

GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
November 9, 2011
Robinson Hall B113, 3:00 – 4:15 p.m.

I. Call to Order

II. Approval of the Minutes of October 5, 2011

III. Announcements

Rector Volgenau

Dean Jorge Haddock, School of Management

Director Jim Olds, Krasnow Institute for Advanced Study

IV. New Business - Committee Reports

A. Senate Standing Committees

Executive Committee

Resolution on the Presidential Search Process

ATTACHMENT A

Academic Policies

Budget & Resources

Faculty Matters

Nominations

Organization & Operations

B. Other Committees

Academic Initiatives Committee Report

ATTACHMENT B

V. Other New Business

Consensual Relationships Policy – Corey Jackson, Director, Equity and Diversity Services
and Brian Walther, Senior Associate University Counsel **ATTACHMENT C**

Korea Initiative Update

VI. Remarks for the Good of the General Faculty

VII. Adjournment

ATTACHMENT A

Resolution on the Presidential Search Process – Executive Committee November 2011

Whereas, one criterion stated by the Faculty Senate for inclusion in a job vacancy announcement for university president was a “proven commitment to transparency throughout the university in all aspects of its operations,” and

Whereas, a second criterion stated by the Faculty Senate for inclusion in a job vacancy announcement for university president was a “proven commitment to shared governance,” and

Whereas, the *Presidential Search Committee Checklist*¹ of the American Association of University Professors (AAUP), the primary organization that supports shared governance between faculty and administrators, states, “. . .in order to attract the best candidates, the search process may involve some measure of confidentiality, especially during the early phases. . . .However, to ensure a successful search, the nominees who are recommended to the board should visit campus and be interviewed by the faculty and possibly other constituent groups,” and

Whereas, the same document also states, “The second stage of the interview process involves campus visits where the candidate will meet with different constituencies, particularly faculty and students. These open visits are crucial in the success of the search process because they permit members of the campus community to participate in providing impressions as well as to contribute to the candidate’s understanding of the culture of the institution,” and

Whereas, at forums regarding the presidential search process, numerous faculty expressed opinions in favor of candidates’ meeting with faculty in open forums and expressed opinions against hiring a candidate without such meetings,

Therefore, be it resolved that the Faculty Senate supports a search process that includes multiple final candidates’ participation in open meetings with faculty prior to selection of the next president and strongly disapproves a search process that does not include such meetings, and

Be it further resolved that the position of the Faculty Senate is that a candidate who does not meet with faculty in an open meeting as part of the search process fails to demonstrate proven commitment to transparency throughout the university in all aspects of its operations, and

Be it further resolved that the position of the Faculty Senate is that a candidate who does not meet with faculty in an open meeting as part of the search process fails to demonstrate a commitment to shared governance as identified by the AAUP, and

Be it further resolved that this resolution be transmitted to the chair and all members of the Presidential Search Committee, and

Be it further resolved that multiple final candidates for the presidency of George Mason University be made aware of this resolution during the search process

¹<http://www.aaup.org/AAUP/issues/governance/postart.htm>

ATTACHMENT B

19 October 2011

Re: Spring Semester 2011 Report to the George Mason University Faculty Senate by the Academic Initiatives Committee

Committee Membership: Elizabeth Sook Chong, CHHS, Wayne Froman, CHSS, Tom Kiley, COS, Terry Zawacki, CHSS, and Thomas Speller (Chair), VSE

ACADEMIC INITIATIVES COMMITTEE SENATE REPORT FOR SPRING SEMESTER 2011

The Senate Academic Initiatives Committee met four times during the spring semester. Below is a summary of the activities at these meetings:

Date: 7 February 2011

Attending: Elizabeth Chong, Tom Kiley, Thomas Speller, David Wilsford, and Terry Zawacki (Faculty Committee Members)

Agenda Item: Discussion of the committee report to the faculty senate for the fall semester 2010.

Date: 24 February 2011

Attending: Elizabeth Chong, Tom Kiley, Thomas Speller, David Wilsford, and Terry Zawacki (Faculty Committee Members)

Agenda Item: Discussion of a revision to the committee charge that was submitted as an item of business for the 2 March 2011 faculty senate meeting.

Date: 4 April 2011

Attending: Thomas Speller and Terry Zawacki (Faculty Committee Members) Anne Schiller, (Associate Provost for International Projects) and Madelyn Ross, (Director of China Programs)

Agenda Item: Received a report (word and power point documents attached) from Madelyn Ross regarding the China 1+2+1 program. In a series of follow up questions addressing program pricing, majors available, faculty involvement in program decision making, why this is not a two way program, possible changes, and program cash flows were answered by Ms. Ross.

Date: 14 April 2011

Attending: Elizabeth Chong, Wayne Froman, and Thomas Speller (Faculty Committee Members) Anne Schiller, (Associate Provost for International Projects) and Min Park (Faculty Advisor for Korea Programs)

Agenda Item: Min Park provided power point presentation (copy attached) regarding the University's global initiatives in Korea. Professor Park's presentation included both ongoing initiatives as well as the possible George Mason University Songdo Branch Campus. For the possible Songdo Campus, a market survey has been conducted and copy is to be made available to the committee.

