

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE MEETING
March 20,2024, 3:00-4:15 p.m. | Online Meeting

Number of participants: 163 ([List of Names](#))

- I. **Call to Order:** President Melissa Broeckelman-Post called the meeting to order at 3:03pm.
- II. **Approval of the Minutes of February 28, 2024:** Approved as posted.
- III. **Special Orders: President Washington**
 - Not much has changed in our status since the General Faculty Meeting.
 - Applications are up and we expect enrollment to be up about 1.5-2%.
 - Online rankings are out and a significant number 9 of our programs. Online master's programs are in the top 50. We had 14 grad programs in the top 20 of publics, and so all of that stuff is looking reasonably good.
 - We received initial feedback from the state regarding our budget situation. We're nowhere near our request but we're doing better than most other institutions in terms of the combined House and Senate budget.
 - Likely to get about \$11.5 million new funding in E&G and around 3.3 million in financial aid. We got another \$8 million of E&G restored from the Governor's budget that had initially been removed. I feel good about this. We were asking for about \$18 million, so the \$11.5 million is short of that, but given where we were I am pleased that we came out where we did.
 - We will get around \$4 million in FY25 and \$5.4 million in FY26 in our maintenance reserve funding and \$8 million in deferred maintenance.
 - The Governor has not yet approved the budget. This will happen in the first week of April and then we'll know where we stand finally. Hopefully we'll get the combined House and Senate budget.
 - Included in this is a 3% raise for faculty and staff each year (3% each year in 2025 and 2026). There will also be some money for the Virginia military survivors and dependents education program.
 - Questions
 - Tim Gibson: What is happening with the BOV and the Just Societies flag in the core curriculum? I have not seen the BOV request syllabi for review in the 20 years I've been here, although I know just before I arrived the BOV tried to get involved in curriculum development and the Faculty Senate passed resolutions and censured the board. Faculty should set the curriculum. We are the disciplinary experts. If you were a faculty member and the board was trying to dictate the curriculum and overstep historical bounds, what role would you hope our faculty would take in trying to ensure the board respects faculty prerogatives?
 - The President is the one employee of the board – important to understand that. I personally believe that as part of the shared governance mandate for this campus, the faculty has primary responsibility for curriculum, without question. That's the way it should be, that's where the expertise is, and I will support and defend that notion. I see that as part of my job - and sometimes the leader of the institution has to defend the institution from itself.

- The state mandates and defines the board's role in relation to curriculum and aspects of faculty life. I believe faculty should understand what the law says about how these entities are managed so that you understand where we are as a campus and who has responsibility for what – there is a role for the board under the law around curriculum, and it is on us to understand what that role is and how we want to operate the campus relative to that role. We're not there yet – we've put in place a mechanism to come to a collective understanding around the specific issue of Just Societies. We have a working group with the current and a former Faculty Senate chair on it, and my philosophy there is that the committee is a big part of the educational process. Let's give them a chance to do their work and bring back something the faculty can engage on.
- In the meantime, the process of understanding what the board and the state can and can't do is incumbent on all faculty. So, the two things I'd like to see all faculty do is engage with this committee and get an understanding of the law. I honestly think we're going to get past this – I don't think we're going to get to the point of censuring the board like we did 20 years ago. I'm confident the committee will come back with something both the board and the faculty can work with. Also, this is the time we are in – we're in a time where everything we do is going to be challenged because there's a reduction or lack of public confidence in higher education. Some of that is merited and some is not, and some is not merited relative to George Mason. This is where we are – there are going to be more challenges and we're going to have to take them as they come.
- Tim Gibson – follow up: I know faculty can play a constructive role too. Later in the meeting we're going to talk about the petition that will share faculty voices and show how deeply we care while this committee is doing the work. I think together that could be an effective way to have this conversation. Thank you for doing the inside conversation, and faculty can raise their voices and have their opinions heard from outside this process too.
 - In the words of Frederick Douglass: "Power concedes nothing without a demand; it never has, and it never will." Make sure you're demanding the thing that is right and you're entitled to get.
- Lori Rottenberg: Do you have any information about the 3% raise and whether that will be across the board? We have noticed that admin faculty have received the full amount while instructional faculty have had merit raises and in some units, there has been pressure to not give the full amounts.
 - With previous raises there has been a base amount that everyone gets – we haven't determined what that will be for the next raise yet – and then unit heads can distribute the remainder based on performance. That means some people might get more than 3, while others will get somewhere between the base amount and the total. It is based on how lead entities in your unit deem your performance, not distinguished across different faculty types.

- When I started here, I heard from you all that salaries were too low, and we have aggressively put mechanisms in place to raise them. A challenge is that if we give everyone the same raise, it removes the ability for deans and others to differentially support top performers, because if they aren't recognized you'll see over time that they will be targets for other institutions. We have had our fair share of that. If higher performers start to realize they are under (or under-under) market – because most of our peers already differentially support – it puts them under pressure to go on the market. I know the other side of this, having hired people who were at institutions that were under market.
- Lori Rottenberg – follow up: In my unit this is being interpreted as only one person can get the full amount of the raise.
 - I can't speak for every unit, but leadership matters. I put power in the hands of unit leaders so they can make these decisions at the level where the preponderance of information exists. We don't try to micromanage what they give. There may be other considerations at play here in terms of how each unit allots the pool, but every unit is allotted the same pool. Speak to your individual leadership about how they make their decisions – you should know that as a faculty member.
- Update on Provost search (Melissa Broeckelman-Post)
 - We are at the finalist stage. To maintain confidentiality given the nature of the position, we engaged with the candidates to see how much public engagement they were comfortable with. The search committee plus about 25-30 general faculty are attending the presentations and doing smaller meetings with the candidates.
 - President Washington: We have some outstanding candidates, including at least one sitting provost. It's a strong field and a group that as a community you all can be really proud of.
 - Questions
 - Tim Gibson: I'm disappointed with the lack of public engagement in this process. I think it's great that you asked the questions, but the Faculty Handbook is pretty clear that "the general faculty" should have engagement with the finalists. The handbook is our statement of shared governance – if our faculty leaders can't stand up for this, why should anyone else, like the board, take it seriously?
 - President Washington: There are members of the general faculty who are meeting with the candidates. This is in line with the interpretation of the handbook. We also have to weigh the needs of the candidates in this case – I truly think if we had a completely open search we would have lost candidates. The person we deserve to have come here and lead our faculty is doing extremely well where they are and we need to pry them away. Those people are often not open to dealing with the repercussions back on their campuses if they don't get the job – a completely public search is risky in this case. We tried to manage this in a way

that is best for our campus. I don't think this is out of line with the faculty handbook.

- Tim Gibson – follow-up: We've had open searches for every other provost I can recall.
 - Most recently, Mark Ginsberg did not go through this process – by all accounts he was an exceptional provost. This isn't going to sound right, but how well did the last open-search provost work out relative to him? We're putting the best possible processes in place to keep our institution on the proper footing – there is no effort to reduce engagement with the handbook. We're trying to meet the spirit of the handbook and also balance that with the need to find great candidates.

IV. Committee Reports

Senate Standing Committees

- Executive Committee
 - We have spent a lot of time discussing the BOV meeting, and you'll hear about some of our other activities in the other committee reports.
- Academic Policies (Doug Eyman)
 - No report this time, but we will have a new policy to review at the next meeting.
- Budget and Resources (Delton Daigle)
 - Thank you to Deb, Renate and their respective teams – we were able to get budget breakdowns across schools and units to better understand the financial health of our institution.
 - There was some discussion in the last board meeting about tuition increases. There is a proposal for a 3% increase in undergraduate tuition and recommending increases of \$601 in total for out-of-state undergraduates, \$803 for grad students, and \$994 for Law. There will be more engagement (including with students) around this.
 - Deb Dickenson: These dollar amounts are on top of total tuition, not per credit hour.
 - Interviews for the new CIO are ongoing.
 - When the committee last met, we discussed budget cuts and were concerned about cuts faced by the libraries. We've invited Anne Osterman, Dean of the Libraries, to talk and answer questions about this.
 - We have been asked to cut 6% (\$933,000) from our budget by FY 25.
 - Unallocated subscriptions and inflation must be taken into account.
 - In the past we had been using salary savings from unfilled positions to cover costs of subscriptions, and we also have to take inflation into account because many of our costs are contract-based.
 - For example, in FY 22, there was an allocated collections budget of \$9.5 million, but a total collections expenditure of \$10.6 million. This included about \$600,000 in subscriptions that were not accounted for in the budget.
 - As over 80% of our budget is based on contracts, we also have to take inflation into account. Although we negotiate aggressively for

low increases, some inflation is unavoidable, and on average it's around 3% growth in costs.

- We have cancelled \$500K in subscriptions, although this is offset by inflation, so we have saved about \$300K per year. We're now facing FY 25 with that full budget cut as well as another round of inflation.
- We reduced our collections funding requirements around \$9.2 million in FY 24, that becomes closer to \$9.5 million for FY 25, and we're scheduled to have only around \$8.6 million in funding.
- We did unfortunately have a number of positions turn over this spring and due to delays in hiring because of critical vacancy process and other issues, we will be able to use some of that cost savings as a partial offset. But we also have to be careful because of FY 26, and beyond, which will always have that continued inflation that decreases our buying power.
- Our budget is going down, and our buying power is reducing over time due to inflation. We are underfunded to maintain the current (and future increased) costs of our collections.
- We are engaging with the faculty for feedback on proposed cuts – we have a section on our website for feedback about subscription cancellations, and we held two town halls recently. We have a full semester before most cancellations would start in January 2025.
- We're targeting 2 main resources for cuts: largest journal packages and overlapping resources such as databases. We're piloting a one-time instant access strategy for articles from unsubscribed journals.

○ Questions

- Solon Simmons: It seems like the whole business model of publishing is breaking down, and costs are skyrocketing. We invest in resources, which we then sell to journals, which then sell it back to us. This is our intellectual property. It forces the question of what kinds of journals do we value in our field, but it strikes me that you are not mismanaging the libraries – this is a deeply structural problem that can't only be affecting Mason. What are your thoughts about this business model?
 - Using subscription funding as leverage - to include publishing fees for open access. It definitely is the right direction, I think, that can also have the danger of getting further stuck with certain publishers, because it's hard to stop subscriptions. It's even harder to stop publishing opportunities for faculty. I also think it has the risk of losing some of that diversity of thought because the big publishers gobble up small publishers, it goes into more and more consolidated views. So that's a risk. Some of the ways that I would hope for Mason to get involved would be to really be aware of open access and the benefits of it, to be sure that you understand your rights when you're when you're publishing. I hope that we can be part of that shift. Some universities like MIT are inviting journals to come to them away from the commercial publishers and publish open access, but through the higher education publishing structure. I think that's a really great opportunity and I hope that can scale up because it is a lot of your work that get sold back to us, and some of

the profit margins are above 30%, which is which is even more painful to see.

- Alexander Monea: I'm already starting to feel some of these cuts as I have to put in ILL requests for basic journals in my field. Is that costing us money and how is that going to balance out against the cost-savings?
 - We're doing a lot of work with ILL and alternative access more broadly. One is the Article Express service I mentioned – focusing on Elsevier journals initially because of the large costs of that subscription. We are also engaging with Rapid ILL, which is available from a growing network at no cost and has is not mediated so should be faster. Article on demand services are not free – they cost \$25-60 per article.
- Faculty Matters – no report.
- Nominations (Richard Craig/Bijan Jabbari)
 - Please look out for our email about nominations for the faculty representatives to the BOV and university standing committees.
 - Mohan Venigalla: Encourage faculty to sign up for BOV representative committees. The faculty has a seat at the table in these meetings and can ask questions and join the conversation. It will be a vigorous environment for the next few years and hopefully nominees will take the job seriously.
- Organization and Operations (Lisa Billingham/Charlotte Gill)
 - [Senate Allocations for 2024-25 \(presented by Catherine Sausville\)](#)
 - Schar will be dropping by one senate seat. CEC could have moved up to receive an additional senator, but that would put us over in total, at 52 senators instead of 51.
 - Questions
 - Solon Simmons: How is FTE measured?
 - Catherine Sausville: My understanding is that full-time faculty count as 1 FTE and part-time faculty are a proportion of an FTE likely based on how many courses they teach. It is not based on credit hours as far as we understand.
 - Solon Simmons: If it were credit hour-based, it could change the representation.
 - Lori Rottenberg: I'm just wondering that last line - College UN. Is that the University college representation that my role represents?
 - Yes
 - Ginny Blair: I ask that the College of Human Services be renamed to the College of Public Health.
 - Catherine Sausville: I thought I had changed that on the spreadsheet. That's my fault.
 - Lisa Billingham (LB): Vote is not needed.
 - Bijan Jabbari: The number of representatives has been reduced by one, then. It is back to the standard representation, as the 52 of last year was extra.
 - LB: I encourage Senate and University Standing Committees to put information in their annual reports about suggestions, concerns, or things that you were not able to complete this year. O&O is working to put in our

policies that we will review all annual reports in their first meeting of the fall.

Other Committees/Faculty Representatives

- [Faculty Handbook Revisions Committee](#) (first read)
 - *Note: A motion to extend the meeting to 4:30pm was passed by acclamation during this discussion.*
 - Melissa Broeckelman-Post: Just as a note of process, today is the first read. We are not allowed to vote on anything yet. We have to wait for five full weeks before we're allowed to vote on what we see here today. Today, we're giving feedback to the committee and we will vote on these updates during our final meeting at the very end of April.
 - Solon Simmons (SS): It has been heavy to fill Suzanne Slayden's shoes. My first three years were "revolutionary years" with big changes aimed towards removing the "second-class citizen" nature of term faculty. This is not a policy making committee. This is a language management committee. That is, we're proof reading and making sure that we're working through the details of language. And so, we have the representatives of administration - The Provost has a representative, the executive vice president has a representative. We also have some advice from general counsel and HR representation.
 - There are two big changes. The first one is really one issue. It concerns section 2.10.1 and 2.10.7. If you served in the Senate last year, you'll remember this is the only change we didn't get done through the big change of last year. This one has to do with conflict of commitment. We didn't pass this last year because there was no policy to refer to. So now the policy's been passed, and we have to respect that policy unless we debate it here in the Senate. It's the policy of the University (University Policy 2227). Here we tried a more parsimonious strategy of simply saying, look, the policy is the policy. It goes into the context and justification on the website. And we have a number of other policies that we have to obey as well. And so, therefore we thought, what if we simply say we are going to respect the policy like we would for all aspects of 2.10.1. This allows us to simply eliminate the entire section. Lots of people want the handbook language to be very operations-based. This removes values-based language.
 - 2.1.3 is a smaller change. It has to do with instructional term faculty, who teach for us, and don't have a terminal degree, or have a terminal degree in an area outside their discipline but their skills are deemed important by their chair and their dean. So, the idea here was to move from the definite to the indefinite article regarding the terminal degree. It's a pretty easy change.
 - We are also considering working on 2.7.1, procedures for reappointment. We wanted to introduce language that says, in cases where a term faculty member is not reappointed, a written notice must be included with a justification for the decision. Right now, if a dean or chair decide they don't want to reappoint a term faculty member, they can simply say, "Thank you for your service," and that's the end of it. There doesn't have to be any justification. It's very inhuman and reinforces that sense of second class citizenship. We weren't proposing that you could actually contest it. There's

a reticence around giving just cause when you don't have to in Virginia in these contracts. That's one that we thought about doing that didn't pass.

