

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE EXECUTIVE COMMITTEE MEETING
Friday, October 21, 2016, 2:00 –3:30 p.m., Merten Hall room 3300

*Conference phone service will be available beginning at 1:45 p.m. through 3:45 p.m.
To participate by phone, please call 703-993-9137; use 39137 as the password.*

Present: Alan Abramson, Mark Addleson*, Lisa Billingham, Charlene Douglas, Timothy Leslie, Keith Renshaw, Suzanne Slayden, S. David Wu. (*by conference phone)

I. Approval of Minutes of September 19, 2016: The minutes were approved.

II. Announcements

Provost Wu made several announcements and updates: There will be a leadership transition in the School of Business as (Dean) Sarah Nutter is going to Oregon. He just went to the School's faculty meeting. The search begins November 1.

We have signed a master service agreement with the Wiley Co. as our online partner. For now, the focus is on MA or other post-baccalaureate programs that can be put online. Went through a pretty lengthy process – the agreement establishes basic terms, rules of engagement. Next step: colleges and schools can take advantage of it – by proposing programs, etc. Wiley is also the online provider for Johns Hopkins University as well as other institutions, including William and Mary. It took almost 9 months of process to get to this point.

Mason Korea: Mason Korea President Steven Lee and new Chief Financial Officer Aaron Lyvers made a presentation to the BOV Academic Policies, Diversity and University Community Committee (APDUC). So you know as much as the Board does.

Discussion: This was the first time we have seen hard numbers; can we get a copy of the slide presentation. Provost Wu promised to get them.

Provost Wu hosted the adjunct faculty forum this week in the Johnson Center. The forum occurs once a semester, and was reasonably well-attended. The Adjunct Task Force made a report to the adjunct community on key survey outcomes. There was a fairly high response rate – about 54-55%. If you are interested, the Task Force offered to make a presentation to the Faculty Senate. Slides of their report are available on the Provost Office website. See link at

<http://provost.gmu.edu/wp-content/uploads/Adjunct-TF-Survey-Report-Final-May-2016.pdf> .

Discussion/Questions: Is there a sense of how many hours adjuncts are teaching? Our adjuncts (CHHS) are teaching clinical hours. Provost Wu noted we have pretty accurate information on it. The data will be updated in early November and he will share it with the group – very detailed information will be available. What was the bottom line of the meeting? Provost Wu: A lot of good discussion; some discontent, but not an angry crowd by any means. The survey outcome overall is very positive. A big percentage of adjunct population are working professionals or retired

professionals. They seek engagement; inclusion is a big theme. This is not to undermine fact that some are unhappy about pay and so on. The recent 2% pay adjustment allows for minimal increase for adjuncts; better symbolically, cannot give 2% raises across the board, but can raise the minimums. Many adjuncts will get 2% increase. Other concerns included cancellation of summer classes at the last moment – loss of income as well as preparatory time spent in advance. Provost Wu used example of loss of half of income when 1 of 2 classes cancelled. Most of adjunct staffing is handled at department level. To take some issues at university level – to have some policy in place to minimize negative impacts. Some colleges do offer smaller classes without cancelling them; pay is scaled back. In addition to 2% salary increase, HR will provide 50% discount in some parking lots for adjunct faculty.

Provost Wu and Sr. VP J.J. Davis will host a budget forum on Wednesday, November 2nd.

Budget Update post BOV Meeting: Chair Renshaw recalled there were (legal) reasons why no one could talk publicly about raises at our last Faculty Senate meeting (October 5). Virginia institutions are classified at different levels. We are in Tier II, not hands off like Tier III (e.g., UVA). There are things which tie Mason's hands legally, unlike Tier III. No one had questions about the raise report.

Charlene Douglas is the winner of the David W. Rossell Quill award! The award will be presented Thursday, Nov. 3, 2016. Congratulations Charlene!

