

GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
SEPTEMBER 5, 2012
Robinson Hall B113, 3:00 - 4:15 p.m.

I. Call to Order

II. Approval of the Minutes of April 25, 2012

III. Announcements

Provost Stearns – Issues for 2012-2013

Attachment A

The Society of Phi Beta Kappa has approved establishing a chapter at George Mason University!

Budget Forum – Monday, September 10, 1:00-2:00 p.m. Meese Conference Room , Mason Hall with

Provost Stearns and Beth Brock (Associate Vice President/Controller, Fiscal Services)

President Cabrera Town Hall Meetings with Faculty:

- Fairfax: Wednesday, September 19th, 10:30 am – 12:00 p.m., Harris Theater
- Prince William: Wednesday, September 19th, 1:30-3:00 p.m., Verizon Auditorium
- Arlington: Thursday, September 20, 10:00 – 11:30 a.m., Theater Space

Appointments:

- Sheryl Beach (COS) to serve on the Search Committee for Senior Vice President
- Mark Houck (VSE) to serve as faculty (Senate) representative to the Provost Budget and Planning Team
- Susan Trencher (CHSS) to serve as faculty (Senate) representative to the Provost’s Summer Term
- Johannes Rojahn (CHSS) to serve as faculty representative to the University Dining RFP Committee
- Jane Flinn (CHSS) to serve as faculty representative to the Search Committee for Vice President for University Life
- Ed Douthett (SOM) to serve as faculty representative to the BO V Audit Committee
- Bob Smith (CHSS) to serve as faculty representative to the Space Advisory Committee

IV. Unfinished Business

V. New Business - Committee Reports

A. Senate Standing Committees

Executive Committee

Academic Policies

Budget & Resources

Faculty Matters

Criminal Background Check Policy

Attachment B

Faculty Evaluation of Administrators Update

Nominations

Organization & Operations

B. Other Committees

VI. Other New Business

A. Elections

Election of the Secretary of the Senate	Nominee: Earle Reybold
Election of Members of Senate Standing Committees	Attachment C
Election of Members of University Committees	Attachment D
B. Conflict of Interest Policy	Attachments E and F
C. Resolution of Appreciation for Marion Deshmukh	Attachment G

VII. Remarks for the Good of the General Faculty

VIII. Adjournment

[followed by brief organizational meetings of the Senate Standing Committees]

ATTACHMENT A

Issues for consideration for academic year 2012 - 2013

September 5, 2012

Peter N. Stearns, Provost and Executive Vice President

Strategic Visioning and Planning

Expansions of distance and executive education

Decisions on distributed campuses: Prince William; Arlington; Tysons

Global: Korea; Global Problem Solving; further strategic planning

Honor code as a campus community issue; scientific misconduct

Budget: the new model

General education; students as scholars; retention

Out-of-state recruitment

Defining faculty categories; rewards for teaching

Research levels – DARPA

ATTACHMENT B

Criminal Background Check

George Mason University is modifying University Policy Number 2221 (Criminal Background Investigations). The new policy will require all new employees and all current employees who change positions to undergo criminal background checks. The old policy specified the employment categories and offices that require such checks. They included all staff and most administrative faculty positions. Due to outside certification requirements, faculty teaching in the College of Health and Human Services and the College of Science were also subject to background checks. The new policy will extend the check to all new faculty, staff, and admin faculty for whom a check has not been completed in the last three years, including those who leave the university and then are rehired. Employees who are simply promoted in their present positions will not be required to have a background check completed. Also, anyone who signed a contract with the university prior to June 25 is exempt from a check unless it was already part of their hiring process.

According to Linda Harber, Associate Vice President and CHRO of Human Resources and Payroll, all major universities in Virginia except Old Dominion University either presently have a policy like the new one being implemented or are in the process of implementing one. The change in policy at Mason and some other institutions is, in part, the result of the recent incidents at Penn State.

The policy change was developed by Linda Harber and senior administrative staff. The first major planning meeting occurred on April 5, 2012. With the unfolding revelation of child molestation at Penn State, there was some urgency to complete the process quickly. Faculty and staff were not invited to participate in the planning process. Any concerns or feedback with the policy can be shared with Jessica Cain (jcain4@gmu.edu) in Employee Relations.