- We were going to work on 2.7.3.2. We were going to introduce language that says, at either the first or second level of faculty review for a tenure case, administrators, e.g. department chairs, deans, associate deans may be excluded from presence or participation to commit deliberations. It didn't pass in this year, although it could come back.

- Discussion

- Mohan Venigalla: I just wanted to clarify on the proposal to chairs and the administrators not being present in level one and level two committees. Apparently in a number of Departments, department chairs sit in on level one committee meetings, and that was debated a few years ago. There may be even some intimidation effect. Do you need unanimous consent in the Faculty Handbook Committee?

- SS: We have three members, and the faculty members are the only voters on that committee, so we could easily have voted in favor of doing this, but wanted to move forward on items that we thought we had, for example, that the Provost agreed to. We didn't want to overrule the Provost, especially in a difficult year.

- Tamara Maddox: I noticed that the final sentence in each paragraph still includes the "the."

- SS: Thank you.

- Lori Rottenberg: I'm very interested in the provision about term faculty needing to be given written notice if they are not renewed. We're facing this in our unit, where faculty of a decade or more are just summarily being dismissed for budgetary reasons, with no written notices included at all. Could you tell me why that section was not voted to be put forward at this time? Does it also have to do with the Provost?

- SS: Yes, that is the reason. I think that there's not a strong opposition to doing this at some point. But you know, this is the kind of interesting labor politics of Virginia, in which the employer wants to give no opportunity for the employee to contest.

- SS: As another Faculty Matters note, you're going to get a Gallup survey on April 3 – please fill that out. This is the first time we're going to take the Faculty and Staff Experience (HR) and Faculty Evaluation of Administrators (Faculty Senate) surveys and bring them together. The President is excited to use the data – we're going to release the data to faculty and staff as well. The survey will be open until April 23.

- [Athletic Council](#)

V. New Business

VI. [Announcements](#)

- Interim Provost Walsh
 - The Gallup and faculty evaluation survey will be open from April 3-23. The results will be shared in lots of ways, including a town hall that's currently scheduled for September 18 from 3-4pm.

- EVP Dickenson
- AAUP Petition
- Graduate Division Survey
- Flying to the Stars: DaVinci and Beyond
- Mason Empty Bowls
 - Maggie Daniels: I am a faculty representative with the Finance and Land Use Committee for the Board of Visitors. One of the main things I've learned over the past two years from President Washington and Executive Vice President Deb Dickenson is how significantly our students are underfunded. In response to that, we have formulated a cross-campus collaboration to address food insecurity on our campus. Our food pantry is in desperate need of support. They've seen their requests go up close to 200% in the past three years. Mason Empty Bowls will be on April 3rd, with 100% of the proceeds going to Mason Student Food and Housing Insecurity Fund. It will have music, food, an open bar, and 20 silent auctions. Everyone will walk away with a handmade ceramic bowl. Register and bring your family.
- Student Senate Events
 - Lisa Billingham: Please join us April 9, 7:30pm, upstairs in the Center for the Arts. I have put together a collaboration between the College of Engineering and the School of Music. We're going to have a special student treat from the engineering students, who have been building something for our concert. Please don't miss it. If you know people outside the university that love engineering and music, it's your time to show up. Thank you very much.

VII. Remarks for the Good of the General Faculty

VIII. Adjournment

Respectfully submitted,

Charlotte Gill

Secretary of the Faculty Senate

APPENDIX A
SENATE STANDING COMMITTEES

Budget and Resources

MET: 03/05/2024 (3PM – 4PM)

SUBMITTED: 03/XX/2024, PREPARED BY DELTON T. DAIGLE

Pre-Meeting Background:

The GMU Faculty Senate Budget and Resources Committee will meet 1 more time this academic year. Our final meeting will take place on the 5th floor of Merton Hall in the CFO conference room on April 26th at 12:00PM.

Composition: The Committee shall be composed of five Senators.

Faculty Senate Budget and Resources Committee Composition

Delton Daigle, Chair	Schar	ddaigle@gmu.edu
Jatin Ambegaonkar	CEHD	jambegao@gmu.edu
Alok Berry	CEC	aberry@gmu.edu
Victoria Grady	Costello	vgrady3@gmu.edu
Siona Listokin-Smith	Schar	slistoki@gmu.edu

Administrative Participants

Deb Dickenson	EVP Finance / CFO	ddicken2@gmu.edu
Renate Guilford	Vice Provost of Academic Administration	rguilfor@gmu.edu

Charge: The responsibilities of the Committee are:

A. To keep the Faculty Senate and the faculty at large fully informed of all budget issues and resource allocation decisions.

B. To provide the University's Board of Visitors, as well as its President, Provost, Deans, and Institute Directors, a faculty perspective on all budgetary issues and resource allocation decisions.

C. To study and review the University's facilities and support services, including the library, and to provide the Senate recommendations for improving the existing operations.

The functions of the Committee shall include:

A. Representing the interests of the faculty in the budgetary process and educating the faculty about university policies and procedures for developing budgets and making resource allocation decisions.

B. Collecting, analyzing, and distributing data to enhance the transparency of all the University's sources of funds and the allocation of said funds to achieve its Mission.

C. Monitoring the physical facilities and auxiliary services, such as the bookstore and other concessions at the University, to assess how they can better serve the academic enterprise.

D. Advising the Senate on matters pertaining to the on-going improvement, development, and operation of the Library so that it can better serve the academic enterprise.

Agenda

- School and College Financial Reporting
- Discussion of BOV Presentation and other financial updates.
- Discussion of Org Chart – hires, searches, and potential critical vacancies.

SCHOOL AND COLLEGE FINANCIAL REPORTING

- Renate Guilford has provided to the Budget and Resources committee College/School level financial statements with labor breakouts. This is a substantial improvement in the reporting of institutional financials to faculty senate on the part of the administration and does provide a high-level view of both current expenditures as well as a brief – over time view.
- BnR asked about providing information regarding the numbers of employees holding various ranks and we were referred to the finance dashboard. We are sympathetic to the staffing constraints within university finance and will continue to work with Renate's team to provide reporting that allows both faculty senate, and the GMU faculty, to understand at an institution and college/school level the financial health of our community. It is hoped that the reports will contribute to faculty better informed as decision makers, more informed as advocates for program improvement and sustainability, as well as be better positioned to make claims about equity and accountability.
- The reports are attached to this report.
- We are hopeful that the administration will provide a guide to interpretation as well as provide details on the college/school annual spending authority algorithm. When provided, these will also be posted to the Faculty Senate website.

DISCUSSION OF BOV PRESENTATION AND MEETING BOOK

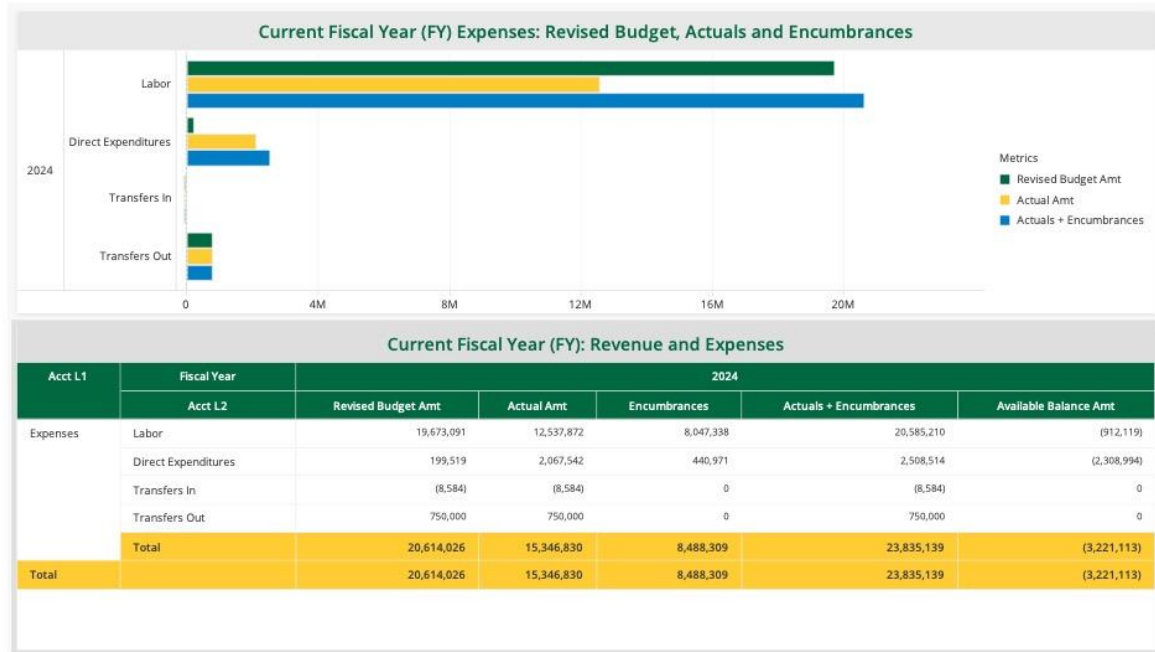
- The Finance and Land Use portion of the Feb. 22nd BOV meeting book is attached to this report. It is recommended that all members of the GMU faculty familiarize themselves with what financial information the institution is reporting out to the BOV. The following bullet points cover meeting discussion points only.
- The BnR asked for an update regarding to ongoing funding disparity (vs other Doctoral colleges in the Commonwealth). It is hoped that the resolution will be aided by SCHEV agreeing with Mason's inequitable funding per student received - SCHEV recommended an additional \$9M in FY 2025 and \$18M in FY 2026. We will not know the status of Mason's efforts here until the next Virginia budget is agreed to (anticipate a May-June time frame).
- Similarly, we will not have an update on raises until the budget either. The Governor's office wanted to pay 1% bonuses and the House of Delegates (3%) and Senate (2.5%) are not in agreement. This is ongoing.
- Mason is proposing a 3% in-state tuition increase and an increase of \$600-\$1100 for out of state students.
- GMU-HR will share utilization numbers on the incentivized retirement program once they are available. Enrollment is now closed.
- BnR questioned the decision to cut library collections and seed funds as part of the budget strategy.

ORG CHART AND CRITICAL ADMINISTRATION HIRES

- The most recent GMU Administration Org Chart (02/22/2024) is attached to this report.
- Of note, there are critical ongoing or to begin for:
 - Dean – Mason Korea
 - Dean – College of Science
 - CIO – (first round interviews beginning immanently).
 - Provost – finalists selected, on campus interviews taking place during the last 2 weeks of March.
 - AVP – Internationalization and Global Affairs – not active. Note: This position has remained open since before the May 2023 org chart was published. In July of 2023, Chrishon Blackwell was hired as Senior International Officer and Executive Director of Study Abroad.

OTHER MATTERS – MIGRATING MESA SHARED FOLDERS TO OFFICE 365

The MESA (M: drive) shared folders are scheduled to be sunset on 6/30/2024 and all files stored in MESA folders should be migrated to a University OneDrive. Please visit <https://its.gmu.edu/knowledge-base/mesaroadmap/> for further details.



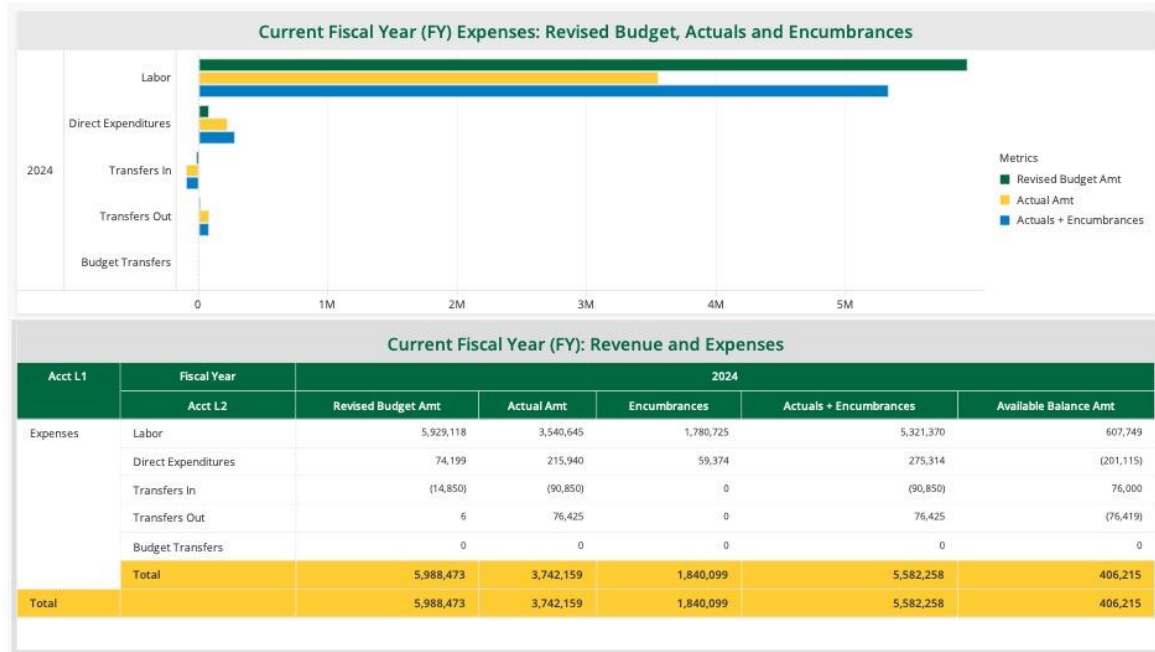
Note: Fiscal year 2024 year-to-date information above as of 2/22/24.

