

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE MEETING
January 24, 2024, 3:00-4:15 p.m. | ONLINE MEETING

Number of attendees: 143 ([List of names](#))

- I. **Call to Order:** Senate President Melissa Broeckelman-Post (MBP) called the meeting to order at 3:03pm.

- II. **Approval of the Minutes of December 6, 2023:** Approved as submitted.

- III. **Special Orders**
 - Dr. Mary Lucal, CHRO & VP of Human Resources
 - Four weeks into the role and immersing myself into all things Mason – really impressed with the student experience and looking forward to meeting more faculty.
 - Special thanks to all serving on search committees.
 - Call me if there are things you want to talk about; looking forward to learning about issues of interest to you.
 - Have met with MBP to start learning about faculty issues.
 - Questions:
 - MBP: What are you most looking forward to in the semester ahead that you see us partnering on?
 - Campus surveys – Faculty/Staff Experience and Faculty Evaluation of Administrators surveys. Looking forward to taking the temperature on campus; anticipating it filling in gaps.
 - Solon Simmons: Anything that has surprised you about Mason so far?
 - Cardboard boxes on campus!
 - Have experienced a warm welcome – not a surprise, but has been very welcoming.
 - MBP: Welcome and let us know how we can help you.

- IV. **Committee Reports**
Senate Standing Committees
 - *Executive Committee*
 - Mostly covered in other reports.
 - One issue we've been discussing is public pressure and messaging around issues like DEI and tenure. These conversations are intensifying, and we want to make sure we're prepared to engage in these.
 - Proposing three white papers – faculty involvement in curriculum, tenure process, and curriculum changes, especially Just Societies requirement.
 - We want to ensure we are clear on legal boundaries around everything we do and do what we do best as faculty – research and educate ourselves, stakeholders, and broader public, and make the case for why we do the things we do and how they bring value.

- Invite all who are interested to stick around after the meeting to discuss.
 - Questions:
 - Eugene Kontorovich: Can you say more about what the white papers are to be used for and whose voice they represent? Otherwise sounds like we are wading into big national discussions without much deliberation.
 - Aware of and pulling together resources around this issue. Not representing a particular political perspective or academic unit, but how we might speak to and utilize different perspectives. We are diverse in many ways and want to make sure we understand different disciplines and viewpoints.
 - Also want to make sure we can speak if we need to, in a situation where we might be called upon to do so.
- *Academic Policies (Doug Eyman)*
 - Welcome new chair Doug Eyman.
 - No new business
- *Budget and Resources (Delton Daigle)*
 - We have the November faculty salary data but are waiting for the January data on pay increases before publishing to the website.
 - Trying to get some information on unit-level financial reporting.
 - BOV is contemplating reducing Deb's presentation time on Budget and Land Use committee, meaning we may not get the detailed financial reporting we've been getting via these meetings – trying to formalize this in other forums.
 - Waiting for Deb's office to provide some guidance for people who want to be involved in lobbying so we are sending a consistent message.
 - Questions
 - Alan Abramson: Does the committee get information on the contribution of different schools to the budget, e.g. whether the Law School is contributing in the same way as other schools, paying the same overhead, contributing to deficit in same way?
 - Not currently but hoping some of this information will be on the table when we meet with the administration in February. Feel free to contact me with suggestions for what you'd like to see.
- *Faculty Matters (Solon Simmons/Mohan Venigalla)*
 - Surveys referred to by Mary Lucal – these are the surveys we've partnered with HR for a number of years, and more recently working with Gallup. We will all be asked to fill out the Faculty/Staff Engagement survey and the Faculty Evaluation of Administrators. This is a big change, as we are bringing both surveys together, and chairs will also be included in the FEA.
 - If successful, the idea is to work these data into the overall metrics of the strategic plan, e.g. increasing faculty engagement.
 - Excited to be working with HR in this way
 - The survey will be launching April 1 and will include Mason Korea.
 - Update on leadership track for promotion to full professor – planning to meet with Dean's Council soon and will update the Senate in next couple of meetings.
- *Nominations (Richard Craig/Bijan Jabbari)*

- Gearing up for next nominations cycle and following up with the Carter School, Writing Across the Curriculum and Grading Process Task Force.
- Taking nominations from the floor for Academic Policies committee – former chair Dominique Banville moved into an administrative position in CEHD and has left the Senate. Nominees must be Senators.
 - No nominees volunteered; held to end of meeting
- *Organization and Operations*
 - First meeting of the semester tomorrow and planning to discuss committee changes and discussion of standing rules following December Senate meeting.

