

**GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
SEPTEMBER 9, 2015
Robinson Hall B113, 3:00 – 4:15 p.m.**

I. Call to Order

II. Approval of the Minutes of April 22, 2015

III. Announcements

Provost S. David Wu: Goals for 2015-16

[Attachment A](#)

Sr. Vice President J.J. Davis: New Budget Model

[Attachment B](#)

Appointments:

June Tangney will serve as chair pro tempore

Suzanne Slayden will serve as Parliamentarian

Linda Monson and Shelley Wong will serve as Sergeants-at Arms

Town Hall with President Cabrera, Wednesday, October 14th, 3:00-4:30 p.m. Merten Hall 1201

IV. New Business – Committee Reports

A. Senate Standing Committees

Executive Committee

Academic Policies

Budget and Resources

Faculty Matters

Nominations

Organization and Operations

B. Other Committees/Faculty Representatives

V. Other New Business

A. Elections

Election of the Secretary of the Senate

Nominee: Timothy Leslie (COS)

Election of Members of Faculty Senate Standing Committees

[Attachment C](#)

Election of Members of University Standing Committees

[Attachment D](#)

Election of Faculty Representatives: Dominique Banville (CEHD)

is nominated to serve as Faculty Representative to the Graduate Council

B. New Parental Leave Program – Linda Harber, Vice President for

[Attachment E](#)

Human Resources/Payroll

C. Brief Overview of the Capital Campaign – Dr. Leigh Harrison, Director,

Advancement Communications

VI. Remarks for the Good of the General Faculty

VII. Adjournment

(followed by brief organizational meetings of the Senate Standing Committees)

ATTACHMENT A

Faculty Senate Presentation

Highlight of Provost's 2015-16 Goals

Strategic Initiatives

- Multidisciplinary Research and Education
 - Working with faculty task force to establish the Platform for Educational Innovation
 - Establish the Institute of Biomedical Innovation
 - Establish major partnership with Inova Health System
 - Build faculty coalition for a future multidisciplinary research institute in the "Security" arena
 - Continue faculty seed grant program for multidisciplinary collaboration
- Digital Learning and Innovation
 - Develop and implement plan for online graduate programs
 - Complete comprehensive institutional strategy
- Create a university-wide entrepreneurship and innovation platform
 - Engage faculty, students, and community members
 - Develop physical space, leadership and programs

ATTACHMENT B

MASON'S NEW INCENTIVE-BASED MODEL AND FINANCIAL FRAMEWORK OVERVIEW

- J.J. Davis, Senior Vice President for Administration and Finance
Office of Budget and Planning is posted on the Faculty Senate website at
[http://www.gmu.edu/resources/facstaff/senate/MINUTES FS 2015-16/Mason Budget Model Final 090115.pdf](http://www.gmu.edu/resources/facstaff/senate/MINUTES_FS_2015-16/Mason_Budget_Model_Final_090115.pdf)

ATTACHMENT C

September 2015 Faculty Senate Nominations Committee Report

The Committee on Nominations presents the following nominations for AY 2015-16:

SECRETARY of the SENATE: Timothy Leslie (COS)

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

ACADEMIC POLICIES

Continuing Members: Dominique Banville (CEHD), Michelle Greet (CHSS), Suzanne Slayden (COS)

Nominees: Catherine Sausville (COS), James Steele (CHSS)

BUDGET AND RESOURCES

Continuing Members: Kumar Mehta (School of Business), Daniel Menascé (VSE), Susan Trencher (CHSS)

Nominees: James Conant (SPGIA), Jim Metcalf (CHSS)

FACULTY MATTERS

Continuing Members: Alok Berry (VSE), Keith Renshaw (CHSS)

Nominees: Alan Abramson (SPGIA), Doris Bitler Davis (CHSS), Joe Scimecca (CHSS)

NOMINATIONS

Continuing Members: Jim Bennett (CHSS), Dimitrios Ioannou (VSE), Linda Monson (CVPA), Pierre Rodgers (CEHD)

Nominees: One vacancy, nominations must come from the floor.