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Acct L2		Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611 Full Time Faculty	3,715,267	6,208,782	4,045,651	6,434,152	3,213,861	5,320,443	3,359,106	6,322,394	4,413,097	4,413,097
	612 Administrative Faculty	2,158,128	3,147,333	2,245,301	3,124,387	2,417,841	3,580,664	2,412,301	3,911,033	3,025,385	3,025,385
	613 Classified Salaries	757,377	1,107,741	842,396	969,404	749,807	1,062,995	1,049,576	1,398,158	1,023,586	1,023,586
	614 Graduate Assistants									18,381	18,381
	615 College Work Study	18,314	28,607	8,796	15,348	18,861	33,075	21,819	36,955	5,141	5,141
	616 Wages	211,607	306,746	165,245	261,988	212,723	342,440	269,128	450,171	284,819	284,819
	617 Part Time Faculty	779,377	1,332,719	962,422	1,450,559	1,053,283	1,732,513	1,188,779	1,778,243	860,319	860,319
	618 Other Compensation	37,340	65,471	37,605	82,582	90,539	139,774	90,080	113,873	60,461	60,461
	691 Fringe Benefits	2,413,216	3,808,775	2,355,676	3,501,012	2,209,081	3,447,837	2,458,962	4,093,717	2,847,775	2,847,775
Total		10,090,627	16,006,173	10,663,092	15,839,431	9,965,996	15,659,741	10,849,752	18,104,545	12,538,962	12,538,962

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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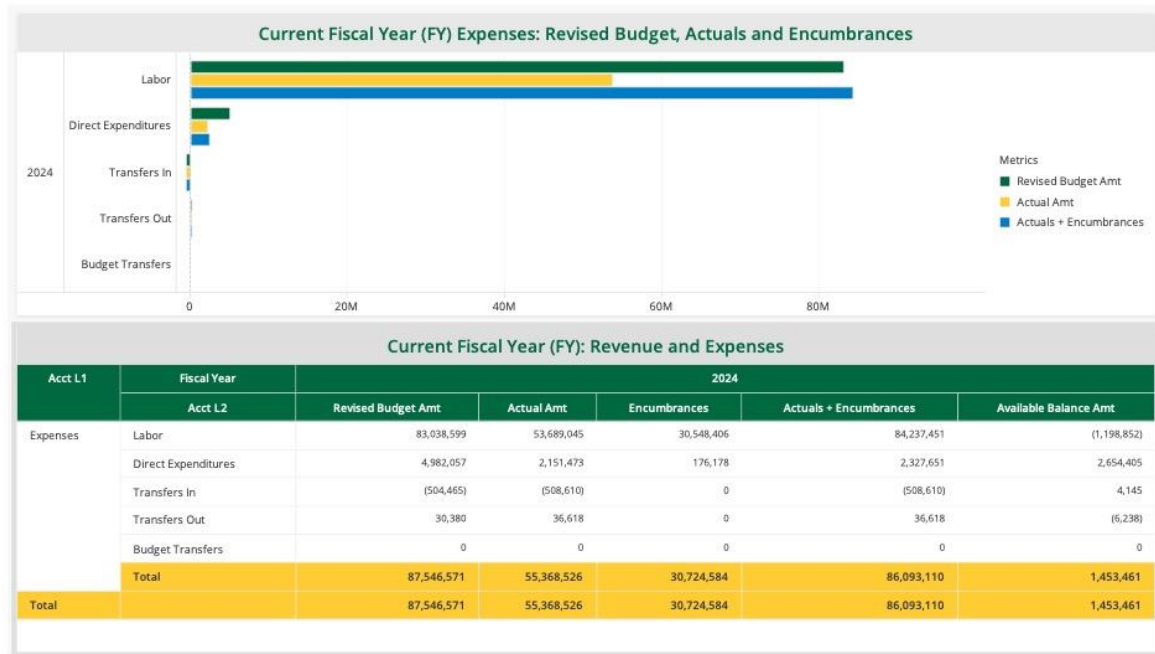
Note: Fiscal year 2024 year-to-date information above as of 2/22/24.

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Acct L2			Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B		2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611	Full Time Faculty	1,241,424	1,994,032	1,213,602	1,952,516	1,258,442	2,098,027	1,465,259	2,358,945	1,195,160	1,195,160
	612	Administrative Faculty	431,187	659,004	462,254	713,913	496,148	758,883	436,253	609,504	472,740	472,740
	613	Classified Salaries	211,817	337,025	253,455	360,275	263,541	422,357	372,156	569,348	421,127	421,127
	614	Graduate Assistants	213,489	339,043	203,396	219,774	179,819	245,443	205,926	351,326	199,302	199,302
	615	College Work Study	780	1,880	0	0	0	0	1,484	8,236	0	0
	616	Wages	93,525	148,598	66,360	106,271	63,949	109,836	123,977	218,568	147,805	147,805
	617	Part Time Faculty	255,590	341,831	302,334	381,935	230,686	386,902	319,338	493,907	304,067	304,067
	618	Other Compensation	12,667	12,929	14,367	14,785	11,019	13,317	5,213	20,706	54,373	54,373
	691	Fringe Benefits	681,072	1,079,426	676,716	1,048,110	695,972	1,129,859	813,324	1,272,565	746,070	746,070
Total			3,141,551	4,913,769	3,192,484	4,797,579	3,199,576	5,164,623	3,742,930	5,903,105	3,540,645	3,540,645

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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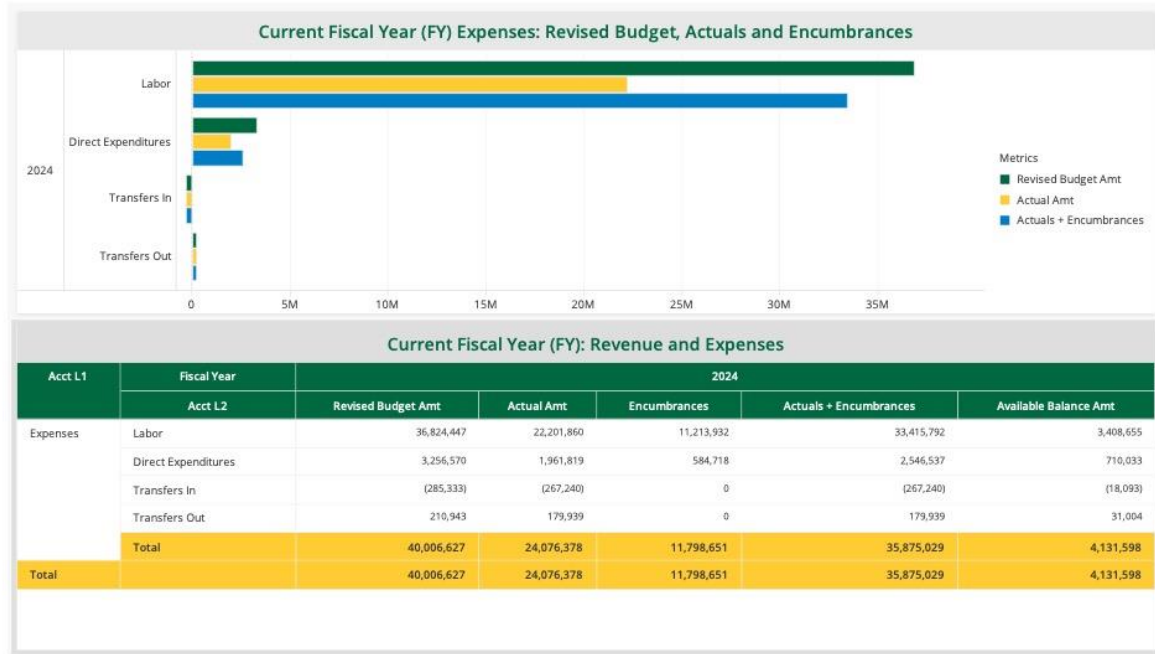
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Acct L2		Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611 Full Time Faculty	21,010,684	33,625,249	21,743,885	35,163,203	23,676,045	38,382,114	25,732,792	41,501,149	26,379,005	26,379,005
	612 Administrative Faculty	1,652,916	2,522,065	1,937,343	2,914,415	2,205,632	3,321,207	2,429,047	3,542,184	2,501,389	2,501,389
	613 Classified Salaries	2,708,696	4,148,995	2,920,473	4,371,867	3,086,403	4,676,266	3,655,885	5,542,894	3,950,737	3,950,737
	614 Graduate Assistants	3,030,815	4,626,237	3,374,975	5,520,644	3,570,104	5,742,852	4,117,770	6,440,402	4,436,872	4,436,872
	615 College Work Study	127,090	190,187	43,037	71,887	75,939	143,348	69,263	125,253	22,909	22,909
	616 Wages	416,812	661,468	500,094	743,559	523,803	827,715	595,650	963,843	668,527	668,527
	617 Part Time Faculty	3,159,891	4,676,128	4,146,845	6,088,349	4,262,651	6,632,919	4,254,221	6,622,959	4,277,992	4,277,992
	618 Other Compensation	61,062	64,463	17,706	44,929	44,405	91,355	68,705	133,572	156,192	156,192
	691 Fringe Benefits	9,113,480	14,460,424	9,133,022	14,529,972	9,882,403	15,801,397	11,082,618	17,670,978	11,282,012	11,282,012
Total		41,281,445	64,975,214	43,817,381	69,448,826	47,327,383	75,619,173	52,005,951	82,543,232	53,675,635	53,675,635

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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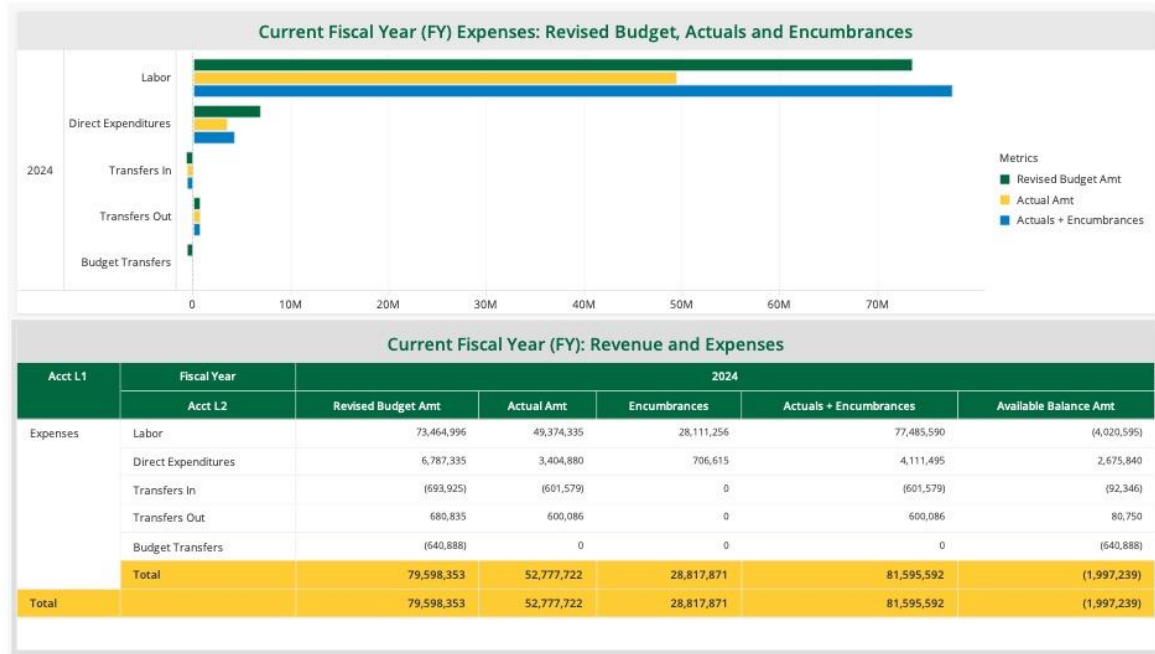
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Acct L2		Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611 Full Time Faculty	7,658,226	11,996,256	7,073,582	11,250,767	7,543,256	11,967,701	8,271,683	13,083,312	8,254,986	8,254,986
	612 Administrative Faculty	1,442,551	2,134,549	1,131,539	1,704,487	1,166,051	1,755,648	1,411,308	2,198,947	1,655,834	1,655,834
	613 Classified Salaries	2,236,444	3,406,479	2,321,401	3,472,087	2,387,401	3,599,389	2,723,861	4,111,390	2,932,585	2,932,585
	614 Graduate Assistants	535,344	854,281	539,123	767,858	652,559	1,009,867	564,529	907,181	573,386	573,386
	615 College Work Study	54,192	80,859	12,178	18,216	19,515	39,834	36,788	107,543	4,152	4,152
	616 Wages	878,515	1,323,899	681,991	1,151,587	742,724	1,202,777	875,394	1,371,342	1,051,989	1,051,989
	617 Part Time Faculty	2,736,264	4,258,204	2,822,040	4,515,034	3,006,625	4,633,080	2,975,284	4,625,785	2,920,483	2,920,483
	618 Other Compensation	37,012	54,429	13,648	25,332	45,403	78,756	25,136	38,244	101,423	101,423
	691 Fringe Benefits	4,324,160	6,694,654	3,863,221	6,028,527	4,060,441	6,321,134	4,604,605	7,219,144	4,700,938	4,700,938
Total		19,902,707	30,803,610	18,458,723	28,933,895	19,623,975	30,608,187	21,488,587	33,662,888	22,195,777	22,195,777

