



FACULTY SENATE MINUTES

Thursday, January 26, 2023 (meeting held via Zoom)

In attendance: Speaker: Ott Walter; Communications Director: McDonnell; Accounting: Briggs; Biology: May; Chemistry: Kokhan; Comm. Sci. and Disorders: Clinard; Comm. Studies: Woo; Comp. Inf. Sci. & Bus. Analytics: Wang; Early ELED & Reading: Mathur; Economics: Elwood (proxy); Edu. Found. & Exception: Brown; Engineering: Morton; English: Lo; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal; Geol. & Environ. Science: McGary; Grad. Psych.: LeBlanc; Hart School of HSRM: Hallmon; Health Professions: Goetschius; Health Sciences: Lassiter; History: Gayne (proxy); IDLS: Chamberlin; Integrated Sciences: York; Justice Studies: Scheuerman; Kinesiology: McKay; Learning Tech. & LE: Wiley; Libraries: Price; Management: Lee; Marketing: Ozcan; Math & Stats: Nelson; Media Arts. & Design: Mitchell; Mid, Second, & Math: Shoffner; Music: Suggs; Nursing: Lewis; Phil. & Rel.: van Leeuwen; Physics: Butner; Political Science: Lubert; Psychology: Melchiori; Social Work: Hunter; Soc. & Anth.: Spear; Strategic Leadership Studies: Vanhove; Theatre & Dance: Finkelstein; Writing Rhetoric & Tech Comm: Hickman; Part-time Faculty Reps: Harlacker, Janow, Trocchia; Guests—Coltman, Shackelford, Oldmixon, Larson, Butters, and others.

- I. **Call to Order**—3:55 p.m.
- II. The December meeting minutes were approved.
- III. **Provost's Report**—Dr. Heather Coltman
 - The provost expressed condolences to the family, friends, and colleagues of two faculty members: Dr. Tatiana Benjamin, assistant professor of Justice Studies, and Dr. Barkley Rosser, professor of Economics and International Business since 1977.
 - The provost has been reviewing ninety-nine promotion and tenure packages—more than usual since this round includes the first group of faculty seeking promotion to senior lecturer.
 - Thirteen candidates for the CGE executive director position were invited for Zoom interviews. Campus visits for selected candidates will take place in mid- to late February.
 - JMU received 36,800 undergraduate applications for early and regular admissions—a 16% increase over last year and a 64% increase over 2021. Deposits are on par with those submitted last year by this time.
 - Academic Affairs received \$2 million in one-time funding for equipment needs (e.g., lab equipment, computers, servers, webcams, microphones, projectors) and additional funds for renovations.
 - [Midyear status reports](#) from most of the twenty-three active Academic Affairs committees and task forces are available for review.
 - [A question button](#) has been added to the provost's website to offer anyone with a question for the provost an opportunity to ask it. She welcomes any inquiries.

- Vice Provost Elizabeth Oldmixon gave an overview of the in-progress workload study, which seeks data on contact hours, credit hours, rank, overloads, etc., to assess how the work of faculty unfolds across campus, where there might be disparities, and where resources are needed. In response to a question about part-time faculty workloads, she acknowledged the importance of this data but noted that at this time, the focus is on full-time faculty workloads. She also reported on the effort to develop a “policy on policies” for Academic Affairs policies (as distinct from Faculty Handbook policies). Currently, there’s a draft on which she’s seeking feedback from stakeholders. Anyone can suggest a policy. (As a side note/reminder, those who are interested can opt in to receive university policy updates from Rick Larson’s office.)
- In response to a question about orientation for adjuncts, the vice provost said that she’s working with CFI to develop materials that might live in Canvas (since some people are remote) and emphasized that adjuncts are invited to the welcome for new faculty.