The background check process occurs as follows. As part of hiring or position-changing, the employee must agree to a criminal background check. That action is a condition of employment or job change. The university then uses the services of an online company named *HireRight*. This company completes (a) a Social Security Trace which reveals the names and addresses associated with the social security number, (b) a search of the Sex Offenders Registry and Prohibited Parties (terror watch) List, and (c) a criminal search that reveals felony and misdemeanor convictions (not arrests or accusations) within the last seven years. Minor traffic violations are exempted. Once the check is complete, results are kept in a locked file in HR, apart from the individual's personnel file, and never shared with a third party under any circumstances. Jessica Cain and Christine Harchick in HR Employee Relations are responsible for initiating the checks.

The cost to the university varies between about \$42 and \$70 per check, averaging about \$50, and this is paid centrally, not from the budget of the hiring unit. The total annual cost for completing this process is difficult to estimate. According to Jessica Cain, the university had about 500 new hires last year, meaning the cost for this category of employee is about \$25,000. However, this number does not include present employees who changed positions and staff/volunteers associated with camps.

If the search results in the finding of a criminal conviction or other issue, the individual will have a confidential one-on-one meeting with a member of Employee Relations. This meeting allows the employee the opportunity to verify the results and inform Employee Relations of any ongoing appeals. Concerns can potentially be discussed with the position's supervisor and, if deemed necessary by the department, with individuals higher on the employment chain and the university's General Counsel's Office. A negative finding would not normally result in non-hiring or non-promotion. Usually, unless the conviction occurred in an area that might compromise the ability to complete the individual's assigned duties, the person would be hired or the job change would go through.

The change in the policy is not the result of any significant problems at Mason. No faculty and only a small number of staff have been released or not hired as a result of criminal background checks. The reason for most of those is that the individuals did not disclose their convictions. Disclosure is required by both the old and new policies. In addition, there have been no cases to date in which a successful candidate has refused to approve a check and therefore not been hired.

ATTACHMENT C

September 2012 Faculty Senate Nominations Committee Report

The Committee on Nominations presents the following nominations for AY 2012-2013:

SECRETARY of the SENATE: Earle Reybold (CEHD)

FACULTY SENATE STANDING COMMITTEES (2-year terms; all members are Senators)

ACADEMIC POLICIES:

Continuing Members: Sheryl Beach (COS), Ning Li (SOM), Suzanne Scott (CHSS)

Nominees: Dominique Banville (CHED), Cody Edwards (COS)

BUDGET AND RESOURCES

Continuing Members: Charlene Douglas (CHHS), Jerry Mayer (SPP)

Nominees: Janos Gertler (VSE), Jenice View (CEHD), Phil Wiest (CHSS)

FACULTY MATTERS

Continuing Members: none

Nominees: Lisa Billingham (CVPA) (1-year term to fill a vacancy), Scott Bauer (CEHD), Steven Rose (CHHS), Mark Rozell (SPP), Jim Sanford (CHSS)

NOMINATIONS:

Continuing Members: Rick Coffinberger (SOM), Suzanne Slayden (COS)

Nominees: – Three vacancies; nominations must come from the floor.

ORGANIZATION AND OPERATIONS:

Continuing Member: Elavie Ndura (CEHD)

Nominees: Arie Croitoru (COS), Robert Dudley (CHSS), Star Muir (CHSS), Bob Smith (CHSS)

ATTACHMENT D

UNIVERSITY STANDING COMMITTEES (Members and nominees in bold type are Faculty Senators; 2-year terms unless otherwise noted)

ACADEMIC APPEALS

Continuing Members: Flavia Colonna (COS), Michael Naor (SOM), Johannes Rojahn (CHSS)

Nominees: Sheri Berkeley (CEHD), **Peter Pober** (CHSS)

Provost Appointee: Michael Hurley (CHSS)

ACADEMIC INITIATIVES

Continuing Member: Robert Johnston (SOM)

Nominees: 1-year term: Elizabeth Chong (CHHS), Wayne Froman (CHSS)

2-year term: Craig Esherick (CEHD), **Iosif Vaisman** (COS)

Ex Officio: Anne Schiller, Vice President for Global and International Strategies

ADMISSIONS

Continuing Members: Marion Deshmukh (CHSS), Jeng-Eng Lin (COS), Hung Nguyen (CHSS)

Nominees: M. Hasan Aijaz (LAW), **Susan Tomasovic** (CHSS)

Dean of Admissions Appointee:

ATHLETIC COUNCIL (4 elected members)

Continuing Members: Robert Baker (CEHD), **Cody Edwards** (COS)

Nominees: Louis Buffardi (CHSS), Rich Klimoski (SOM)

Presidential Appointee: Linda Miller (Chair, Faculty Athletic Representative)