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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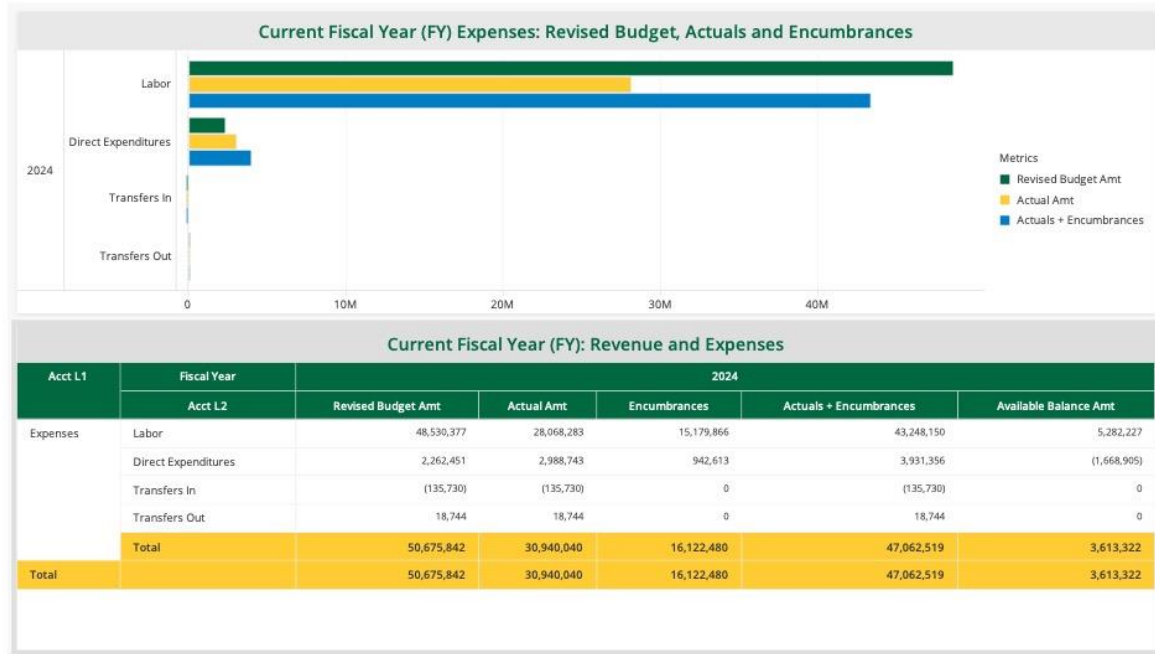
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Acct L2			Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B		2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611	Full Time Faculty	15,442,788	25,076,662	16,521,468	26,296,712	18,741,940	30,296,618	21,412,491	34,236,089	22,327,721	22,327,721
	612	Administrative Faculty	1,442,641	2,185,382	1,567,559	2,385,134	1,707,311	2,708,494	2,407,488	3,654,543	2,616,063	2,616,063
	613	Classified Salaries	1,813,984	2,748,143	1,936,960	2,915,427	2,129,508	3,169,195	2,649,767	3,985,646	2,875,752	2,875,752
	614	Graduate Assistants	2,890,742	4,847,014	3,229,342	5,196,678	3,929,719	6,344,908	5,060,790	8,247,550	6,118,914	6,118,914
	615	College Work Study	7,539	8,092	2,619	4,548	66	22,564	4,519	56,251	1,539	1,539
	616	Wages	748,785	1,052,804	565,862	934,260	576,962	1,003,654	858,536	1,362,681	1,000,257	1,000,257
	617	Part Time Faculty	3,269,432	5,336,889	3,288,231	5,146,751	3,478,154	5,704,644	4,243,944	6,503,794	4,442,491	4,442,491
	618	Other Compensation	51,779	64,430	17,401	36,965	64,240	106,912	60,573	132,050	397,543	397,543
	691	Fringe Benefits	6,804,853	10,914,497	6,832,387	10,797,937	7,644,335	12,268,577	9,194,580	14,628,557	9,612,091	9,612,091
Total			32,472,542	52,233,913	33,961,829	53,714,412	38,272,233	61,625,566	45,892,686	72,807,161	49,392,372	49,392,372

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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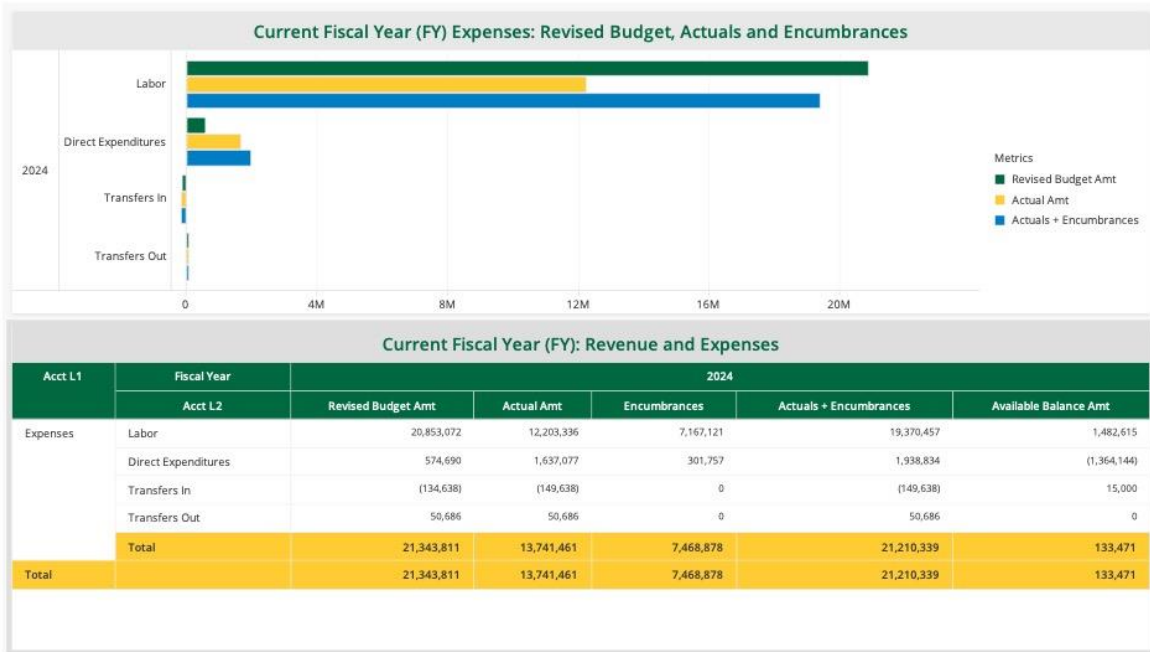
Note: Fiscal year 2024 year-to-date information above as of 2/22/24.

1 / 2

Acct L2			Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B		2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611	Full Time Faculty	10,095,616	16,193,340	10,506,802	16,958,949	11,626,802	18,692,361	12,551,875	20,209,009	11,610,173	11,610,173
	612	Administrative Faculty	2,257,353	3,436,076	2,536,631	3,876,555	2,879,456	4,254,663	2,712,900	4,144,971	2,909,505	2,909,505
	613	Classified Salaries	2,241,226	3,517,797	2,407,127	3,627,722	2,825,070	4,272,756	3,169,349	4,814,977	3,476,511	3,476,511
	614	Graduate Assistants	311,414	522,703	471,886	800,164	480,193	723,972	383,209	653,462	369,939	369,939
	615	College Work Study	16,344	23,082	0	0	5,652	14,028	7,188	13,572	723	723
	616	Wages	213,969	332,032	252,899	387,384	337,272	429,777	245,397	387,193	239,693	239,693
	617	Part Time Faculty	2,870,275	4,248,887	2,880,242	4,298,456	3,543,288	4,846,899	3,034,001	4,279,523	3,292,937	3,292,937
	618	Other Compensation	52,569	66,014	21,216	31,458	46,664	72,518	81,005	190,165	137,354	137,354
	691	Fringe Benefits	5,412,218	8,557,798	5,425,415	8,544,965	6,085,630	9,500,384	6,620,042	10,463,358	6,396,173	6,396,173
Total		23,470,984	36,897,730	24,502,217	38,525,652	27,830,029	42,807,358	28,804,966	45,156,231	28,433,010	28,433,010	

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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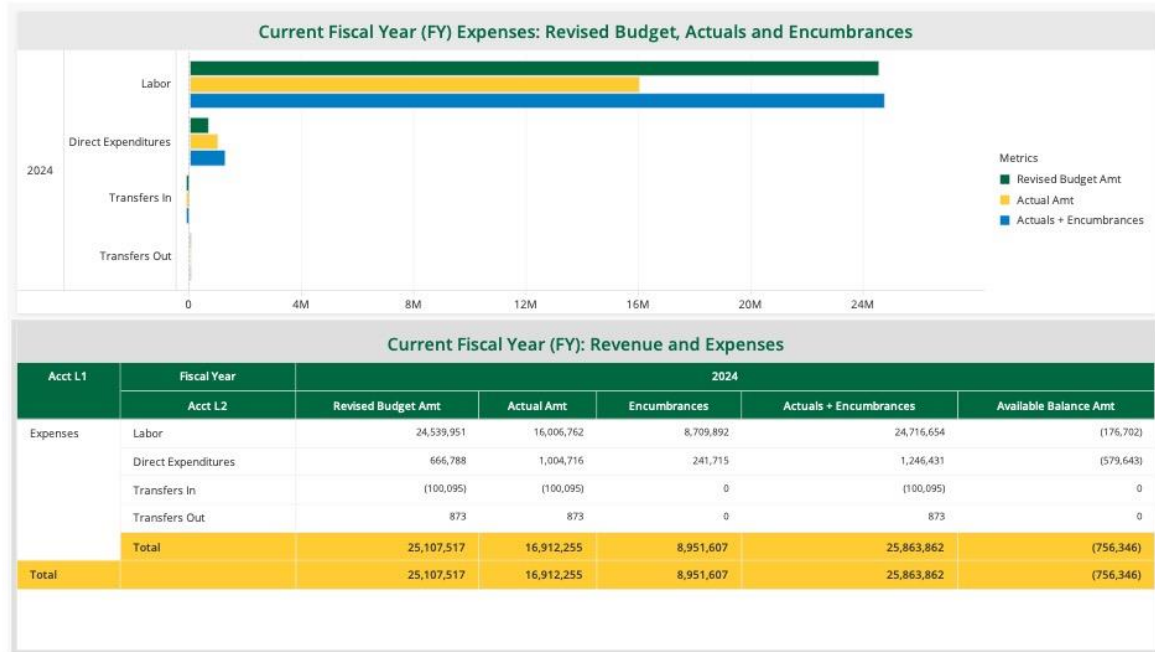
Note: Fiscal year 2024 year-to-date information above as of 2/22/24.

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Acct L2		Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611 Full Time Faculty	5,745,116	9,314,962	5,442,215	8,848,285	5,913,996	9,703,246	6,652,690	10,701,668	5,736,444	5,736,444
	612 Administrative Faculty	931,534	1,417,836	1,054,481	1,593,211	1,087,551	1,617,383	1,336,588	1,980,524	1,433,680	1,433,680
	613 Classified Salaries	568,940	859,080	610,498	917,866	732,393	1,103,693	791,643	1,262,206	995,702	995,702
	614 Graduate Assistants	270,414	389,238	281,443	472,333	264,717	364,656	286,523	463,390	225,052	225,052
	615 College Work Study	1,939	1,939	0	0	0	0	0	6,382	0	0
	616 Wages	34,962	44,860	22,418	39,828	63,945	118,895	174,276	306,099	261,434	261,434
	617 Part Time Faculty	468,891	786,711	516,134	850,973	619,610	962,672	726,659	1,064,649	704,293	704,293
	618 Other Compensation	24,150	32,800	17,318	19,820	44,693	73,804	13,693	32,910	57,659	57,659
	691 Fringe Benefits	2,562,544	4,093,569	2,381,560	3,801,726	2,603,543	4,171,798	2,997,501	4,780,610	2,785,578	2,785,578
Total		10,608,491	16,940,995	10,326,067	16,544,042	11,330,448	18,116,147	12,979,573	20,598,437	12,199,843	12,199,843

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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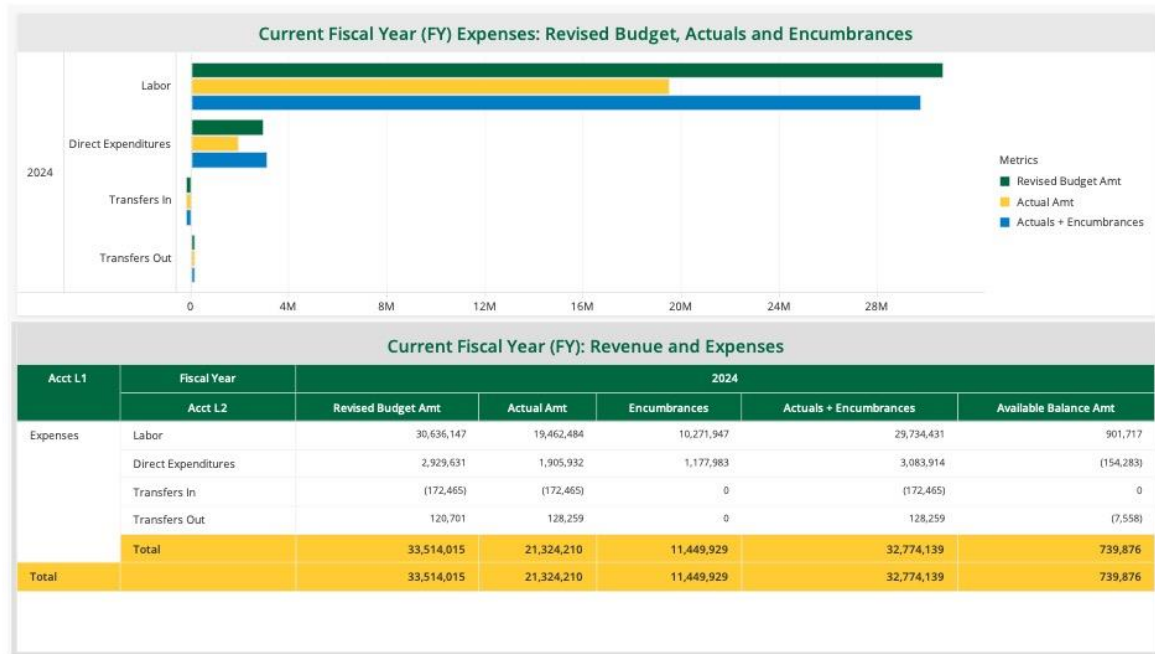
Note: Fiscal year 2024 year-to-date information above as of 2/22/24.

