

**GEORGE MASON UNIVERSITY**  
**MINUTES OF THE FACULTY SENATE MEETING**  
**February 28, 2024, 3:00-4:15 p.m. | Online Meeting**

*Attendees: 147 ([List of Names](#))*

- I. **Call to Order:** Senate President Melissa Broeckelman-Post (MBP) called the meeting to order at 3:02pm.
  
- II. **Approval of the Minutes of February 7, 2024:** Approved as submitted.
  
- III. **Opening Remarks**
  - Bob Witeck, BOV
    - MBP: Thank you to all faculty who came to last week's [BOV meeting](#) (click for recording of meeting).
      - A lot of us heard comments in the meeting that some perceived as threats, and we had conversations with legal counsel and Rector/Visitor Witeck. A lot of these are not issues that are in the purview of the board.
      - We are also convening a group to dig into some of these issues further. It will include Visitor Witeck, Visitor Meese, myself, and at least a couple of others.
    - Visitor Witeck: Thank you Melissa for being a trusted partner in these conversations, and also thank you to Shannon Davis for being here in a different time zone.
      - I can only speak for myself, but I regret the tone of the meeting and apologize for how this conversation began. Faculty are central to this dialogue and discussion, and I'm very grateful for the counsel I'm getting.
      - The work that has been done around Just Societies has been in progress for some time and is in keeping with both the Commonwealth's vision for higher education and the culture and curriculum at George Mason. There's no university that gets this mission better than George Mason.
      - I'm glad the new committee will be a university committee. We need the voice of every stakeholder. We are focused on getting this incredibly important goal completed.
      - I've already spent some time with the President, Melissa, and others in the faculty and staff to talk about this. I recognize that I get a very red line from AUPS leadership. I am grateful for that guidance.
      - I'm working with Michael as a partner in this. Because of his 20 years in faculty service at West Point, he brings a deeper understanding of academia and purpose to this work. If you go on the West Point website, you will find a rich trove of dedication to the DEI mission. They are building a fighting force that reflects what America looks like, and as we are creating leaders in America, I think our missions are not very different.
      - There were some comments made about what DEI is and does that strayed far from our purpose and what I understand from corporate America.
    - Questions
      - Solon Simmons: As leaders of the Senate, we are trying to understand what the actual rules are. What are the powers of the board?

- There is confusion over this. Partly we are guided by our counsel, but that isn't necessarily the only guidance. Melissa has been tremendously resourceful in sourcing details. I think SCHEV has the heaviest hand over higher ed in the Commonwealth, but doesn't need to be in the weeds. I don't want scholars worrying about syllabi and tenure. If we witness any of that we are way off base and we will call foul on any of that. But I don't know the exact answer to your question yet. I want to stay in the lane we're meant to stay in.
- Tim Gibson: I think it is fine and good to learn where the legal authority rests over matters like tenure review and curriculum, but I don't think we should be basing our responses as faculty on what the legal requirements are. We are talking about principle and respecting boundaries of these arrangements that have worked for American higher ed for a hundred years. There are three legs of the institution: the Board, which oversees the President; the President and administration, who make sure the trains run on time; and the faculty. The faculty oversees and controls the curriculum. We are the experts in our fields. So, if the board does have the authority to change the curriculum, that's not really the point. That's a line that shouldn't be crossed.
  - I agree, and I've witnessed that this faculty will always stand up for what's right – strong voice. I am going to count on that voice to get to the right conclusion.
- Keith Renshaw: Thank you to all who have supported me and reached out. Now in my role I am representing issues like the Mason Core and I'm really proud of the design, the learning outcomes, and the way we invite all faculty at Mason to submit courses they think fit with these learning outcomes. If you know anyone on the Mason Core committee, please thank them for their work, they are reviewing course proposals constantly – more per meeting now than in the past year. I believe the Core should be constantly evolving. If someone wants to rethink any particular category, please come and talk to me – I am listening. The board trying to mandate it is a different story. I am grateful that Visitor Witeck and Visitor Meese will be tackling this along with our faculty.
- Mohan Venigalla: Thank you, Keith, Visitor Witeck, Melissa, and our undergraduate student at the table. Keith gave a master class. This is not a criticism, but there are other faculty members at the table. I thought it was a bridge too far when a visitor suggested that a faculty member would give a student a different grade for having a different opinion and I think it could have been called out. To any faculty member serving on a BOV committee, I recommend pushing back if you hear something like that – that is still staying in our lane.
  - Keith Renshaw: I definitely appreciate the input of BOV reps. Feel free to share suggestions and ideas.
  - Visitor Witeck: I appreciate your input, Mohan. These meetings are like trying to capture a fire hose in a thimble – there is very little time for rich, intellectual engagement but it is important to rebut myths and errors. But there is so little time in a board meeting – may not be the right venue.

