

George Mason University
Minutes of the Faculty Senate Executive Committee Meeting
Thursday, January 21, 2016; The HUB, VIP Room 3 – 2:30 – 4:00 p.m.

Present: Charlene Douglas, Mark Houck, Timothy Leslie, Keith Renshaw; Joe Scimecca, Suzanne Slayden, Susan Trencher, , Provost Wu, Sr. VP J.J. Davis, Rose Pascarell, VP, University Life.

I. Approval of Minutes of November 17, 2015: The minutes were approved.

II. Announcements

Provost Wu had no announcements at this time.

Rose Pascarell, Vice President for University Life, reported on the resolution and outcome of a case in which the person in question with medical withdrawal will also have a notation on transcript “in process of academic integrity charge” remain on his transcript. The person met the requirements for medical withdrawal. The case is still active should he try to come back. No one needs to know more about medical withdrawal, but allows university to state in process of academic integrity charge at the time of medical withdrawal. Regarding the faculty member, Sr. VP J.J. Davis added there is one more piece of the puzzle to work out; a meeting is scheduled for next week.

VP Pascarell also reported about new legislation for consistency among all Virginia public universities regarding reporting sexual assault/violence cases – replacing vague phrases used in the past. In response to question whether alleged or charged, Rose responded only if found responsible (will appear) in transcript, but not if person was not guilty or not charged.

VP Pascarell also offered to provide more information on disability services – would like to come back to this group to share key student issues were are working on., to get feedback from the Faculty Senate. Suggestions included how to figure out who to call in dealing with individual students at the department level.

Rector Davis will address FS at April 6th meeting (previously scheduled March 2nd). President Cabrera will address FS at March 2nd meeting (previously scheduled April 6th)

III. Progress reports, business, and agenda items from Senate Standing Committees

A. Academic Policies – we have nothing active at this time.

B. Budget and Resources – Susan Trencher

The Committee will meet with J.J. to learn about the new budget model and report back to the Executive Committee.

C. Faculty Matters – Keith Renshaw and Joe Scimecca

We are working on four items: (1) Faculty Evaluation of Administrators is coming out; (2) Trigger Warnings: to set up meeting with information from other universities, AAUP; (3) Tenured faculty with half-salaries funding: the University Grievance Committee is meeting on this, not for the Faculty Matters Committee to deal with until the Grievance Committee comes to an action/resolution; and (4) Department Chair requirements.

D. Nominations

Lori Bland (CEHD) is nominated to fill a vacancy on the Effective Teaching Committee.

E. Organization and Operations - Mark Houck

The committee is working on four issues:

1. Some faculty are not represented in Faculty Senate, not counted in this way. INTO faculty are paid as university faculty but are too small to be a unit.

Discussion: They have to be a collegiate unit to be counted, have to have a dean or director, an academic unit. INTO faculty are hired as term faculty, paid by the university, but not treated equally in comparison to other term faculty. When they were in ELI (English Language Institute), they had choice to go into CAS (former College of Arts and Sciences) as academic unit or into new Office of Student Life. The head of the ELI unit at the time decided they would go into Office of Student Life. Students who came into ELI not accepted to GMU but eligible to apply to university. ELI standards were much higher than INTO standards. ELI gave up some of profit and provided services to students there. So now that ELI dismantled, its academic faculty are isolated, treated differently. They have no voice; has become increasingly difficult. INTO faculty still work for the university, but their workday controlled by INTO; different from rest of institution. With corporate overlay, are they eligible to join academic unit? Concern expressed that some INTO faculty hesitant to come forward lest they lose their jobs. INTO faculty also served on the Multilingual Task Force.

2. Request to change Columbus Day to Indigenous People's Day. The AP Committee says it is not an Academic Policies issue as it has nothing to do with academic calendar; any Faculty Senator can make a motion. West of the Mississippi, Columbus Day has been changed to "Indigenous People's Day"

3. Multilingual Task Force Committee Charge: to work with Task Force to develop their charge.

4. Allocation of Senate seats 2016-17: to obtain census data.

IV. Other Committees/Faculty Representatives – no reports.

V. New Business, Updates, and Discussion

Online Evaluation of Instruction – we have requested report on cost comparison of various options.

FERPA and the release of student information: Charlene talked with Eve Dauer (University Registrar) about FERPA. Eve says the list of information is very clearly stated during orientation to parents and students. We are *in loco parentis* as faculty, but this is a parent-student issue.

Discussion: Concerns included parental pressure sitting next to students; informing students at a time there are many other things being told. Why not require students to opt-in? FERPA training leaves impression that the Registrar's Office will release all information. FERPA training is now required of all faculty and graduate students. Who decided this was mandatory? COS faculty are upset about this. An Executive Committee member who formerly served as a department chair recalled how (some) new requirements from Human Resources do not serve the academic side – seen as intrusive. Overall requirements are going up, from the State of Virginia as well as federal requirements. If the University does not comply, we can be fined, or audited.

Rose Pascarell: GMU has a conservative read on FERPA law – we err on the side of not providing information. Eve Dauer has been invited to Executive Committee meeting.

