

George Mason University
Agenda for the Faculty Senate Meeting

April 30, 2025
3:00-4:15 p.m.

https://gmu.zoom.us/j/96182710182*

- I. Call to Order**
- II. Approval of the Minutes**
March 19, 2025 and April 2, 2025
- III. Opening Remarks**
Faculty Senate schedule 2025-2026
- IV. Special Orders- Election of the Faculty Senate President 2025-2026**
- V. Committee Reports**
 - A. Senate Standing Committees**
 - 1. Executive Committee
 - 2. Academic Policies
 - 3. Budget and Resources
 - 4. Faculty Matters
 - 5. Nominations
 - a. Mason Core Committee Nominations
 - 6. Organization and Operations
 - a. Revision to composition of Faculty Matters Committee
 - b. New charge and composition for Intellectual Property Committee as a University Standing Committee
 - c. New charge and composition for the Graduate Grading Process Task Force
 - B. Faculty Handbook Revisions**
 - 1. 2.3.2.3 Awarding of Tenure at the Time of Appointment
 - 2. 3.2 Salary Increases
- VI. New Business**
- VII. Remarks for the Good of the General Faculty**
- VIII. 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

Appendix A

2025-2026 Senate Schedule

Senate Meeting Dates
August 27
Sept 17
Oct 15
Nov 12
Dec 3
Jan 28
Feb 25
March 25
April 22

Appendix B

Organization and Operations Committee

April 30, 2025 meeting

1. Revision to composition of Faculty Matters Committee
2. New charge and composition for Intellectual Property Committee as a University Standing Committee
3. New charge and composition for the Graduate Grading Process Task Force

Faculty Matters Committee (revised composition)

Charge: 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; and
- H. Initiating revisions to Faculty Handbook on existing or new policies related to faculty.

Composition: The Faculty Matters Committee shall include at least one term faculty and at least three tenure-line faculty. At least two committee members should hold tenure.

Intellectual Property Committee
(new charge)

Charge:

- Create and maintain a list of all intellectual policies that includes links to those full policies with a brief “human-readable” summary or guidance for each policy
- Regularly review current university policies on intellectual property
- Seek input from the wider GMU community regarding IP policies and any concerns that may exist regarding the scope, clarity, and efficacy of such policies
- Identify potential issues to address in response to faculty input or committee determination after policy review
- Propose specific modifications to current IP policies to address any identified areas of concern, either by amendment to the existing policies where possible, or by wholesale rewriting of policies when necessary.
- Communicate to all GMU faculty via the Faculty Senate regarding any concerns raised in response to solicitation of input and regarding any modifications or rewriting of existing IP policies
- The first meeting each year must be scheduled within the first six weeks of the fall semester

Composition:

This committee is comprised of eight members:

- Three faculty members elected by the Senate representing at least three colleges or schools
- One faculty representative from the Technology Policy Committee, elected by that committee
- One faculty representative from the Faculty Handbook Committee, elected by that committee
- One member appointed by the Provost
- One member appointed by the Chief Information Officer
- One member appointed by the Executive Director of Engaged Teaching at the Stearns Center

One member of this committee shall serve on the Policy Management Group

Graduate Grading Process Task Force (new charge)

GOAL

The Graduate Grading Process Task Force, following the prior work of the Grading Process Task Force, will consider the grading scheme used at George Mason University for its graduate students and programs and make a recommendation for our future grading processes. The Task Force is asked to be mindful of students and programs with a variety of backgrounds, as well as the communicative value of grading schemas to students once they leave the institution.

CHARGE

The Grading Process Task Force is charged with doing the following:

1. Review the data and findings provided by the Grading Process Task Force (spring 2025).
2. Survey graduate faculty and advisors about current grading schemes and request suggestions for changes (or a lack of change) to these schemes.
3. Make a recommendation about which grading scheme best fits the institution's mission, providing a rationale and support for that recommendation. This recommendation shall be submitted to the Graduate Council for review and ratification.
4. Graduate Council will forward the reviewed and approved recommendations to the Academic Policies committee, which will bring the recommended changes to the Faculty Senate for a vote.
5. The Task Force Chair shall be someone with a wide understanding of the Mason educational system and specifically of the graduate programs we offer.