- Solon Simmons: Will there be new formats/structures in these meetings that could allow visitors to feel more comfortable saying things like this and getting out of their lanes?
  - It seems like we are streamlining rather than expanding our meetings. Other universities have 2-day meetings, with a whole day for committees. Committees are where the work gets done. That is a recommendation we should take seriously.
- Mary Lucal, Michelle Lim, Bobbie Merritt - HR, Faculty Incentive Retirement Plan
  - Deadline for the plan is tomorrow, February 29, 2024
  - Last Thursday we received approval from the Governor to launch the plan and have been active since then. We sent letters to eligible faculty that day, as well as letters to the Deans about who would be eligible and stood up website and hosted three informational sessions.
  - Frequently asked questions have mainly related to individual circumstances, in this case, talk to a benefits administrator
  - Questions
    - Tim Curby: Often retirement plans come with a 1-2 year wind-down. If someone takes this incentive and delays it for a year, is there any sort of wind-down that comes with that?
      - Not a component of this program, but could discuss with dean
    - Tamara Maddox: The email said this was only applicable to tenured faculty, but some of the other literature didn't have this information. Which is correct?
      - It is limited to tenured faculty
    - Delton Daigle: This is very helpful to faculty, and I know the timeline is very short. Could you give us a sense of how many faculty are interested, and could you clarify the 45-day opt-out period?
      - We don't have an exact number yet but have had a lot of inquiries and activity – but we are required to do a report-out within 30 days. My experience doing one of these previously is that there's a lot of activity at the end.
      - Regarding the 45-day opt-out period: the period from last week through tomorrow is the application period – faculty member can apply, goes to dean for approval, and then they're in the pool to be considered for the program. It then goes for provost approval and if approved, they are then in the program. They then have 45 days to sign the agreement and select retirement date. Once signed, they still get another 7 days after that to revoke the agreement. Everything is spelled out clearly in the agreement.
    - Mohan Venigalla: Is this in lieu of the wind-down period program?
      - Renate Guilford: It's in addition to, for a limited time. The 1- and 2-year wind-down options are still available.

#### IV. Committee Reports

##### Senate Standing Committees

- *Executive Committee*

- *Academic Policies (Doug Eyman)*
  - Updates from Graduate Council
    - All graduate students should have received a survey link. Please encourage them to fill it out so we can figure out how best to serve our students. There is also a [survey](#) for graduate faculty who work with students.
    - Lots of updates on the [Graduate Council](#) website
      - Leave of absence procedures
      - Transfer of credits policy
      - Certificate of financial responsibility
      - Presidential and GIA scholarships
      - FAFSA updates
      - Gainful employment
      - Graduate certificates and E-Apps
- *Budget and Resources (Delton Daigle)*
  - Thank you, Mary and colleagues, for the discussion on the incentivized retirement scheme.
  - We met with the Provost's Office to get some financial information. We had a few things explained to us. This is not an unwillingness of the administration to share the budget. But because there's a budget model transition, it's just more difficult to get some stuff out. They did get us some stuff similar to what Tim Leslie got a few years ago, and we've asked them to bring it back to us with revisions.
  - Questions
    - Tim Gibson: Previously we heard that no faculty had not been renewed due to the budget crisis, but I've heard about two faculty members in INTO Mason who were not renewed, and this was the reason given.
      - Janette Muir: Not appropriate to talk about personnel issues at this level, but happy to talk to Tim privately. However, term faculty contracts across the university are contingent on enrollments, and that is our current challenge with INTO.
- *Faculty Matters (Solon Simmons/Mohan Venigalla)*
  - We have had a full agenda in this committee and the members have been doing great work. One issue is evergreen or continuous contracts, as Janette just said, term contracts are temporary, and this raises important questions. When you have issues with enrollment, the realization of what these contracts really mean becomes clear. We haven't had much progress on this issue yet and this could be an important thing to bring up with the next Provost.
  - Gallup Survey: Mason does a great job of shared governance, and the survey now provides an opportunity to give feedback on direct supervisor (i.e. chair). Likert scale items were created by Gallup from the description of the chair's role in the Faculty Handbook. Survey period will be April 3-23. Please ensure high response rate – I don't know if any other institution in the country is merging employee engagement and administrator evaluation data across the entire institution. We are leaders here, and it speaks to the trust our administration has in us. Think of this as a summative evaluation, that complements the COACHE survey, which goes deeper to help us understand what to do about it.
    - The survey will be longer but will capture all faculty and staff with important results.