1 / 2

Acct L2	Fiscal Year		Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B		2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611	Full Time Faculty	4,829,308	7,597,812	5,110,972	8,178,636	5,535,560	8,801,634	6,068,220	9,643,938	6,398,950	6,398,950
	612	Administrative Faculty	601,459	908,771	948,507	1,424,686	939,183	1,483,436	1,013,407	1,541,192	1,033,088	1,033,088
	613	Classified Salaries	1,081,531	1,678,597	1,582,482	2,340,470	1,716,770	2,636,902	2,064,348	3,156,658	2,351,442	2,351,442
	614	Graduate Assistants	91,596	155,744	182,712	306,854	158,017	256,135	193,214	315,981	214,182	214,182
	615	College Work Study	42,069	66,962	5,496	8,816	19,093	40,583	34,801	83,393	4,712	4,712
	616	Wages	423,270	582,704	207,823	342,526	401,742	645,244	480,747	781,193	647,307	647,307
	617	Part Time Faculty	1,344,514	2,395,460	1,328,134	2,320,450	1,656,989	2,895,307	1,657,379	2,846,649	1,697,458	1,697,458
	618	Other Compensation	24,621	30,686	7,153	20,217	34,720	55,825	88,341	133,167	106,910	106,910
	691	Fringe Benefits	2,466,043	3,870,475	2,734,849	4,282,560	2,950,516	4,668,307	3,396,022	5,361,295	3,554,711	3,554,711
Total			10,904,410	17,287,211	12,108,127	19,225,216	13,412,589	21,483,371	14,996,481	23,863,468	16,008,759	16,008,759

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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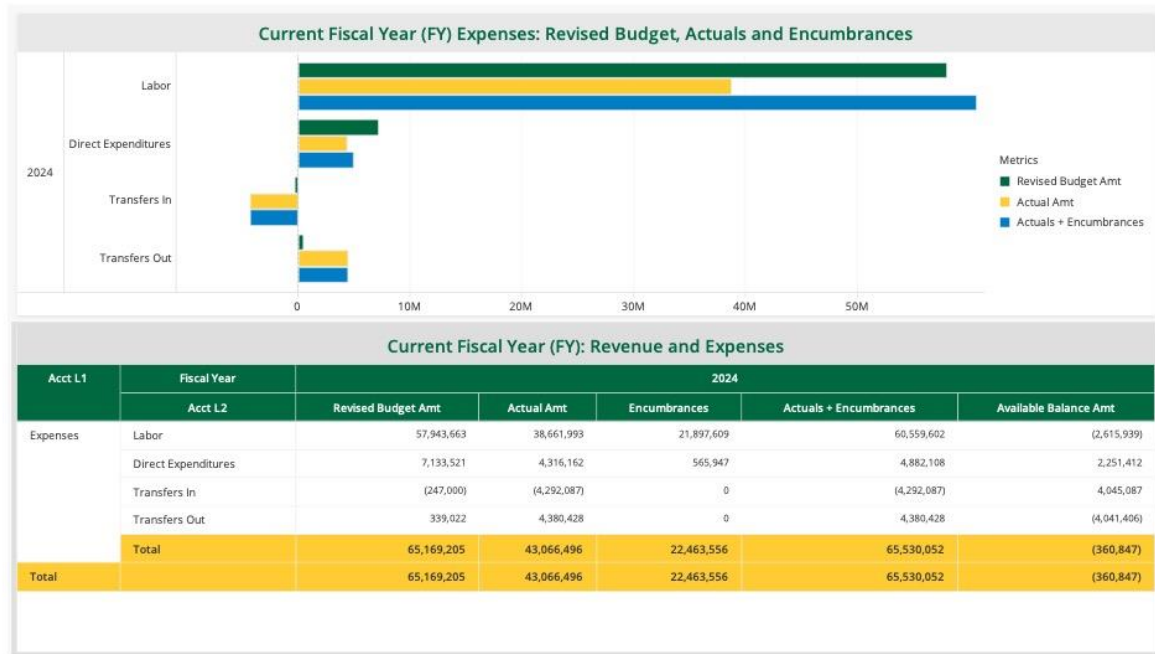
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Acct L2			Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B		2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611	Full Time Faculty	5,253,986	8,359,775	5,625,645	8,800,115	6,162,174	9,877,738	7,049,452	11,015,124	7,204,620	7,204,620
	612	Administrative Faculty	1,817,065	2,701,712	1,804,772	2,622,053	2,008,108	3,010,780	2,181,517	3,369,979	2,267,940	2,267,940
	613	Classified Salaries	906,152	1,418,457	985,403	1,482,101	1,007,653	1,623,669	1,614,544	2,408,334	1,633,008	1,633,008
	614	Graduate Assistants	629,700	1,051,837	568,359	992,209	786,468	1,394,864	994,015	1,634,451	1,662,028	1,662,028
	615	College Work Study	10,571	15,117	4,732	7,487	7,621	16,327	9,811	24,443	2,619	2,619
	616	Wages	181,942	295,076	97,570	189,083	265,775	455,361	304,826	525,101	546,387	546,387
	617	Part Time Faculty	1,519,428	2,569,078	1,561,587	2,595,793	1,863,075	3,140,505	2,291,245	3,559,388	2,016,881	2,016,881
	618	Other Compensation	14,148	39,424	27,039	60,517	50,890	56,098	61,484	97,508	190,832	190,832
	691	Fringe Benefits	2,921,512	4,599,093	2,910,777	4,495,302	3,189,315	5,061,698	3,906,545	6,069,153	3,940,981	3,940,981
Total			13,254,504	21,049,569	13,585,884	21,244,660	15,341,080	24,637,041	18,413,438	28,703,482	19,465,296	19,465,296

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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Note: Fiscal year 2024 year-to-date information above as of 2/22/24.

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Acct L2			Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End	Actual Amt YTD	Actual Amt Year-End
	Acct L3B		2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Labor	611	Full Time Faculty	13,111,668	21,226,360	13,538,405	21,592,140	15,101,144	23,648,678	16,540,146	26,346,397	18,399,489	18,399,489
	612	Administrative Faculty	1,636,933	2,421,786	1,649,895	2,455,986	1,535,049	2,352,379	1,776,006	2,631,974	2,013,086	2,013,086
	613	Classified Salaries	2,578,351	3,943,038	2,709,836	4,054,521	3,098,217	4,592,893	3,410,248	4,955,626	3,542,800	3,542,800
	614	Graduate Assistants	1,867,719	3,092,095	2,327,987	3,731,691	2,621,610	4,156,493	3,136,899	4,796,167	3,350,880	3,350,880
	615	College Work Study	41,847	62,613	24,272	46,233	29,303	55,540	30,653	86,219	3,657	3,657
	616	Wages	585,162	890,546	489,386	806,001	716,293	1,075,871	861,394	1,342,433	1,158,754	1,158,754
	617	Part Time Faculty	1,508,632	2,371,389	1,776,619	2,649,608	1,733,370	2,585,996	1,894,524	2,955,433	1,814,560	1,814,560
	618	Other Compensation	45,417	57,335	17,046	21,099	69,280	115,561	42,835	95,213	143,695	143,695
	691	Fringe Benefits	6,297,736	10,015,081	6,173,070	9,668,052	6,775,820	10,489,474	7,616,232	11,920,681	8,231,601	8,231,601
Total			27,673,465	44,080,242	28,706,514	45,025,329	31,680,086	49,072,884	35,308,937	55,130,142	38,658,521	38,658,521

Note: Fiscal year 2024 year-to-date information above as of 2/28/24.

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Agenda

Finance & Land Use Committee Presentation

Supplemental Committee Materials

Financial Matters

- A. Financial Update
- B. FY 2024 Q2 Financial Report & Forecast
- C. FY 2025 Budget Update

Additional Information

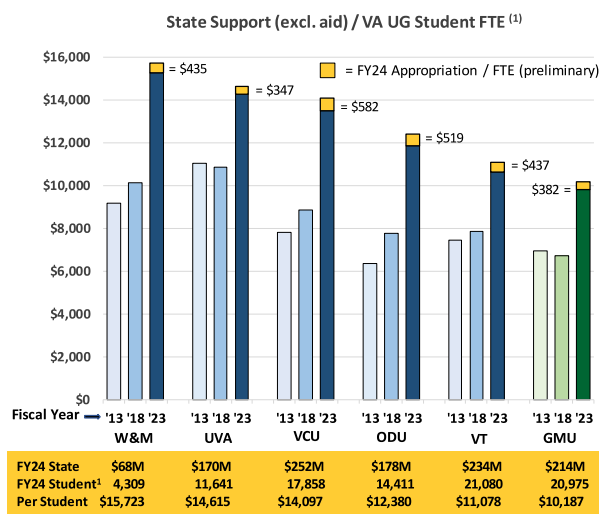


Presentation Finance & Land Use Committee

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State Appropriations per In-State Undergraduate (FTE) E&G General Fund (excluding aid)



- Slower appropriations growth has put Mason further behind over last decade
- Mason per student vs peer median:
 - FY13: \$859 below
 - FY23: \$3,710 below
 - FY24: \$3,910 below
- If Mason received funding equitable to our nearest peer, it would offset our operating shortfall by \$19M
- General Professional Advisory Committee recommends agency reviews of funding models to align with performance metrics

¹ - FY24 Appropriation is preliminary. FY24 in-state undergraduate student FTE is based on FY23 (Fall 2022) enrollment.

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Commonwealth Budget Update

- Governor and Legislature proposed budgets issued
- Mason budget amendments:
 - \$18M - Funding Disparity
 - Aligns with Six-Year Plan submission and preliminary SCHEV submission
 - \$10M - Virginia Military Survivors & Dependents Education Program (VMSDEP)
 - \$87M - Council of State Senior Business Officers (CSSBO) Unified Amendment
 - \$1.4M - Small Business Development Centers (SBDC)
 - Student Innovation Factory Building
 - \$2.4M - House Amendment for Planning
 - \$36M - Senate Amendment for Planning and Building
 - \$7.4M - Interdisciplinary Science & Engineering Building Planning

FY 2024 Q2 Financial Performance

- **All Funds Operating Forecast:** Remains break-even
 - Increased Revenue projections from Q1, primarily in Grants and Auxiliary Enterprises, offset by related increased expenditures
- **E&G Operating Forecast:** \$13M improvement from amended budget, improved from \$10M Q1 projection
 - 1% decrease in projected tuition & fee revenues from Q1 remains aligned with amended budget
 - Reduced projected expenses due to mitigation actions and based on unit-level forecast input
- **Expense Mitigation:** Ongoing
 - Achieved \$8M in total compensation savings along with other reductions
 - Incentive Retirement Plan – Provide opportunities for budget and other savings starting in FY25







Efficiency Initiatives: Completed & Ongoing

Efficiency Opportunity	Status	Mason Progress
Shared services, procurements, contract bundling, cost benchmarking		Administrative consolidation, RFP and contract renewals, collaboration and synergies with other universities, improved overall operational efficiencies
Course offering/ongoing program review analysis, ROI analysis		Regularly assess programs to create career-ready graduates, have launched 15 new degree and 42 certificate programs since 2019, while closing 21 degree and 22 certificate programs
Operating efficiencies through technology		Redesigned Chart of Accounts, Salesforce implementation, research administration, ongoing business process streamlining and robotic process automation
Expanding online education		Continued growth with hybrid and virtual registrations increasing from 16% to 42% from Fall 2018 to Fall 2023
Space utilization & facility maintenance		Ongoing space utilization study to improve efficiency and reporting, 3 rd most efficient square foot per student in 4yr VA publics
Improving asset and project management systems and tracking		ITS Project Management Office, Facilities Condition Assessment Program

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Cost controls for consideration from Governor's 12/23/23 memo to Boards of Visitors
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Efficiency Initiatives: Completed & Ongoing

Efficiency Opportunity	Status	Mason Progress
Energy efficiency projects		LED Light Upgrades, Chilled Water Temp Moderation, Fenestration Projects, High Temp Piping Insulation
Third-party efficiency studies		Employee market compensation assessments, ongoing selective organizational reviews
Public Private Partnerships and private match funding on initiatives and capital projects		FUSE Building, West Campus partnerships, fundraising for enhanced recreation and wellness facilities
Review Debt		Reduced debt with Masonvale and Vernon Smith Hall transactions, exercising prudent management of debt capacity
Arrangements with Foundation		Launched Power the Possible fundraising campaign to grow resources and endowment; ensured existing lease arrangements are market based and fully documented
Utilization of reserves		Investment in revenue-generating capital assets, critical deferred maintenance, and enhanced recreation and wellness facilities

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Cost controls for consideration from Governor's 12/23/23 memo to Boards of Visitors
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FY 2025 Tuition & Fee Recommendations

- Mason's goal is to balance any tuition increases to maintain access to excellence for students
 - Among lowest in-state tuition of peers
 - High level of financial aid to mitigate student impact
- Recommended FY 2025 tuition and fee ranges:
 - Final increases subject to Commonwealth funding disparity support
 - In-State Tuition: 3-5% Increase
 - Out-of-State Tuition: \$600-\$1,100 Increase
 - Mandatory Student Fees: 3-5% Increase
- Mason community engagement:
 - BOV Public Comment Session: April 2
 - Student Government Town Hall: March 21

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*In-state tuition ranges for I/S UG, I/S Grad and all Law (I/S & O/S)
Out-of-state tuition ranges for O/S UG & O/S Grad*

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SUPPLEMENTAL COMMITTEE MATERIALS

Finance & Land Use Committee

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Financial Update

Financial Matters

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Commonwealth Budget Update

Governor's Budget:

- No base operating budget changes
- One-time bonuses (1% of salary) in FY25 & FY26
- 1% salary increase in FY26
- \$2.4M for Virginia Fusion Center initiatives (new, one-time funding)

Legislature Budget:

- Maintains \$8M per year in operating support for biennium
 - Removed in Governor's budget
- Removes \$2.4M for Virginia Fusion Center initiatives
- Removes \$850K for Online Virginia Network

SCHEV Final Funding Disparity Recommendations

- FY25: \$9M (Revised from \$18M in October draft report)
- FY26: \$18M

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*Detailed SCHEV Recommendation in Appendix

Current Commonwealth Budgets

House Recommendations

- Affordable Access Funds:
 - \$11.5M per year for Affordable Access, Retention & Degree Production, with limited tuition & fee increases
- Compensation: 3% salary increases in FY25 & FY26
- Financial Aid: \$16M in Affordable Access
- Capital Investments:
 - Annual Maintenance Reserve: \$4.1M (recurring funding)
 - Critical Deferred Maintenance: \$12M (one-time funding, FY25 only)
 - Student Innovation Factory Building: \$2.4M in planning authorization
- VMSDEP: \$4M-\$5M in tuition waiver funding with policy fix

Senate Recommendations

- Affordable Access Funds:
 - \$2.5M (FY25) & \$3.8M (FY26 and ongoing)
- Compensation: 2.5% increases in FY25 & FY26, with delayed enactment to Sept 30
- Financial Aid: \$5.9M (FY25); \$6.6M (FY26 and ongoing)
- Capital Investments:
 - Annual Maintenance Reserve: \$7M (FY25); \$6.2M (FY26)
 - Critical Deferred Maintenance: Defers \$12M funding
 - Interdisciplinary Science & Engineering Building: \$500K in planning authorization
- VMSDEP: No funding, only policy fix