ORGANIZATION AND OPERATIONS

Continuing Members: Pamela Garner (CHSS), Bob Pasnak (CHSS)

Nominees: Lisa Billingham (CVPA), John Farina (CHSS), Mark Houck (VSE)

ATTACHMENT D

UNIVERSITY STANDING COMMITTEES

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

ACADEMIC APPEALS

Continuing Members: Walter Morris (COS), **Jenice View (CEHD)**

Nominees: **Bob Pasnak (CHSS)**, Peter Pober (CHSS), Carmen Rioux-Bailey (CEHD)

Provost Appointee: Michael Hurley (CHSS)

ACADEMIC INITIATIVES

Continuing Member: Elaine Rendler (CVPA)

Nominees: **Mark Addleson (SPGIA)**, **Andrew Carle (CHHS)**, Leslie Dwyer (S-CAR), **Tim Leslie (COS)**

Ex Officio: Solon Simmons (Interim Vice President of Global Strategies)

ADMISSIONS

Continuing Members: **Chris Kennedy (COS)**, Jennifer N. Victor (SPGIA)

Nominees: **Betsy DeMulder (CEHD)**, Christiana Stan (COS), Esther Lee Yook (CHSS)

Dean of Admissions appointee: Darren Troxler (Associate Dean of Admissions)

ADULT LEARNING AND EXECUTIVE EDUCATION COMMITTEE

Continuing Members: Pallab Sanyal (School of Business), Xiaoquan Zhao (CHSS)

Nominees: Peter Farrell (VSE), **Larry Kerschberg (VSE)**, Shahrone Williams van Rooij (CEHD),

ATHLETIC COUNCIL

Continuing Members: Gerald Hanweck (School of Business), Hun Lee (School of Business)

Nominees: Amanda Allen Caswell (CEHD), **Phil Wiest (CHSS)**

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

EFFECTIVE TEACHING

Continuing Members: **Betsy DeMulder (CEHD)**, Alexandria Zylestra (School of Business)

Nominees: Mihai Boicu (S-CAR), Howard Kurtz (CVPA), Rodger Smith (CHSS)

EXTERNAL ACADEMIC RELATIONS

Continuing Members: Ana M. Stoehr (CHHS), Faye Taxman (CHSS)

Nominees: **Alok Berry (VSE), David Kuebrich (CHSS), Pierre Rodgers (CEHD)**

Provost Appointee: Cheryl Druehl (School of Business)

FACULTY HANDBOOK REVISION (3-year terms)

Continuing Members: Cynthia Lum (CHSS-2017), **Suzanne Slayden (COS – 2016)**

Nominee: **Alan Abramson (SPGIA-2018)**

GRIEVANCE

Continuing Members: **John Farina (CHSS)**, John Riskind (CHSS)

Nominees: Sheri Berkeley (CEHD), Rutledge Dennis (CHSS), Michael Summers (COS)

MASON CORE COMMITTEE (8 elected members, 3-year terms)

Continuing Members: **Melissa Broekelman-Post (CHSS -2016)**, Kelly Dunne (CHSS – 2017), Tamara Maddox (VSE – 2016), Mara Schoeny (S-CAR –2017), Carol Urban (CHHS-2017)

Nominees: **Dominique Banville (CEHD – 2018)**, Rebecca Ericson (COS – 2018), Matthew Scherer (SPGIA-2018)

Provost Appointees: Doug Eyman (CHSS), Cheryl Druehl (School of Business), Andrea Weeks (COS), Peter Winant (CVPA)

Ex-Officio: Janette Muir (Associate Provost for Undergraduate Education), Chair
Kim Eby (Director, Center for Teaching and Faculty Excellence)
Stephanie Hazel (Associate Director, Institutional Assessment)

MINORITY and DIVERSITY ISSUES

Continuing Members: **Elavie Ndura (CEHD)**, Bethany Letiecq (CEHD)

Nominees: Richard Craig (CHSS), Odette Willis (CHHS), Xioquan Zhao (CHSS)