Other Committees/Faculty Representatives

- [Adult Learning and Executive Education Committee](#)
- [Mason Core Committee](#)
- Research Advisory Committee
 - Presentation from Andre Marshall, Vice President for Research, Innovation, and Economic Impact
 - I'm really excited to have started meeting with the Research Advisory Committee and to speak to the Senate today.
 - Sometimes it is challenging to capture the essence of who we are as a research institution. I think this statement really captures it: "Mason is a top-tier research university that broadly values access and delivers on impact."
 - Mason research to me is personal, prioritized, appreciated, and advancing.
 - Personal: Research has been a big part of who I am – from undergraduate scholarships and internships that prioritized research, grad school as a mechanical engineer at Georgia Tech, as a research and development engineer in industry working on NASA projects, work at NSF, and 20 years on the faculty at the University of Maryland. The best part was advising graduate students – a real passion.
 - Prioritized: Research is Pillar 2 of our strategic plan. We want to scale it, grow it, provide support structures, and ensure faculty are recognized.
 - Appreciated: The university and I appreciate research; would like for that appreciation to come through in "Mason style" – not just an appreciation of students or faculty, but also staff. Fast growth in our research enterprise couldn't have happened without all three.
 - Advancing: Our research growth and activity is outpacing our infrastructure.
 - Our research enterprise is top-tier, rapidly evolving, large and growing, accessible, and engaged.
 - We reached R1 status faster than any other university and grew in a way that reflects the needs of modern society.
 - Most computer and information science graduates of any university in Virginia.
 - Our research expenditure has grown 54% since FY18 and we have a 50% year-on-year growth.

- We have done all of this with a 90+% acceptance rate.
- We received more funding for community projects than any other university in Virginia and have many connection points throughout our communities, such as the Small Business Development Centers.
- The Department of Defense is our biggest federal sponsor, followed by the Department of Health and Human Services, National Science Foundation, and NASA. We are doing top-notch, impactful research.
- Importantly, we are working on both problem-solving and the creation of new knowledge – anticipating challenges that haven’t emerged yet. We do curiosity-driven research.
- Think of our research enterprise in two buckets: core activities and research support.
 - Core activities: prioritizing scholarship. Supported by our faculty and PhD graduates. who reflect new discoveries, knowledge, and world-class expertise; industry and university partners; and research translation, invention, entrepreneurship – help us get the great ideas out of the university and put to good use.
 - Research support: Our infrastructure, research services, compliance, culture. Trying to create and cultivate a rich research culture – eager to create this to promote growth, graduate students.
- Questions:
 - Charlotte Gill: How do you see humanities and social sciences fitting into this culture and infrastructure?
 - 3 verticals: transdisciplinary institutes in sustainability, bio health and in digital innovation.
 - I think we need to move beyond that and that is part of our strategic plan: exploring the creation of a center or institute where these areas are the focus, and perhaps other things brought into that core – e.g. how are the social sciences applied to areas like biohealth, sustainability, but with the focus on the social sciences. Not bringing these areas in just to complement work – they should be the focus.
 - Cristiana Stan: Great to hear that our research expenditures are growing, and we need research staff to support this. But because of the current hiring chill, hiring staff has become more and more challenging. Could your office emphasize the importance of research staff more and help the units with hiring?
 - Before joining Mason, there was a useful initiative to set up the RAMP administration database and decentralize research support to different schools. We are still working on this
 - President Washington wants it to be easy for external partners to work with Mason. At the same time, we have to support faculty with the support structures required to fuel growth – that’s in the research pillar of the strategic plan – so at the same time it should be easy for faculty to work at

Mason. We need research administration staff. My job is to fight for that at the academic unit level.

