

GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
March 20,2024
3:00-4:15 p.m.

https://gmu.zoom.us/j/98848356354?pwd=eDYyVWtVUDVZQ0orRFo2WGZyVmFtUT09*

- I. **Call to Order**
- II. **Approval of the Minutes:** February 28, 2024
- III. **Opening Remarks**
- IV. **Special Orders: President Washington**
- V. **Committee Reports**
 - A. **Senate Standing Committees**
 - 1. *Executive Committee*
 - 2. *Academic Policies*
 - 3. *Budget and Resources*
Anne Osterman, Dean of the Libraries
 - 4. *Faculty Matters*
 - 5. *Nominations*
 - 6. *Organization and Operations*
Senate Allocations for 2024-25
 - B. **Other Committees/Faculty Representatives**
 - 1. *Faculty Handbook Revisions Committee* (first read)*
 - 2. *Athletic Council*
- VI. **New Business**
- VII. **Announcements**
 - A. Interim Provost Walsh
 - B. EVP Dickenson
 - C. AAUP Petition
 - D. Graduate Division Survey
 - E. Flying to the Stars: DaVinci and Beyond
 - F. Mason Empty Bowls
 - G. Student Senate Events
- VIII. **Remarks for the Good of the General Faculty**
- IX. **Adjournment**

* Note: For security purposes, all attendees must login using any valid Zoom account to join the meeting. Having trouble joining the meeting with the link above?

1. If using GMU Zoom Account (required for all Faculty Senators)
 - a. Go to <https://gmu.zoom.us>
 - b. Click on [Sign into Your Account]
 - c. Use GMU login credentials to login. (May require 2FA authentication)
 - d. Once logged in – click on “JOIN A MEETING”
 - e. Click on Zoom link on page 1 of agenda

2. Joining Senate Meeting using an account other than GMU Zoom Account
 - a. Go to <https://zoom.us>
 - b. Click on [SIGN IN]
 - c. Use credentials for your existing zoom account
 - d. Once logged in – click on “JOIN A MEETING”
 - e. Click on Zoom link on page 1 of agenda

Faculty Senate Budget and Resources Committee

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.

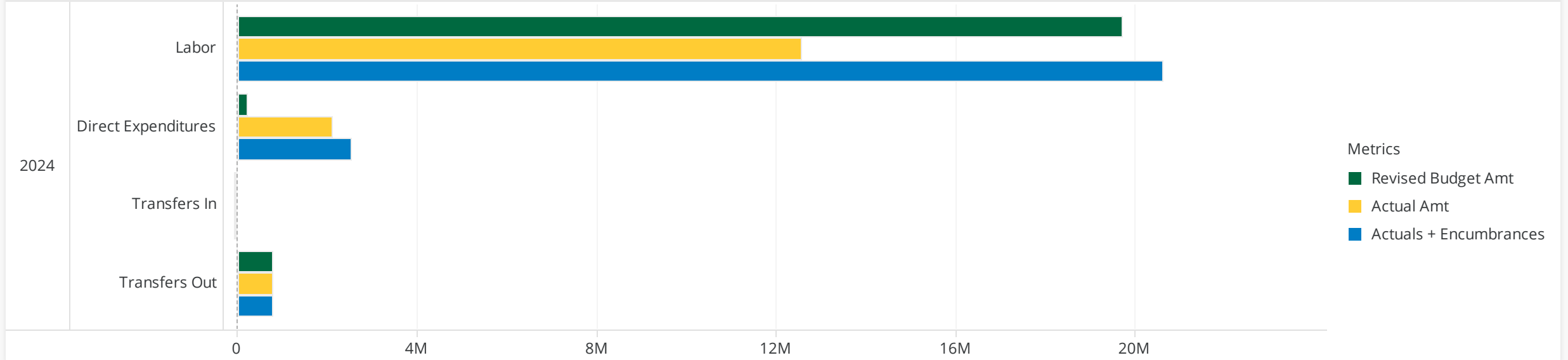
ORG CHART AND CRITICAL ADMINISTRATION HIRES

- 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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

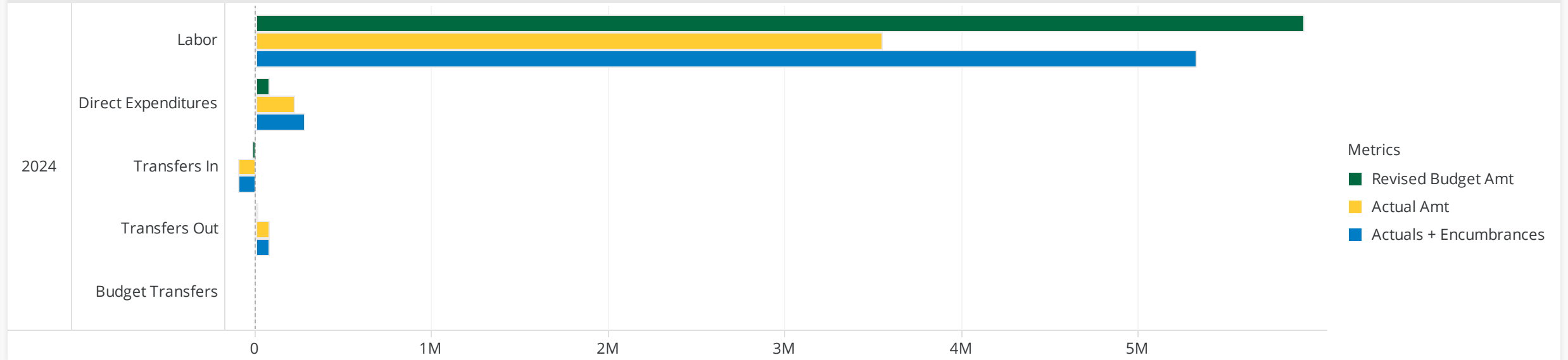
Acct L1	Fiscal Year	2024					
		Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor		19,673,091	12,537,872	8,047,338	20,585,210	(912,119)
	Direct Expenditures		199,519	2,067,542	440,971	2,508,514	(2,308,994)
	Transfers In		(8,584)	(8,584)	0	(8,584)	0
	Transfers Out		750,000	750,000	0	750,000	0
	Total		20,614,026	15,346,830	8,488,309	23,835,139	(3,221,113)
Total		20,614,026	15,346,830	8,488,309	23,835,139	(3,221,113)	

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

Acct L2	Acct L3B		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
			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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

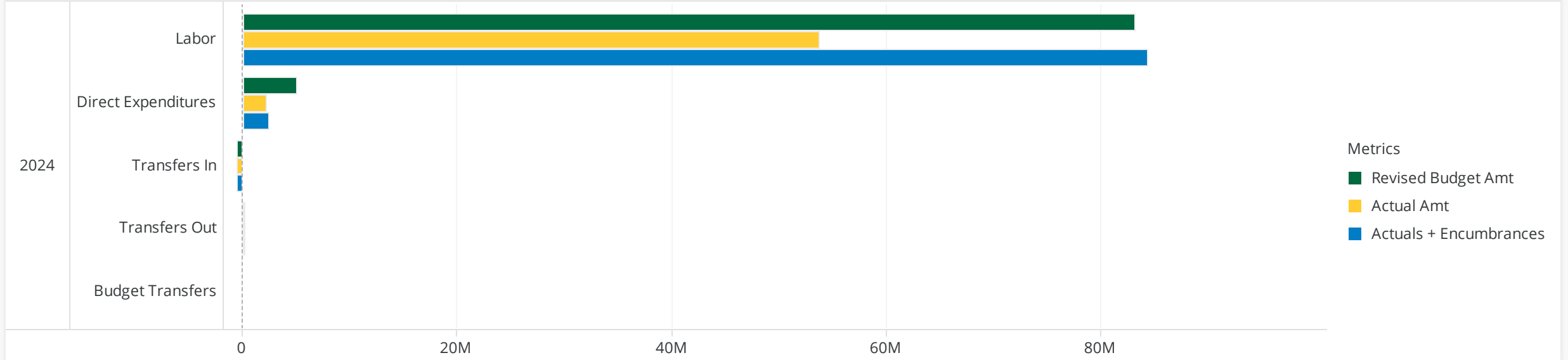
Acct L1	Fiscal Year	2024				
	Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor	5,929,118	3,540,645	1,780,725	5,321,370	607,749
	Direct Expenditures	74,199	215,940	59,374	275,314	(201,115)
	Transfers In	(14,850)	(90,850)	0	(90,850)	76,000
	Transfers Out	6	76,425	0	76,425	(76,419)
	Budget Transfers	0	0	0	0	0
	Total	5,988,473	3,742,159	1,840,099	5,582,258	406,215
Total		5,988,473	3,742,159	1,840,099	5,582,258	406,215