SALARY EQUITY STUDY

Continuing Members: Paul Gorski (CHSS), Monique Van Hoek (COS), **Shelley Wong (CEHD)**

Provost Appointee: Penny Earley (CEHD) (one year term 2016)

Equity Office Appointee: Julian Williams (Vice President of Compliance, Diversity and Ethics) (one year term 2016)

TECHNOLOGY POLICY

Continuing Members: Julie Christensen (CHSS), **Kevin McCrohan (School of Business)**, **Stanley Zoltek (COS)**

Nominees: Gerald Hanweck (School of Business), Dieter Pfoser (COS), **Catherine Sausville (COS)**

Provost Appointee: Stephen Nodine (Director, Distance Education, Provost Office)

UNIVERSITY PROMOTION, TENURE AND RENEWAL APPEAL (UPTRAC)

Continuing Member: **Paula Petrik (CHSS)**

Nominees: **Dimitrios Ioannou (VSE)**, **Iosif Vaisman (COS)**

Continuing Alternate: Stefan Toepler (SPGIA)

Alternate Nominee: **Elavie Ndura (CEHD)**

Provost Appointees: Cody Edwards (Associate Provost for Graduate Education - 2016), Mark Ginsberg (Dean, College of Education and Human Development- 2017)

Provost Alternate Appointee: Claudio Cioffi Revilla (Interim Vice President, George Mason University Research Foundation, Research and Economic Development – 2017)

WRITING ACROSS THE CURRICULUM

Continuing Members: Mary Ewell (COS), Steve Holmes (CHSS), Aditya Johri (VSE), **Stanley Zoltek (COS)**

Nominees: David Gallay (School of Business), Margaret Miklancie (CHHS), Gregory Robinson (CVPA), Kristien Zenkov (CEHD)

Ex Officio: Michelle LaFrance (WAC Program Director)

ATTACHMENT E

Parental Leave for Instructional 9-Month Faculty

I. SCOPE

This policy is intended as guidance for 9-month faculty (mothers and fathers) in managing work and family obligations in the first year surrounding the birth or adoption of a child.

Parental time away from work assists eligible George Mason University faculty members during the first year of becoming a parent to meet both their professional and parental obligations. It is the goal of this policy to 1) help faculty balance the responsibilities of family and career development and 2) encourage and enable equal parenting opportunity across all departments.

I. POLICY STATEMENT

All Instructional 9-month faculty can choose to take a break from their position, in partnership with their department. With this option the employee is eligible for a 50% work relief for a year following the birth or adoption date (multiple births will be treated as one event). During the relief period(s) the faculty member would be eligible for full pay and benefits but would work a reduced schedule. The reduction can be taken 100% in one semester, 50% in two semesters or some other combination that makes sense for the faculty member and the department.

In the circumstance are such that both parents are faculty members employed by Mason, it is expected that the parents will work closely with the departments and units (college/school/institutes) involved to develop a plan that minimizes the impact. Faculty members must work with their department chairs and/or deans to coordinate the specific arrangements of the reduced work schedule.

Eligibility:

- Instructional 9- month term, tenure-track and tenured faculty who have become new parents.
- This program does not apply to faculty in a first 1-year, temporary or visiting appointment.
- Should be continuously employed for at least one (1) academic year since hire and/or since the end of the last Parental Leave period, prior to the birth or adoption and must expect to remain continuously employed for one (1) academic year following the leave (subject to contract renewal in some cases).

Procedure:

- The faculty member should request the parental leave as far in advance of the child's expected arrival date as possible to provide departments with reasonable notice for planning purposes.
- The college or school will continue to pay the faculty member's current actual salary and benefits cost during the period of teaching relief. Benefit deductions will continue to be withheld from this compensation.
- Once the dates, commitments and schedules have been negotiated with the department head, complete and submit the work plan to the dean/director of the unit, who will review the plan. Once approved, the dean/director will submit the work plan and any Faculty Transaction Forms to the Human Resources & Payroll Department.

