

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE EXECUTIVE COMMITTEE MEETING --
MONDAY, FEBRUARY 17, 2020
JOHNSON CENTER MEETING ROOM G (337), 10:00 – 11:55 a.m.

Present: Lisa Billingham, Melissa Broeckelman Post, Shannon Davis, Tim Leslie, Kumar Mehta, Joe Scimecca, Suzanne Slayden, Kim Eby – Associate Provost for Faculty Affairs and Development, Jenna Krall – Faculty Senator/Faculty Matters Committee, Solon Simmons – Faculty Senator/Faculty Matters Committee and member of the COACHE Leadership Team, Sr. Vice President Carol Kissal (participated by phone).

I. Approval of Minutes of October 21, 2019 and November 22, 2019: The minutes were approved.

Chair Shannon Davis welcomed and thanked the Faculty Matters Committee members here today. Provost Wu and Sr. VP Carol Kissal are meeting with the President right now and may call in briefly at 11:00 a.m. to provide briefing/updates.

II. Announcements

- Executive Committee meetings in April
 - Tues, April 7, 2-3:30p to prepare FS Agenda April 22 for distribution on April 15th
 - Mon, April 20, 1-2:30p to prepare FS Agenda April 29 for distribution on April 22nd

We will need all of meetings in April – including one scheduled for April 29th (if needed). Shannon will participate by WebEx during the April 7th meeting, please let Meg know if you also wish to participate using WebEx for EXC meetings this spring.

- Interim Provost Search: Suggestion to communicate with the president's office acknowledging our participation in the interim provost selection process and our expressed desire to stay engaged for provost search.
- SVP Kissal – called in with the following updates:
9-month faculty pay structure: Why can't we have option for 9-month faculty to receive their pay over 12 months? Almost 1,000 faculty on 9/9 month pay, 300 faculty on 9mo/12month pay cycle. HR said they can do, Lester Arnold putting together a plan to begin July 1st for roll out with communication infrastructure in place.

Master Plan Kickoffs: A few weeks ago, at the President's Expanded Council was one of a number of kickoffs. Since there is no Master Plan at GMU, it is critical to have a new one. This would help identify how we make new investments and modifications regarding the infrastructure of campuses in Fairfax, Arlington and Prince William. The master plan will take into consideration – space, needs, and student growth. It is currently at the beginning stages. To coordinate – Mason has hired DumontJanks. They are on campus conducting focus groups and meetings, to discuss what Master Plan means. It is very important to have full court press, engagement within Mason and with external partners (public and private) as part of Phase I of Master Plan.

CCTV upgrades on campus: For many years, university has maintained a video management system across to prevent external threats to campus. Current system is approaching the end of its lifecycle. A video management system has been selected with several new features in the software. The process of software migration should be completed in early spring.

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

A. Academic Policies – no report.

B. Budget and Resources – Tim Leslie

The 2019-20 salary data was posted. A Faculty Senator noted a few people were not included in the salary data. Worked with HR to update the spreadsheet data that is available.

The Provost Office is discussing graduate student health insurance and tuition waivers. The timeline for this is not clear, or how it will be administered.

C. Faculty Matters – Joe Scimecca

The Faculty Evaluation of Administrators should be completed and released soon. Waiting for additional information re smoke free campus. The question regarding smoke free campus coming from the American Cancer Society. Committee has not heard back on BYOD (Bring Your Own Device) Policy.

D. Nominations – Melissa Broeckelman-Post

Committee is waiting to hear back from the Parking Office regarding charge for faculty to serve on the Parking Appeals Board.

E. Organization and Operations – Lisa Billingham

Committee has received the numbers for Senate representatives – a few seats will be changing colleges.

IV. Other Committees/Faculty Representatives

Presidential Search Committee update – Shannon Davis, co -chair

Shannon believes that Rector Davis will uphold the Faculty Handbook as he asserted in last week's Special Meeting. She expects in the next 24-48 hours to have more information but does not have a firm timeline. The Search Committee made its recommendations to the BOV and the committee was discharged last week. All signs are the BOV and Rector Davis see the benefit of upholding the Faculty Handbook, and as an opportunity to demonstrate to engage as full partners. An announcement could be made at next week's BOV meeting (February 27th). Watch for an email announcement.

Discussion:

Do you have a sense who the representatives from the faculty might be?

Chair Davis: If not a full public open session, by charter, the Faculty Senate, as representative of the general faculty will be invited. She continues to advocate for this.

Suzanne Slayden (Chair of the Faculty Handbook Revision Committee) recalled previous contentious efforts at revision to the Faculty Handbook.

V. New Business, Updates, and Discussion

- School of Computing town halls have been announced. Shannon encouraged EXC members to attend if possible, some begin at 9:00 am, others at 4:30 p.m.
Discussion: COS is working on a response to the initial draft. There was concern about the last-minute calls being issued for the town halls. Additionally, it appears that the proposed draft has actually gone through several iterations; and is not genuinely a draft. There was no feedback solicited during entire exercise of creating the draft. EXC committee was in agreement that perceptions matter, and there is merit to faculty feeling that the efforts at town hall are more “checking the box”.
- Auditor’s report on Presidential Search Committee noticing was distributed with the agenda.
- EXC Meetings in April
 - Tuesday, April 7, 2020, 2:00 - 3:30 pm Nguyen Engineering Bldg. 2903 (videoconference room)
 - Monday, April 20, 2020, 1:00 -2:30 pm - requested Johnson Center Meeting Room D (333) pending official confirmation.
- Working Group on Faculty Conduct Update:
Working group set up re investigations of faculty in HR re inappropriate and onerous sanctions imposed on faculty. A letter was sent to Provost Wu and Sr. VP Kissal to which they (initially) responded and said no, then they decided to put together a working group including three faculty representatives (Girum Urgessa, Shannon Davis, and Suzanne Slayden) and representatives from HR, Legal and the University Auditor’s office. The Office of Compliance, Diversity and Ethics (CDE) did have some policies and procedures. HR had no written policies for investigations at all. This affects people’s lives. The new HR people were not involved with this investigation. HR can only design new policies – we took an active involvement to make it better for faculty. (1) real problem to this very day – there is no process to get the sanctions removed.

