

GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
APRIL 4, 2018
Robinson Hall B113, 3:00 – 4:15 p.m.

I. Call to Order

II. Approval of the Minutes of March 7, 2018

III. Announcements

Provost Wu

AAUP/FSVA Panel: "Privatization of Higher Education" Sat Apr 7, 1:30 – 3:00 pm HUB (3-5)

Memorial Service for Stanley Zoltek: Apr 25, 5-7 pm, Mason Club

IV. Committee Reports

A. Senate Standing Committees

Executive Committee

Academic Policies

Budget and Resources

Faculty Matters

Nominations

Organization and Operations

B. Other Committees/Faculty Representatives

Faculty Handbook Revisions (Suzanne Slayden)

Second view and vote on proposed revisions

[Attachment A](#)

Academic Initiatives/Minority & Diversity Issues (Christy Pichichero)

Diversity and Inclusivity Statements in Faculty Hires (continued)

[Attachment B](#)

Undergraduate Council (Tim Leslie)

Bylaws revisions

[Attachment C](#)

Academic Initiatives (Tim Leslie)

Motion regarding Mason Korea Faculty Handbook

[Attachment D](#)

Multilingual Academic Success Committee (Shelley Reid)

Update & Annual Report

[Link to report](#)

Salary Equity Committee (Bijan Jabbari)

V. New Business

VI. Remarks for the Good of the General Faculty

VII. Adjournment

Attachment A
Faculty Handbook Revision Committee
Proposed Revisions to the Faculty Handbook

Faculty Senate meeting

April 4, 2018

The proposed revisions to multiple sections of Chapter 2 were presented to the Faculty Senate on Mar. 7 and 28, 2018. After discussion with faculty during and after those meetings, the committee proposed several revisions. The link to the revisions may be found at <http://www.gmu.edu/resources/facstaff/senate/FacultyHandbook/fac-hndbk-rev-2018.htm>.

The current 2017 Faculty Handbook can be found at <http://www.gmu.edu/resources/facstaff/handbook/>.

On behalf of the Committee, it is moved

That the Faculty Senate approve the proposed changes to the Faculty Handbook with no further revisions at this time other than those necessary to correct typographical and grammatical errors.

[Note: A motion to "refer to the Faculty Handbook Committee with instructions" is in order.]

If the changes are approved by the Faculty Senate, they will be submitted to the Board of Visitors for final approval.

Committee members: Alan Abramson (SSPG), Cynthia Lum (CHSS), Suzanne Slayden (COS)

Attachment B

Motion Regarding Diversity and Inclusivity Statements in Faculty Hires

Motion

We, the Faculty Senate, endorse the inclusion of a statement detailing your experience and commitment to diversity and inclusivity in an academic context in faculty hiring portfolios, starting with AY 2019-2020. In addition, we advocate that, if such statements are requested for inclusion in applications, the following steps be taken in cooperation with the University Minority and Diversity Issues committee:

1. Resources regarding models, expectations, and evaluation of these statements be made available through the Provost's Office, Compliance Diversity and Ethics, and Human Resources.
2. Follow-up efforts in diversity, equity, and inclusivity be made by the Provost's office and the Colleges / Schools.
3. The use of these diversity and inclusivity statements is given a critical re-examination in the Spring of 2022 with regards to their benefits and costs (across all dimensions) by a group equally composed of faculty and administrators

Rationale

We believe a diversity, equity, and inclusivity statement can be one step of many in our attempt to create a more inclusive climate, and thus is a positive and worthwhile decision in an institution with a diverse, international student body. Based on their successful implementation and subsequent outcomes at other institutions, we believe adding these statements into job portfolios will achieve the following:

1. Communicate the importance the values of diversity, equity, and inclusivity at George Mason University to job candidates;
2. Require the candidate to have considered and formalized their thoughts regarding diversity, equity, and inclusivity;
3. Provide means by which to evaluate candidates on their potential contributions to the broadening culture and practice here at George Mason that might not otherwise be observed in a candidate's portfolio; and
4. Bring us in line with an increasingly common practice implemented at peer institutions across the United States.

We have heard the following concerns about such a move:

1. Evaluating these statements takes too long and may be done poorly, if no guidelines for evaluation are proposed.
2. The statement is just a piece of paper and does not assure any true commitment to diversity, equity, and inclusivity.
3. Adding these statements by itself will not engender broader institutional change and must be accompanied by a series of other measures (e.g., formalizing and posting publicly the potential benefits each department and college sees in inclusivity, mandatory DEI training for search committees, evaluating contributions to DEI in annual evaluations and RPT processes).
4. Requiring job candidates to add another element to their portfolio is burdensome.

Although we acknowledge these drawbacks, we do not believe they outweigh the potential benefits.

Attachment C

Proposed Revisions to Bylaws for Undergraduate Council

UNDERGRADUATE COUNCIL BYLAWS

ARTICLE I: Name

The name of this organization shall be the George Mason University Undergraduate Council (UC).