- Going back to an earlier question, in the meeting there was a proposal for a term faculty retirement plan put forth by the Faculty Matters committee that went on to the provost's office. It does take a while – the retirement plan that just went in last week was approved by the board last September.
- Still working on leadership case for full professor – had conversations with stakeholders and Keith Renshaw, who proposed the idea. Reaction is mostly positive. One thing that gave us a pause is the new provost search. We want to table this until next year when the new provost is in place.
- We are trying to think about how the Faculty Matters committee relates to the Ombuds, Faculty Affairs and Development, and Faculty Handbook. The idea that issues arising in the Ombuds office can come to the attention of the Faculty Matters committee.
- Questions
  - Tim Gibson: When will faculty have a chance to engage with provost candidates?
    - MBP: We are trying to come up with a process that increases transparency but balances with privacy of the candidates. We are going to survey the finalists to see what they are comfortable with. There will be presentations in which faculty are involved – the question is how many.
- Link to make an appointment with the Ombuds: <https://calendly.com/ombuds-kj davidson>
- *Nominations (Richard Craig/Bijan Jabbari)*
  - Calls for university and senate committee nominations and faculty representatives to the BOV will be going out in the next week or so.
    - MBP: Reminder that BOV positions are open to all faculty. Those terms begin in summer, starting with the board meeting in July.
- *Organization and Operations*
  - Revised charge for the Faculty Matters Committee
    - As the institution and committee work evolves, the Faculty Matters committee wants to ensure its charge captures their current work and doesn't overlap with other newer committees, e.g. Term Faculty Committee, Faculty Roles and Rewards etc. We worked with Kim Eby to review the charge.
    - Motion to approve the changes
      - Discussion:
        - Cristiana Stan: Under item E on workloads, why is research not included whereas teaching and service is broken out?
          - Research loads are set by tenure and promotion committees; there are a lot of different ways to approach it. I don't see a reason not to have it here, but we thought it was implicit and established in other ways.
        - John Dale: Some of our activities are blurry in terms of divisions between research, teaching, and service; e.g. serving on dissertation committees.

- Amendment proposed by Mohan Venigalla: Motion to amend item E to “Workload policies related to research, teaching, and service activities.”
      - No discussion
      - Motion carried by acclamation (unanimous).
    - Motion to approve the charge change carried by acclamation (unanimous).
  - [Revised charge for the Academic Appeals Committee](#)
    - Goal of the change is to clarify procedures and approaches, what is covered and not covered by the committee.
    - Motion to approve the charge
      - Discussion:
        - Cristiana Stan: Correct typo: AP/7 should be AP.7
      - Carried by acclamation (unanimous)

#### Other Committees/Faculty Representatives

- [Grading Process Task Force](#) (Seth Hudson)
  - Our update is included in the agenda. I just wanted to let folks know that we're still hard at work. We do have a plan tentatively to utilize our spill over session that is set for April seventeenth. We are hoping to use that to organize a what we're currently just calling workshop/listening session as a way to collect some more voices on our views on this grading schema. So, please be on the lookout for that in the coming month.
- Technology Policy Committee (Delton Daigle)
  - Just met with Charlie Spann yesterday. There are some concerns about the timing of the rollout of the new LMS – fear about Blackboard going away in Spring of 2025 – they will relook at that
  - Vonage upgrades should be complete in May
  - There was some concern about how cellphone and computer data were being captured to learn about space utilization – personal information is being stripped out and only Mason can link personal information to a MAC address – contractor does not have this information.
  - Questions
    - Tamara Maddox: Will we still be able to get access to student grades after Blackboard goes away? Blackboard provides specific information (e.g. specific assignment grades) that is not captured anywhere else.
      - Delton Daigle: Will ask about this.
      - MBP: Can download gradebooks as well
- BOV Finance and Land Use Committee (Mohan Venigalla/Tim Gibson)
  - We tried to get more information about the reason why the board went into closed session and exempted the Law School from budget cuts last year. The Law School was warned by an accreditor about their finances. This seems to have been the spark that sent the board into closed session and the exemption.
  - The board has not been forthcoming about this. We didn't see any need to hide the story (or giving the appearance of hiding it) for this long.