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

A. Academic Policies – Suzanne Slayden, Chair

Revisiting Grade Appeals (Catalog): Four different terms were used in one policy to describe department chairs as heads of unit. No one is asking for this to be substantially revised in any way. The bigger question is what to do in back and forth of grade appeal process when instructor is no longer employed at the university? To appoint faculty surrogate to serve on committee – as a student's grade appeal, this has to be done right.

Posthumous Degree Policy: won't be ready for Fall term, enough is in place for December graduation if it arises. Janette Muir (Associate Provost for Undergraduate Education) knows what to do.

Academic Calendar (AY 21-22) and Summer Calendar 2017: The dates submitted for the Summer 2017 calendar were all wrong – incorrect months/days – we sent it back. There is an immediate need to set up summer class schedule. The final exam schedule for Spring 2017 is not posted. Why not post this when calendar posted? Delay has to be rectified. The academic year calendars are approved three years out; the summer schedule (at beginning of academic year). Chair Slayden has repeatedly contacted the Registrar's Office about the summer 2017 calendar and received no reply. Provost Wu will contact the Registrar's Office directly.

B. Budget and Resources – Tim Leslie, Chair

We are working on a lot of things. First, we are contacting deans about how they make decisions on hiring administrators. We have tried to contact the Foundation about processes, but have been told they are just middlemen. We continue to try and get information on adjunct faculty, including demographics, particularly contrasted to the amount of time they have been teaching at Mason.

C. Faculty Matters – Alan Abramson, Chair

The committee will meet next week – four issues for consideration:

1. Trigger warnings (from last year). Should we be out front, and if so, what should statement be?
2. Should there be minimum qualifications for unit heads/department chairs? Some term faculty serve as department chairs.
3. Faculty Evaluation of Administrators – to wrap up from last year.
4. Tenured faculty required to generate some of their salary.

D. Nominations – Mark Addleson

We were hoping to get a good response from call for nominees to serve on committee to develop COI policy (approved Oct. 5th FS Meeting). So far have received only two nominations from the faculty. He asks for your help to identify three faculty interested and committed to this topic. We have a full slate from the administrative side.

Discussion: Chair Renshaw will contact Senator Dave Kuebrich to let him know we're still waiting for volunteers; Aurali Dade (Asst. VP for Research Compliance) may also have suggestions.

E. Organization and Operations – Lisa Billingham

We will have the have for Research Advisory Committee ready for the November 2nd FS Meeting agenda.

IV. Other Committees/Faculty Representatives

Faculty Handbook Committee – Suzanne Slayden, Chair

We are working on the UPTRAC section of the Faculty Handbook. We do not want to specify procedures in the Handbook, but to fix styling and ambiguity. Chair Renshaw is trying to organize a meeting of the UPTRAC Committee and related office(s) participants to work out procedures. We are also working with Senior University Counsel Brian Walther on Grievance procedures, need for guarantees of academic freedom statement to go into the Faculty Handbook. Please think about this issue. We will present proposals to the Faculty Senate during the spring term 2017.

With regard to cross-referencing the alleged violation of academic freedom in the Grievance section to the UPTRAC section, Provost Wu said he strongly supports development of academic freedom policy for the University. He wants to gather a thoughtful group together (similar to COI) – more than just Faculty Handbook amendment; to look at best practices.

Review of University Standing Committee Charges: Chair Renshaw has been going through University Standing Committee charges and contacting committees to make sure they are in contact with the appropriate academic offices and/or asking for revisions to nebulous committee charges. Discussion: Should committees which have not filed reports for several years be released?