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Proposed Budget Amendments & Priorities

Mason Operating Amendments:

- Funding Disparity: \$18M base increase to support long-standing in-state undergraduate state appropriation disparity
- SBDC: \$1.4M to support small business innovation & critical workforce development programs

Mason Capital Amendments:

- Student Innovation Factory Building:
 - \$2.4M – House Amendment for Planning
 - \$36M – Senate Amendment for Planning and Building
- Interdisciplinary Science & Engineering Building: \$7.4M planning fund authorization

CSSBO Unified Amendment:

- VMSDEP tuition waivers: \$87M base increase
 - Mason impact: \$10M for FY25 with incremental FY26 increase
 - Sec. Guidera and Gov. Youngkin proposing legislation revisions

Capital Maintenance Reserve Alignment:

- Ongoing efforts to align maintenance funding with peers

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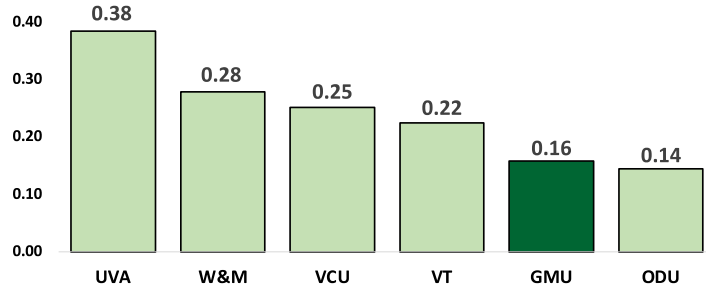
SBDC = Small Business Development Centers

CSSBO = Council of State Senior Business Officers

VMSDEP = Virginia Military Survivors & Dependents Educational Program

Operational Efficiency

Total Employee FTE / Total Student FTE



Mason maintains much leaner operations with significantly fewer employees per student than nearly all Virginia doctoral peers

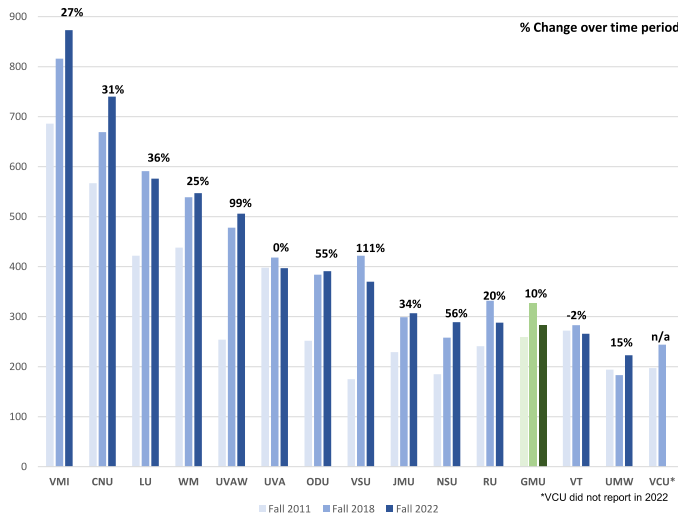
Employees:	10,021	2,545	6,731	8,515	5,106	2,730
Students:	26,070	9,124	26,730	37,981	32,344	18,891
Ratio:	0.38	0.28	0.25	0.22	0.16	0.14

Source: IPEDS FY23 Employee and Student FTE

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Campus Space Efficiency

Square Foot (SF) per Student



- Mason is 3rd most efficient among VA schools with only a 10% increase in SF/per student while enrollment grew 20%.
- Mason is in full compliance with SCHEV Guidelines for both Classrooms and Class Labs on Fairfax campus.
 - Fairfax is one of only 3 campuses reaching the highest level of compliance across all 16 four-year institutions and 21 campuses evaluated, outperforming all in hours of room & station use.

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Real Estate SF per student from Governor's 12/23/23 memo to Board of Regents Page 16 of 495

Unfunded Critical Deferred Maintenance

Average FCI

20%

24%

16%

25%

20%

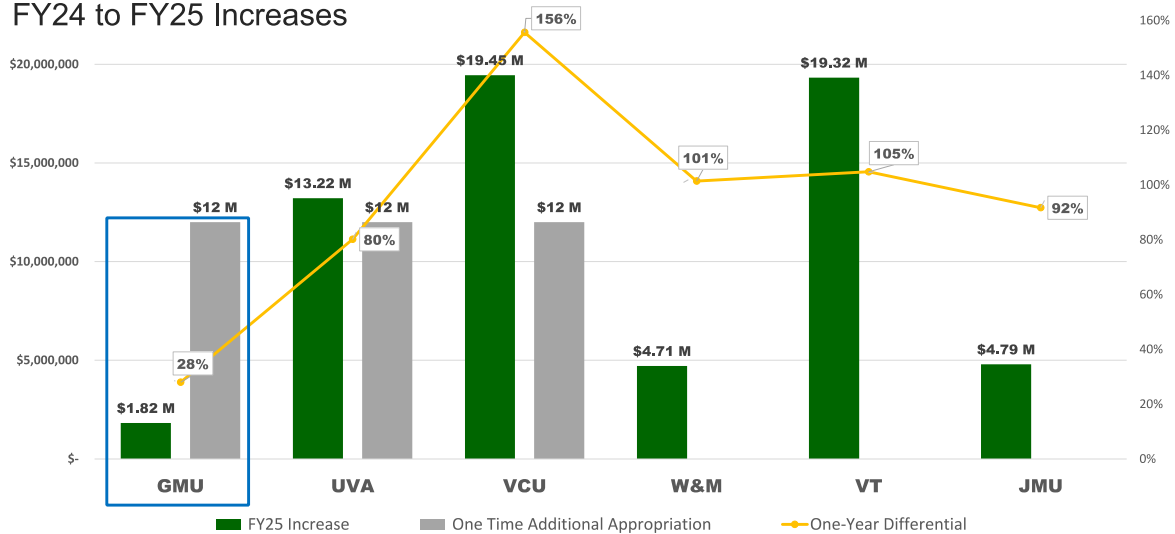
	E&G	Auxiliary	Housing	Athletics	TOTAL
Impacted Spaces	62	23	45	1	131
FY25 Priority 1	\$32.8M	\$17.6M	\$10.2M	\$930K	\$61.5M
FY26 Priority 2	\$26.6M	\$18.4M	\$8.1M	\$2.8M	\$55.9M
FY27 Priority 3	\$45.1M	\$21.5M	\$23.8M	\$6.6M	\$97.0M
Current Unfunded Critical Projects Over the next 3 years	\$104.5M	\$57.5M	\$42.1M	\$10.3M	\$214.4M

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Maintenance Reserve Allocation

FY24 to FY25 Increases



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FY 2024 Q2 Financial Report & Forecast

Financial Matters

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FY 2024 Q2 Financial Forecast: Operating

Cash basis, in \$M's	FY 2023 Actual	FY 2024 Amended Budget	FY 2024 Q1 Forecast	FY 2024 Q2 Forecast	var to FY 2024 Q1 Forecast
Revenues					
Net Tuition and Fees	496	514	520	515	(5)
State Appropriations	267	327	327	326	(1)
Grants & Contracts	244	256	267	274	7
Auxiliary Enterprises	249	266	270	280	10
Other Operating Revenue	29	27	36	38	2
<u>Non-Operating Revenue:</u>					
Relief Funding	50	-	-	-	-
Total Revenues	1,335	1,391	1,421	1,434	13
Expenses					
Salaries and Wages	595	640	640	642	(2)
Fringe Benefits	163	187	183	184	-
Contractual Services	210	208	220	229	(9)
Travel	20	21	24	24	-
Supplies	27	28	28	26	2
Equipment	22	21	25	29	(4)
Capital Expenditures	4	3	2	1	1
Scholarships & Fellowships	164	187	194	194	-
Occupancy	41	45	44	41	3
Transfers-Capital Projects/Debt	135	58	58	62	(4)
AE Infrastructure	0	2	0	2	(2)
Total Expenses	1,381	1,399	1,419	1,434	(15)
(Shortfall)/Surplus	(46)	(9)	2	-	(2)
Balancing Mitigation Strategies	46	9	(2)	-	2
Adjusted Shortfall	-	-	-	-	-

- Projecting **break-even** results across **all Operating Funds** combined
- T&F decrease reflects fee reclassification between E&G and Auxiliary, plus slight impact of **differing enrollment mix** between in-state and out-of-state from budget assumptions
- **Grants revenue trending higher** than budget and Q1, offset by corresponding increased expenditures
- Auxiliary revenues reflect **volume increases for dining and student health insurance**, offset by increases in Contractual Services expense and Capital Project transfers

Note: Operating includes the following funds: Education and General (E&G), Auxiliary Enterprises, Sponsored Research, Indirects, Financial Aid, Other Restricted & Other Unrestricted. EXCLUDES Capital

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FY 2024 Q2 Financial Forecast: E&G Operating

Cash basis, in \$M's	FY 2023 Actual	FY 2024 Amended Budget	FY 2024 Q1 Forecast	FY 2024 Q2 Forecast	var to FY 2024 Q1 Forecast
Revenues					
Net Tuition and Fees	494	514	520	513	(7)
State Appropriations	220	246	246	244	(2)
Auxiliary Enterprises	1	1	1	1	-
Other Operating Revenue	19	14	19	19	-
Total Revenues	734	775	786	777	(9)
Expenses					
Salaries and Wages	457	494	491	488	4
Fringe Benefits	140	146	145	144	1
Contractual Services	80	80	82	83	(1)
Travel	6	7	8	7	1
Supplies	18	17	17	16	1
Equipment	11	11	14	15	(1)
Capital Expenditures	2	1	-	-	-
Scholarships & Fellowships	46	45	50	50	-
Occupancy	22	24	24	21	3
Transfers	31	3	1	(3)	4
AE Infrastructure	(18)	(18)	(22)	(22)	-
Total Expenses	796	810	811	799	12
E&G Shortfall	(62)	(35)	(25)	(22)	3
Balancing Mitigation Strategies	62	35	25	22	(3)
Adjusted E&G Shortfall	-	-	-	-	-

- Projecting **\$13M improvement** from budget
- Lower revenue projections from Q1 of \$9M offset by cost reductions
- T&F decrease reflects fee reclassification between E&G and Auxiliary, plus slight impact of **differing enrollment mix** between in-state and out-of-state from budget assumptions
- State appropriation decrease due to actual **compensation cost share** at lower than estimated in budget
- Contractual Services includes beginning of **Salesforce** implementation, with planned use of reserve funding in Transfers
- Expense trends showing improvements across multiple categories

* AE Infrastructure reflects AE to E&G overhead transfer

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FY 2024 Q2 Financial Forecast: Capital

Cash basis, in \$M's	FY 2023 Actual	FY 2024 Amended Budget	FY 2024 Q1 Forecast	FY 2024 Q2 Forecast	var to FY 2024 Q1 Forecast
Revenues					
Gifts	-	-	-	58	58
Capital Grants	82	169	169	134	(35)
Total Revenues	82	169	169	192	23
Expenses					
Contractual Services	3	3	3	3	-
Equipment	1	2	2	2	-
Capital Expenditures	130	302	302	270	32
Debt Service	25	49	49	49	-
Transfers-Capital Projects/Debt	(135)	(58)	(58)	(62)	4
Total Expenses	25	298	298	262	36
Capital (Shortfall)/Surplus	57	(129)	(129)	(70)	59
Balancing Mitigation Strategies	(57)	129	129	70	(59)
Adjusted Margin	-	-	-	-	-

- Includes **\$58M gift from GMUF**, offsetting drawdown of capital reserves
- Projecting lower Capital Expenditure outlay** due to delayed lead time for delivery of major equipment for Life Sciences & Engineering Building (LSEB) and Central Heating & Cooling projects.
- Offset by **lower estimated flow of Capital Grants** funding from Commonwealth

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FY 2024 Shortfall Mitigation Update

Budget Reduction Details	\$ Impact
Compensation savings (e.g. vacancies, timing of hires, position eliminations)	8.0
Net expense savings: Primarily Occupancy (Vernon Smith Hall) and other improvements across multiple direct expenditure categories	5.0
Total	13.0

Continued Mitigating Actions
Critical vacancy review/hiring pause
Leveraging non-E&G funds to support expenses
Cost Reductions:
- Library Collections
- Discretionary expenses (e.g. travel, catering)
- Events and programming to support students
- Seed awards for research and instruction
Operating Efficiencies:
- Contract reviews/negotiations
- Shared Services
- Organizational reviews/restructuring



FY 2025 Budget Update

Financial Matters

FY 2025 Tuition & Fee Recommendations

Mason is proposing rate and fee increase ranges to achieve a balanced budget, focusing on cost effective operations, prudent investment in strategic priorities, and maintaining our commitment to student access and affordability.

Final increases subject to Commonwealth funding disparity support

Tuition Increases:

- In-State: 3-5%
- Out-of-State: \$600-\$1,100

Auxiliary Enterprise Fee Increases:

- Mandatory Student Fees: 3-5%
- Room Increase: \$300
- Board Increase: 5-7%

Financial Aid:

- High level of financial aid to mitigate student impact

Mason continues to seek additional Commonwealth allocations to mitigate our funding disparity to offset cost increases and invest in efficiency initiatives to improve operations and yield longer term savings.

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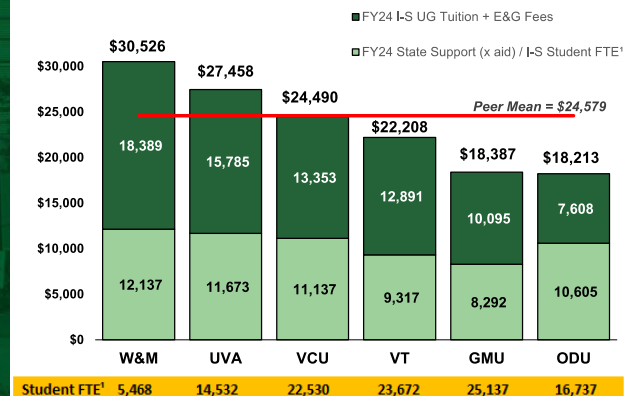
*In-state tuition ranges for I/S UG, I/S Grad and all Law (I/S & O/S)
Out-of-state tuition ranges for O/S UG & O/S Grad*

Mason Keeps Tuition Low

Mason is **more than \$6,000** per in-state student FTE below the mean of five doctoral peer institutions when state and tuition funding are combined, despite operating in the **most expensive region** in the Commonwealth

Even with a 3-5% increase, Mason would still be well below almost all doctoral peers

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¹I-S Student FTE is based on FY23 enrollment for UG, Grad and Law

Note: Mason does not have mandatory E&G Fees

Student & Board Engagement

- Student Government Hosted Town Hall
- Student Government Leadership Meetings
- Open Public Comment Portal
- April BOV Public Comment Session
- May BOV Meeting

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Additional Information

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SCHEV FY 2025 & 2026 E&G Recommendations

"In public higher education, the Commonwealth's policy has been to fund each institution's average faculty salary at the 60th percentile of its national peers... One institution, George Mason University, is below the 30th percentile¹."