ARTICLE II: Purpose

The Undergraduate Council is an advisory and ~~legislative~~administrative board on curricular matters of undergraduate education at George Mason University ~~in accordance~~with ~~policies set forth by the Board~~goal of Visitors~~ensuring the quality and consistency of undergraduate education~~.

The principal function of the UC is to review and make recommendations to the Provost on behalf of the University regarding the undergraduate curriculum. This specifically includes:

- a. Reviewing proposals for the creation, modification, or discontinuation of all undergraduate academic degree programs, certificate programs, ~~new~~ bachelor's/accelerated master's programs, minors, and courses;
- b. ~~Monitoring~~Providing a forum for disseminating undergraduate program assessment;
- c. Serving in an advisory capacity to the Senate regarding academic policies for undergraduates.

ARTICLE III: Members

Section A: UC Chairperson

1. Appointment:

The Committee Chair shall be the Associate Provost for Undergraduate Education. If there is no Associate Provost for Undergraduate Education, the chair shall be a tenured faculty member ~~and shall be~~ appointed by the Provost. The Chair cannot also serve as a faculty representative on the UC. The Chair is not a voting member of the UC.

2. Responsibilities and Duties:

- a. The Chair is responsible for ensuring that UC decisions are coordinated with George Mason University policies, the George Mason University Faculty Senate, and procedures as set forth by the George Mason University Board of Visitors.
- b. The Chair's duties shall include:
 - i. distribution of both the agenda and relevant information to the members of the Committee at least one week in advance of meetings;
 - ii. collection and dissemination of the reports of UC committees in advance of UC meetings;
 - iii. referral of agenda items to sub-committees of the UC when necessary;
 - iv. managing charges and follow-up procedures with sub-committees that have been established by the UC;

- v. presiding at UC meetings;
- vi. overseeing the conduct of all votes among the UC;
- vii. ensuring that the results of the decisions of the Undergraduate Council are published and communicated to the academic unit representatives.

Section B: Representatives

1. Representation:

a. The membership of the UC shall include the Chair, ~~and~~ two faculty representatives from each College/School/Academic Institute, and one member elected by and from the Faculty Senate.

i. The first faculty representative from each Unit shall be appointed by the Dean, ~~while~~ and

ii. the second faculty representative from each Unit shall be a full-time instructional faculty member selected by the academic unit in accordance with its bylaws.

~~ii. One member shall be elected by and from the Faculty Senate.~~

b. Non-voting members shall be invited to participate. They may be included from areas such as the following:

Academic Advising, Retention and Transitions (or representative from MAAN)

Undergraduate Student Government

Registrar's Office

Distance Education

c. The term of membership is two years. In the case of a faculty vacancy, the Dean or Director shall appoint a replacement to complete the term unless the academic unit has provided otherwise for continued representation. Members, including those there by administrative appointment, are limited to three consecutive terms.

d. The responsibility of the Representatives shall include

i. reviewing all proposals brought to the council in a timely manner;

ii. providing information to the council about the proposed changes;

iii. working in good faith to support a strong Undergraduate Curriculum for the best interests of students and faculty;

iv. communicating all decisions of the Council to their faculty.

2. UC Sub-Committees:

a. Ad hoc or other sub-committees may be established by the UC as deemed necessary to discharge its functions and responsibilities.

b. Membership: The Chair and at least one other member of a committee must be members of the UC. Other members of the sub-committee may be appointed by the UC Chair upon approval of the UC.

c. The charge to a sub-committee shall include the composition, purpose, and completion date.

d. An ad hoc committee will make a final report to the UC, at which time it will be discharged.

Section C: Meetings

1. Regular Meetings: UC meetings shall be held monthly during the academic year.
2. Special Meetings: Additional meetings may be called by the Chair, with at least one week's notice, as necessary.
3. Quorum: A quorum consists of two-thirds of the voting members. If a member cannot attend, he or she may appoint a substitute. This substitute may discuss and vote on matters before the Council at that meeting.
4. Super-majority votes: Most decision-making is based on a simple majority vote; for denying program related changes as well as modifying the UC Bylaws, a two-thirds majority vote of approval is required.

ARTICLE IV: Amendment of Bylaws

These bylaws may be amended at any regular meeting of the UC by a two-thirds vote, provided that the amendment has been submitted in writing at the previous regular meeting.

An amendment to the bylaws shall take effect after the approval of the Faculty Senate, the Provost, and the President.

Attachment D

Motion Regarding Mason Korea Faculty Handbook

The Academic Initiatives Committee moves that the Faculty Senate pass the following motion:

The Faculty Senate endorses the usage of the George Mason University Faculty Handbook for all faculty hired or assigned to work at GMU Korea. Where differences are required by local law or arises from specific local circumstance, those differences should be detailed in an addendum and rationale provided. The Faculty Senate reserves the right to verify that the addendum modifications are necessary and appropriate.