowan; Hart School of HSRM: Anaza; Health Professions: Walsh; Health Sciences: Ott Walter; History: Westkaemper; IDLS: Wright; ISAT: Benton; Justice Studies: De Fazio; Kinesiology: McKay; Learning, Tech. & L.E.: Beverly; Lib & Ed Tech: Flota; Management: Shahzad; Marketing: Larsen; Math & Stats: Garren; Mid, Second, & Math: Wallace; Military Science: Waller; Music: Peterson (proxy) Nursing: Graham; Philosophy & Religion: Kilby; Political Science: Lee; Psychology: Barron; Social Work: Yeom; Sociology & Anthropology: Ezzell; Strategic Leadership Studies: Vanhove; Theatre & Dance: DeSanctis; Writing Rhetoric & Tech Comm: McDonnell; Part-time Faculty Reps: Cline, Harlacker, PeeksMease; Guests: Vice Provost Johnson; Gravett, CFI, Philosophy & Religion.

I. Call to Order—3:30 p.m.

II. No Provost's Report

III. No Speaker's Report

IV. Treasurer's Report—Treasurer Val Larsen reported that Senate account balance is \$6,054.29. More dues were collected at this meeting; now, only English and Edu. Found. & Exceptionalities still owe dues.

V. Adjunct Faculty Report—Dr. Leslie Harlacker has been working with Kristi Shackelford on overhauling the Faculty Senate website, but they have run into some migration glitches. As part of the updates, a new email address for the Faculty Senate has been created: facsensc@gmail.com. The Steering Committee will be monitoring the inbox.

VI. Committee Reports

- A. Faculty Concerns—Dr. Mark Piper reported that the Faculty Concerns committee met. The chair updated the Senate on the following matters:

HR benefits and payroll

- Concern has been raised about the gap in new-hires' insurance coverage (especially for newly minted PhDs).
- Dr. Harlacker spoke about the challenges for adjuncts trying to secure health insurance. They are not even allowed to buy into the state health insurance (even paying the full, unsubsidized premium). Lawmakers' wrangling over the ACA may lead to adjuncts not being able to buy health insurance at all. Is there some way that JMU could facilitate adjuncts' having more stable access to health insurance?
- Dr. Piper also expressed concern about the pay gap when new-hires start at JMU and don't receive the first paycheck until mid-September.
- Rick Larson, Diane Yerian, and Julie Byers provided some answers—e.g., there's COBRA insurance coverage, but otherwise nothing that can be done; to divide up the first paycheck could create logistical nightmares

- The committee, in collaboration with HR, will work to provide a heads up at least letting people know what their options are and helping them to plan accordingly
 - DUO (two-factor authentication system)
 - Enrollment has been voluntary up to this point, but is about to become mandatory (Jan. 17, 2018) for MyMadison (faculty are encouraged to enroll before this deadline).
 - Questions have been raised about camera access, but this happens only during the registration process. Phone number, OS, type and model of phone are known to IT, but Dale Hulvey (AVP of Information Technology) notes that this is not anything extraordinary (Apple devices: go to settings, then permissions to turn the camera off, but other OSes might not behave in the same way).
 - Faculty Concerns will continue to investigate.
 - The following points were brought from the floor:
 - There is an alternative: There are two devices you can use instead (a token, which generates a random number to enter as passcode, or a UB key, which you plug in to your USB port). All faculty are eligible to receive one of them from the IT desk in the SSC). You will be asked for your cell phone number, or you can provide your office phone number for the setup process.
 - Cloud concerns—DUO opens you up to the cloud on your device.
 - The claim was made that this is a better security system than the current one.
- B. Academic Policies—no report
- C. Student Relations
- Dr. Hakseon Lee invited the Health Center Coordinator to his class to present on Dukes Step Up. The five-minute presentation went well and may lead to expanded outreach during the spring semester.
 - The chair also followed up on the textbook bill of opinion from the SGA. Liz Thompson of the library emphasizes that there are many resources available through the library, including eBooks). Dr. Lee encouraged us to submit textbook info on time. Dr. Lee noted that the bookstore website offers information about next semester’s course material requirements. He plans to investigate whether it’s possible to link to this information through MyMadison.
 - The following comments were made: Students tailor academic program around textbook costs, meaning that their short-term concerns impact their decision-making process. It’s important to have a conversation about affordability. Note that international versions of some books can be found for significantly less cost.
- D. Faculty Appeals—Dr. Karin Tollefson-Hall announced that there are no cases.
- E. Budget and Compensation—Dr. Steve Garren plans in January to report on faculty salary data relative to peer institutions (for comparison purposes)
- F. Nominations and Elections—The engagement mini-grant winners have been selected: six focused on children’s programs (e.g., Arabic club, violin purchase for YCP, renewable energy classroom kits, dysphagia supplies, math theater); Cathy McKay (a faculty senator) won for her Paralympic skills lab; a mini-grant will fund a tax assistant program and a writing-based ethics program. In total, fourteen projects were funded for a grand total of \$50,805. The money is already flowing
- G. Other Committee Reports—Dr. Piper announced that the winning student Engagement Mini-Grants proposals have been selected. In this first year, \$30,000 was allocated. The SGA advertised and received 33 applicants, and the Faculty Senate Steering Committee picked eight winners, totaling \$32,300). The winners will soon be announced on the SGA website.