V. New Business, Updates, and Discussion

- Universities Studying Slavery Consortium – faculty members As detailed in correspondence with Julian Williams, Vice President of Compliance, Diversity and Ethics, ([Attachment B](#)) (toward the end of AY 15-16) “...a group of faculty and students reached out to inquire if Mason could join the group of VA institutions studying slavery. We’ve formed a small working group and will be joining this organization this year. Self-selected faculty who have joined the Universities Studying Slavery Consortium are: Spencer Crew, Robinson Professor, American/African-American/Public History, Robinson Professors; Keith S. Clark, Associate Professor of English, CHSS; Kevin A. Clark, Professor, Graduate School of Education, CEHD; Rosemarie Zagarri, University Professor, History and Art History, CHSS; Latitra Berger, Honors College, and Elavie Ndura, Professor, College of Education and Human Development.

Chair Renshaw asked the EXC if we should nominate and approve these faculty as Faculty Representatives to this consortium? Discussion included: Yes - the people (faculty) in this group are the people who should be handling this, a larger issue (all the founding fathers except John Adams owned slaves). In conversations about renaming buildings, there are old names with problems. There is no reason to connect this with conflict-of-interest Committee, as all new naming and concerns about conflicts have to do with modern people and money – not connected to slavery. President Cabrera is really clear – naming of all sorts of donors – not historical. Are we talking about the renaming of GMU? No. At this point, why bring resolution ([Attachment A](#)) forward? The issue is being addressed, with several invested faculty working on it. Consensus not to include on Faculty Senate agenda.

- Term faculty discussion: The APDUC Committee decided to establish a subcommittee to study issues of term and adjunct faculty. Rector Davis distributed a document explaining differences between term and adjunct faculty. At this point, unclear what they are going to do – at information gathering stage.

Practices among academic units in the hiring and responsibilities given term faculty members vary. We need to have a model to work for GMU. We are hiring term faculty year after year – some departments are giving them faculty service and piling up on teaching loads. One school used to offer five year term contracts which Provost Stearns cut out. Individual deans could still do what they wanted to do. CHSS had a forum with President Cabrera on this issue. Issues vary tremendously from college to college and unit to unit. Faculty working conditions a very important issue – need to preserve some flexibility at department level. It’s a complex issue. Discussion evolved about the best way to address

term faculty concerns. We have a large number of people (term faculty) on campus without context for a voice – a real problem, sense of second-class citizenship, which may or may not be true. Some term faculty have been at Mason for decades and prefer to teach and not conduct research and are happy to have longer term contracts. Some term faculty have masters' degrees; some with PhDs opted out of the tenure-track process. In terms of Research I university status, we need somebody to teach all the students – suggesting five-year contracts that aren't the same as – but are similar to – term faculty. Why can't university be open to both tenured and term faculty, as more and more term and adjunct faculty are hired? Shifting of tenure-line faculty down cannot be a Research I institution. Research faculty exist on soft money – have no security. If a tenure-track position becomes open, term faculty can apply for them along with everyone one else. In our unit some tenure-track faculty already had research – no preferential anything and will be hard for them (term instructional faculty) to apply without an established program of research.

Noting the efforts to address adjunct faculty concerns by a task force last year was successful and a grassroots effort, Provost Wu suggested a similar approach with term faculty to focus attention on the issue, put everything on the table. Provost Wu and the Executive Committee agreed to establish a partnership between the Faculty Senate and the Provost Office. Such a group with energized volunteers will provide an opportunity to address issue of importance throughout higher education.

- Faculty engagement discussion: To make faculty more aware of what we do. Community building efforts cited. Some feel faculty are overwhelmingly unengaged – not to say everyone needs to be engaged. Issue tied to faculty governance in general. What is faculty governance? How do we do it properly?

Kim Eby (Associate Provost for Faculty Development) and Eden King (Presidential Fellow this year) are thinking about faculty engagement as a broader problem. They have asked Human Resources and Deb Crawford (VP for Research) for input. Human Resources holding focus groups, may not get a lot of input, based on limited questions and possibly limited engagement of wide range of faculty. Broader movement and bigger issue includes engagement in the university. Perhaps a generational, cultural disengagement of citizenry beyond flame-throwing reflected in disengagement of faculty. Does this relate to term faculty? Is this changing over time? Importance of service on campus. Related but not distinct – nothing built-in in terms of rewarding service. Faculty Matters will consult with Kim and Eden on this issue. Provost Wu noted faculty club is really important. So often faculty come to teach and then leave because traffic is so bad. In his breakfasts with faculty, people want to have more events like that (not necessarily with him) – smaller way to get people together to teach and build community.