IV. Speaker’s Report

- The speaker invited Rick Larson to report on the work of the Compensation Advisory Committee (CAC). CAC reports, including the 2021-22 CAC plan, are available [online](#) with proper authentication.
 1. The long-term salary increase plan aims to increase competitiveness and equity. For instructional faculty, the committee relies on CUPA-HR real-time pay data since, with the change to R2 status, JMU’s peer institutions are necessarily different but not yet determined. Among all R2 institutions, JMU salaries are in the 51st percentile for assistant professors, the 38th percentile for associate professors, and the 30th percentile for professors.
 2. JMU should set a goal of reaching the 60th percentile for each rank. The previous model that addressed compression and inversion should be continued as long as the inequities exist, and JMU should regularly compare increases with the inflation rate and peer group salaries.
 3. The CAC aims to respond to the Climate Study concerns about total compensation (meaning compensation beyond direct salary and benefits). Three subgroups have been established to analyze the study results and to consider matters such as recruitment, retention, and work-life balance. They’re trying to complete this work by the end of the academic year.
 4. The CAC is also examining the classified employee in-band adjustments (similar to inversion and compression for faculty).
 5. In response to a question about adjunct faculty, Larson pointed to the recommendations in last year’s report. He also welcomed feedback gleaned from the adjunct survey.

V. Treasurer’s Report

- Treasurer Cathy McKay reported a total of \$14,949.94 in the senate’s accounts.

- Twenty-five bereavement requests have been processed since May.
- Dues are fully paid by all units.
- The [bereavement form](#) is available on the website.

VI. Committee Reports

- A. Faculty Concerns—Committee member Dennis Lo delivered the update from committee chair Kristen McCleary, reporting that the committee last met on December 8 to discuss concerns about the removal of curricular checklists and similar items from department websites (e.g., If they are revised and accurate, can they be reposted?). They also discussed the workload challenges in Nursing that were exacerbated by the pandemic. The committee next meets from 2:00 to 3:30 on Wednesday, 2/1, to prioritize work on the [list of faculty concerns](#) (input on priorities welcomed). They also seek to connect the COACHE survey and Climate Study results to the list.
- B. Academic Policies—Chair Hala Nelson announced that the committee will meet next week to focus on policies and management of policies, and ways to enhance shared governance.
- C. Adjunct Affairs—Chair Leslie Harlacker reported that the committee met this week to finalize language on a resolution listed under new business. They’re also discussing how the 2022 raises were rolled out and communicated to adjuncts. They plan to invite Jason McClain to the next committee meeting. Applications are open for part-time faculty development funds. Let your adjunct colleagues know. A summer cycle for these funds is also in the works.
- D. Student Relations—Chair Kala Melchiori will send out a message soon to figure out the logistics of a meeting day/time. The committee contributed to the ODS resolution that will be taken up in unfinished business.
- E. Budget & Compensation and Government Relations—Chair Harold Butner is working to set up the committee schedule.
- F. Faculty Appeals—no report.
- G. Nominations and Elections—Chair Melanie Shoffner announced that the deadline for the engagement mini-grants has been extended to January 31, so please encourage your colleagues to [submit a proposal](#). Awards will be announced by February 6. After the review process, the committee will consider the procedures and timeline for future mini-grant cycles.
- H. Other Committee Reports
- Co-chairs Bethany Nowviskie and Smita Mathur reported on the work of the [Joint Task Force on Shared Governance](#). The task force is developing a resource library and gateway page about shared governance, a JMU policy library, a plan for documentation of shared governance structures and communications practices, a summary of findings from the COACHE survey and Climate Study, recommendations to create trustworthy feedback systems (e.g., voting processes

and surveys), and an action plan for problem solving. The task force welcomes your input and hopes to wrap up by the end of the semester.

- Co-chair Melanie Shoffner of the Joint Attendance Task Force reported that the task force is working out the details of a policy on excused absences. They're considering matters such as ADA requirements, religions, military service, and legal obligations. They plan to complete their work by the end of the semester.
- Send Handbook suggestions to Jennifer Lang-Rigal (langrijr@jmu.edu) by February 15.

VII. New Business

Five items of new business were introduced:

- Resolution Regarding Transparency and Accountability of A&P Appointments within the Division of Academic Affairs
- Resolution of Condemnation of Recent Actions of JMU's Provost
- Resolution to Revise Election Procedures for Adjunct Faculty Senators
- Motion: Donation to the Pantry for Student Support. After a motion to suspend the rules to vote on this item met the 2/3 threshold, the motion, also requiring a 2/3 vote, passed.
- Statement in Support of the Letter in Response to the Holocaust Memorial Controversy

VIII. Unfinished Business

- After two successful votes to amend, one friendly amendment, and a vote to extend the meeting, the Senate passed the Resolution for Expanded Capacity and Strategic Planning for the Office of Disability Services (2-F22).

IX. Adjournment: 5:40 p.m.