

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE EXECUTIVE COMMITTEE MEETING -
WEDNESDAY, JANUARY 22, 2020
JOHNSON CENTER MEETING ROOM C (327), 2:30 – 4:00 PM

Present: Lisa Billingham, Melissa Broeckelman-Post, Shannon Davis (Chair), Tim Leslie, Kumar Mehta, Joe Scimecca, Suzanne Slayden, Provost David Wu, Sr. VP Carol Kissal

I. Approval of Minutes of October 21, 2019 and November 22, 2019: The approval of the minutes is deferred to the next meeting.

II. Announcements

Chair Shannon Davis wished everyone a Happy New Year! She welcomed Joe Scimecca as chair of the Faculty Matters Committee for the spring term.

Rector Davis will not be attending February 5, 2020 meeting of the Faculty Senate. A special meeting of the Faculty Senate with the Rector has been scheduled on February 12, 2020.

The Presidential Search Committee will have a public meeting for the BOV to receive recommendations about a public search, with a hope of arranging this meeting prior to the speak meeting of Faculty Senate on February 12, 2020.

Discussion: For the meeting with Rector, will faculty be asked to submit potential questions in advance?

Shannon noted that last time faculty were requested to submit questions, none were submitted. Similar request to submit their questions will be communicated again to the faculty along with the February 5th meeting announcement.

General Faculty Meeting is scheduled for January 28, 2020: Provost Wu noted a second announcement will be sent soon. Interim President Holton will preside, and provide updates on legislative agenda and the university. Four primary areas of discussion:

- (1) The Commission on Colleges of the Southern Association of Colleges and Schools (SACSOC)
- (2) Faculty involvement with the GMU's expansion into online undergraduate education
- (3) COACHE survey findings, baseline action plan, Kim Eby will provide an update
- (4) The First Amendment and Free Speech on Campus

In addition, Shannon (co-chair of the Presidential Search Committee) will provide update on the Presidential Search at the Faculty Meeting as requested by Interim President Holton.

Discussion questions: Based on the results of the COACHE survey, are individual units prioritizing and acting on a plan in coordination with Provost's office? Or, are the units more focused on addressing findings specific to their units?

Provost Wu: Associate Provost Kim Eby is in process of meeting with leadership of different colleges to share college-level results. Provost's office is encouraging each college /school to identify their own goals and outline their own plan. While there can be an overlap between the university level actions and goals formulated by Provost's office, it is possible to pursue both.

Office of Faculty Diversity established: Millie Rivera has been heading the office for about 6 months and has met with them recently.

Sr. VP Kissal: The planning process for creation of master plan for the campus will involve multiple meetings to generate broader engagement, and will be kicked off soon.

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

A. Academic Policies – Suzanne Slayden

No items for agenda.

B. Budget and Resources – Tim Leslie

There were no action items, and salary data is expected to be compiled by next meeting.

Graduate Assistants vs. Graduate Lecturers. Letter from Provost Office have been sent indicating that if a position requires a graduate assistant, the appointment should not be a graduate lecturer. There is a concern that colleges/departments, because of lack of resources, are using graduate lecturers instead of graduate assistant appointments. Graduate lecturer positions are paid less than graduate assistants to teach courses

Provost Wu: A deeper analysis has found that graduate lecturer appointments are in some specific programs extensively. The use is not as widespread beyond these specific programs and units. He expressed his concern about creating inequity and exploitation of graduate students.

C. Faculty Matters – Joe Scimecca

The Faculty Evaluation of Administrators response rate did not increase with resend of email and extension of response deadline.

There is an initiative about making GMU a smoke free campus similar to some of the other public universities in Virginia.

Several faculty have expressed concern about lack of computers in classrooms. There is particular concern about adjuncts who do not have offices or personal computing

equipment. Sr. VP Kissal suggested contacting Kevin Borek (Vice President and Chief Information Officer, Information Technology Services, kborek@gmu.edu) would deploy the desktops for sharing.

D. Nominations – Melissa Broeckelman-Post

No report

E. Organization and Operations – Lisa Billingham

Committee Charges: to evaluate and examine all committee charges. The Faculty Handbook Revision Committee has been discussing adding a term faculty member to the committee. Allocation of Senate Seats 2020-21 will be ready for March meeting of the Faculty Senate.

Discussion: Revision of the Senate Charter

To simplify charter by removing certain stipulations and moving some requirements to the by-laws.

- To have representatives to the Faculty Senate from other campuses?
- Way forward to coordinate with Organizations & Operations (O&O) committee to determine the process for revision of charter and bylaws.

Chair Davis: To dedicate some time to simplify the charter with O&O moving relevant information from charter into bylaws.

We do need to think about changes in membership. For Mason Korea (MK) – ex-officio position to represent the interests of faculty at MK without having to navigate the complexities of legal relationship there - different Faculty Handbook than here.

Mason Korea faculty are sometimes housed in the same colleges/schools as home units. Provost Wu confirmed technically they are all housed in one of the departments here (GMU) and typically are term faculty. Recall question last fall re whether Mason Korea faculty can vote in election. Provost Wu reiterated that from SACS perspective MK faculty are Mason faculty. Others noted that given this arrangement and interpretation, Mason Korea faculty already have representation through various colleges/schools/departments of which they are a part.

Currently, there are no tenure-line faculty at MK, but what if MK hires tenure-line faculty. Provost Wu responded that process to hire tenure-line faculty will be followed by the “home department” of the faculty.

There was concern about integrated communications with home units and MK faculty, and their engagement.

How does this work with INTO? They are tiered, different hiring outside. Do we have under one unit with public/private partnership?

