

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE EXECUTIVE COMMITTEE MEETING
Monday, April 8, 2019, 8:30 am – 10:00 a.m.
Johnson Center Meeting Room E (334)

Present: Lisa Billingham, Melissa Broeckelman-Post, Shannon Davis, Sr. Vice President
Carol Kissal, Tim Leslie, Keith Renshaw, Suzanne Slayden, Provost S. David Wu.

I. Approval of Minutes of Friday, February 22, 2019: The minutes were approved.

II. Announcements

Reminder: Rector Davis to attend April 24th FS meeting

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

A. Academic Policies – Suzanne Slayden

- Registrar's Office was trying to move a bit too quickly to get the 3-year calendar together, fall start dates were wrong. New person in Registrar's Office trying to establish "rules," but it gets complicated. Suzanne has sent it back, waiting to hear again.
- Policy Management Group – good group, very good to have AP now represented there. Recently address the issue of having to submit final grades within 48 hours of final exam. Suzanne asked why, no one had clear answer. So that will be changing.
- Certificate Issue – this is for people who have not been admitted to the university, so they are not studying for a degree here. Do we want to have formal admissions for the certificates? If so, they simply look like a minor. It's not clear what Undergrad Council is looking for – permission? Need to find out if they have some type of process formalized for creating and approving certificates.
- Shannon noted that Registrar search process is underway. She will connect search to AP and to FSEC as needed.

B. Budget and Resources – Tim Leslie

SVP is learning the budget model, there are lots of moving parts and irritating nuance. He wants % revenue for IS and OOS, and wants numbers to be correct. SVP is surprised that the entire budget model is on Excel spreadsheet, data have to be manually entered.

Provost: We have a roadmap for moving into materials not being manual.

Discussion: Can this be discussed in a qualitative way? How it works without numbers?

TL: Goal for numbers is high level, % IS/OOS, amount lost due to credit window. Wanted to post information, but is getting hesitation from colleges. Also, SVP said she could not stand by the numbers at this point – so not posting. But there are many issues. For instance, every unit makes contribution to central except law school. Why?

Provost: When that was set it was 3 years ago. Before turned switch, looked 3 years prior. It is historical. Allowed the university to switch with unchanged expectations. Only marginal increase changed. Provost suspects this is reason.

Discussion: How can we ask the law school carry some of the collective load? They are climbing out of the hole. When will they have their numbers change? There is currently no way for the average to shift. When they meet a target (fixed number), only increase is % to tuition increase.

Provost: Support them as an enterprise, but will still be looking at this. Please be patient.

More discussion: Previous presentation gathered information how can we now move to qualitative approach. Question about salary compression issues. Money was not coming from dean's reserve but from Provost. Provost is meeting with each dean's office and working with size of the problem. Do the colleges have a choice on how much money is given back?

Discussion on salary inequities: Strongly encouraged to do it, methodology is similar, benchmark against peers, identify gap, then depending on resources available in the college, can close the gap in couple of rounds or just one, but this means competing against other priorities. Closing the gap needs to happen. Making good faith effort. Will the faculty ever know what was told to the deans on how to handle this? Starting the conversations to try to understand the size of the problem. Minimal salary is taken care of by Provost (about 190 faculty). Compared to peer institutions R1 (8), we are at the 10th percentile. This can be shared – to have with annual report.

C. Faculty Matters – irum Urgessa

See the handout. Try to close the feedback loop on FEA later in spring if report is done before spring break. Provost said he is happy to comment on FEA results but could not speak for President.

Also, no effective communication for changes on policy going into place. How to implement? University wide or unit specific? Who gets the results/outcomes? Do survey information go back to the faculty? Faculty handbook acknowledges the dual reporting but we need to use the FH to improve the behaviors and accountability.

Question of instructional faculty being asked to generate their money. Practice has stopped. Most are in COS. Faculty had wanted this. Contract information cannot be shared. COS dean's office can give more information than HR. Don't want fine print in contract, so have to look at work load document in college. Encourage college to use work load document. Want to be able to say how much is a legacy.

Concern on teaching load (CHHS). Want to summarize the expectations across campus including enforcement, to look at deviations. Provost has said to involve faculty to develop more comprehensive work load guidelines, a living document that is continued to be improved. Revision needs to include faculty members.

Each dean has performance review with Provost. They talk about the evaluation materials. Deans never given opportunity to respond or provide input. Reappointment

review process. 5 year term. This review is 360 review. Participation rate is higher in reappointment process.

D. Nominations – Melissa Broeckelman-Post

6 people running for BOV positions, at least one for each committee. Nominations for next year, willingness to serve on univ committees send out before the end of the semester. Perhaps before finals week. Also send out summer emails.

E. Organization and Operations – Lisa Billingham

Nothing. Liaison program will happen in the fall.

IV. Other Committees/Faculty Representatives

V. New Business, Updates, and Discussion

- FS Communications Committee
 - Can the secretary take on this role? Yes, this is supported. Can we update the bylaws?
- Website tracking of resolutions and resulting action – example:
<https://www.jmu.edu/facultysenate/resolutions.shtml>
 - This would not need to be fancy, but also a way for the senate to see that things are being followed up on.
- Broader operation of FS (how to better facilitate faculty/staff/admin collaboration on strategic decisions and problem-solving)
 - How to get people involved. Pockets of where it seems to work (committees, for example). Research Advisory Committee now 2 people sit on Research Council. Maybe this is working more smoothly. Policy Management Group working with Academic Policies. New Ventures Advisory committee, some people elected. Term faculty task force was another good example. Need more comprehensive committees like that.
 - Mapping out connections between committees. Central body where other committees are part of working groups with different units (budget, HR, research council), where those committees come back. Look at standing committees, function (urgency?).
 - Might need a reconfiguration of committees overall. SVP said she would fund consultant to help us think this through. We think this is a good idea, but then hand it over to O&O.
- Representation by geographical campus: need to follow-up
- Administrative response to faculty (e.g., in terms of asking about status of Student Code of Conduct referrals) . Nothing from the administration on this.
- Faculty Handbook questions.
 - P&T process, problems with things going wrong, committees not operating in public.
 - Handbook process makes sense from the past.
 - Is there something in writing on who is a “hiring authority”? There is a document on what the hiring authority shall do. Ask provost and university counsel to figure out how to do something about this.
 - Provost has been asked to sit in judgement of his own actions, university counsel.
- Chair elect, vice chair?

VI. Agenda Items for April 24, 2019 FS Meeting

- Draft FS Minutes April 3, 2019
- Announcements
 - Rector Davis
 - Provost Wu
- Committee Reports
 - Budget Model – Budget and Resources
 - Effective Teaching Committee – final recommended changes to items (?)
 - Multilingual Academic Support Committee, Shelley Reid & Karyn Kessler, co-chairs
 - Annual Reports 2018-19 from FSSCs, USCs, and Ad Hoc Committees
 - Annual Faculty Senate Evaluation of the President and Provost 2018-19
- Special Orders – Election of Faculty Senate Chair 2019-2020
- Unfinished Business (motion regarding new gift acceptance policy)
- New Business

VII. Adjournment