Other—Moscow State University Program: At the 18 October 2010 meeting of the committee a request was made for information regarding the status of the Moscow State University program at George Mason including enrollments and student progress. The committee did not receive a response to this request. However, the syllabi for eight courses that are part of the program were sent to the committee on 1 June 2011.

Attachments (3)

[Mason_Global_Office_Korea_Program_Report_to_AIC_4-14-11.pptx](#)

[China_121_OVERVIEW_Report_to_AIC_4-04-11.docx](#)

[China_Initatives_to_the_AIC_4-04-11.pptx](#)

ATTACHMENT C

CONSENSUAL RELATIONSHIPS

I. SCOPE

This policy applies to all faculty, staff and students of George Mason University.

II. POLICY STATEMENT

Sexual or romantic relationships between employees and students have the effect of undermining the atmosphere of trust on which the educational process depends. Positions of authority inherently carry the element of power in their relationships with Students. It is imperative that those in authority neither abuse, nor appear to abuse, this power entrusted to them. The respect and trust accorded an employee by a student, as well as the power exercised in giving praise or blame, grades, recommendations for further student and /or future employment, can greatly diminish should sexual or romantic activity be included in the relationship. Integrity can be compromised when employees evaluate the work or academic performance of students with whom they have a sexual or romantic relationship.

An employee who has a professional power relationship over a student must avoid any sexual or romantic relationships with the student. If an employee becomes involved in a sexual or romantic relationship with a student, or has had a past relationship with the student, the employee must immediately notify his or her supervisor. No employee shall exercise academic responsibility (instructional, evaluative or supervisory) for any student with whom the employee has or has had a sexual or romantic relationship.

Employees are responsible for complying with this policy regardless of who initiates the relationship. This policy applies regardless of whether both the employee and the student consent to the relationship, and whether the relationship is between individuals of the same sex or of the opposite sex.

Employees must be aware that sexual relationships with students have the potential for other adverse consequences, including the filing of a complaint alleging sexual harassment and/or retaliation under University Policy 1202 – Sexual Harassment. An employee who enters into a sexual relationship with a student where a professional power relationship exists must realize that if a charge of sexual harassment is subsequently lodged, a claim of mutual consent in the relationship may not be a sufficient defense.

III. DEFINITIONS

For the purposes of this policy only:

- α. "Employee" means any paid employee of the university. This policy also applies to volunteers who teach, coach, evaluate, advise and supervise students at the university.

β. "Student" means all individuals who receive instruction under the auspices of George Mason University, including but not limited to:

- (1) persons who have registered for an educational program at the University, whether or not the student is currently enrolled (e.g., students who have enrolled at the University but have not yet registered for classes, students who decide not to enroll for a period of time, and doctoral degree candidates who are not registered);
- (2) participants in internships, practicum experiences, outreach, and summer programs and camps; and
- (3) students who are also employees.

χ. "Professional Power Relationship" means a relationship between an employee and a student in which the employee may have authority to exercise decision-making authority regarding the student. Examples of a Professional Power Relationship include, but are not limited to, relationships in which the employee:

- (1) is in a position to make administrative or educational decisions about a student;
- (2) participates in an educational experience and has the authority to assign grades;
- (3) has any input into the evaluation of the student's academic performance;
- (4) serves in matters of admission, or on scholarship awards committees;
- (5) has a managerial position over the student;
- (6) has an official academic advising relationship to the student, including as a thesis or dissertation advisor; or
- (7) is a coach of the student.

δ. "Consensual Relationships" means, for purposes of this policy only, relationships of a romantic, intimate, or sexual nature, where a Professional Power Relationship exists.

IV. RESPONSIBILITIES

All academic and non-academic supervisors at all levels are responsible for implementation of this policy.

V. COMPLIANCE

α. An Employee entering into or engaging in a Consensual Relationship, or a current or prospective employee offered a position who will be in such a relationship should the position be accepted, shall immediately:

- (1) report the relationship to either the supervisor, Dean, Vice President/Provost, the hiring official, the Office of Equity & Diversity Services, or Human Resources & Payroll Office; and

(2) cooperate in actions taken to eliminate any actual or potential conflicts of interest and to mitigate adverse effects on third parties.

β. The supervisor shall treat the information confidentially and shall promptly:

(1) consult with the Office of Equity & Diversity Services; and

(2) cooperate with the Office of Equity & Diversity Services and Vice President/Provost, eliminate conflicts of interest, and mitigate adverse effects on third parties.

χ. Possible actions a supervisor may take include, but are not limited to:

(1) transferring one of the individuals to another position or class; or

(2) transferring supervisory, decision-making, evaluative, academic or advisory responsibilities.

δ. Violations of this policy may result in discipline in accordance with the Faculty Handbook, Administrative Faculty Handbook, and to the policies and procedures of the Commonwealth of Virginia.

EFFECTIVE DATE

REVIEW

SIGNATURE