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

Acct L2	Acct L3B		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
			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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

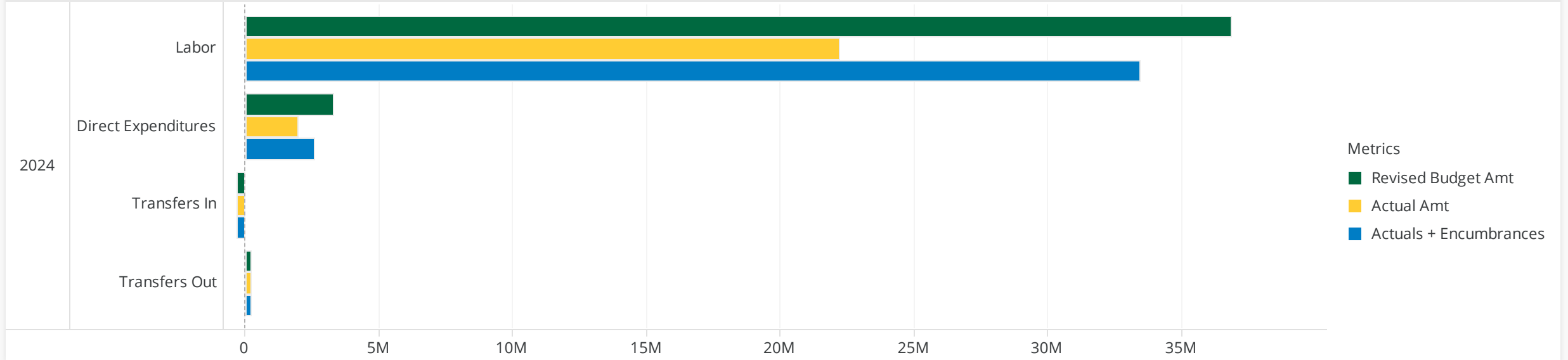
Acct L1	Fiscal Year	2024				
	Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor	83,038,599	53,689,045	30,548,406	84,237,451	(1,198,852)
	Direct Expenditures	4,982,057	2,151,473	176,178	2,327,651	2,654,405
	Transfers In	(504,465)	(508,610)	0	(508,610)	4,145
	Transfers Out	30,380	36,618	0	36,618	(6,238)
	Budget Transfers	0	0	0	0	0
	Total	87,546,571	55,368,526	30,724,584	86,093,110	1,453,461
Total		87,546,571	55,368,526	30,724,584	86,093,110	1,453,461

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

Acct L2	Acct L3B		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
			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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

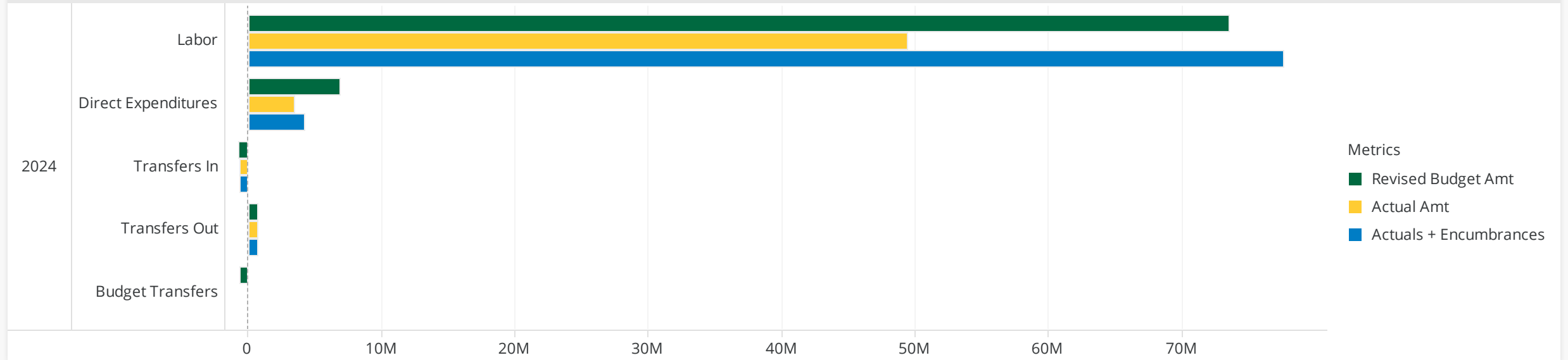
Acct L1	Fiscal Year	2024				
	Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor	36,824,447	22,201,860	11,213,932	33,415,792	3,408,655
	Direct Expenditures	3,256,570	1,961,819	584,718	2,546,537	710,033
	Transfers In	(285,333)	(267,240)	0	(267,240)	(18,093)
	Transfers Out	210,943	179,939	0	179,939	31,004
	Total	40,006,627	24,076,378	11,798,651	35,875,029	4,131,598
Total		40,006,627	24,076,378	11,798,651	35,875,029	4,131,598

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

Acct L2	Acct L3B		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
			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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

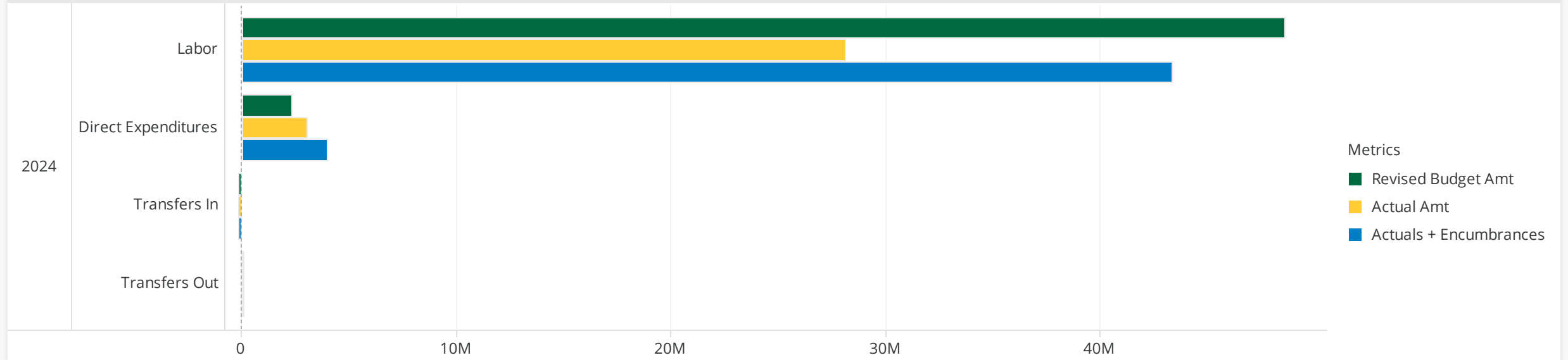
Acct L1	Fiscal Year	2024				
	Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor	73,464,996	49,374,335	28,111,256	77,485,590	(4,020,595)
	Direct Expenditures	6,787,335	3,404,880	706,615	4,111,495	2,675,840
	Transfers In	(693,925)	(601,579)	0	(601,579)	(92,346)
	Transfers Out	680,835	600,086	0	600,086	80,750
	Budget Transfers	(640,888)	0	0	0	(640,888)
	Total	79,598,353	52,777,722	28,817,871	81,595,592	(1,997,239)
Total		79,598,353	52,777,722	28,817,871	81,595,592	(1,997,239)

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

Acct L2	Acct L3B		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
			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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