- I know there are competing interests at the unit level. The Deans must deal with this, but my job is to drive more research administration into these units.
- Research is getting harder – issues with compliance, regulation, etc. – there is a need for more support so that the faculty don't have to bear that burden.
- Jie Zhang: How do you balance the academic freedom and traditional approaches to international collaboration with federal policies around collaboration?
 - I want everyone to know that I'm being thoughtful about this. I sit on the US Council for Competitiveness, which guides the government on priority areas for research enterprise. It is important to remind our leaders in the US that international collaboration is so important. We need to have common languages and shared understandings across international boundaries to address global problems, like COVID.
 - Locally, it is not easy. We are in a political climate where we get a lot of scrutiny around international collaboration. I am against getting ahead of policy. Some of the pressures we're feeling are because the policies haven't caught up with some of the directives in international engagement. It's an uncomfortable place for me and the university. My guiding principle is "what is the policy?" I'm looking for policy because it's been vetted and viewed from many aspects, so provides robust guidance to take a position.
- Burak Tanyu: As Research Advisory Committee chair, thank you to the Faculty Senate for allowing this space and we appreciate the opportunity to work with Dr. Marshall. Please feel free to reach out to our committee if you have any follow-up questions for us or Dr. Marshall.
- BOV Finance and Land Use update (Mohan Venigalla): Reminder to come to the February BOV Finance and Land Use meeting, given the change in format of the meetings, etc.
 - Visitor Bob Witeck: My understanding is that there will be streamlining of time, effort, avoiding duplication, etc. Not sure that it changes a lot – just ensures a lot of information is provided in advance so we don't have to use the committee time for that.
 - MBP: APDUC and Finance and Land Use will now meet at every board meeting and other committees will rotate; there will be more time for discussion and less for presentations. Items are due for the Board Book earlier than previously.

V. **New Business**

VI. **Announcements**

- Interim Provost Walsh (not present today)
- EVP Dickenson

- The BOV format is still evolving and I imagine we'll see further changes in May. A lot of it will involve me having advance meetings with members to review materials, whereas previously the review took place during the meeting. Finance and Land Use will now be a 35-minute meeting with a very high-level 5-8 minute presentation followed by discussion.
- We are still working on the funding disparity issue. The initial SCHEV draft from October noted a funding disparity for three universities, with us as the largest, but this has been downgraded from \$18 to \$9 million. Not sure why yet but it may be due to lags in the data – could be a phase-in with \$9 million a year over two years.
- We will be receiving a Commonwealth budget update on February 19.
- Lauren Posey and Paul Liberty have obtained patrons at the state level for our funding and disparity messaging and are still pushing for \$18 million budget. Visitor Witeck has also been incredibly supportive, and we will continue to do whatever we can.
- [Mason Glass Recycling](#)
- Student Senate (Jack Fedak)
 - Will be transitioning out of liaison role to serve as Speaker of student senate but will continue to represent until a new liaison is found.
 - [Mason Lobbies sign-up](#) is still available. If you plan to attend, please sign up by next week. Transportation, food, and training will be provided for free. We are working with MBP to help students get excused absences for classes to participate in this event.
 - Reach out to Jack at or Ilia at
 - Questions:
 - MBP: Can you tell us more about the Speaker role in student senate and the plan for Mason Lobbies?
 - The student senate is set up similar to US government. Speaker of the senate leads the legislative branch equivalent while President leads the executive branch.
 - Mason Lobbies: Buses will leave campus at 5:30am. We have meetings with 26-27 legislators in Richmond and you'll be part of a group of students and faculty/staff discussing issues – we have a plan provided by the university or issues we'd personally like to address. Afterwards food will be provided, and we'll be heading back to arrive by 2-3pm.
 - Mohan Venigalla: Thank you to the students. We applaud you for doing this.

VII. Remarks for the Good of the General Faculty: None.

VIII. Adjournment: The meeting was adjourned at 4:06pm.

APPENDIX A COMMITTEE REPORTS

Adult Learning and Executive Education Committee

Members: Victoria M Grady; Janet M Ha; Sabari Rajan Karmegam; David S Koo; Evelyn Tomaszewski ; Heather L Walter

On November 6, 2023, members of the Adult Learning and Executive Education Committee met with Brett Josephson, Associate Provost for Learning Initiatives. The discussion included how the AL&EE committee can engage with and support strategic efforts, the sharing of ideas being generated regarding certificate programs, and how to create and build upon available platforms to build a stronger connection (per the committee charge) including participation on the LI Advisory Committee.