EFFECTIVE TEACHING

Continuing Members: Paul Gorski (CHSS), Ramin Hakami (COS), Danielle Rudes (CHSS)

Nominees: **John Cantiello** (CHHS), Timothy W. Curby (CHSS)

EXTERNAL ACADEMIC RELATIONS

Continuing Members: **Alok Berry** (VSE), **Arie Croitoru** (COS), **Elavie Ndura** (CEHD)

Nominees: Mike Dickerson (CHSS), John Riskind (CHSS)

FACULTY HANDBOOK REVISION COMMITTEE (3-year term)

Continuing Members: **Lloyd Cohen** (LAW - 2013), Richard Miller (CEHD -2014), **Suzanne Slayden** (COS - 2013)

Nominee: Kevin Curtin (COS)

GENERAL EDUCATION (8 elected members, 3-year term)

Continuing Members: Kelly Dunne (CHSS - 2014), Doug Eyman (CHSS - 2013), Mack Holt (CHSS - 2014), Hugh Sockett (CHSS - 2013), Mark Uhen (COS - 2014)

Nominees: **Dominique Banville** (CEHD), Rebecca Ericson (COS), Frank Allen Philpot (SOM)

Provost Appointees: Rick Diecchio (COS), Kim Eby (Assoc. Provost), Janette Muir (Assoc. Provost for Undergraduate Education, Chair), Cliff Sutton (VSE), Carol Urban (CHHS)

GRIEVANCE COMMITTEE

Continuing Member: **Cody Edwards** (COS)

Nominees: 1-year term: **Rick Coffinberger** (SOM)

2-year term: **Doris Bitler Davis** (CHSS), Paul Houser (COS), Mike O'Malley (CHSS)

MINORITY and DIVERSITY ISSUES COMMITTEE

Continuing Members: David Anderson (CEHD), Xiaomei Cai (CHSS), Hazel McFerson (CHSS), Michael Mink (CHHS)

Nominees: **Jian Lu** (COS)

NON-TRADITIONAL, INTERDISCIPLINARY, and ADULT LEARNING

Continuing Members: Cynthia Lum (CHSS), Carole Rosenstein (CVPA), Ray Sommer (SPP)

Nominees: Nada Dabbagh (CHED), **Kathryn Jacobsen** (CHHS)

SALARY EQUITY STUDY COMMITTEE (3 elected members)

Continuing Member: Margret Hjalmarson (CEHD)

Nominees: Eden King (CHSS), **Lesley Smith** (CHSS), Catherine Wright (CHSS)

Provost Appointee:

Equity Office Appointee:

TECHNOLOGY POLICY

Continuing Members: Andy Finn (CHSS), Nirup Menon (SOM), Nigel Waters (COS)

Nominees: **Alok Berry** (VSE), Pallab Sanyal (SOM), **Stanley Zoltek** (COS)

Provost Appointee: Goodlett McDaniel (CHHS)

WRITING ACROSS THE CURRICULUM COMMITTEE

Continuing Members: Greg Robinson (CVPA), Miruna Stanica (CHSS), Sharon Williams von Rooij (CEHD)

Nominees: Benedict Carton (CHSS), **Charlene Douglas** (CHHS), Tamara Maddox (VSE), Arthur Romano (S-CAR), **Stanley Zoltek** (COS)

Vacancy: (SOM)

Ex Officio: Sarah Baker, Director, WAC Program

ATTACHMENT E

Financial Conflicts of Interest in Federally-Funded Research: Policy Number 4010

is posted on the Faculty Senate website at

http://www.gmu.edu/resources/facstaff/senate/MINUTES_FS_2012-13/Policy_4010_Draft_061212.pdf

ATTACHMENT F

Appendix to Financial Conflicts of Interest in Federally-Funded Research: Policy Number 4010

Is posted on the Faculty Senate website at

http://www.gmu.edu/resources/facstaff/senate/MINUTES_FS_2012-13/Appendix_to_4010.pdf

ATTACHMENT G
RESOLUTION OF APPRECIATION

for

MARION DESHMUKH

WHEREAS Phi Beta Kappa, the preeminent academic honorary society in the liberal arts, has approved the establishment of a chapter at George Mason University; and

WHEREAS the University, its Faculty, and, especially, Mason's students benefit from this action; and

WHEREAS, Prof. Marion Deshmukh of the Department of History was primarily responsible for shepherding Mason's application through a lengthy, detailed, and arduous process that required extensive time and effort;

THEREFORE BE IT RESOLVED that the Faculty Senate, on behalf of the General Faculty, expresses its gratitude to Prof. Deshmukh.