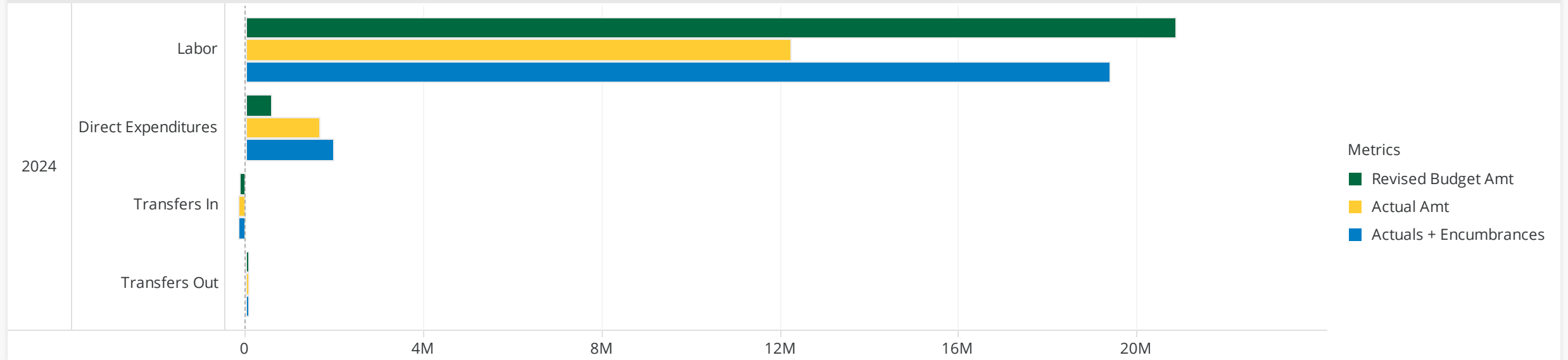
Acct L1	Fiscal Year	2024				
	Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor	48,530,377	28,068,283	15,179,866	43,248,150	5,282,227
	Direct Expenditures	2,262,451	2,988,743	942,613	3,931,356	(1,668,905)
	Transfers In	(135,730)	(135,730)	0	(135,730)	0
	Transfers Out	18,744	18,744	0	18,744	0
	Total	50,675,842	30,940,040	16,122,480	47,062,519	3,613,322
Total		50,675,842	30,940,040	16,122,480	47,062,519	3,613,322

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

Acct L2	Acct L3B		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
			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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

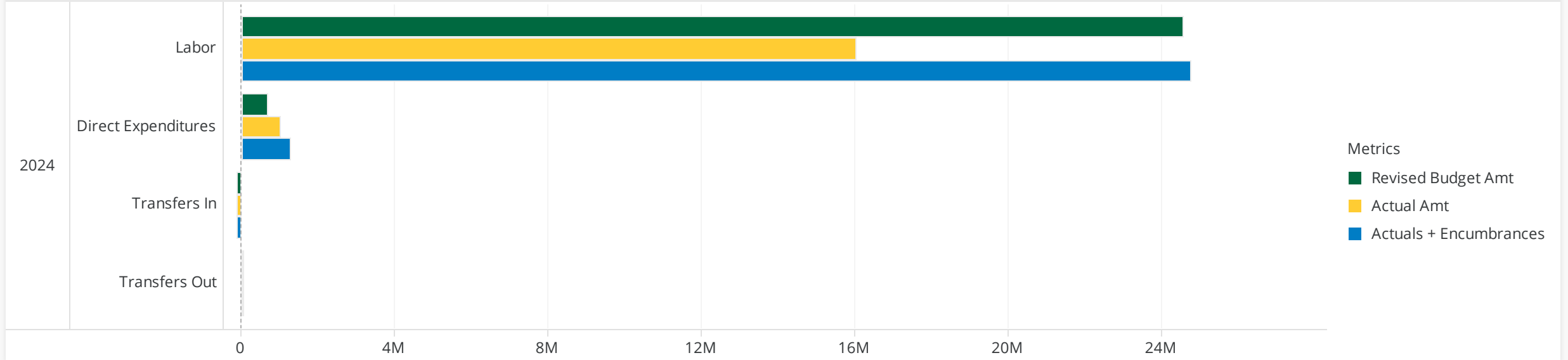
Acct L1	Fiscal Year	2024					
		Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor		20,853,072	12,203,336	7,167,121	19,370,457	1,482,615
	Direct Expenditures		574,690	1,637,077	301,757	1,938,834	(1,364,144)
	Transfers In		(134,638)	(149,638)	0	(149,638)	15,000
	Transfers Out		50,686	50,686	0	50,686	0
	Total		21,343,811	13,741,461	7,468,878	21,210,339	133,471
Total		21,343,811	13,741,461	7,468,878	21,210,339	133,471	

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

Acct L2	Acct L3B		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
			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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

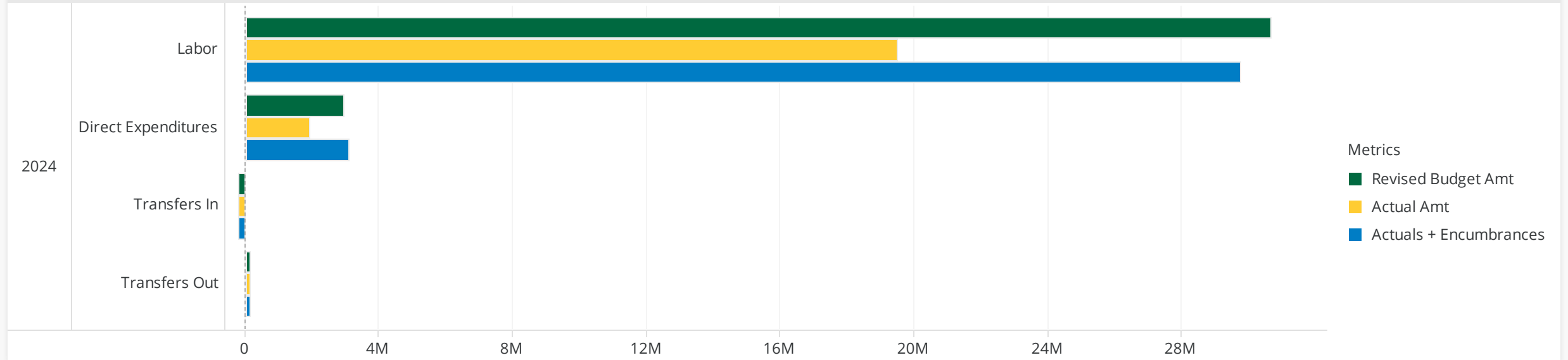
Acct L1	Fiscal Year	2024				
	Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor	24,539,951	16,006,762	8,709,892	24,716,654	(176,702)
	Direct Expenditures	666,788	1,004,716	241,715	1,246,431	(579,643)
	Transfers In	(100,095)	(100,095)	0	(100,095)	0
	Transfers Out	873	873	0	873	0
	Total	25,107,517	16,912,255	8,951,607	25,863,862	(756,346)
Total		25,107,517	16,912,255	8,951,607	25,863,862	(756,346)

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

Acct L2	Acct L3B		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
			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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

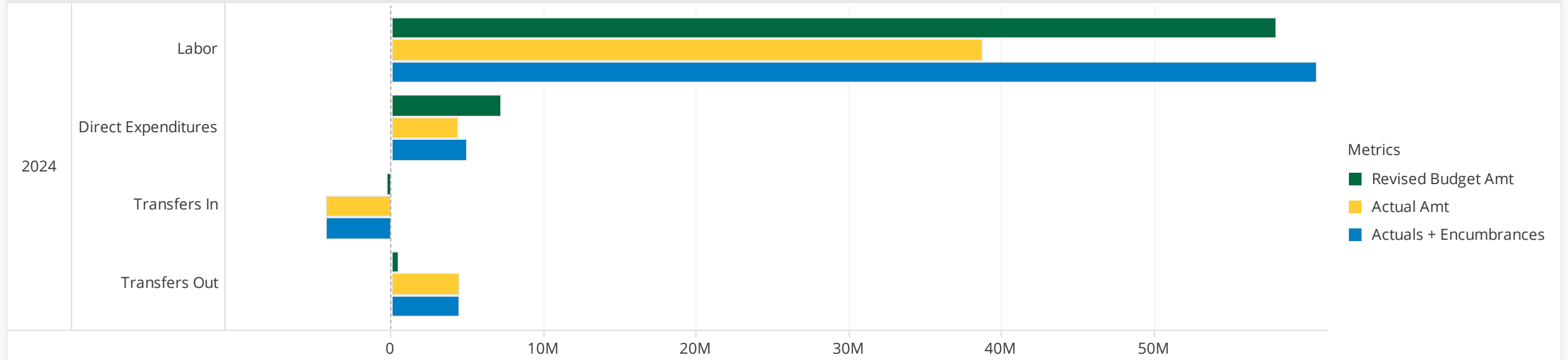
Acct L1	Fiscal Year	2024				
	Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor	30,636,147	19,462,484	10,271,947	29,734,431	901,717
	Direct Expenditures	2,929,631	1,905,932	1,177,983	3,083,914	(154,283)
	Transfers In	(172,465)	(172,465)	0	(172,465)	0
	Transfers Out	120,701	128,259	0	128,259	(7,558)
	Total	33,514,015	21,324,210	11,449,929	32,774,139	739,876
Total		33,514,015	21,324,210	11,449,929	32,774,139	739,876

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

Acct L2	Acct L3B		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
			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.