VII. No New Business

- Dr. Hakseon Lee put forward for a first reading a Response to GameDay. He offered the following background: The genesis for this resolution was an article in *The Tab*, which is a site dedicated to student-based reporting on events and controversies on campuses across the nation. This site documented GameDay incidents at JMU both on and off campus. Although a [letter to the editor was published by the Breeze](#), the Madison Caucus for Gender Equality (via a letter) called for a more forceful response by JMU's leadership team. Leadership responded with a written response to the Caucus.
- Dr. Lee emphasized that we as faculty have a role to play in educating our students that this is not “fun”). His goal is a long-term plan, and he seeks more action items to include in this resolution (ask colleagues at department meeting) to bring raise awareness and to promote prevention.
- Questions raised from the floor: Especially for off-campus housing, is this a freedom of expression issue? Is *prohibit* too strong a word? How could we train faculty to intervene when they witness such incidents? How can we bring the community into these conversations?

VIII. Unfinished Business

- The “Response to GameDay” resolution was discussed. Dr. Hakseon Lee reported that the Student Relations Committee carefully read the Student Standards of Conduct to address concerns raised last time about the First Amendment and the “prohibition” language in the resolution. That word is already used in the standards, which apply to all community members both on and off campus. Gratitude was expressed for the rigorous delving into the language of the standards.
- The following questions came up: Have the students been charged with any offenses? Any action taken? Anyone held accountable?
- The point was made that OSARP has a process for revising the standards of conduct (though there is a timeline).
- Doubts were raised about whether the “severe, persistent, or pervasive” threshold of the standards has been met with this incident.
- The point was made that the president’s praising of the GameDay experience seems to contradict the concerns raised by this resolution and discussion.
- The president did respond to the Madison Caucus for Gender Equality Steering Committee (and allies) letter about the GameDay
- An amendment to add the word “some” as a qualifier to the first sentence passed.
- Further discussion led to this question: Is the problem the standards themselves or the *enforcement* of the standards? Do the suggested action items need to better address this distinction? e.g., Who will be doing the review?
- A motion was made to send this resolution to the Student Affairs Committee to bring back to the Senate at the end of January after addressing some of the concerns. A March deadline was then suggested.
- A recommendation was made to consult legal resources.
- Concerns about lose the moment were raised.
- The suggestion was made to delete the list of action items.
- The point was made that the entire document needs to be revised and brought back in January rather than rushed through at this meeting.
- The amended motion did not pass.
- A special session was proposed, followed up by the suggestion that we could engage in special session and voting work electronically, as allowed by the Motion to Authorize Special Action passed at the end of the spring semester.

VIII. Adjournment 5:10 p.m.