Submitted on behalf of the committee by,
Evelyn P. Tomaszewski, Cha

Mason Core Report to the Faculty Senate

Committee members:

Laura Poms – Mason Core Director, Deb Stroiney – Mason Core co-chair, Keith Renshaw, Abena Aidoo Hewton, Jason Kinser, Liz White, Shun Ye, Samaine Lockwood, Courtney Wooten, Jamie Clark, Andrea Zach, Anne Verhoeven, Matthew Dievendorf, Aarush Jambunathan (Student Rep), Shelley Reid (ex officio), Gina Polychronopoulos (ex officio), Tom Polk (ex officio), Tricia Wilson (recording secretary)

Mason Core Committee Meetings were held on September 14th, 28th; October 19th; November 9th, 30th; and December 7th.

During the September meetings, Debra Stroiney was elected co-chair for the 2023-2024 academic year. Working groups were also set up for strategic planning for future Mason Core Initiatives. volunteers were recruited for working groups. Discussion was held on the just society flag, providing clarity as to whether the JS flag can be added onto a category that currently has two designations. Committee voted that this is allowed. The committee voted to change the language of Mason Apex to say 85 credits is suggested prior to taking the course as opposed to required. Further clarification on voting and review of proposals was also discussed.

During the October meeting proposal discussion and voting was the main focus. With a short reminder about working groups, and discussion of next steps.

During the November meetings proposal discussion and voting was the main focus.

An additional meeting was held in December for the purpose of discussing committee business and not to review proposals. The committee discussed the current review process especially with the increase in proposal with the Global Contexts revisions and JS flag additions. The committee also discussed how to expand the offerings for the JS requirement when it's implemented in the next academic year.

The following proposals were approved by the Mason Core in the September & October meetings:

Category	Title
Apex	HAP 498: Health Administration Internship
Apex	GOVT 492: Computing Ethics, Law & Policy Seminar
Arts	ARTH 317: The Black Pharaohs: Art & Archaeology of Ancient Nubia
IT	ENGH 210: Equitable AI
GC	GOVT 134: Grand Challenges to Human Security
GC	HIST 272: Survey of Latin American History
GC	HIST 314: History of Germany
GC	HIST 356: Modern Japan
GC	HIST 357: Postwar Japan
GC	SOCI 332: The Urban World
GC & JS	ANTH 309: Peoples & Cultures of India
GC & JS	EVPP 336: Tackling Wicked Problems in Society & the Environment
GC & JS	GCH 205: Global Health
GC & JS	GLOA 101: Into to Global Affairs
GC & JS	CEIE 100: Environmental Engineering around the world
GC & JS	CRIM 405: Law & Justice Around the World
GC & JS	CULT 320: Globalization & Culture
GC & JS	SOCI 320: Globalization & Social Change
GC & JS	INYO 261: mentoring Multilingual Learners
GC & Arts	ENGH 270: Introduction to Screen Cultures
JS	ARTH 370 Arts of the United States
JS	ANTH 135: Introduction to Biological Anthropology
JS	SOCI 101: Introduction to Sociology
JS	GOVT 134: Grand Challenges to Human Security
JS	HIST 272: Survey of Latin American History
SBS & JS	ANTH 365: Scientific Racism & Human Variation
SBS	HIST 314: History of Germany

APPENDIX B ANNOUNCEMENTS

Mason Glass Recycling

George Mason University is launching a new Glass Recycling Pilot program in January 2024.

- **Recycle your glass bottles and jars** at two drop-off trailer locations on the Fairfax Campus:
- 1st & 3rd weeks of the month at Southside Dining Hall and Lot R (near Potomac Heights)
- 2nd & 4th weeks of the month at Rogers Hall and the Student Townhouses
- **Share the [Glass Recycling Pilot Media Kit](#) to inform folks about this exciting pilot!**

Glass Recycling Pilot Details:

Did you know glass is endlessly recyclable?



One of the new glass recycling trailers (left) where folks dispose of their glass bottles and jars, and the new zero waste labels for glass recycling (right).