Current Fiscal Year (FY) Expenses: Revised Budget, Actuals and Encumbrances



Current Fiscal Year (FY): Revenue and Expenses

Acct L1	Fiscal Year	2024				
	Acct L2	Revised Budget Amt	Actual Amt	Encumbrances	Actuals + Encumbrances	Available Balance Amt
Expenses	Labor	57,943,663	38,661,993	21,897,609	60,559,602	(2,615,939)
	Direct Expenditures	7,133,521	4,316,162	565,947	4,882,108	2,251,412
	Transfers In	(247,000)	(4,292,087)	0	(4,292,087)	4,045,087
	Transfers Out	339,022	4,380,428	0	4,380,428	(4,041,406)
	Total		65,169,205	43,066,496	22,463,556	65,530,052
Total		65,169,205	43,066,496	22,463,556	65,530,052	(360,847)

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

Acct L2	Acct L3B		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
			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.



BOARD OF VISITORS

Finance & Land Use Committee

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

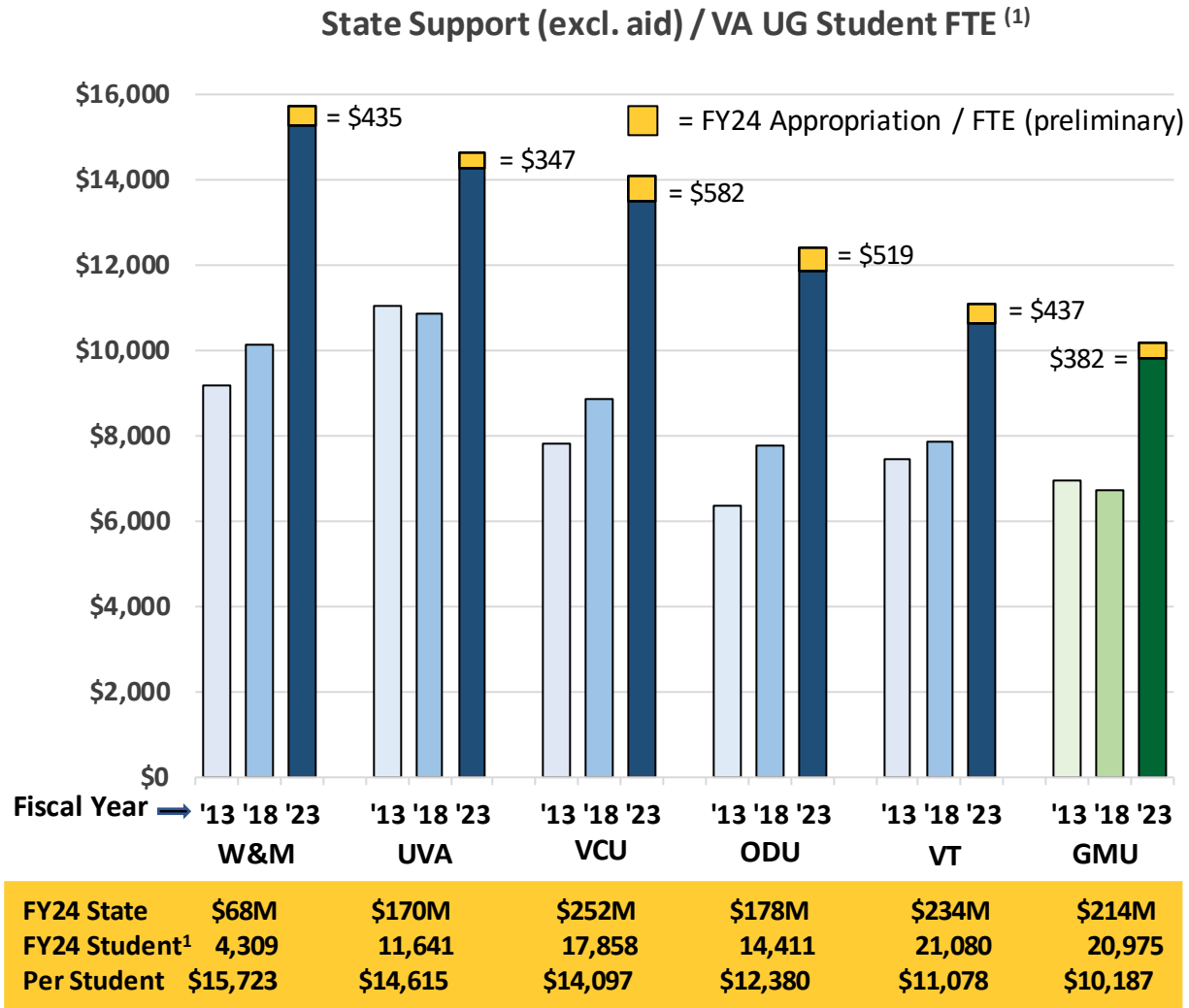
Additional Information



Presentation

Finance & Land Use Committee

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.







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

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

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



SUPPLEMENTAL COMMITTEE MATERIALS

Finance & Land Use Committee



Financial Update

Financial Matters

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

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

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:

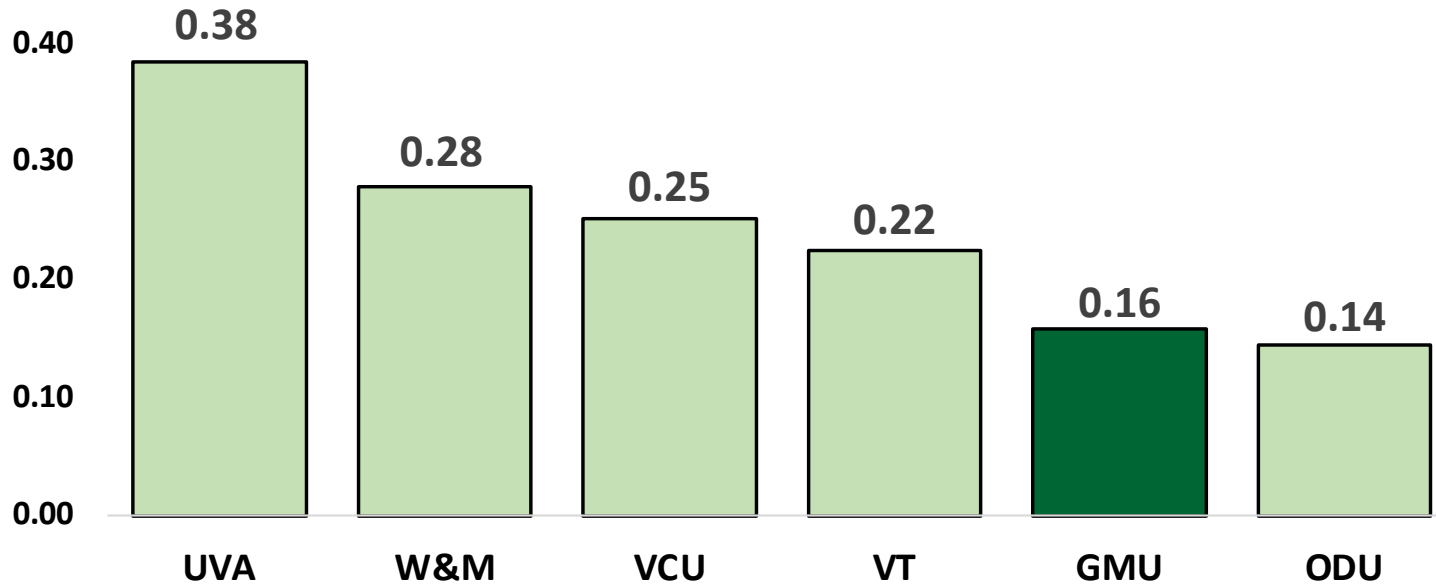
- VMSDEP tuition waivers: \$87M base increase
 - Mason impact: \$10M for FY25 with incremental FY26 increase
 - Sec. Guidera and Gov. Youngkin proposing legislation revisions

Capital Maintenance Reserve Alignment:

- Ongoing efforts to align maintenance funding with peers

Operational Efficiency

Total Employee FTE / Total Student FTE

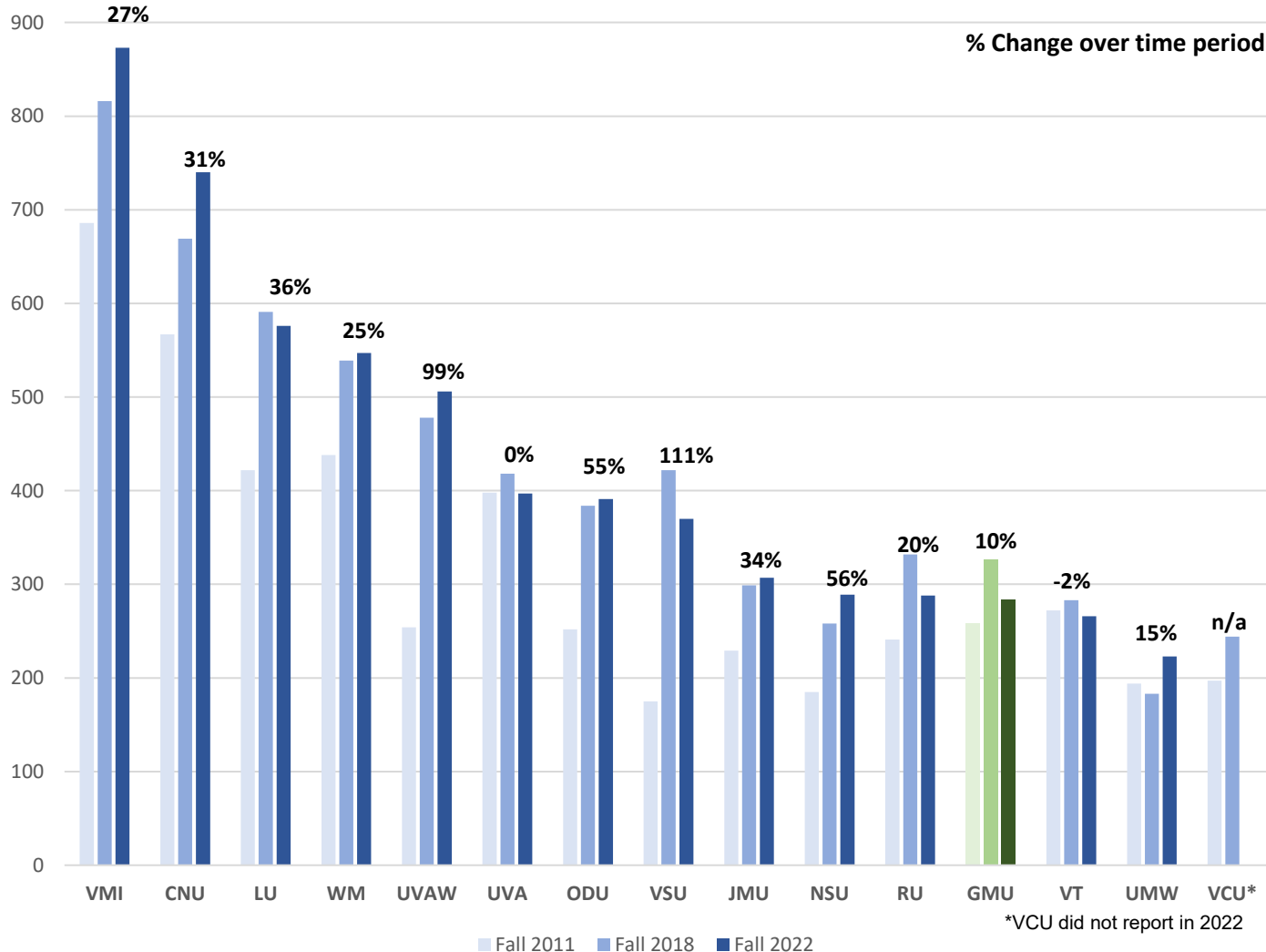


Mason maintains much leaner operations with significantly fewer employees per student than nearly all Virginia doctoral peers

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

Campus Space Efficiency

Square Foot (SF) per Student



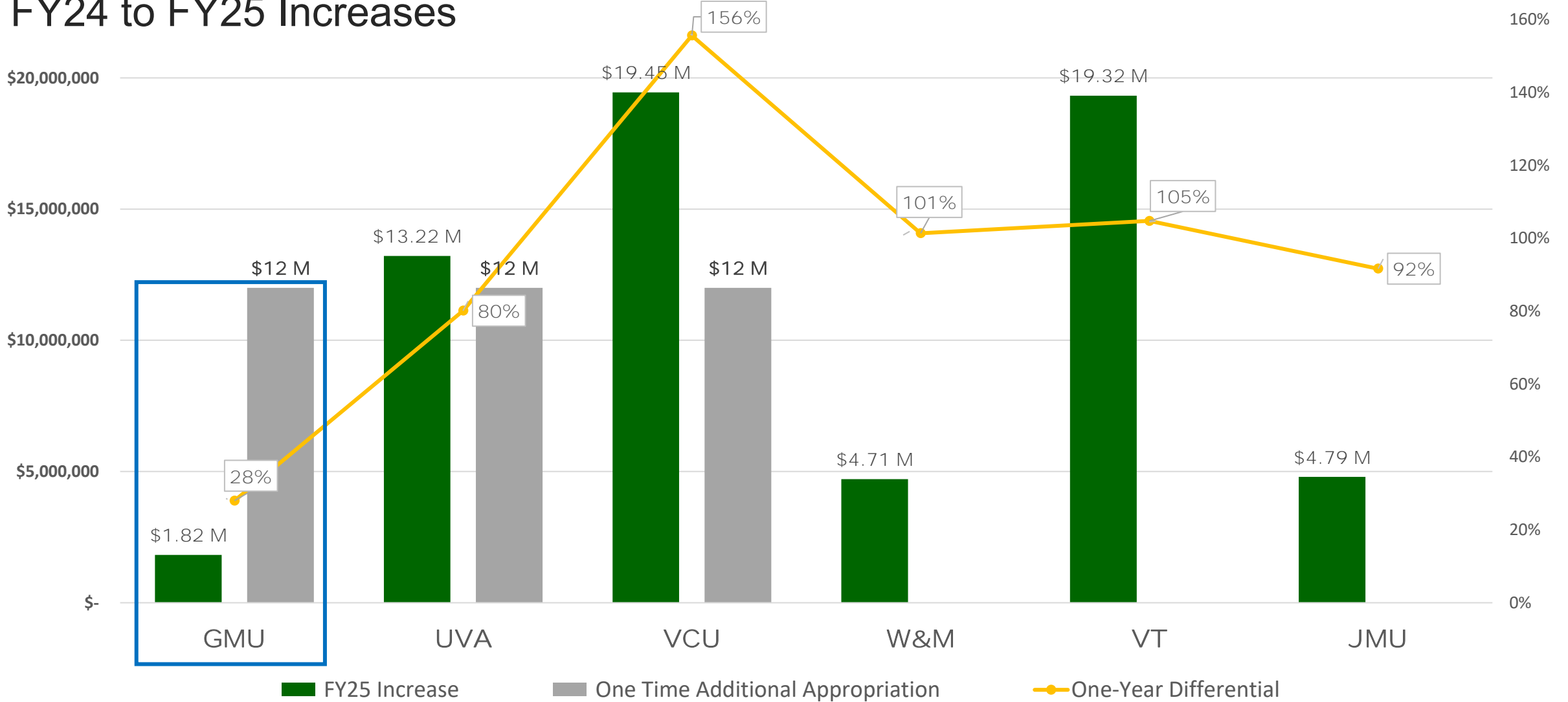
- Mason is 3rd most efficient among VA schools with only a 10% increase in SF/per student while enrollment grew 20%.
- Mason is in full compliance with SCHEV Guidelines for both Classrooms and Class Labs on Fairfax campus.
- Fairfax is one of only 3 campuses reaching the highest level of compliance across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

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

Maintenance Reserve Allocation

FY24 to FY25 Increases





FY 2024 Q2 Financial Report & Forecast

Financial Matters

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

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

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

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:

