



FACULTY SENATE MINUTES

Thursday, February 25, 2022

In attendance: Speaker: Larsen; Webmaster: Cole; Communications Director: McDonnell; Art, Design, & Art History: Phaup; Accounting: Briggs; Biology: May; Chemistry: Kokhan; Comm. Sci. and Disorders: Clinard; Comm. Studies: Woo; Comp. Inf. Systems & Bus Analytics: Tchommo; Computer Science: Sprague; Early ELED & Reading: Mathur; Economics: Doyle; Edu. Found. & Exception: Wiley; Engineering: Harper; English: Lo; Foreign Languages: Lang-Rigal; Geol. & Environ. Science: McGary; Grad. Psych: LeBlanc; Hart School of HSRM: Anaza; Health Professions: Goetschius; Health Sciences: Ott Walter; History: McCleary; IDLS: Chamberlin; Integrated Sciences: York; Justice Studies: Scheuerman; Kinesiology: McKay; Learning Tech. & LE: Wilcox; Libraries: Clarke; Management: C.K. Lee; Marketing: Tokman; Math & Stats: Garren; Media Arts & Design: Mitchell; Mid, Second, & Math: Shoffner; Military Science: Turnboo; Music: Peterson; Nursing: Leisen; Phil. & Rel.: Knorpp; Physics: Butner; Political Science: H. Lee; Psychology: Melchiori; Social Work: Trull; Soc. & Anth.: Tracy; Theatre & Dance: Finkelstein; Writing Rhetoric & Tech Comm: Hickman; Part-time Faculty Reps: Harlacker, Janow; Guests—Coltman, Bauerle, Shackelford, Sullivan

- I. **Call to Order**—3:55 p.m.
- II. **Provost's Report**—Dr. Heather Coltman
 - Russia's invasion of Ukraine will have lasting impacts that will likely affect us. Eleven students are from that part of the world. CGE is in contact with them. JMU is canceling the Russia study-abroad program.
 - It's been a difficult few weeks, and the provost expressed gratitude to faculty.
 - On February 11, the provost hosted a townhall. About 180 faculty and staff attended, making the event a valuable one.
 - The provost's office is adding to the list of resources for those who feel traumatized and is creating an active suicide-prevention task force to focus on mental health.
 - There was a student occupation (about twenty-five students) of Alumnae Hall about the lack of support for student mental health. The students' complaints focused on attendance policies, course modality, and the recording of classes. The provost's office maintains that these issues are the right and responsibility of the instructor. There is no centralized policy because faculty are best positioned to set such policies; however, note that there has been a change to the recording policy: instructor permission is required to record class sessions. It's best if faculty make their policy clear. Some faculty uphold rigid standards but should be aware that there are concerns out there. If you have feedback, contact the provost (coltmahj@jmu.edu).
 - The BOV met last week with a new structure, which established the Academic Excellence Committee. The provost offered an overview of the purpose of the committee: To communicate to the BOV what faculty life is all about—what we do.
 - An M.S. in Applied Nutrition was approved.

- R2 status for JMU was approved.
- Giving Day was hugely successful, raising over \$1 million from about 330,000 donors (including faculty and staff, for which the provost expressed gratitude).
- COVID case numbers are decreasing. Testing remains in place, but registration is no longer required. The K–12 mask mandate was ended. Similar legislation for higher ed is expected soon; therefore, JMU will develop our own approach to phasing out the mask mandate. It'll be a tiered approach starting with common areas with classrooms, Forbes, and clinical settings as the last phase. Faculty are not all of one mind on this matter. The provost shared the mask resolution with Dr. Guertler. He is seeking detailed feedback about the threshold for removing the mask mandate (e.g., when kids under five are eligible for vaccination). An ad hoc group will gather feedback to send to Kristi Shackelford.
- Two deans and three faculty senators serve on the Early Childhood Initiatives group for discussing childcare and other programs. The task force is on hiatus. The new group will review the CAC report and consider partnerships such as with Sentara RMH and the YCP. They're exploring options as attention to this issue increases in Richmond. There is strong support from the administration for action.
- Each house of the Virginia Assembly released a budget report, which will be negotiated and reconciled. The House proposed more money to JMU (\$12 million to address the longtime disparities in funding). Caitlin Reed is doing an excellent job of advocating for JMU. March 12 is the reconciliation deadline.
- A task force has been charged with clarifying the hiring guidelines.
- The provost took the following questions:
 - Why are there multiple versions of a document about the pay structure for summer teaching?
 - The provost's office will clarify.
 - Why was there no notification about a suicide on campus just forty minutes prior to evening classes beginning? Many students walked through the aftermath of this traumatic event on their way to class. There needs to be better protocols in place to notify faculty, who could've, for example, moved class online.
 - The provost will share this suggestion with the emergency planning team.