#### **V. New Business**

- Tim Gibson

- AAUP has a petition for those who believe faculty, not the board, should be setting Mason's curriculum – please consider signing:  
<https://actionnetwork.org/petitions/entrust-the-mason-faculty-with-curriculum-and-faculty-status-matters?source=direct> link&

**VI. Announcements**

- Interim Provost Walsh
- EVP Dickenson
  - Questions:
    - Solon Simmons: Is there still a budget chill?
      - We will know more in May/June about the budget situation.
    - Mohan Venigalla: Any news on pay raises?
      - The governor's budget proposed a bonus but not a percentage increase, but the House and Senate proposals took out the bonus but a range of 2.5-3% pay increases. We will make this happen if it passes but it is challenging as we cannot increase our tuition. We need to address funding disparity.
- [Library Town Halls](#)
- [Mason Facilities: Summer Internships for Students](#)
- Shannon Davis
  - Mason Korea will be turning 10 on Sunday and hosting a 10<sup>th</sup> birthday party on the Incheon campus on Monday.

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

**VIII. Adjournment:** The meeting was adjourned at 4:15pm. The next meeting will take place on Wednesday, March 20 at 3pm.

Respectfully submitted,

Charlotte Gill

Secretary of the Faculty Senate

**O&O COMMITTEE**  
**CHARGE CHANGES SUBMITTED FOR FEBRUARY 28, 2024 FACULTY SENATE MEETING**

**Faculty Matters Committee**

**Current charge:**

The Committee shall be responsible for studying and for participating—as appropriate—in the formulation and interpretation of University-wide standards and policies on faculty matters, including but not limited to the following:

- A. Initial appointments, rank, renewals, tenure and promotion;
- B. Salaries;
- C. Sabbaticals, leaves, and vacations;
- D. Fringe benefits, including but not limited to financial support for study and/or research by any faculty members;
- E. Teaching loads and other matters of scheduling that impinge on scholarly activities exclusive of teaching;
- F. Evaluation of faculty performance;
- G. Health and safety
- H. Liability and other insurance;
- I. Academic freedom;
- J. Civil rights;
- K. Matters concerning the operating budget of the University.

**Proposed charge (with changes marked):**

The Faculty Matters committee champions the general welfare, professional growth, pecuniary interests, equitable workload distribution, and fair performance evaluations for all faculty. The Committee shall be responsible for ~~studying and for participating~~ collaborating—with other University committees as appropriate—in ~~the formulation and interpretation of~~ interpreting, formulating, and recommending University-wide standards and policies on faculty matters, including but not limited to the following:

- A. Initial appointments, rank, renewals, reappointment, tenure and promotion;
- B. Salaries, stipends, and contract length;
- C. ~~Sabbaticals,~~ Study and professional development leaves, ~~and vacations~~;
- D. ~~Fringe b~~enefits, broadly defined, including ~~but not limited to financial support for study and/or research by any faculty members~~ health and retirement;
- E. Workload policies, including ~~T~~eaching and service loads ~~and other matters of scheduling that impinge on scholarly activities exclusive of teaching~~;
- F. Evaluation of faculty performance;
- ~~G.—Health and safety~~
- ~~H.—Liability and other insurance;~~
- I. Academic freedom;
- ~~J.—Civil rights;~~
- ~~K.—Matters concerning the operating budget of the University.~~
- L. Initiating revisions to Faculty Handbook on existing or new policies related to faculty.



**Proposed charge (clean):**

The Faculty Matters committee champions the general welfare, professional growth, pecuniary interests, equitable workload distribution, and fair performance evaluations for all faculty. The Committee shall be responsible for collaborating—with other University committees as appropriate—in interpreting, formulating, and recommending University-wide standards and policies on faculty matters, including but not limited to the following:

- A. Initial appointments, rank, renewals, reappointment, tenure and promotion;
- B. Salaries, stipends, and contract length;
- C. Study and professional development leaves;
- D. Benefits, broadly defined, including health and retirement;
- E. Workload policies, including teaching and service loads;
- F. Evaluation of faculty performance;
- G. Academic freedom;
- H. Initiating revisions to Faculty Handbook on existing or new policies related to faculty.

## Academic Appeals Committee

### Current charge:

To serve as a final locus for appeal of decisions regarding late withdrawal, late add, suspension and dismissal for academic reasons. At its discretion, the Committee may choose to review other individual cases that are relevant to the application of University-wide policies. Does not hear grade appeals or appeals of Honor Committee decisions. Membership: Five faculty members, including at least one member of the Faculty Senate, and the Provost or his/her designee who will serve in an ex-officio, non-voting capacity.