\$ in 000s	FY 2024	FY 2025					FY 2026				
		Non-Personal Services	Funding Disparities	VMSDEP Waiver	Total	% Increase	Non-Personal Services	Funding Disparities	VMSDEP Waiver	Total	% Increase
CNU	\$46.1	\$346.0		\$1,131.0	\$1.5	3%	\$557.0		\$2,055.0	\$2,612.0	6%
GMU	\$208.4	\$2,151.0	*\$9,268.0	\$4,163.0	\$15.6	7%	\$3,420.0	\$18,536.0	\$7,562.0	\$29,518.0	15%
JMU	\$136.0	\$1,327.0	\$396.5	\$2,040.0	\$3.8	3%	\$2,138.0	\$793.0	\$3,706.0	\$6,637.0	5%
LU	\$41.8	\$211.0		\$751.0	\$1.0	2%	\$347.0		\$1,364.0	\$1,711.0	4%
NSU	\$82.5	\$354.0		\$1,048.0	\$1.4	2%	\$593.0		\$1,905.0	\$2,498.0	3%
ODU	\$177.5	\$1,236.0		\$5,130.0	\$6.4	4%	\$2,075.0		\$9,319.0	\$11,394.0	6%
RU	\$70.3	\$417.0		\$1,018.0	\$1.4	2%	\$676.0		\$1,849.0	\$2,525.0	4%
UMW	\$42.0	\$283.0		\$772.0	\$1.1	3%	\$470.0		\$1,403.0	\$1,873.0	4%
UVA	\$169.6	\$1,898.0		\$2,191.0	\$4.1	2%	\$2,927.0		\$3,981.0	\$6,908.0	4%
UVAW	\$30.5	\$147.0		\$87.0	\$0.2	1%	\$247.0		\$158.0	\$405.0	1%
VCU	\$250.9	\$2,018.0		\$6,482.0	\$8.5	3%	\$3,260.0		\$11,776.0	\$15,036.0	6%
VMI	\$21.6	\$121.0		\$523.0	\$0.6	3%	\$194.0		\$950.0	\$1,144.0	5%
VSU	\$63.2	\$374.0		\$676.0	\$1.1	2%	\$615.0		\$1,228.0	\$1,843.0	3%
VT	\$220.6	\$2,271.0	\$5,589.5	\$3,493.0	\$11.4	5%	\$3,609.0	\$11,179.0	\$6,345.0	\$21,133.0	10%
WM	\$66.4	\$630.0		\$1,713.0	\$2.3	4%	\$1,041.0		\$3,112.0	\$4,153.0	6%
RBC	\$13.0	\$108.0		\$100.0	\$0.2	2%	\$182.0		\$181.0	\$363.0	3%
VCCS	\$511.9	\$4,334.0		\$2,022.0	\$6.4	1%	\$7,164.0		\$3,672.0	\$10,836.0	2%
Total	\$2,152.4	\$18.2	\$15.3	\$33.3	\$0.1	3%	\$29.5	\$30.5	\$60.6	\$120.6	6%

*SCHEV's October 2023 draft report originally recommended \$18.54M for FY25 funding disparity

¹State Council of Higher Education for Virginia, Resources and Planning Committee Agenda Book, January 9, 2024

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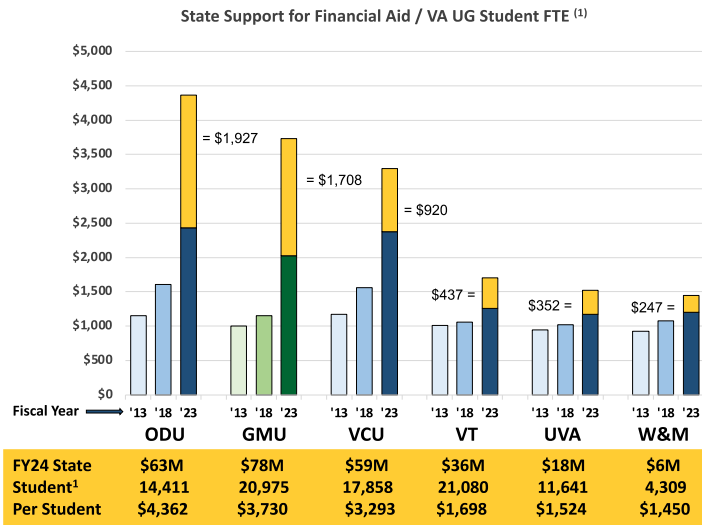
State Appropriations per In-State Undergraduate (FTE) E&G General Fund (excluding aid)



FY24 Appropriation is preliminary. FY24 in-state undergraduate student FTE is based on FY23 (Fall 2022) enrollment.

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State Financial Aid Appropriation per In-State Undergrad



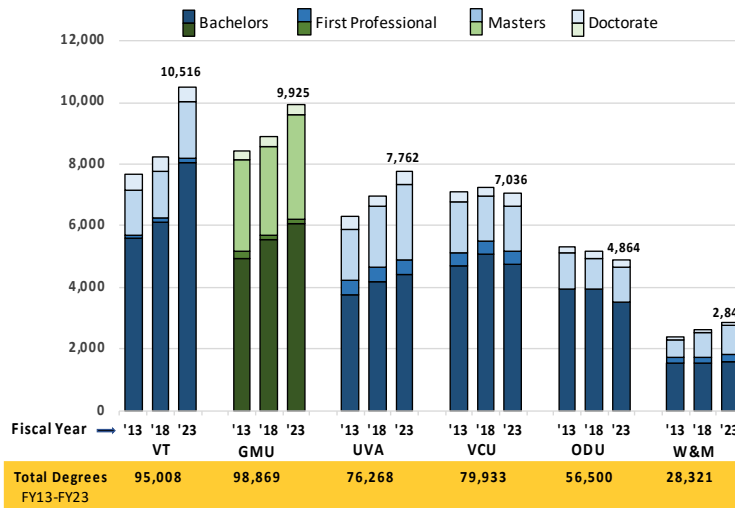
State support per student for Mason financial aid has nearly tripled in the last five years

Mason per student financial aid vs peer median:

- FY13: \$87 below
- FY23: \$543 above
- FY24: \$1,561 above

Financial Aid appropriation passes directly through to students

Degrees Granted



Source: SCHEV

Despite the funding disparity, Mason conferred the second highest number of degrees among peers in FY23 and most total degrees FY13-FY23

More of Mason's graduates stay in Virginia than peers' average:

- In-state: 73% vs 64%
- Out-of-state: 29% vs 19%

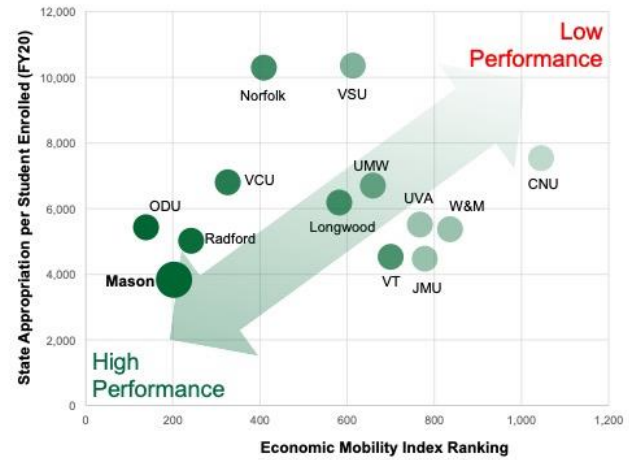
Imagine what Mason could achieve with funding equity

Delivering Economic Mobility

Mason provides the second highest economic mobility among all Virginia institutions

However, Mason has the best performance when comparing economic mobility and funding per student

Mason is the **best ROI** for the Commonwealth



Economic mobility is based on volume of Pell students and the success at graduating those students

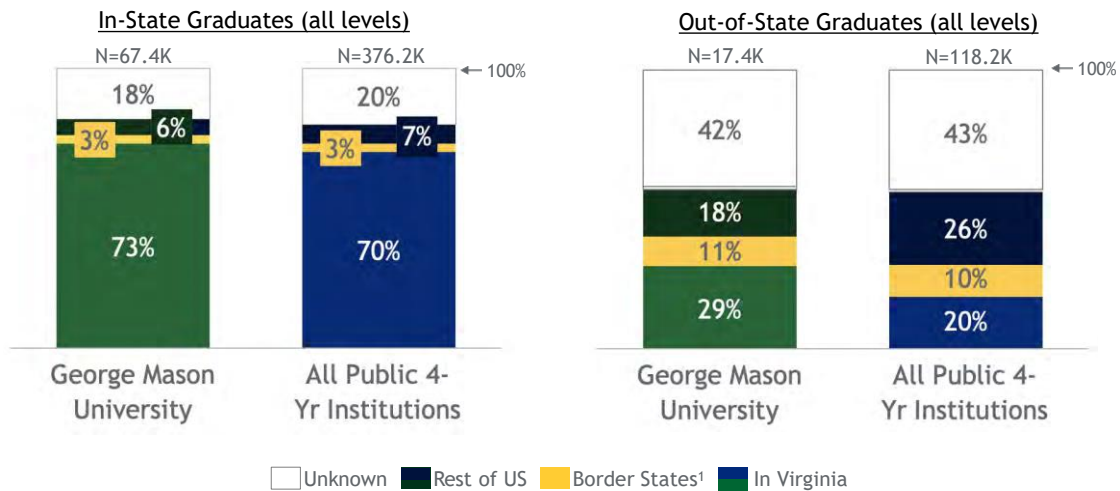
Source: Fair Funding and the Future of Higher Education in Virginia, Partners for College Affordability and Education Reform Now, September 8, 2022
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SCHEV Fact Pack

Mason Graduates Stay In Virginia

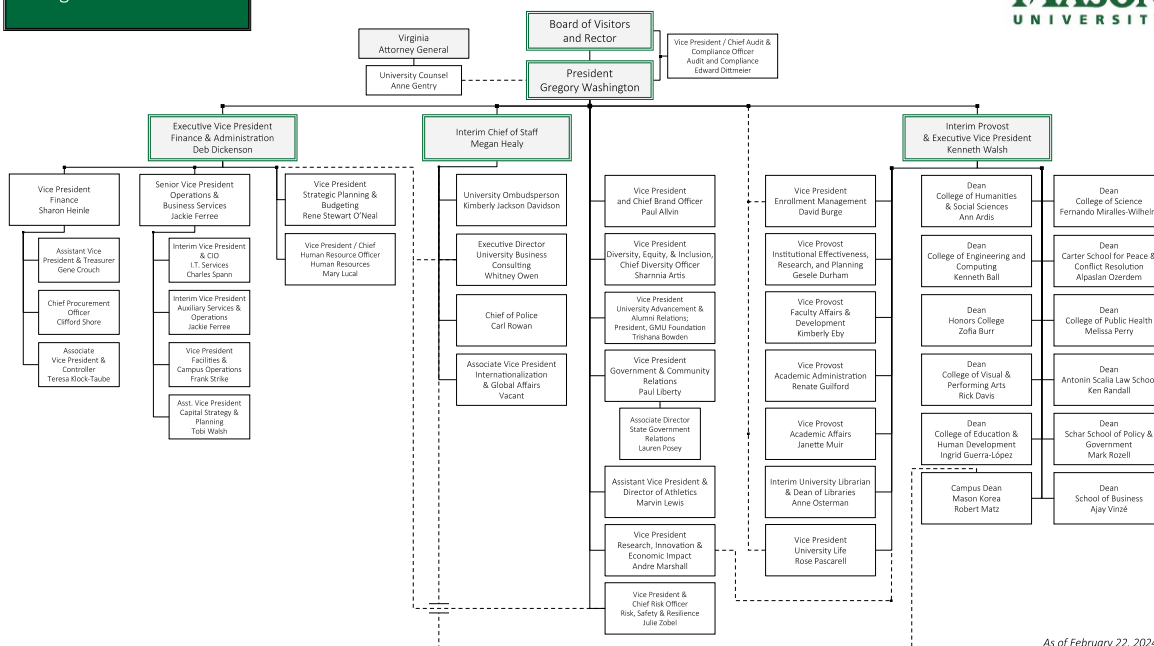
(%) Location in 2018 (1-10 yrs post-grad)



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Note: Graduates include students from all degree programs and levels from graduating classes of 2007-08-2017-18
1. Border States Include North Carolina, Tennessee, Kentucky, West Virginia, Maryland and Washington, D.C.
Source: SCHEV Graduate Mobility Website
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Structure of the University Organizational Chart



As of February 22, 2024

**ORGANIZATION AND OPERATIONS
SENATE ALLOCATION FOR 2024-2025**

School/College	2023 FTE Fulltime Faculty	2023 FTE Part Time Faculty	2023 FTE Total	Calculation of threshold size*	Adjusted FTE	% of total Adjusted FTE	x 49 Seats remaining	Calculated Allocation 2024- 2025	Previous Allocation 2023- 2024	Change
Antonin Scalia Law School	41.00	22.56	63.56		63.56	3.48%	1.71	2	2	0
College of Educ & Human Development	127.00	51.62	178.62		178.62	9.78%	4.79	5	5	0
College of Health & Human Services	99.00	45.55	144.55		144.55	7.92%	3.88	4	4	0
College Humanities and Social Sciences	390.00	89.17	479.17		479.17	26.25%	12.86	13	13	0
College of Science	239.00	26.14	265.14		265.14	14.52%	7.12	7	7	0
College of Visual & Perf Arts	98.00	48.74	146.74		146.74	8.04%	3.94	4	4	0
Carter School	16.00	5.59	21.59					1	1	0
School of Business	113.00	25.30	138.30		138.30	7.58%	3.71	4	4	0
Schar School of Policy and Government	66.00	22.02	88.02		88.02	4.82%	2.36	2	3	-1
College of Engineering & Computing	252.00	69.40	321.40		321.40	17.61%	8.63	8	8	0
College UN	20.00	10.14	30.14					1	1	0
			1877.23	36.81	1825.50		49.00	51	52	