III. Speaker's Report—Dr. Val Larsen

- The speaker's reports to the BOV were forwarded to senators. The oral report focused on the five pillars of faculty governance: hiring, ownership of the curriculum, academic freedom, tenure, and adhering to procedures. The AAUP has been very active on these fronts and deserve our praise. Tenure enables faculty to speak up fearlessly about issues such as hiring. The speaker recounted events that unfolded in the addressing of the hiring guidelines controversy: he met with the provost, who signaled no intention to change the guidelines. The AAUP sent a letter to the provost and the president, which resulted in no action. Hala Nelson and Roger Thelwell documented the evidence that showed the changes in the hiring processes over time. Drawing on their work, the speaker delivered a factual cross-examination of the provost about the hiring guidelines. Faculty would not back down. As a result, a panel is being formed to review and revise the guidelines. We owe our thanks to those faculty members who pursued this issue and gathered the facts to build a convincing case that the most recent guidelines do not align with best practices.

The empaneled committee will consist of four administrators and four staff who are ex officio. The provost deserves credit for listening, changing her mind about how to respond, sharing the charge of the newly formed group with the Steering Committee, and revising the charge based on feedback from faculty. The former rector of the BOV, Maribeth Herod, has expressed support for redressing the problems with the hiring guidelines. The speaker believes that the predicate has been laid for a successful resolution, and he gives credit to those who exercised their tenure-protected views to effect change.

- The speaker credited Smita Mathur’s intellectual curiosity for challenging the negative political views on the teaching of CRT. Her courage represents the university at its best. Fear inhibits faculty expression; those with tenure speak more boldly. The senate can help her address faculty concerns before they become points of contention. When there’s a problem, it goes to senate committee, becomes a resolution, undergoes debate, and allows the faculty to work with the provost to find common ground.

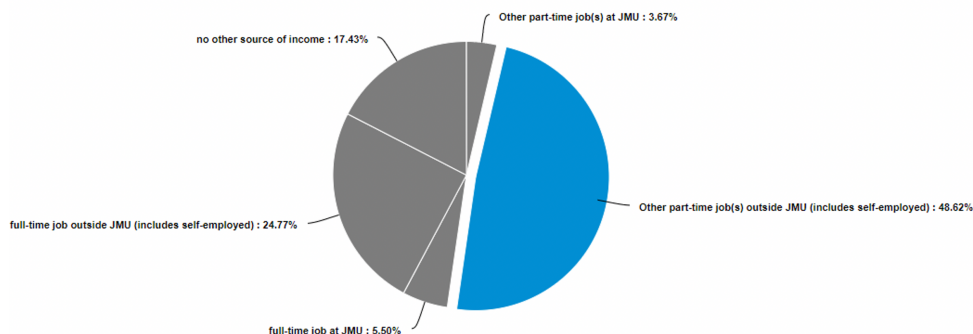
IV. Treasurer’s Report

- Treasurer Cathy McKay reported a total of \$13,296.75 in the Senate’s combined accounts. Dues are 100% collected.
- Thanks to Carey Cole for continuing to update the website.
- There were four bereavement requests over the summer, eleven in the fall, and eight so far in the spring. This is a nice service we offer for fellow faculty.

V. Committee Reports

- A. Faculty Concerns—Chair Katherine Ott Walter reported that the committee met on Feb. 3. Expect a workload resolution next month (based on scholar KerryAnn O’Meara’s guidelines). The DEI training has been relaunched after the “pause.” The committee is working on clarifying an end date for the tenure and promotion third-year suspension brought about by the pandemic. They are also working on clarifying the use of student evaluations in faculty reviews and T&P materials (e.g., new rule that departments can’t count student evals for more than 50% when making T&P decisions). Email Kathy (ottwalmk@jmu.edu) if you have feedback on these issues.
- B. Academic Policies—Chair Smita Mathur announced that the committee will meet on both March 3 and March 10. They are reviewing the GenEd self-study. They are also collecting feedback on the AUH model for the forthcoming resolution on moving away from that model.
- C. Adjunct Affairs—Chair Leslie Harlacker summarized the preliminary report from the survey of adjunct faculty completed at the end of the last academic year. The results reveal that the original model of experts with full-time jobs teaching courses on an adjunct basis is outdated. Although the committee is interested in additional analysis, what follows are some of the results:

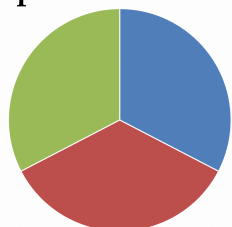
Adjuncts' Financial Status



Adjuncts' Financial Status

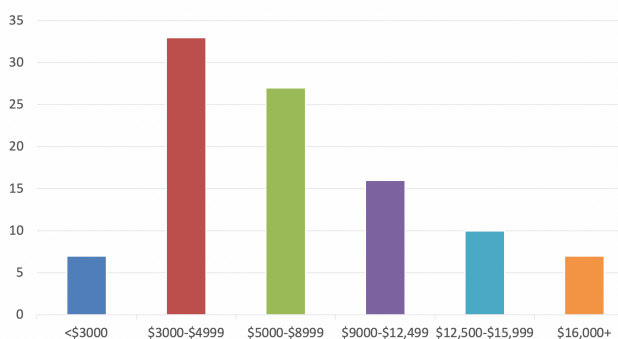
- 21% of respondents report a *household* income of less than \$50,000 per year.
- 82% of respondents have additional jobs...
- ...and for 37% of respondents, their teaching pay represents their primary source of income.

Adjuncts' Estimated Compensation Per Hour



- <\$20 per hour, n=30
- \$20-\$35 per hour, n=32
- >=\$36 per hour, n=30

Adjuncts' Pay Per Semester



Adjuncts and JMU

- **55% of respondents would be interested in health insurance made available through JMU.**
- **77% of respondents would be interested in full-time work at JMU...**

- D. Student Relations—Chair Hakseon Lee reported that the committee met on February 10. They discussed following up on the denied resolution on parking for graduate teaching instructors. The Parking Advisory Committee (PAC), which refused to act upon the resolution, meets only once per semester. The committee will meet with Dean Linda Thomas to discuss further steps in the effort to persuade the PAC to accept the motion. The committee also discussed the Madison Vision Teaching Awards, run by the SGA and coming soon. The process is a survey of students, interviews with the short list of nominated faculty, and announcement of the winners by early April. The committee is slated to meet to discuss the occupation of Alumnae Hall. Scarlett Sullivan, the SGA rep to the Faculty Senate, is always invited to the committee meetings. The SGA passed a motion about a DEI statement on course syllabi. The SGA also debated a motion in support of the senate’s mask mandate resolution. The matter was tabled because there was a lot of division about the matter and because it was prudent to wait until the senate passed the mask motion.
- E. Budget & Compensation and Government Relations—Chair Harold Butner reported that the committee met on February 23. There is some confusion about summer compensation and make numbers (more than one document in circulation with different information). The Compensation Advisory Council (CAC) is working on adjustments for those affected by salary compression. The CAC is also considering changes brought about by the R2 designation (e.g., different peer group) and plan to contact the administration about admissions matters (e.g., enrollment cliff, out-of-state versus in-state acceptance rates).
- F. Faculty Appeals—No report.
- G. Nominations and Elections—Chair Steve Harper and the committee are building a slate of officers for the April elections. If you aspire to become a senate officer or if you are a current officer who plans to run for reelection (or for a different position), contact the chair at harpe2sr@jmu.edu. The chair also reported that there will be eight graduation ceremonies. President Alger is planning to attend all eight ceremonies, which means that the mace must be carried at all eight ceremonies. Although the marshal will be attending some of the ceremonies, he will not be attending all eight. If you are interested in carrying the mace at your college’s ceremony and you teach in COE, University Studies, CSM, CHBS, COB, or CVPA, contact Steve (harpe2sr@jmu.edu). Check the schedule (online) to make sure that you will be available.

H. Other committees—Steve Harper reported that suggested revisions to the faculty handbook have been sent out via email. If you have questions, contact Steve (harpe2sr@jmu.edu). Speaker Larsen also noted that the committee formed to revise the handbook is conducting an audit, identifying inconsistencies, and enhancing clarity. Tom Adajian is representing the senate on this committee—an important role, as the speaker emphasized. He'll let us know about any planned changes.

VI. New Business

- The Motion to Recommend Faculty Authority Regarding Mask Changes was amended and then passed after the rules were suspended to allow a vote without a formal first reading. The two-thirds vote threshold to suspend the rules was met.
- The Motion to Require Diversity and Inclusivity Statement on Syllabi was introduced for a first reading.
- A motion is forthcoming from CHBS about supporting students' appeals for increased mental health support on campus.

VII. Unfinished Business

Two resolutions—the “Resolution on Administrative Transparency, Shared Governance, and Faculty Hiring” and the “Motion to Revise Faculty Hiring Resolution”—will be carried over to the next regular meeting.

VIII. Adjournment: 5:29 p.m.