Recalled email with substantive line about what is going on (in one paragraph) instead of clicking on many links – one more step – less likely to do – to go back to that. We will find out who handles Monday morning emails.

- Faculty Senate Course Release Policy – Adopted October 18, 2016 ([Attachment C](#)). The Executive Committee approved the policy. Provost Wu stated he was in accordance with the policy.
- Administrator Reports requested in connection with Faculty Evaluation of Administrators – should we distribute/share, and if so, how? A dean requested why not put these somewhere more public? No one objected to making them more public.
- Website space management – agendas, minutes: We need to tidy up the website and consolidate some files to save space. Suggestion made to scan Faculty Senate Minutes from 1976 on (online from 1994-95 – present).

VI. Agenda Items for November 2, 2016 FS Meeting

- Draft FS Minutes October 5, 2016
- Announcements
 - Provost Wu
- Committee Reports
- Online Course Evaluations (Kumar Raghuraman, Assoc Provost for Institutional Research and Assessment)

VII. Adjournment: The meeting adjourned at 3:38 p.m.

Respectfully submitted,
Meg Caniano
Faculty Senate clerk

Attachment A

Faculty Senate Resolution

on

Diversity, Inclusiveness, and Slavery

WHEREAS diversity and inclusiveness are core values of George Mason University, as evidenced by its recognition as one of the most diverse universities in the nation, by the Office of Diversity headed by a Vice-President, and by numerous references on Mason=s website; and

WHEREAS in Senate meetings during the Spring Semester of 2016, an intense debate occurred about how even the name of one local academic unit could stigmatize the entire institution and negatively affect both diversity and inclusiveness; clearly, many believe that names convey symbolic meanings and messages that are highly significant and are imbued with connotations; and

WHEREAS Mason=s namesake was a major slave owner who, although he opposed slavery in his speech and writings, nevertheless benefited from the institution of slavery throughout his life and did not free any of the thirty-six slaves listed by name in his will at his death so that his stance on slavery issues was, at best, equivocal and, at worst, hypocritical; and

WHEREAS other universities locally, statewide, and nationally (among them Georgetown, University of Virginia, William & Mary, Harvard, Yale -- see AGeorgetown joins other colleges in trying to atone for past ties to slavery,@ *Washington Post*, September 6, 2016, p. B4) are publicly acknowledging past ties to slavery and seeking atonement, but Mason has done little or nothing in this regard;

THEREFORE BE IT RESOLVED by the Faculty Senate that a Task Force be formed to report to the Senate how concerns about the vestiges of the university=s links to an unsavory past might be appropriately addressed and how to further diversity and inclusiveness in this context. The Task Force on Diversity, Inclusiveness, and Slavery shall consist of at least five tenured Faculty members and the Vice-President for Diversity who will be invited to serve ex officio. The Task Force will formulate its own charge and procedures and will report to the Senate no later than April 2017.

Attachment B

From: Keith D Renshaw <krenshaw@gmu.edu>

Date: Monday, September 12, 2016 at 11:51 AM

To: "Julian R. Williams" <jwilli89@gmu.edu>, Rose B Pascarell <rpascare@gmu.edu>

Subject: Request for brief feedback

Julian and Rose,

Wondering if you have a couple minutes sometime in the next couple of days to share your thoughts on an issue that was recently raised for possible consideration by the Faculty Senate.

The issue is in relation to the history of George Mason (the man) as a slave owner, and whether the university should pursue any formal recognition of and/or apology for this history. This was brought up in the context of similar issues being grappled with at Georgetown and other universities.