### Proposed charge (with changes marked):

To serve as a final locus for appeal when exceptions to academic policies granted to undergraduate degree and non-degree seeking students by a college or school are overturned in the Provost's office or when students appeal on the grounds of demonstrable procedural irregularities at the Provost-level of appeal or a questionable application of academic policies. The committee may also serve in an advisory role to the Provost's office for questions about the application of academic policies. ~~of decisions regarding late withdrawal, late add, suspension and dismissal for academic reasons. At its discretion, the Committee may choose to review other individual cases that are relevant to the application of University-wide policies.~~ This committee dDoes **not** hear grade appeals, ~~or~~ appeals of Honor Committee decisions, appeals of Graduate Policies covered under AP.6, or appeals of Research Policies covered under AP/7 in the University Catalog.

Membership: Five faculty members, including at least one member of the Faculty Senate, and the Provost or his/her designee who will serve in an ex-officio, non-voting capacity.

### Proposed charge (clean):

To serve as a final locus for appeal when exceptions to academic policies granted to undergraduate degree and non-degree seeking students by a college or school are overturned in the Provost's office or when students appeal on the grounds of demonstrable procedural irregularities at the Provost-level of appeal or a questionable application of academic policies. The committee may also serve in an advisory role to the Provost's office for questions about the application of academic policies. This committee does **not** hear grade appeals, appeals of Honor Committee decisions, appeals of Graduate Policies covered under AP.6, or appeals of Research Policies covered under AP/7 in the University Catalog.

Membership: Five faculty members, including at least one member of the Faculty Senate, and the Provost or his/her designee who will serve in an ex-officio, non-voting capacity.

## COMMITTEE REPORTS

### Grading Process Task Force

Faculty Senate Report – Submitted February 20<sup>th</sup>, 2024 by Seth Hudson

Recent Activity: January 30<sup>th</sup>; Meeting of Full Task Force

Topics covered included next steps in quantitative and qualitative data collection; a review of our plan for the final three semesters of the task force; and, discussion of possible outcomes. Quant and Qual subgroups were tasked with meeting prior to the session.

Updates from working groups:

1. Quantitative Team (focused on Mason): Initial descriptive analysis of Mason final grades (2017-2023) completed; awaiting access to more/other data. During our meeting we discussed the possible need for further analysis factoring in demographic data.
2. Qualitative Team: Developed survey-style collection instrument for syllabus review; initial data collection under way; continued working group sessions outside of Task Force meetings. Plans to conduct textual analysis of catalog language once we have access to “report” containing that data.

#### Next steps:

Next meeting scheduled for February 27<sup>th</sup>, 2:00 PM on MS Teams

SAVE THE DATE: April 17<sup>th</sup> Zoom Workshop / Listening Session(s) for Qualitative Data collection

## ANNOUNCEMENTS

### Library Town Halls

Hello, everyone-

Due to ongoing budget reductions and inflation, the Libraries will need to cancel subscriptions and reduce collection purchases in FY25. We are committed to making these changes with transparency and, wherever possible, input from the university community. In Spring 2024, we will host hybrid town hall meetings open to all faculty. We will also continue talking with faculty in departments, schools, and colleges to discuss specialized resources.

In February, the Libraries will hold two hybrid town hall meetings:

Wednesday, February 28: 1-2 pm

Thursday, February 29: 10-11 am

Please join us in the Fenwick Library Reading Room (room 2001, go up the main staircase to the second floor and make a u-turn) or via Zoom:

February 28: <https://gmu.zoom.us/j/98271840875?pwd=NWg1Nlhnb1hPYTJRVERtcmU2b21FZz09>

February 29: <https://gmu.zoom.us/j/93438539276?pwd=ZEZUbTNTcEVDR2hFaUFQaHRvOHhvdz09>

If you are unable to attend, please share any questions and comments with your subject librarian or fill out this feedback form.

For more information on our collections strategy, cancellations, and other changes, please visit <https://infoguides.gmu.edu/collections>. This information about the town hall meetings will also be distributed to relevant faculty groups by our subject liaisons.

All the best –

Anne.

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## **Mason Facilities: Summer Internships for Students**

Mason Facilities is seeking interns to join our in-person, hands-on program!

Students can gain meaningful and applicable real-world work experiences through specific projects and engagement with Facilities professionals.

