



## **FACULTY SENATE MINUTES**

Thursday, April 25, 2024 (meeting held via Zoom)

**In attendance:** Speaker: Ott Walter; Communications Director: McDonnell; Accounting: Briggs; Art, Design, and Art History: Brooks; Biology: May (L. Doyle, incoming); Chemistry: Kokhan; Comm. Sci. and Disorders: Clinard; Comm. Studies: Woo (proxy); Comp. Inf. Sys. & Bus. Analytics: Wang; Computer Science: El-Kadi Rizvi; Early ELED & Reading: Mathur; Economics: Elwood, J. Doyle (incoming); Edu. Found. & Exception: Blatz (proxy, incoming); English: Gerber; Finance & Bus. Law: Parker; Foreign Languages: Lang-Rigal, Galarreta (incoming); Geol. & Environ. Science: McGary, Pyle (incoming); Grad. Psych.: LeBlanc; Hart School of HSRM: Hallmon; Health Sciences: Lassiter; History: McCleary; IDLS: Schmitt-Harsh; Integrated Sciences: York; Justice Studies: Castle; Kinesiology: McKay; Learning Tech. & LE: Wiley; Libraries: Price; Management: Pattie; Marketing: Ozcan, Snyder (incoming); Math & Stats: C. Lubert; Media Arts. & Design: Mitchell; Mid, Second, & Math: Shoffner; Music: Suggs; Nursing: Lewis; Phil. & Rel.: van Leeuwen; Physics: Butner; Political Science: H. Lubert; Psychology: Melchiori, Zinn (incoming); Strategic Leadership Studies: Vanhove, Selznick (incoming); Social Work: Yeom; Soc. & Anth.: Trouille; Writing Rhetoric & Tech Comm: Hickman; Part-time Faculty Reps: Harlacker; Guests—Oldmixon, Shackelford, Le, and others.

### **Organizational Meeting for the 2024–2025 Faculty Senate**

I. **Call to Order**—3:55 p.m.

II. **Election of Officers**

- Speaker: Katherine Ott Walter
- Speaker Pro Tempore: Kristen McCleary
- Marshal: Melanie Shoffner
- Treasurer: Talé Mitchell
- Director of Communications: Karen McDonnell

III. **Election of Committee Chairs**

- Adjunct Affairs: Leslie Harlacker
- Budget, Compensation, and Government Relations: Harold Butner
- Faculty Appeals: Talé Mitchell
- Policies: Smita Mathur
- Shared Governance: Sasha Kokhan
- Teaching and Student Relations: Anne van Leeuwen

### **Final meeting of the 2024–2025 Faculty Senate**

I. **Call to Order**—4:23 p.m.

II. The minutes from March were approved.

III. **Provost**—no report

IV. **Speaker's Report**—Dr. Katherine Ott Walter

- At the BOV retreat last week, a representative from the Association of Governing Boards led a training session on presidential searches. The search committee will have twelve to fifteen members: four to five BOV members, two faculty, one or two SGA members, a foundation member, a community member, a dean. The speaker will push to have more faculty members on the committee. A decision hasn't been made about whether the search will be open or closed. A closed search encourages more applicants.
- Charlie King was named as acting president by the BOV.
- The following questions were raised:
  - *When will the criteria be decided (and who decides)?* In the last presidential search in 2011, surveys of stakeholder groups were run after the committee was formed.
  - *How will the final decision be made (e.g., by majority vote)?* The committee narrows the pool to two to three candidates. The BOV is the hiring authority.
- The speaker's report to the BOV is posted to Canvas. At the Academic Excellence Committee, she reported on the inclement weather policy, campus safety, ODS, mini-grant recipients, and the October 10 (Thursday evening) football game. In the discussion about the impact of this game, there's no plan to cancel classes for the day. If you have further suggestions, Sam Prins and Kathy Ott Walter are the faculty reps on the committee. A senator requested that if class locations must be moved, it's important to ensure that the new locations are functional classroom spaces.

V. **Treasurer's Report**—Dr. Cathy McKay

- The combined bank accounts currently total \$4,474.65.
- Three bereavement forms were processed since the last meeting, for a total of thirty-three since last May.
- Dues from Business Management (represented by Marshall Pattie) have not been submitted.
- Bereavement forms are accepted year-round. The form is [online on the Faculty Senate website](#). Pass along this information to your department.

