

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE EXECUTIVE COMMITTEE MEETING
Wednesday, February 14, 2018, 10:00 – 11:30 a.m.
Johnson Center Meeting Room B (rm. 326)

Present: Alan Abramson, Mark Addleson, Lisa Billingham, Shannon Davis, Tim Leslie, Keith Renshaw, Suzanne Slayden, Girum Urgessa, Sr. VP J.J. Davis.

I. Approval of Minutes of October 18, 2017: The minutes were approved. The minutes of January 22, 2018 will be distributed for approval at our next meeting (March 19, 2018).

II. Announcements

President Cabrera will address the Faculty Senate at March 7th FS meeting

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

A. Academic Policies – Suzanne Slayden

- Summer Calendar 2018: We reviewed the summer calendar received from Janette Muir and the Registrar. They said they used the spreadsheet; it will definitely be on the agenda. There is no word regarding the AY 2020-21 calendar.
- Study Elsewhere: We have asked the catalog person in the Registrar's Office to replace the Study Elsewhere segment missing from the catalog.

B. Budget and Resources – Tim Leslie

At the request of Sr. VP J.J. Davis, we will delay presentation of the Budget Model until later in March.

C. Faculty Matters – Alan Abramson and Girum Urgessa

We are working on five issues, one assigned to each member of the committee. About 70% of the deans responded to our survey about Summer Teaching/Study Leave/Department Chairs. We will meet with the deans and directors and the academic council in March to discuss the Faculty Evaluation of Administrators process.

D. Nominations – Mark Addleson

We have about five positions to fill. We have written to various Senators to fill the O&O vacancy with no response; also mentioned at last week's Faculty Senate meeting. This is the first time requests have not resulted in a nomination. We have received a number of responses for the Provost Evaluation Committee.

Discussion: Keith is working with Rawa Jassem on setting up the first Qualtrics survey. The University will purchase this software, so we can do it in the future. In dealing with new software, there is a learning curve. There should be people in the institution available to assist with this, particularly if it will be widely used in the university. Some departments spread across three campuses will be very interested in using Qualtrics.

E. Organization and Operations – Lisa Billingham

Faculty Support Liaison: Lisa asked for the committee's feedback on a draft "Faculty Support Liaison Pilot Program" distributed electronically in advance of the meeting. We will meet again on March 2nd with Sr. VP J.J. Davis and Linda Harber. So this will not be ready in time for the March 7th agenda. Are there big discussion points? If you see something we are not thinking about, please let us know sooner than later. Questions and suggestions included:

- Eligibility to serve: Faculty, whether tenure stream or term, would need to be familiar with how the university works. Would this apply to research or clinical faculty?
- How to define academic year? A calendar year? Beginning in the fall?
- Compensation: Stipend of \$2K to cover course release seems low. Would course release be for one semester or the entire academic year? Adjunct faculty salaries vary. Course release for FS EXC members set at \$3.5K from Provost Office. A college will ask for 15% of salary plus _____. The Provost Office would need to negotiate this. Not a budget buster.
- Not everyone wants to have a liaison, not to mandate, but to provide a service for faculty we already see happening now. We want to institutionalize it (\$2-5K/year). It is not unusual for faculty to be caught up in Title IX reports. We thought we would start with this one area: where faculty member accused of --X--, not asking to have this available for witnesses only. Faculty members could be subject of complaint, witnesses, or initiate a complaint. Title IX includes sexual harassment. Reference to sign waivers Title IX related, mandatory reporting.
- Could there be different places in which faculty may be pressured NOT to serve in this role?
- How does this relate to the Grievance Committee? Like the idea, but what would the chair of the Grievance Committee say? How does this impact its rules? Sr. VP J.J. Davis sees this more in the front end – either you're alleging or you have been alleged to have done something. If a faculty member feels aggrieved, to come here first? Lisa will talk with the Grievance Committee. She sees this as the first place you stop. We are very excited to do a full court press in a more finished form and see what people want to add to it.
- We will need something "where to go". There is a movement to create a faculty web portal. If it gets up and running ... try to put everything faculty members need in one place. Not to make new pages, but organized to current links.
- Selection Process: Who is going to pick these people? We need a diverse group, not from the individual's unit. People who come and teach and leave don't have this structure. Suggested appointment process – beyond initial cadre to review. Is the Faculty Senate Executive Committee the appropriate group to do this? How to do? Send out call for nominations? Should we ask people nominating others to offer letters in support of roles they played? Role intended to support, not advocate. Some do not want to put stipulation to have prior experience to do this. Not just letters of support alone, also self-nominations. Is this the type of position where we should say "nominate yourself? Very much an important element of support is a relational thing. There are a few layers to this.
- How well would people serving on this be trained? Who provides the training? Sr. VP J.J. Davis: The Office of Compliance, Diversity and Ethics (CDE) and Human Resources with eye towards faculty ____ Title IX. We have faculty here who do this informally now. To pilot this and find a few people willing – it is a labyrinth right now, to have someone help calmly navigate, to develop training. Just knowing all the different places in the university ... to have someone who knows faculty committees... Important to flesh out process.
- All these questions have to be worked out before sending it to the Faculty Senate. J.J. will send Lisa a point-of-contact from the University of Delaware.