Use with Other Leave(s)

This program does not prohibit deans or chairs from further modifying assignments before and after the leave period. The faculty member must request use of this benefit in advance, no later than three (3) months prior to the beginning of the leave period (when possible), and the leave must begin no later than the academic semester immediately following the birth or adoption event. A shorter notice period may be allowed, on a case-by-case basis, for good cause and/or special circumstances, by the faculty member's supervisor and the dean.

Paid parental leave may not be used immediately before or after a Study leave.

- Faculty members who have VSDP leave must apply for disability benefits which will offset a portion of the paid parental leave.
- Faculty members with accrued sick leave will be charged as appropriate against any full time (doctor prescribed limitation periods such as bed rest or physical recovery) leave time.
- Available sick leave balances will be reduced by up to 1/3 of the balance, to offset a portion of the leave for family member medical under FMLA.
- Beyond these uses, sick leave cannot be to extend the paid portion of the FMLA leave into a subsequent semester due to the arrival of a child/children.
- Any partial or full reduction of duties amounts to time away from work under the federal Family and Medical Leave Act (FMLA) and must be coordinated with HR and counted as such.

Interaction with Tenure –

The tenure clock may be stopped at the onset of the approved paid parental leave period (for the first tenure stoppage). Faculty may opt for an extension by notifying Mason, in writing that they wish for the tenure clock to stop during the first year following birth or adoption. Refer to Faculty handbook section 2.7.3.1.

Examples – Each situation is a little bit different and employees are encouraged to discuss the options with their management and the Benefits team to work out the best options for their case.

Baby 1 is due May, June, July, August or September. Mom/Dad can take a 100% course release for the fall semester, or a 50% course release for fall and a 50% course release for spring. If May or September, and Mom chooses the 50%/50% option she will likely need to take additional sick leave to get her through the first several weeks of physical recovery from delivery.

Baby 2 is due in October. Mom/Dad can take a 100% course release for the fall semester, or a 50% course release for fall and a 50% course release for spring. If Mom chooses the 50%/50% option she will likely need to take some additional sick leave to get her through the first several weeks of physical recovery from delivery.

Baby 3 is due in November or December. Mom/Dad can take a 100% course release for the fall or spring semester, or a 50/50 course release for fall/spring or spring/fall. If Mom chooses the 50%/50% option she will likely need to take some additional sick leave to get her through the first several weeks of physical recovery from delivery.

Baby 4 is due January. Mom/Dad can take a 100% course release for the spring semester, or a 50% course release for spring and a 50% course release for fall.

Baby 5 is due in February, March or April. Mom/Dad can take a 100% course release for the spring semester, or a 50% course release for spring and a 50% course release for fall. If Mom chooses the 50%/50% option she will likely need to take some additional sick leave to get her through the first several weeks of physical recovery from delivery.

II. DEFINITIONS

“Family and Medical Leave Act (FMLA)” is a federal statute that requires certain employers to provide unpaid leave time away from work under certain conditions.

III. RESPONSIBILITIES

The Provost and Executive Vice President will be responsible for setting the overall tone for the policy and ensuring consistency across the University.

Supervisors and deans and directors will have the responsibility to authorize specific details and timing of the leaves and the approved plans to Human Resources/Benefits.

Vice President of Human Resources/Payroll & Faculty/Staff Life will promote and administer the administrative portion of the program.

IV. COMPLIANCE

A. Any nine-month faculty member on approved parental leave will be compensated at his/her approved salary during the term of the leave. All fringe benefits will continue at the same cost to the University and the employee.

B. A nine-month faculty member approved for a parental leave shall agree to return to the University for at least one (1) year following completion of the leave.

V. EFFECTIVE DATE AND APPROVAL

The policies herein are effective July 1, 2015. This Administrative Policy shall be reviewed and revised, if necessary, annually and become effective at the beginning of the University’s fiscal year, unless otherwise noted.

Approved:

Jennifer Wagner-Davis, SVP

S. David Wu, Provost