DELIVERABLE OUTCOME

The Task Force is charged to bring a report, including proposed action items and rationales, to the Faculty Senate (via the Graduate Council and Academic Policies committee) for subsequent approval and implementation by University Administration.

TIMELINE

Given that the work of the Grading Process Task Force and its report will provide a starting point for this work, this new task force shall complete its work and submit its report and recommendations within one academic year of its inception.

COMPOSITION

The task force shall include one faculty representative from each school or college that offers graduate degrees, a representative from the Academic Policies Committee, a representative from the Graduate Division of the Office of the Provost, a representative of GAPSA, and a representative from the University Registrar.

Appendix C

Faculty Handbook Revision Committee

April 30, 2025 meeting

- [2.3.2.3 Awarding of Tenure at the Time of Appointment](#)
- [3.2 Salary Increases](#)

2.3.2.3 Awarding of Tenure at the Time of Appointment

Proposed Language

2.3.2.3 Awarding of Tenure at the Time of Appointment

If a candidate is to be appointed without term, the appointment procedure is conducted as specified for competitive ([SECTION 2.3.2.1](#)) or non-competitive ([SECTION 2.3.2.2](#)) appointments. Following an affirmative decision to appoint, the eligible faculty consider whether to recommend tenure in a first-level review in conformance with [SECTION 2.7.3](#) Procedures for Promotion and Tenure. The recommendation is then sent to the second-level college/school promotion and tenure committee.

For faculty who earned tenure at their prior institution and are being hired at the same rank that they previously held, tenure at time of appointment will be considered through an expedited process that will rely primarily on materials that were submitted as part of the hiring process. The goal of this expedited process is to streamline the process while ensuring scholarly rigor. Such dossiers shall include the cover letter that was submitted as part of the job application; a comprehensive CV that includes an employment chronology and a comprehensive summary of teaching, scholarly work, and service activity; and a detailed reference list that includes references who can speak to the candidate's prior work and scholarly reputation in their discipline. Candidates may also add supplemental materials to their dossier to add further evidence that they meet the criteria for promotion and tenure, at their discretion.

Candidates are held to the same standards as other candidates in that LAU. Since such appointments may be made outside the normal annual promotion and tenure cycle, college/school promotion and tenure committees must establish and follow procedures for promptly reviewing candidates out of cycle.

Proposed Language with Track Changes

2.3.2.3 Awarding of Tenure at the Time of Appointment

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3.2 Salary Increases

Proposed Language

3.2 Salary Increases

Subject to the availability of funding, salary increases are given annually and are based chiefly on performance. All faculty with an overall satisfactory annual evaluation (see [SECTION 2.6.1](#)) will receive at least a minimum salary increment. Salary increases may also reflect efforts to achieve equity. In the case that funding from the state is designated as a cost-of-living adjustment, it is the responsibility of the University to ensure such funds are disbursed accordingly.

Each college or school shall have a policy or documented process in place for determining and communicating merit-based salary increases or shall ensure that each of its local academic units have such policies and processes. Annual evaluations shall be the primary basis for determining merit-based salary increases. Local unit administrators shall include the faculty member's performance evaluations over multiple years in making a recommendation if salary adjustments were not made in the preceding year(s).

The salary recommendation, including a justification and the amount of the increase, shall be given to the faculty member in writing at the time it is transmitted to the next level.

Faculty members who are dissatisfied with a salary increase normally seek recourse within their local academic unit. If dissatisfaction persists, grievance procedures outlined in [SECTION 2.11.2](#) may be followed.

Proposed Language with Track Changes

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