### Internship Details:

- 12-week program: May 20 - Aug 9, 2024
- 30 hours a week: a weekly schedule will be set by internship supervisors
- \$16 per hour: paid bi-weekly

### Four Internship Opportunities are Available:

- Land Development (#8450165)
- Design & Construction - Project Management - General (#8449825)
- Design & Construction - Project Management - FUSE (#8450364)
- Communications & Marketing (#8450052)

### Internship Requirements:

- Degree-seeking, rising Sophomores through rising Seniors
- Interns will complete an end-of-program presentation
- Interns will participate in program activities, lectures, and outings

### Apply on Handshake!

Application Deadline: March 1, 2024

*Learn more about Facilities Summer Internship Program [here](#).*

**February 28, 2024**  
**LIST OF ATTENDEES**

**147 Total Listed Attendees (44 Senators and 103 Visitors)**  
**12 Additional Visitors attended who chose not to be listed**

**44 Senators Present:** KL Akerlof, Jatin Ambegaonkar, Ioannis Bellos, Lisa Billingham, Virginia Blair, Michelle Boardman, Melissa Broeckelman-Post, Jamie Clark, Richard Craig, Tim Curby, Delton Daigle, John Dale, Doug Eyman, Daniel Garrison, Ed Gero, Tim Gibson, Charlotte Gill, Thalia Goldstein, Victoria Grady, Michele Greet, Liling Huang, Seth Hudson, Jessica Hurley, Kerri LaCharite, Lisa Lister, Siona Listokin-Smith, Tamara Maddox, Alexandra Masterson, Alexander Monea, Anna Pollack, Marvin Powell, Greg Robinson, Pierre Rodgers, Lori Rottenberg, Ellen Rowe, Catherine Sausville, Gene Shuman, Solon Simmons, Cristiana Stan, Rebecca Sutter, Mohan Venigalla, Anne Verhoeven, David Wong, Jie Zhang

**8 Senators Absent:** Alan Abramson, Alok Berry, Sebahattin Demirkan, Bijan Jabbari, Eugene Kontorovich, Katherine Rosenbusch, Kun Sun, Anthony Terrell

**103 Visitors Present:** Jessica Adams, Jamilah Anderson, Anu Aneja, Lashonda Anthony, Ann Ardis, Sharnnia Artis, Dominique Banville, Laurence Bray, Lisa Breglia, Alecia Bryan, Tom Butler, Alan Byrd, Morgan Chalfant, Kathleen Chang, Jenny Chism, Kelly Coughlan, Kimberly Davidson, Shannon Davis, Elizabeth Dean, Truman Deree, Deb Dickenson, Kathleen Diemer, Kim Dight, Megan DuBois, Gesele Durham, Kim Eby, Sayed Elsis, Teresa Finn, Kimberly Ford, Marcy Glover, Kim Goodwin-Slater, Roger Graham, Renate Guilford, Pallavi Gullo, Cameron Harris, Tamara Harvey, David Heilbrun, Caitlin Horan, Yingji Jin, Kristin Johnsen-Neshati, Toshia Johnson, Matt Kelly, Jason Kinser, Maoria Kirker, Joseph Kochanek, Kristen Koehler, Misty Krell, Vin Lacovara, Quyen Le, Tim Leslie, Marvin Lewis, Michelle Lim, Ingrid Lopez, Stephanie Lowe, Mary Lucal, Robyn Madar, Karen Manley, Doug McKenna, Kimberly Meltzer Weisman, Bobbie Merritt, Jenny Meslener, Fernando Miralles-Wilhelm, Janette Muir, Bobbi Nelson, Andrea Nikoi, Rene O'Neal, Anne Osterman, Nikki Ouellette, Cindy Parker, Sarah Parnell, Rose Pascarell, Melissa Perry, Christy Pichichero, Cathy Pinskey, Laura Poms, Cesar Rebellon, Shelley Reid, Keith Renshaw, Lauren Reuscher, Marguerite Rippey, Mark Rozell, Mohammad Salama, Michele Schwietz, Pam Shepherd, Robin Smith, Ariela Sofer, Charlie Spann, Frank Strike, Burak Tanyu, Melissa Thierry, Susan Tomasovic, Cathy Tompkins, Amanda Torres, Alexia Vikis, Sally W, Wendy Watkins, Eleanor Weis, Preston Williams, James Willis, Bob Witeck, Elizabeth Woodley, Andrea Zach, Ibrahim