Provost Wu: Two parts: (1) Re SACS pedagogical – no different than every one of our faculty, because MK students get identical degrees, a GMU degree, which is no different than any other GMU student.

(2)- From employment POV because of legal structure ROK have to have MK LLC (a Virginia incorporated company) operates as a foreign entity. Because of legal structure of entity, employees of MK are employees of GMU. MK LLC states GMU President is the owner of the Mason LLC. The LLC is 100% owned by the University, so they are Mason employees.

Chair Davis: Mason Korea faculty are general faculty already represented in Faculty Senate. Do INTO Mason Faculty meet definition of General Faculty? If so, are they represented in Faculty Senate? Context of revision of by-laws and charter.

Faculty Senators come from collegiate units. Are INTO faculty members of collegiate units?

Provost Wu: No by structure, INTO is a separate entity.

A significant difference between INTO and Mason Korea. INTO courses do not count towards a degree. INTO is configured differently. English taught pre-matriculation before they matriculate as Mason students and is not subject to the same scrutiny.

Issue not so much Faculty Senate representation, but how they are treated (not as general faculty).

From practical standpoint, faculty who teach for INTO can run for committees. We should make sure the Mason Korea faculty can do so.

Provost Wu: In terms of selection /appointment process agreement, academic departments have full academic control who is to be hired – just like here for MK. So, INTO are not collegiate faculty? To ask Renate Guilford (Associate Provost for Academic Administration) about their constraints. If their contracts are the same as regular full-time faculty or not. It would be up to Senate to decide regarding representation.

IV. Other Committees/Faculty Representatives

- Faculty Handbook Committee (FHC) – Suzanne Slayden
Committee is finishing up the revisions with a few minor items remaining to be clarified. Problem with annual evaluations and post tenure review. Post-tenure review instituted by state in the 90s, included as an addendum to the Faculty Handbook. With 2009 Faculty

Handbook revision, policy was incorporated into it but didn't fit with language which came before. So FHC has been reorganizing, how to get language down, how to read it, problems, how do people read it? FHC needs at least 2 more meetings. First meeting, for reading of the revision and Second meeting for an up or down vote. This is necessary to have enough time to obtain agreement from other parties and meet the BOV May 6th meeting deadline. FHC is almost ready with the revisions with final meetings with university counsel to discuss some wording. Faculty Handbook voted on by three entities: Provost and faculty can make changes, then to BOV.

V. New Business, Updates, and Discussion

- Update from IDIA working group recommendations presented to BOV and APDUC at December BOV meeting re new School of Computing. Asking the Provost to include in his remarks at February FS meeting: Provost Wu has not received report yet; but will do so if they do.
 - Response to report on server use to bring before the Senate. Revised recommendations/report will be discussed with plan for FS February meeting vote.
 - Auditor's (Ed Dittmeier) report on Presidential Search Committee noticing incomplete late notice of Presidential Search Committee Meeting in December. Recommendation sent to President's office. Incomplete notification with specific recommendations – report complete.
 - Naming committee work on Core Campus Building: Harold Geller, faculty representative on the Naming Committee – possibilities for naming of new core building on campus, to report at a future date.
 - FS Meetings in AY 20-21 in Research 163
 - 9/2, 9/30, 10/14, 11/4, 12/2, 2/3, 3/3, 3/31, 4/7, 4/28

In a space where we are not taking up a classroom. There are a number of dates the room is reserved in *italics* included in case we need them; Room reserved from 3:00 – 4:30 pm, a little more time than classroom (4:15). Thanks to Sam Price for working with us and to facilitate WebEx participation. To send out a notification with next meeting agenda.
 - EXC Meeting in April – will send out another when2meet poll next week
 - Working Group on Faculty Conduct Update: meeting next week, close to coming forward with recommendation, conclusion. To address issues when a faculty member engages in non-research related misconduct. --- working with FH/HR/State guidelines, clarification needed. Draft guidelines/policies reference to ethics.
- Sr. VP Kissal noted one of most important things is the roll-out and communication and training, to make sure people know their rights/training of everyone on campus. Change is inevitable, may be adopted and changes later in a year or so, needed.
- Chair Davis: We're not presenting policy, where we are today, for faculty to look at and provide feedback. Working group has done a lot to anticipate questions/concerns of all

the constituencies at the table. The letter instituting this group written by CK/Provost Wu envisioned group presents to CK/Provost Wu then it goes to the FS

- The Effective Teaching Committee will update Senate in March regarding pilot of new instrument
- SACSCOC Reaffirmation Update: Will have announcement of QEP topics to discuss at General Faculty meeting; planned for March meeting, critical to how we will move forward.
- FS/CDE Collaboration on Title IX resource sharing for faculty: Shannon is working with Julian Williams and Angie Hattery discussion re resource-sharing for faculty; to meet next week and to bring to EXC – such as getting to know Title IX office responsibilities --- how can we as faculty be part of the solution? Not just university-life, students' ability or inability to bring their best selves to_____ Critical for faculty to support selves, one another, for students to feel appreciated, at beginning of conversation with them.
- To assume we will use April 29th FS meeting.

VI. Agenda Items for February 5, 2020 FS Meeting

- Draft FS Minutes December 4, 2019
- Committee Reports
 - EC report on server use: recommendations for final vote
 - Faculty Handbook committee
- New Business
 - Lashonda Anthony – Updated resources for faculty regarding online study sites: an opportunity for students to get in trouble with Honor Code. LAS is working with Janette Muir and Stearns Center to pull information together for resources, to be proactive.
- Announcements
 - Special Faculty Senate meeting with Rector Davis February 12, 2020 at 3 pm., Robinson B113
- Provost Wu

Respectfully submitted

Kumar Mehta

Secretary