

Resolution of Condemnation of Recent Actions of JMU's Provost

Whereas during Fall 2022, the provost demanded publicly in the Faculty Senate (on Sept 1 2022 as she read her report to the Faculty Senate), and privately with the Senate Speaker and the Senate Marshal (on Aug 31 2022 from 12:15pm-1:00pm in Alumnae Hall 201), the disclosure of the name(s) of the author(s) of the senate resolution on *Transparency and Accountability of A&P Hires Within the Division of Academic Affairs*, and

Whereas the provost further threatened to make the author(s) of the resolution subject to an investigation for libel and for breaching confidentiality rules related to a search, and

Whereas the provost's public and private demands to investigate and reveal the authorship of the resolution on *Transparency and Accountability of A&P Hires Within the Division of Academic Affairs* can reasonably be perceived as a threat to retaliate, and

Whereas the provost's silencing actions have exacerbated a culture of fear and systemic intimidation, producing among many faculty a chilling effect on their willingness to communicate concerns about JMU governance, and

Whereas the concerns with A&P searches raised in the resolution on *Transparency and Accountability of A&P Hires Within the Division of Academic Affairs* add to a growing culture of distrust among faculty towards the provost's office, and

Whereas the provost undermined JMU's self-proclaimed "recognition that JMU is a welcoming and inclusive academic community" (from the Office of the President, January 27, 2023) by failing to publicly address the widely reported concerns raised by Jewish faculty and staff about the January, 26, 2023 Holocaust Remembrance event as orchestrated by the Provost's office;

Whereas as reported by the COACHE task force in 2021, the single largest decrease in faculty satisfaction among the 25 benchmark categories was with senior leadership, followed by a significant decrease in satisfaction with divisional leadership and in both "trust" and "shared sense of purpose" (p. 15 <https://www.jmu.edu/academic-affairs/policies-and-reports/coache.shtml>), and

Whereas the 2021 CLIMATE survey reports that "seventy-five percent of tenured and tenure track faculty respondents 'strongly disagreed' or 'disagreed' that JMU leadership (e.g. vice presidents, provost, deans) meaningfully include faculty in decision making processes," (p. 198 Climate <https://www.jmu.edu/speak-up-dukes/final-report/index.shtml>) and

Be it resolved that the JMU Faculty Senate condemns the dissolution of meaningful faculty input and the lack of transparency and accountability in the process by which appointments are determined in senior and divisional leadership roles within the Division of Academic Affairs;

Be it further resolved that the JMU Faculty Senate condemns the dissolution of meaningful shared governance within the Division of Academic Affairs;

Be it further resolved that the JMU Faculty Senate condemns the provost, and those in the provost's office with authority for organizing the content of the Holocaust remembrance event, for actions, and inaction, that marginalized JMU faculty of the Jewish faith;

Be it further resolved that the JMU Faculty Senate condemns the culture of intimidation emanating from the provost's office;

Be it further resolved that should faculty feedback be disputed that at least two faculty representatives, selected by the faculty, be invited to participate to deliberate fully in deliberations alongside HR and Legal, and then to brief the stakeholders.