VI. **Committee Reports**

- A. Faculty Concerns—Chair Kristen McCleary reported that the committee is exploring new ways that the senate might operate, such as introducing resolutions via email so that senators will have the benefit of a preliminary discussion before consulting with departments.
- Feedback on hiring processes was shared with the speaker and the provost. Of special concern is where to go when hiring practices aren't being followed.

- Other [committee priorities](#) include policy changes related to the intersection between free speech and targeted language/abuse, and grades as an element of academic freedom.
- B. Policies—Chair Smita Mathur announced that the committee met to continue work on Policy #2. They are waiting to hear from the Academic Affairs Policy Committee.
- C. Adjunct Affairs—Chair Leslie Harlacker reported the committee is focusing on potential handbook changes. The handbook has almost no mention of adjuncts, and the part that does mention adjuncts has not been updated since 2012. The committee continues to give feedback about communicating with adjuncts about pay raises and what to do if a mistake is made. Summer professional development funds for adjuncts were made available. Recipients will be determined on April 26. Dr. Harlacker was reelected as Vice President of the Faculty Senate of Virginia.
- D. Teaching and Student Relations—no report
- E. Budget & Compensation and Government Relations—Chair Harold Butner is working with Jason McClain to clarify summer pay disbursements. Faculty are encouraged to check first with the department’s administrative assistant and then with the college’s administrative assistant. June 14 is the scheduled pay date for one-week courses. July 1 is the pay date for two-week and first four-week terms. A chart will be posted to Canvas. A request from the floor seeks better communication long term about this matter.
- F. Faculty Appeals—no report
- G. Research and Scholarship—Chair Melanie Shoffner reported that the committee continues to clarify information about the mini-grants. Updates will be posted to the Faculty Senate website.
- H. Shared Governance—Chair Sasha Kokhan reported that the committee met to discuss creating no-confidence procedures. A no-confidence vote is a rare nuclear option, but it’s important to have a process in place.
- I. Other Committee Reports—Co-Chair Erica Lewis provided updates on the work of the Academic Affairs A & P Hiring Review Task Force. The task force recommendations will be posted to [the provost’s website](#) on 5/17. The [organizational chart](#) can be helpful in understanding A & P faculty designations. Two major changes seek to address last year’s Transparency and Accountability Resolution: The committee recommends that the Academic Affairs Faculty Hiring Guidelines be extended to all non-staff reports and that the Faculty Handbook guidance on grievances be revised. Contact [lewisej@jmu.edu](mailto:lewisej@jmu.edu) with comments or questions.

Dr. Christine May reported that the [Core Curriculum Appraisal Task Force](#) is currently focused on determining what an inclusive process would look like (e.g.,

how best to include student voices). Task force members will be attending an AAC&U institute on GenEd reforms.

Senator Michael Hickman provided GenEd Council updates.

Dr. Leslie Harlacker noted that the Parking Committee did not reject the proposal about faculty parking passes for graduate assistants who are the instructor of record, but they requested more information. If your department has grad students who are instructors of record, send the information to [harlacla@jmu.edu](mailto:harlacla@jmu.edu).

Dr. Jennifer Lang-Rigal updated the senate about the twelve of nineteen Faculty Handbook proposals that were approved.

#### VII. **New Business**

- The Resolution on Inclusion of Professional Faculty in Shared Governance was introduced: The aim is to create pathways for professional faculty to be included in shared governance and decision-making that affects them. Jobs of professional faculty at JMU are very heterogeneous, ranging from course coordinators with significant teaching loads, to librarians and instructional designers, to admissions and advising, to student affairs, to athletic coaches. There are many examples of what seems to be inconsistent application of instructional versus professional versus administrative faculty designations. Some of these inconsistencies are caused by different handbook editions and others by PeopleSoft quirks. AUHs and associate deans are classified as instructional faculty, though some don't teach any classes or do research work consistent with the 50% workload spelled out in Academic Affairs policies 2 and 13. This resolution is not attempting to address everything but rather to start by establishing the most obvious pathways for, and clearing significant roadblocks to, more inclusive policies.

#### VIII. **Unfinished Business**

- After a couple of friendly amendments, the Motion of Support for Those in the JMU Community Affected by the Israel-Palestine Conflict passed (20 in favor, 6 opposed, 15 abstaining). Although abstentions count toward quorum, they do not count in the computation of the vote outcome.
- After a friendly amendment about faculty and college representation on the committee, the Resolution to Support a Faculty Handbook Revision Committee for Comprehensive Review of Faculty Handbook passed (25 in favor, none opposed, 1 abstaining).

#### IX. **Adjournment:** 5:58 p.m.