Recycling your glass bottles and jars locally provides a sustainable alternative to sand mining and new glass production. Every glass bottle and jar you recycle can help to protect the health of people who live and work near sand mining operations. More recycling means less mining and less production of new glass!

Recycle your glass bottles and jars at Mason's [drop-off locations](#)!

- **Glass bottles and jars** are *only* recyclable at [drop-off trailer locations](#)
- **Recycle clean glass bottles and jars ONLY:** you cannot dispose of any other items inside purple trailers
- NO other glass items (ex. tempered glass food storage containers, glass cups, ceramics, etc.)
- NO food or drinks
- NO plastic or paper bags
- NO lightbulbs or lamps
- [Review](#) the glass drop-off trailers' schedule
- [Find the locations](#) on the [Fairfax Campus Map](#)
- [Visit](#) our [Zero Waste Mason](#) page to learn more

Reach out to University Sustainability at gogreen@gmu.edu if you have any questions about glass recycling access.

January 24, 2024

LIST OF ATTENDEES

130 Total Listed Attendees (42 Senators and 88 Visitors)

13 Additional Visitors attended who chose not to be listed

42 Senators Present: Alan Abramson, KL Akerlof, Jatin Ambegaonkar, Alok Berry, Lisa Billingham, Virginia Blair, Melissa Broeckelman-Post, Jamie Clark, Richard Craig, Tim Curby, Delton Daigle, John Dale, Doug Eyman, Daniel Garrison, Ed Gero, Tim Gibson, Charlotte Gill, Thalia Goldstein, Victoria Grady, Michele Greet, Liling Huang, Jessica Hurley, Bijan Jabbari, Eugene Kontorovich, Kerri LaCharite, Lisa Lister, Siona Listokin, Tamara Maddox, Alexandra Masterson, Alexander Monea, Anna Pollack, Marvin Powell, Pierre Rodgers, Ellen Rowe, Catherine Sausville, Solon Simmons, Cristiana Stan, Kun Sun, Rebecca Sutter, Mohan Venigalla, David Wong, Jie Zhang

9 Senators Absent: Ioannis Bellos, Michelle Boardman, Sebahattin Demirkan, Seth Hudson, Laurie Miller, Gregory Robinson, Katherine Rosenbusch, Gene Shuman, Anne Verhoeven

88 Visitors Present: Jessica Adams, Wayne Adams, LaShonda Anthony, Simone Antwi, Ann Ardis, Sharnnia Artis, Ernest Barreto, Lisa Breglia, Shelby Broberg, Alecia Bryan, Alan Byrd, Morgan Chalfant, Angela Chezem, Jenny Chism, Shannon Davis, Truman Deree, Deb Dickenson, Kathleen Diemer, John Dooris, Gesele Durham, Kim Eby, Jack Fedak, S. Flynn, Kimberly Ford, Cynthia Fuchs, Marcy Glover, Roger Graham, Pallavi Gullo, Tamara Harvey, David Heilbrun, Natalie Howe, Ginny Hoy, Yingji Jin, Toshia Johnson, Lorena Jordan, Susan Kehoe, Matt Kelly, Jason Kinser, Kristen Koehler, Laura Kosoglu, Vincent Lacovara, Alison Landsberg, Minh Le, Laina Lockett, Ingrid Lopez, Mary Lucal, Andre Marshall, Doug McKenna, Kimberly Meltzer, Jenny Meslener, Bobbi Nelson, Rene O'Neal, Whitney Owen, Mikell Paige, Sarah Parnell, Cathy Pinsky, Laura Poms, Pam Promisel, Stephanie Rambo, Andrea Reeves, Shelley Reid, Keith Renshaw, Lauren Reuscher, Marguerite Rippey, Andrew Rudd, Regina Ryder, Mohammad Salama, Michele Schwietz, Sheena Serslev, Pam Shepherd, Alethia Shipman, Charlie Spann, Frank Strike, Burak Tanyu, Kristen Taylor, Suzanne Terrillion, Cathy Tompkins, Amanda Torres, Girum Urgessa, Lauren Wagner, Wendy Watkins, Preston Williams, Bob Witeck, Elizabeth Woodley, Courtney Wooten, Kristen Wright, Claire Wurmfeld, Andrea Zach