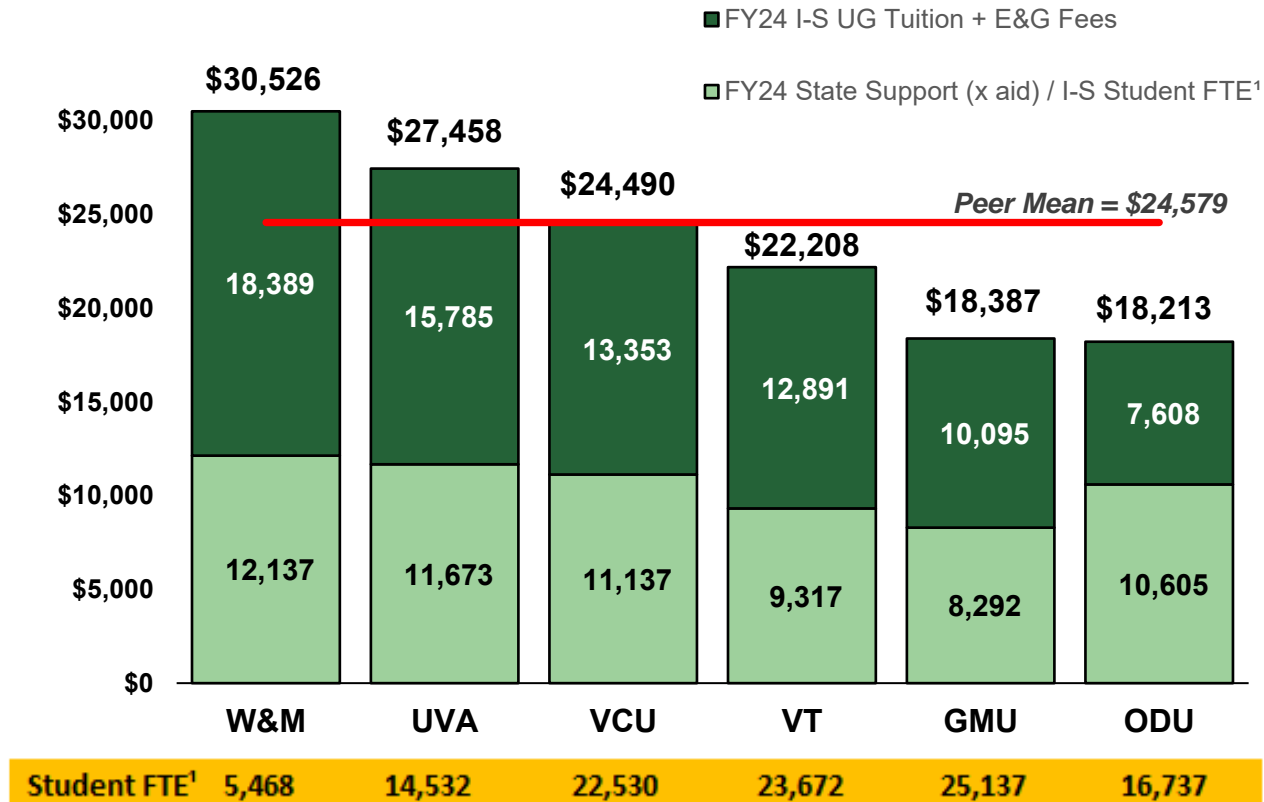
- High level of financial aid to mitigate student impact

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.

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



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

Student & Board Engagement

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



Additional Information

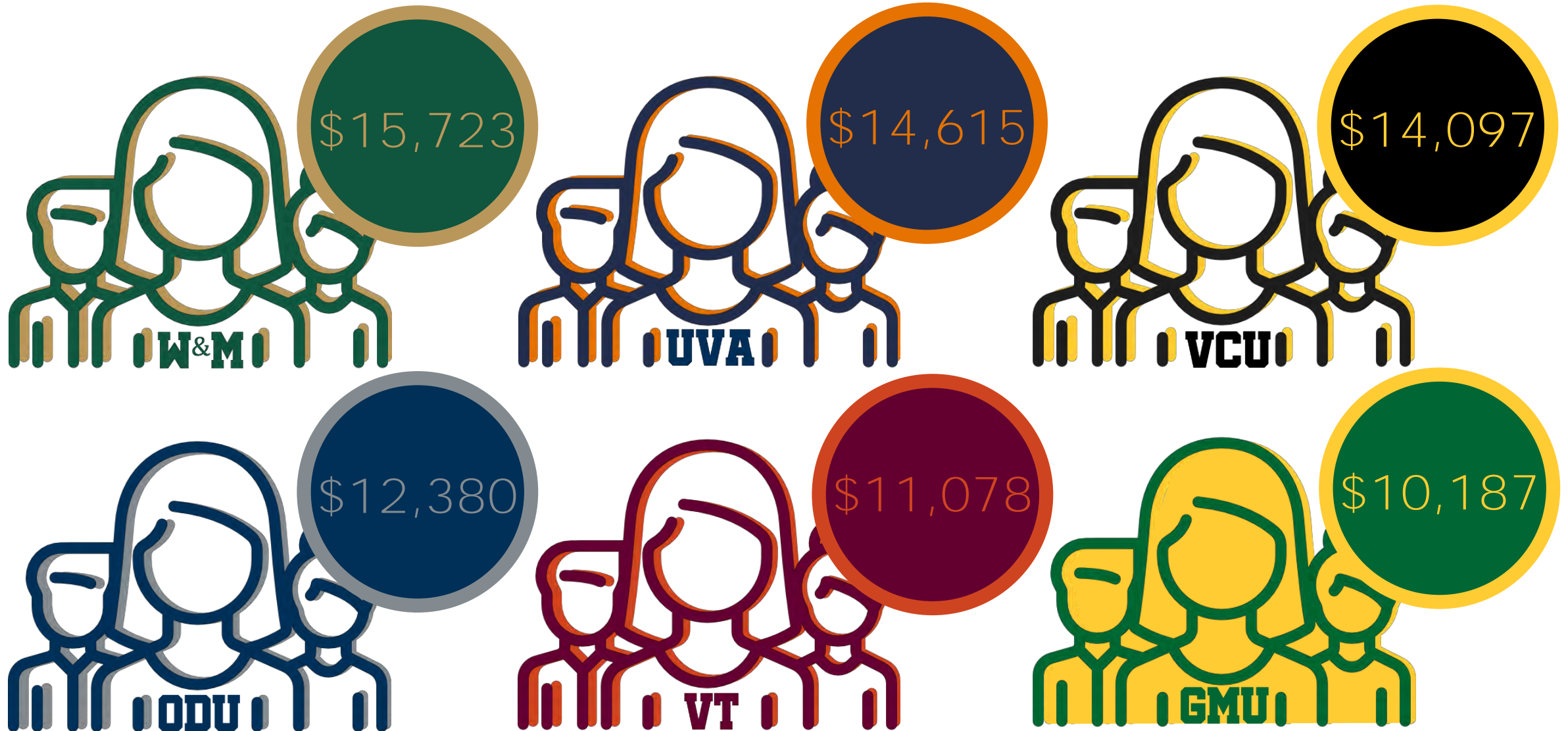
SCHEV FY 2025 & 2026 E&G Recommendations

“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%

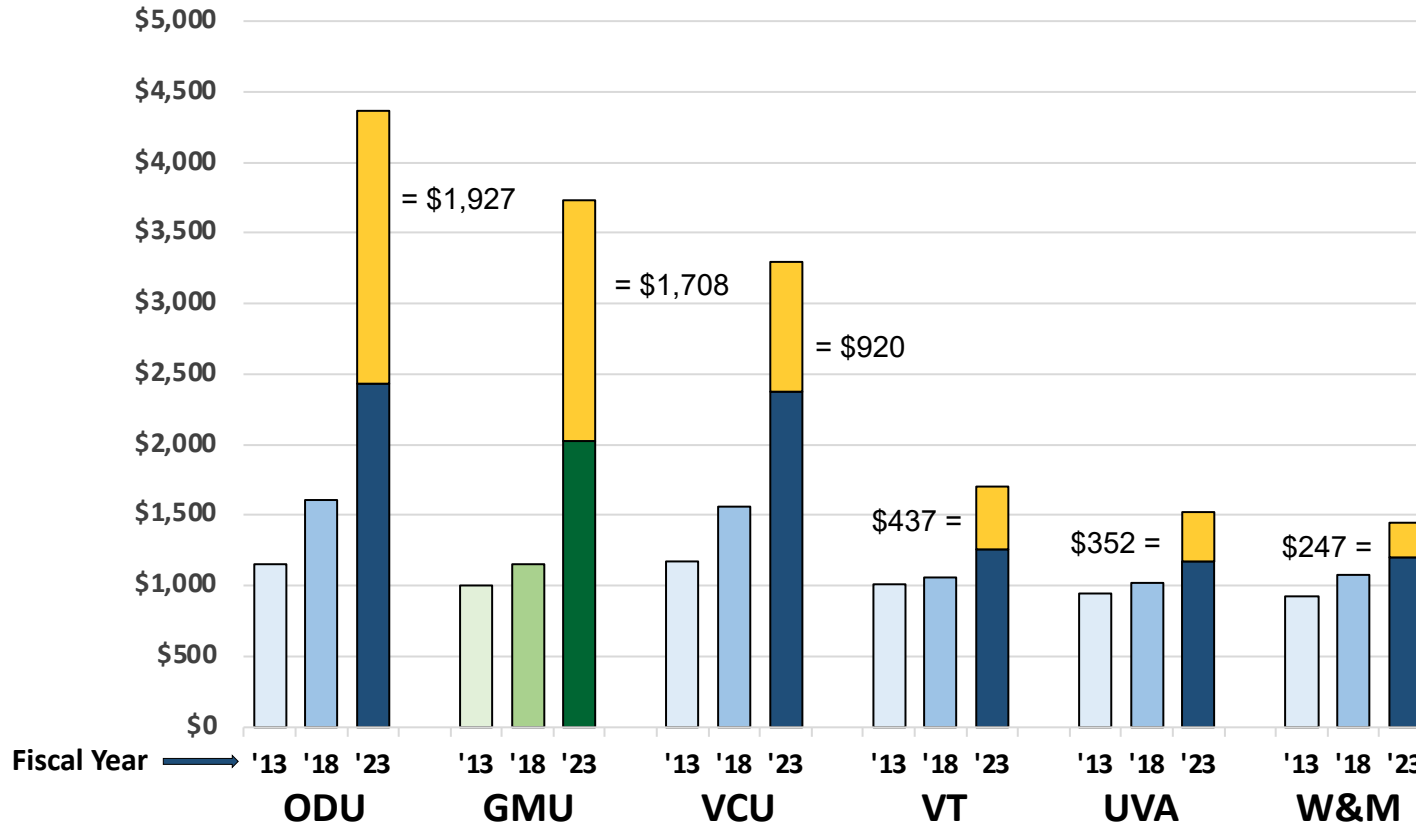
**SCHEV’s October 2023 draft report originally recommended \$18.54M for FY25 funding disparity*