Expanded dining option for Faculty and Staff: Sr. VP Davis reported in two weeks or sooner, Bistro will be opened as a lounge from 7:00 a.m. – 3:00 p.m. We hope to do additional remodeling over the summer. An event will take place before Valentines' Day. A draft proposal for a Faculty Club to come to

the Executive Committee first, we are still holding George's as space for it. She also encouraged faculty to promote Fenwick is open, with over a thousand places for students to study. ARGO tea will come in late spring, "a la Starbucks" for tea.

Snowstorm/ice storm – likely to close by tomorrow. Some staff people travel over 40 miles from campus. Deb Crawford hired as a new VP for Research, coming from Berkeley, arriving in the spring. Request for athletic data is still being put forth by the Executive Committee.

State Budget Requests: J.J. Davis distributed state budget requests – a high level analysis. Highlights include funding for Robinson in budget, employee health care costs not to increase. Almost \$2.5M allocated for past enrollment growth funding huge! Also funding for need-based financial aid. \$8M for the Virginia Online Degree Completion Network. Budget Low#1 No pay increases in budget until 2017. Politics will shift – to try to put greater than 2% increase in this budget. Budget Low #2: We asked for \$3.5-4M operating funds for research funding – challenging – Governor tied it to Medicaid expansion – politics brutal in Richmond. All of this research money is in consortium, and we don't know how to get it out, Provost Wu working on it. We have opportunity to submit amendment – more funding for graduate students, emergency infusion of state funding, line item research items for us; fundraising prospect along wrestling and student advising? All donated funding – if we receive it, we have to get state authorization to do it – gift would cover 100% of cost. Good news squarely on our radar from President on down: trying, politics may help, legislators may have to act. Well written, justifiable, consistent theme in one meeting in Richmond; to develop multi-year strategy in Richmond.

Discussion: What is total budget of university? Response: Under \$1B, including: ½ billion E&G, also Capital Costs, \$100M research, buildings, etc.

We were told by our dean that we could not assign funding equally in price without regard to percentages for raises. This is not fair; lower paid faculty stay poor. Response: What comes across in percentages is state driven – "workforce = 2%". We have delineated in the past with bonuses, we have some flexibility, but it's rare. State funding has rules.

Compression problem for faculty here a long time; if state treats us as a state agency, other state employees received compression raises. Response: On average they look at everything as a state agency. We're not comfortable with no raises next year. This means tuition funding increase; strategy to ask state for emergency funding increase. What strategies can we think through?

Forcing low paid faculty fight on 2% raise – perhaps to go with straight across the board, cannot pay out merit in \$200 (for example). There were well-thought out differences in some departments. Faculty who have been here for a long time (20 -30 years) without raises may not be doing so much.

Provost Wu: There is not a university policy re 2% increases, colleges, schools, institutes have some discretion. Some colleges felt percentage so low, do not want to go through arduous process to do this. From state's perspective, do they care how we spend the \$100M? Response: They actually look at our income poll and increment it, more than you would like. They spend a great time looking at macro etc.

University Undergraduate Curriculum Committee – T. Leslie: distributed a handout – work in progress, consulting with Janette Muir (Associate Provost for Undergraduate Education).

Suggestions and questions included

- What happens when a course gets through the department, then college – faculty are OK with it – College recommends classes be taught; can Undergraduate Curriculum Committee rule on it, can they say no? Would Provost decide? Right of appeal?
- Provost Wu responded he usually does not go against the recommendations of the Graduate Council. 99% of courses approved.

- Not to dwell on parallel to what Graduate Council does, but to determine what the committee is going to do, then write the by-laws.
- Graduate Council sets policy without right to set policy – a violation of faculty governance. If a department in creating an academic program it sees useful to students and expands what students want to do – then why should faculty be subject to this?
- What problems are we solving? What is the optimal process?
- Disputes between colleges with similar programs - such as health policy programs in SPP and CHHS.
- Assessment requires faculty with appropriate credentials.
- To get body with adequate representation from all groups impossible.
- Provost Wu: is very common in many universities to have a body like this – a conflict resolution mechanism not about second guessing faculty expertise. Up to this point, deans come to Provost and ask him to resolve it. Better to have faculty council to make such as decision, not the provost.
- If we introduce a course in CHSS it goes to college curriculum unit with representatives of each department who can shoot things down if duplications.
- Graduate Council (created) in lieu of graduate administration. Now faculty almost entirely absent, (consists) of undergraduate associate deans and not faculty- recalled issue with PhD time limits a few years ago.
- Provost Wu noted new budget model discussions to take place in the spring. If there are colleges who want to do the same thing, to work in collaboration to build strong professional _____.
- Undergraduate Curriculum Committee would not be making policies. How to stop it? Concerned about graduate council making unilateral decisions without including stakeholders.
- Faculty mission – not duplication of programs, very different in practice – understanding within each discipline, using example of statistics courses. Faculty would recognize differences, administrators may not understand the differences. Engineering programs accredited by outside body, statistics courses must be taught by math faculty to meet requirement.
- Membership is key – elected representatives as full-time instructional faculty with undergraduate instruction. How does something come on radar screen? Time limits/procedures needed. Just having representatives talk about it – why aren't we hearing from creators of program as well as those who oppose it?

VI. Agenda Items for February 3, 2016 FS Meeting

- Draft FS Minutes December 2, 2015
- Announcements

VII: Adjournment: The meeting adjourned at approximately 4:00 p.m.

Respectfully submitted:

Meg Caniano

Faculty Senate clerk