I'm wondering if this issue has come up in any other contexts here at GMU, that you're aware of? If you have a moment to share any information or thoughts, by email or phone, sometime in the next 2 days, I'd greatly appreciate it. If you don't have time before that, I completely understand – just trying to gather info before a Wed morning meeting.

Thanks,

Keith

From: Julian Williams

Sent: Monday, September 12, 2016 12:38 PM

To: Keith D Renshaw <krenshaw@gmu.edu>; Rose B Pascarell <rpascare@gmu.edu>

Subject: Re: Request for brief feedback

Keith,

Thank you for your e-mail. I've had nuanced conversations with students and faculty regarding our namesake being a slaveowner since I started last June. It is a complex conversation due to George Mason's place in history as well as the inherent contradiction of his views/stances.

I've definitely been following what is happening nationally around institution's ties to slavery. I think our situation is a bit different from others such as Georgetown for example, where the institution itself actually benefitted financially from slavery. Mason due to its relative age wasn't established until well after slavery was abolished.

That being said, being named after a slaveowner still raises complex issues. Last academic year (towards the end of the year) a group of students and faculty reached out to inquire if Mason could join the group of VA institutions studying slavery. We've formed a small working group and will be joining this organization this year.

Universities Studying Slavery Consortium

http://slavery.virginia.edu/?page_id=157

Hope this helps. Feel free to contact me if you'd like to discuss further.

Julian R. Williams
Vice President of Compliance, Diversity and Ethics
George Mason University
MS 2C2
Fairfax, VA 22030
Phone: 703/993-8730
Fax: 703/993-8899
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From: Keith D Renshaw <krenshaw@gmu.edu>

Date: Monday, September 12, 2016 at 12:45 PM

To: "Julian R. Williams" <jwilli89@gmu.edu>, Rose B Pascarell <rpascare@gmu.edu>

Subject: RE: Request for brief feedback

Thanks for the quick reply and information! This is enormously helpful, Julian. Would you be able to send me a list of the people on the working group? Also, did the faculty self-select into it?

Thanks!!

Keith

Keith,

Here is a list of the self-selected faculty:

Crew, Spencer
Robinson Prof, American/African Amer/Public Hist, Robinson Professors

Clark, Keith S.
Associate Professor, English

Clark, Kevin A.
Professor, GSE, College of Education and Human Development

Zagarri, Rosemarie
University Professor, History and Art History

Lanitra Berger
Honors College

Elavie Ndura
CEHD

Attachment C

Faculty Senate Course Release Policy

Adopted 10/18/16

- I. In recognition of the substantial amount of time that can be devoted to service as Chair of Faculty Senate, the Provost's Office will provide one course release per semester to the Chair of Faculty Senate unless another agreement is reached between the Chair of the Faculty Senate and the Provost's Office. Any such agreement will be pertain only to that Faculty Senate Chair.
- II. In recognition of the substantial amount of time that can be devoted to service as Chair of a Faculty Senate Standing Committee or a University Standing Committee, the Provost's Office will provide one course release per semester for a single faculty member in such a role, with the following provisions:
 - a. No faculty member may receive more than 1 release every 3 academic years. The Faculty Senate Chair may petition the Provost for exceptions to this condition.
 - b. A course release will be awarded only after a written justification, detailing the work to be done and estimating the amount of time that will be spent on that work, is reviewed by the Provost's Office and found to warrant a course release. The justification will be provided to the Provost's Office by the Chair of the Faculty Senate.
 - i. Typically, the justification should be in regard to work that will be done in the upcoming year.
 - ii. It is possible to provide justification in regard to work that was done in a prior semester, if the faculty member can describe how the time will be used to "catch up" on teaching/scholarship that had to be neglected during that semester.
 - c. A faculty member receiving a course release will provide a brief report of the work accomplished at the end of the semester in which they received the course release. This report will be provided to the Provost's Office by the Chair of the Faculty Senate.