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



State Financial Aid Appropriation per In-State Undergrad

State Support for Financial Aid / VA UG Student FTE (1)



FY24 State	\$63M	\$78M	\$59M	\$36M	\$18M	\$6M
Student¹	14,411	20,975	17,858	21,080	11,641	4,309
Per Student	\$4,362	\$3,730	\$3,293	\$1,698	\$1,524	\$1,450

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

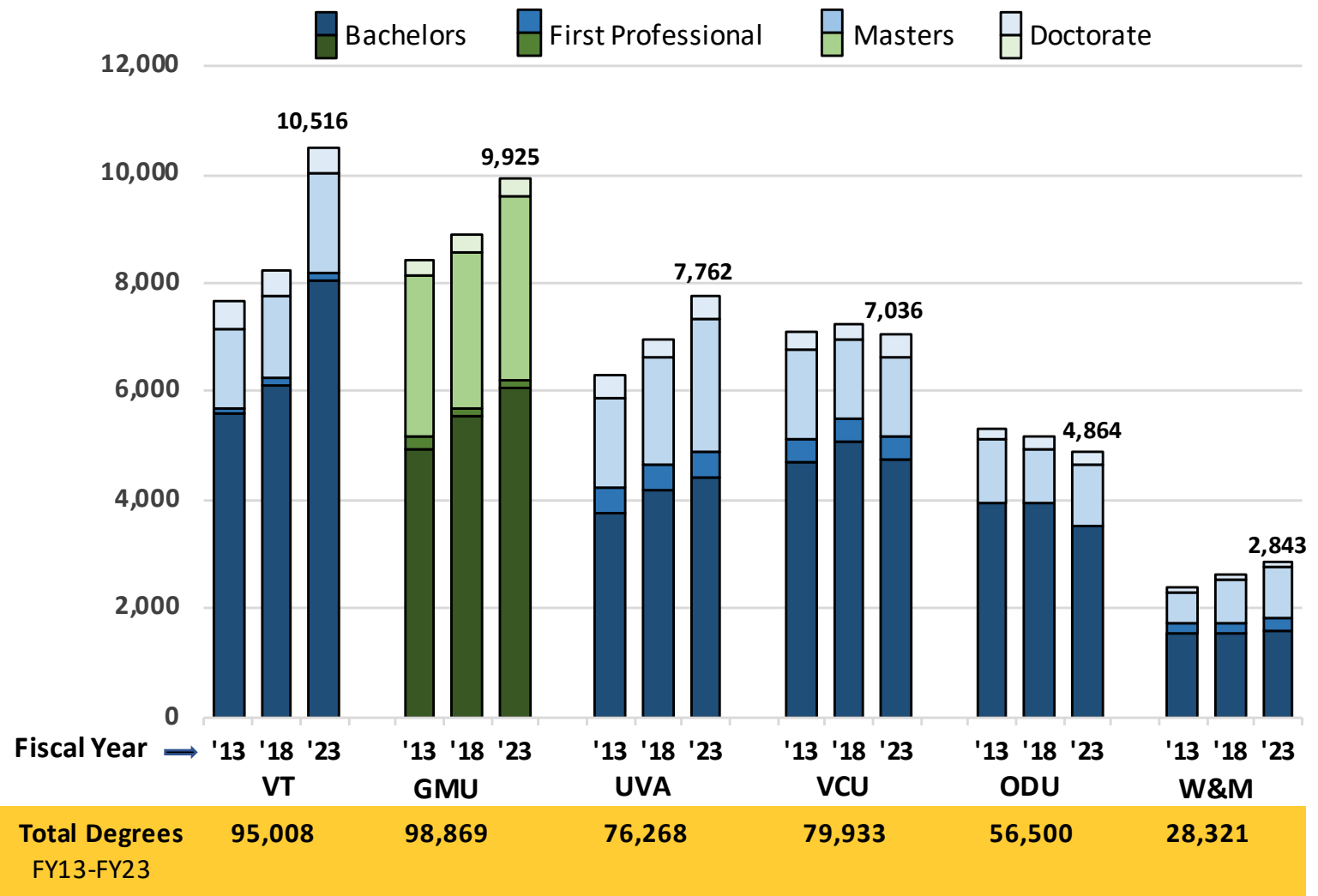
Mason per student financial aid vs peer median:

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

Financial Aid appropriation passes directly through to students

¹ - FY24 Appropriation is preliminary. FY24 Student FTE is based on FY23 (Fall 2022) enrollment.

Degrees Granted



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

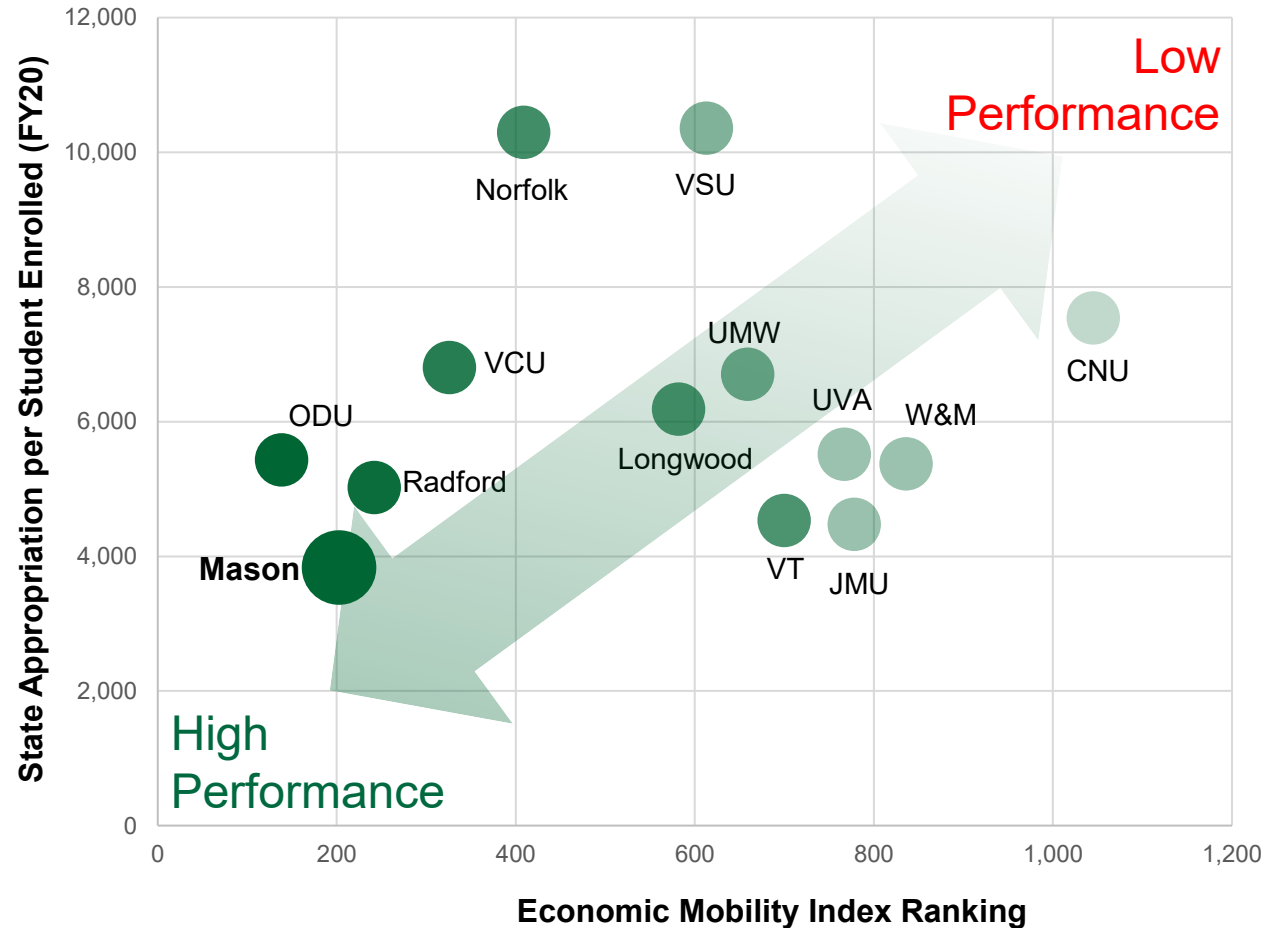
*Includes in-state and out-of-state; all degrees except Associates
Mason's peers are Virginia doctoral institutions*