Apportionment of Senate seats for AY 18-19: We are in the process of getting numbers from the Office of Institutional Research and Effectiveness. Will have for next FS Meeting Agenda.

IV. Other Committees/Faculty Representatives

A. Faculty Handbook – Suzanne Slayden, Chair

We will present first view revisions to P&T procedures at the March 7th FS meeting.

B. Effective Teaching Committee Update: – student feedback ongoing. Sr. Associate Dean Martin Ford CEHD met with the committee. CEHD developed its own 4-item evaluation. ETC decided not to pilot it, as they deemed it was not research-based. ETC has new items to present for March 7th FS meeting. CEHD Senators may propose the CEHD pilot on their own.

C. ICOIC – Brief Update: We are still waiting for responses to questions and answers. Janet Bingham reports awaiting legal review; so ICOIC is moving on to deal with centers. Chair Renshaw shared his experience on process of centers; developed into a discussion about the Mercatus Center.

Discussion: When are they planning to issue a report? Now that the Q&A has been delayed, we don't know if they'll have a report for either March 28th or April 4th FS Meeting. The whole intent is to develop something that will work. Not sure how to proceed with this. Suggestions included holding a Special Senate meeting; an open public forum to allow more time available than FS meeting. Need to have people with different points of view. Can we send an abstract to the General Faculty for written comments? We need to be mindful how to proceed if there is an expectation from then, and concerned about their reaction to a different proposal. If you want to open this up, need to keep in tight in terms of limits on length.

D. Academic Initiatives - Tim Leslie, Chair

Mason Korea Handbook – FS Vote? At the last Academic Initiatives Committee meeting, the committee agreed philosophically that as we have one Faculty Handbook as a university, that the Mason Korea Handbook should be as similar as possible to the Fairfax one. Right now they are working on developing their own Handbook in its entirety. It is not possible have an identical Handbook because there are instances where Korean law differentiates. Do we want to bring this to the FS for a vote? Such a statement would further a number of things like inclusivity and protections for Mason Korea faculty.

Discussion: Yes, we want to bring this to the floor. This is a Mason campus – important principles. If they are a Mason campus, they are governed by the Faculty Handbook. They may need their own Faculty Handbook consistent with Korean law. Mason Korea faculty are hired with a different authority. We need a pre-discussion as educational without a vote. How are other universities handling this? Are we as much as possible one institution? This is something faculty need to know, to understand. They use our accreditation; academics under one umbrella, SCHEV. Students receive the same Mason Diploma. Suggestion to have a slower conversation to include providing clarity; facilitate greater engagement. Then based upon this conversation, we can talk about faculty governance.

Should the Statement on Diversity and Inclusivity be included on all faculty hiring portfolios? Pending support in how to read it, not sure if statement means anything. Chair Renshaw has already reached out to the Minority and Diversity Issues Committee. To float by AI committee. Students leaving here with PhDs are being asked for diversity statements in addition to research statements. Concern on whether people will take such statements seriously.

V. New Business, Updates, and Discussion

Brief discussion about the likelihood of summer teaching workload changing timetable of when faculty are teaching (instead of 2:2, 2:1:1, etc.) A big problem for 12 month MBA program in which tenure-track faculty are told they have to teach in the summer. Time shift would be a solution to this problem; a very tricky issue, not to get there this year.

VI. Agenda Items for March 7, 2018 FS Meeting

- Draft FS Minutes February 7, 2018
- Announcements
 - President Cabrera
 - Provost Wu
- FSSC Reports
 - AP: Summer Calendar
 - Nominations: O&O, Grievance, RAC, ITGG
 - O&O: Apportionment of Senate seats AY 18-19
- Other Committee Reports
 - Mason Core/AP: Change to Ethics/IT requirements (second view)
 - Effective Teaching Committee report
 - Faculty Handbook changes (first view)
 - Academic Initiatives (pending)
- New Business

VII. Adjournment: The meeting adjourned 11:28 a.m.

Respectfully submitted,
Meg Caniano
Faculty Senate clerk