**ORGANIZATION AND OPERATIONS
SENATE ALLOCATION FOR 2024-2025**

School/College	2023 FTE Fulltime Faculty	2023 FTE Part Time Faculty	2023 FTE Total	Calculation of threshold size*	Adjusted FTE	% of total Adjusted FTE	x 49 Seats remaining	Calculated Allocation 2024- 2025	Previous Allocation 2023- 2024	Change
Antonin Scalia Law School	41.00	22.56	63.56		63.56	3.48%	1.71	2	2	0
College of Educ & Human Development	127.00	51.62	178.62		178.62	9.78%	4.79	5	5	0
College of Health & Human Services	99.00	45.55	144.55		144.55	7.92%	3.88	4	4	0
College Humanities and Social Sciences	390.00	89.17	479.17		479.17	26.25%	12.86	13	13	0
College of Science	239.00	26.14	265.14		265.14	14.52%	7.12	7	7	0
College of Visual & Perf Arts	98.00	48.74	146.74		146.74	8.04%	3.94	4	4	0
Carter School	16.00	5.59	21.59					1	1	0
School of Business	113.00	25.30	138.30		138.30	7.58%	3.71	4	4	0
Schar School of Policy and Government	66.00	22.02	88.02		88.02	4.82%	2.36	2	3	-1
College of Engineering & Computing	252.00	69.40	321.40		321.40	17.61%	8.63	8	8	0
College UN	20.00	10.14	30.14					1	1	0
			1877.23	36.81	1825.50		49.00	51	52	

FACULTY HANDBOOK COMMITTEE (FHBC): REVISIONS
FIRST READ: MARCH 20, 2024

CONTEXT: After several years of major changes in the Faculty Handbook, especially around term faculty contracts, the FHBC, in collaboration with the administration, elected to move more deliberately this year, allowing the schools and colleges to incorporate those changes in their bylaws and standing rules. This is the major push on handbook issues this year.

However, one issue that was outstanding from last year's revision proposal concerned the issue of outside employment—the so-called conflict of interest/commitment issue. Last spring, a proposed change in § 2.10.7, University Policies, was not adopted in the Handbook, primarily because the proposed changes referenced a policy that had not yet been approved: University Policy 2227. This policy has since been approved, and the FHBC proposes to pass the following two changes: first to add language to § 2.10.1 stipulating that faculty are responsible for complying with the new university policy; second that the existing language from § 2.10.7 simply be removed. The reason for this is that the language current present in the Handbook adds little not already covered in the policy, and best practice dictates that Handbook language remains as operational, parsimonious, and general as possible.

- **§ 2.10.1 University Policies**

Motion: Add language in red and renumber the subsequent sections accordingly

University Policy 2227: Outside Employment
<https://universitypolicy.gmu.edu/policies/outside-employment/>

§ 2.10.7 Outside Employment and/or Business Interests

Motion: Eliminate the entire following section

~~**2.10.7 Outside Employment and/or Business Interests**~~

~~The University encourages faculty members to keep abreast of developments in their disciplines and to gain practical experience in their fields. In many instances, consulting work affords excellent opportunities for faculty to improve themselves professionally and to bring added prestige to them and to the University. The University looks favorably on appropriate consulting work by faculty members insofar as it does not interfere with full, proper, and effective performance of faculty duties and responsibilities.~~

~~Outside employment and paid consulting cannot exceed the equivalent of one day per work week without written authorization from the collegiate Dean. Faculty may be required to document outside employment to insure compliance with these requirements. Although faculty members are state employees, they consult as private individuals, and the University is not responsible for their work outside the University. When consulting, faculty members should take care to preserve the distinction between projects undertaken through individual initiatives and projects sponsored or officially sanctioned by the University. Outside business interests must not violate the Commonwealth's conflict of interests laws at (<http://law.lis.virginia.gov/vacodepopularnames/state-and-local-government-conflict-of-interests-act>) or the University's Conflict of Interests policy 4001.~~

~~Faculty members may use university facilities, equipment, supplies or computer time in their consulting only after obtaining the approval of the collegiate Dean. Faculty must also secure approval of the collegiate Dean before using university resources to support the activities of professional organizations.~~

CONTEXT: It came to the attention of the FHBC that there was difference of opinion about how to classify instructional term faculty with respect to their highest completed degrees. In particular, there were questions raised about which degrees were suitable for appointments in complex, multidisciplinary spaces, which are increasingly common for various reasons. In order to accommodate recent practice and desired outcomes in some of the schools and colleges, the FHBC voted to change the definite article in the two paragraphs of § 2.1.3 to an indefinite article. This clarifies how ranks and degrees are related.

- **§ 2.1.3 Term Appointments** paragraph 2 & 3:

Motion: Add language in red, Strike language

Instructional term faculty with ~~the~~ a terminal degree may hold one of the following ranks: Instructional Assistant Professor, Instructional Associate Professor, or Instructional Professor. Research term faculty with the terminal degree may hold one of the following ranks: Research Assistant Professor, Research Associate Professor, or Research Professor. Clinical term faculty with the terminal degree may hold one of the following ranks: Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor.

Instructional term faculty without ~~the~~ a terminal degree may hold one of the following ranks: Instructor, Senior Instructor, Master Instructor; or Professor of Practice. Clinical term faculty without the terminal degree may hold the rank of Clinical Instructor, Clinical Senior Instructor, or Clinical Master Instructor. Research term faculty without the terminal degree are Research Staff (Section 2.1.6).

ATHLETIC COUNCIL

Report for the Faculty Senate – Update from the Athletic Council

The Athletic Council met on February 1, 2024. In attendance were Marvin Lewis, Nena Rodgers, Zack Bolno, Malcolm Grace, Janette Muir, Pam Patterson, Margaret Jones, Jatin Ambegaonkar, Ali Weinstein, Bob Baker, Lisa Rabin, Bob Smith, Tom Bluestein, Tim Sherrange, Katie Pate, and Dominique Banville (Chair).

The athletic director (AD), Marvin Lewis, presented some salient events that happened over the fall. In the classroom, SAs overall earned a 3.34 cumulative GPA, and over half the SAs obtained a GPA of 3.5 or higher. A new Women's Soccer Coach (Aaron Brunner) and a Director of Development (Katie Pate) were hired to fill two key leadership positions. This last position will be critical to help raise the amount of money ICA is expected to contribute towards the 1 billion dollar campaign. Marvin also provided an overview of the activities held during Homecoming weekend. He also shared the plan to improve the Academic Resource Center, which currently resides in a module near the PV lot. A \$30 million facility, for which ICA will need to raise \$15 M, will be built adjacent to the current basketball practice facility in the RAC. The facility would include two full basketball courts, locker rooms, offices for the Men's and Women's teams, and the Academic Resource Center. The anticipated opening is Fall of 2026. Finally, Marvin presented a partnership near fruition with the Washington Freedom, a Major League Cricket Team looking for a home base. The project would bring a new baseball/cricket field with lights, video board (s), VIP pavilions and hospitality spaces, cover batting/pitching cages, and seating for up to 3,000 spectators that the baseball team will be able to use since the two sports have opposite seasons.

The Faculty Athletic Representative, Dr. Dominique Banville, shared that the APR report has been filed in the NCAA portal and that Mason achieved the minimum score of 985 to qualify for the "distribution money" from the NCAA through the A10. She briefly explained how APR is calculated and discussed how coaches were educated to help them understand the importance of having SAs eligible and retaining them. Following up on the project of having faculty more involved with ICA, Dominique mentioned that all the students who will receive the Provost Scholar this year will, in addition to inviting a faculty member who was influential for them to the ceremony, be able to bring them on the court when they are recognized at the basketball game on March 2. Finally, Dominique shared that so far this AY, she has traveled with Women's Soccer to Lasalle (Philadelphia) and Women's Basketball to UMass. She will travel with Men's basketball to Davidson and Men's Volleyball to NJIT. She will also make a one-day trip with Nena to Williamsburg to support the golf team

ANNOUNCEMENTS

AAUP Petition

As you have no doubt heard, during their February 22 meeting, multiple BOV members voiced opposition to the new Just Societies flag in the Mason Core. These members also claimed--we believe wrongly--that the Board has the authority to make unilateral changes to Mason's core curriculum. This would be a massive overreach and a clear violation of AAUP principles which put curricular decisions squarely in faculty hands.

If you believe that faculty, not political appointees, must set Mason's curriculum, please sign our petition: <https://bit.ly/48yrbrS>

Graduate Division Survey

Along with the graduate student experience survey, the Graduate Division has put together a quick questionnaire for all faculty and staff who advise and mentor graduate students. Having a comprehensive inventory of all graduate advising and mentoring practices across academic units will help the Graduate Division and partners provide better leadership and support for faculty and staff who dedicate a lot of their time to graduate students.

Please encourage your faculty and staff to complete it!

Here is the link to share: <https://forms.office.com/r/zLKEE2BLf9>



Mason Choirs

&



Mechanical Engineering

SAVE THE DATE!

FLYING TO THE STARS: DAVINCI AND BEYOND

You are cordially invited to attend a concert collaboration between Mason's University Singers and the Mechanical Engineering Senior Capstone Team, Polymaths

TUESDAY, APRIL 9

7:30 PM - CURTAIN TALK

8:00 PM - CONCERT

**GEORGE MASON UNIVERSITY
CENTER FOR THE ARTS**

**RSVP: LISA BILLINGHAM
LBILLIN1@GMU.EDU**



**MASON
EMPTY
BOWLS**



**APRIL 3RD
7PM- 9PM**

**LOCATION:
CENTER FOR
THE ARTS**

**\$50
PER PERSON**

Did You Know?

One in every four college students in Virginia cannot afford their next meal. At George Mason University, we have seen a 191% increase in students using the Patriot Pantry, our on-campus food pantry, over the last three years.

For more information, contact:
Maggie Daniels, mdaniels@gmu.edu
Lauren Long, llong3@gmu.edu

How Can I Help?

Mason is leveraging an international project to fight hunger called Empty Bowls. We invite you to join us for a dinner of soup, bread, and dessert while enjoying the sounds of Green and Gold Soul. You will select a handmade bowl created by local artists to take home as a reminder of all the students in our community who face empty bowls each day.

**All proceeds from Mason's Empty Bowls are donated to
Mason's Student Food and Housing Insecurity Fund**



Student Senate Events

Please encourage your students to attend the following events:

- There will be a [Women's History Month](#) Panel on March 21st from 6:30-8:00pm in the HUB Ballroom.
- There will be an [Environmental Fair](#) on April 3rd from 11:00am-3:00pm

March 20, 2024

LIST OF ATTENDEES

149 Total Listed Attendees (44 Senators and 105 Visitors)

14 Additional Visitors attended who chose not to be listed

44 Senators Present: Alan Abramson, KL Akerlof, Jatin Ambegaonkar, Ioannis Bellos, Alok Berry, Lisa Billingham, Virginia Blair, Michelle Boardman, Melissa Broeckelman-Post, Jamie Clark, Richard Craig, Tim Curby, Delton Daigle, John Dale, Sebahattin Demirkan, Doug Eyman, Daniel Garrison, Ed Gero, Tim Gibson, Charlotte Gill, Thalia Goldstein, Michele Greet, Liling Huang, Seth Hudson, Jessica Hurley, Bijan Jabbari, Kerri LaCharite, Tamara Maddox, Alexander Monea, Anna Pollack, Marvin Powell, Greg Robinson, Pierre Rodgers, Lori Rottenber, Ellen Rowe, Catherine Sausville, Gene Shuman, Solon Simmons, Cristiana Stan, Rebecca Sutter, Anthony Terrell, Mohan Venigalla, David Wong, Jie Zhang

8 Senators Absent: Jehanzeb Cheema, Victoria Grady, Eugene Kontorovich, Lisa Lister, Siona Listokin-Smith, Alexandra Masterson, Kun Sun, Anne Verhoeven

105 Visitors Present: Wayne Adams, Jamilah Anderson, Anu Aneja, Sharnnia Artis, Ken Ball, Dominique Banville, Ernest Barreto, Kheira Bekkadj, Melissa Bevacqua, Thomas Bluestein, Jeanne Booth, Ryan Braun, Laurence Bray, Lisa Breglia, Alecia Bryan, Crystal Buckley, Kathy Butler, Tom Butler, Maggie Daniels, Deb Dickenson, Kim Eby, Kim Edwards, Sayed Elsis, James Finkelstein, Teresa Finn, Kimberly Ford, Cynthia Fuchs, Mark Ginsberg, Marcy Glover, Pallavi Gullo, Cameron Harris, Tamara Harvey, Sara Heming, Jessica Holtzman, Caitlin Horan, Ginny Hoy, Matt Kelly, Jason Kinser, Maoria Kirker, Teresa KlockTaube, Joseph Kochanek, Kristen Koehler, Laura Kosoglu, Misty Krell, Vin Lacovara, Andrew Lane, Clare Laskofski, Bethany Letiecq, Laina Lockett, Ingrid Lopez, Christopher Lowder, Stephanie Lowe, Mary Lucal, Chris Magee, Karen Manley, Doug McKenna, Helen McManus, Jennifer Meslener, Lynn Miller, Julia Morelli, Bobbi Nelson, Shá Norman, Rene O'Neal, Robert Osgood, Anne Osterman, Nikki Ouellette, Whitney Owen, Cindy Parker, Sarah Parnell, Cathy Pinskey, Thomas Polk, Laura Poms, Cesar Rebellon, Andrea Reeves, Shelley Reid, Keith Renshaw, Lauren Reuscher, Marguerite Rippy, Mark Rozell, Mohammad Salama, Bernard Schmidt, Pam Shepherd, Charlie Spann, Frank Strike, Amy Sullivan, Burak Tanyu, Susan Tomasovic, Cathy Tompkins, Girum Urgessa, Maria Uriyo, Vikas Velagapudi, Alexia Vikis, Sally W, Ken Walsh, Gregory Washington, Wendy Watkins, Preston Williams, Bob Witeck, Paige Wolf, Elizabeth Woodley, Courtney Wooten, Andrea Zach, Xiaoquan Zhao, Julie Zobel, Roger