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

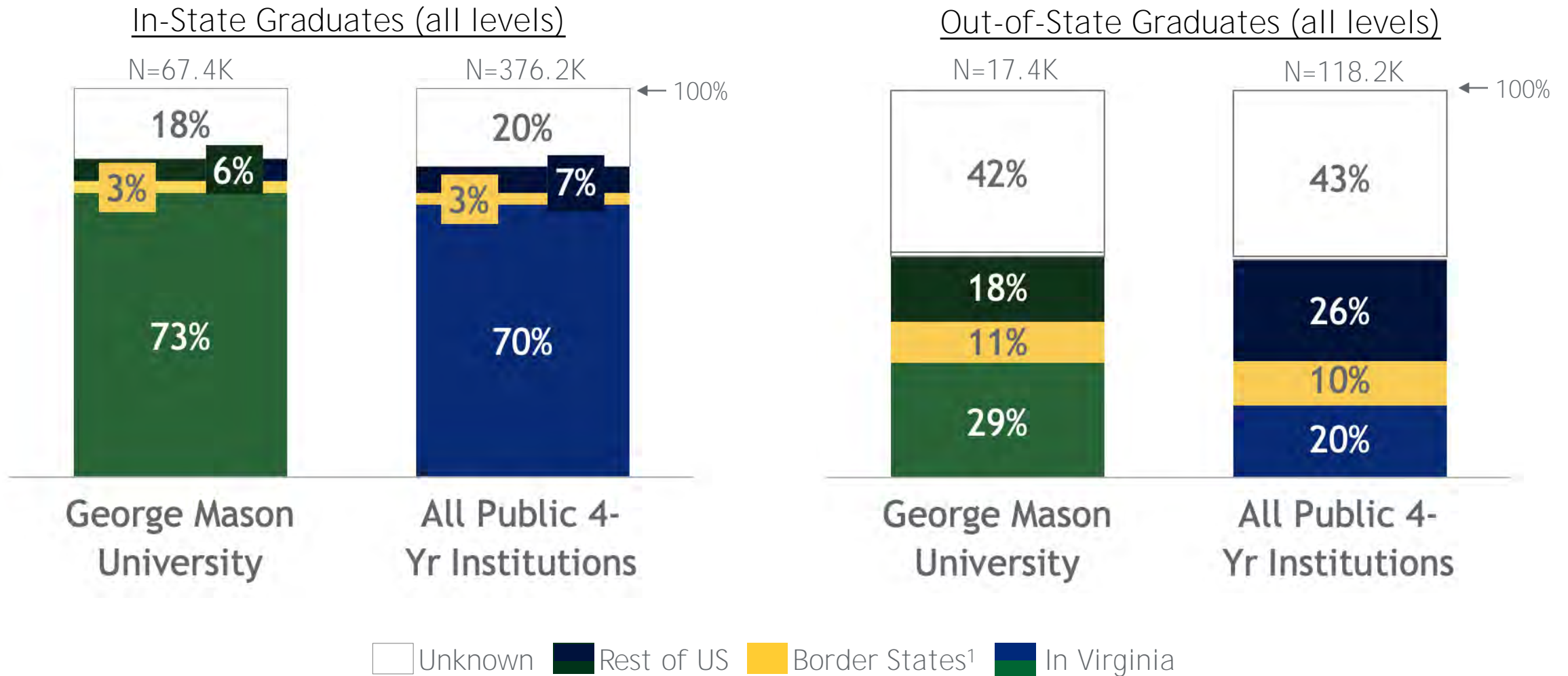


Economic mobility is based on volume of Pell students and the success at graduating those students

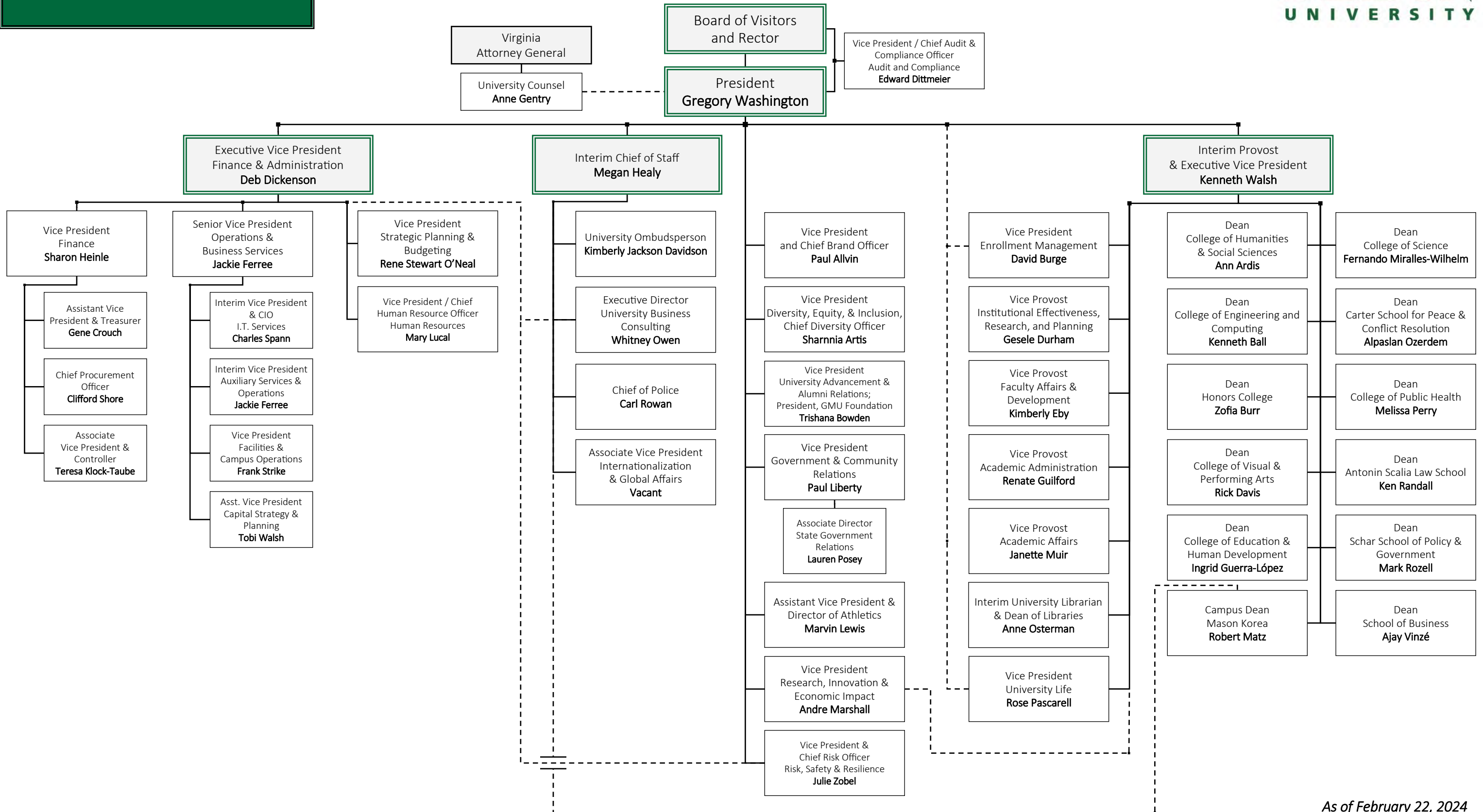
Source: Fair Funding and the Future of Higher Education in Virginia, Partners for College Affordability and Education Reform Now, September 8, 2022.

Mason Graduates Stay In Virginia

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



Structure of the University Organizational Chart



**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>

Flying to the Stars: DaVinci and Beyond



&



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