Chair Davis: To add to March 4th agenda, to advocate strongly. The working group is required come back with a report with a plan for faculty discussion and input with expectation of timeline to include O&O report asking Lester Arnold (VP, Human Resources) to give Power Point presentation in advance of meeting. For CDE to do this side by side (similar to Faculty Handbook revision format).

Key recommendations:

- Training of supervisors and individuals who go through either of these processes
- To move forward with liaison process, to provide training and compensation
- Usually ombudsperson reports to President’s Office – to include as recommendation to new president : valued, valuable, and necessary.
- To make sure supervisors, including department chairs, to get training to do this.
- Recognition HR must do more to educate and not just sanction.

Goal for policy to go into effect July 1st. There are two faculty still under sanctions. Does the Faculty Senate have to approve it? What is the process? We must communicate that we are still very interested in these cases and ensure that the individuals are treated fairly.

- SACSCOC Reaffirmation Update for next FS agenda.
- Do we add updates/briefings regarding safety on campus to the agenda? If so, from whom? The Committee agreed to include on agenda, with Sgt. Hagenow (GMU Police)
- Online Education – lunch with Michelle Marks scheduled for March 24 12p @ Mason Club
- COACHE Survey presentation – Kim Eby and Solon Simmons – 11:00 – 11:30 pm. Executive Summary: Mason COACHE Leadership Team – Fall 2019 was distributed. Thank you for the opportunity to chat. Access to all of our findings available to full time instructional faculty via IEOP/COACHE – will take you to screen to sign in with net ID/password. You can view COACHE Summary Report, Executive Summary Report. Dashboard with COACHE findings which shows how you compare with a selective group with your cohort. <https://provost.gmu.edu/faculty-matters/coache> link to log in portal at [\[link\]](#)

We briefed this during the [General Faculty Meeting \(January 29th\)](#), community forum in December. The survey results identify areas of strength and areas for growth. A phenomenal response rate – 2/3 of full-time faculty responded. Key Findings (see p. 2 of Executive Summary) lists five areas of strength and five areas for growth. She noted we are 10 percentage points above R1 peers for support for student research (OSCAR). Mason has no “Areas of Concern” among eleven defined by COACHE.

Discussion:

Peer group (lists some names) might matter re compensation piece.

Response: We’ve already below our peers in rural plaices, not surprising.

In addition to December Forum (online), transparency discussed at General Faculty Meeting (OEIP) created the schools and college reports also – went to each of deans and leadership teams with presentations, encouraged them to share data with colleges. COS meeting included department chairs. In some cases, deans have shared results. Senators from COS, CHHS and BUS noted they have not received them.

Associate Provost Eby: We hoped colleges and schools would not be in competition with each other. There have been a number of leadership changes in COS. Deans’ meeting very positive, Provost indicated COACHE results will be included in goals for next year.

Action items:

- With colleges/schools – to encourage benchmarking for areas of improvements, goal setting for next year, to see some movement.
- Not to tackle too many things, but to drill down what college/school sees as important for them to do.
- Re team of Provost/Associate Provost Kim Eby – to communicate this with interim Provost and later new president.
- We’re not going to get where Mason wants to get in five years; we need to pay attention to faculty.

Another survey scheduled for Spring 2022. Focus groups after spring break: with assistant professors, associate professors, underrepresented faculty, term faculty, full professors, and department chairs.

Other suggestions included asking HR for support in organizing support groups, qualitative support to go deeper to understand what they mean. To include the Faculty Matters Committee to receive access to college level results; why not send it out to everyone? Response: You must log in with credentials to view data. College level reports are not there right now.

The Chair of the Faculty Matters committee was pleasantly surprised to learn how highly regarded Faculty Senate leadership was in the COACHE survey.

Faculty Compensation: The survey satisfaction on compensation coming to Lester Arnold's team on Wednesday re profile. Since her arrival at Mason twelve months ago, Sr. Vice President Kissal noted her commitment to right size this issue. HR has done a lot of work in this area. Not too sure what happened in the past, with leadership changes, some funding challenges, HR as responsible for maintaining current salary structure – they should be reviewing salary data and comparable jobs hasn't happened at Mason.

- Governor to sign an Equal Pay Document.
- Update from Dr. Bill Hazel on planning for possible medical school during 4/22 Senate meeting

VI. Agenda Items for March 4, 2020 FS Meeting

- Draft FS Minutes February 5, 2020 & February 12, 2020
- Interim President Holton to address the Faculty Senate
- Committee Reports
 - Organization and Operations: Allocation of Senate seats 2020-21
 - Faculty Handbook committee
 - Effective Teaching Committee – Update regarding pilot of new instrument
- Unfinished Business: (ran out of time February 5th)
Housing and Resident Life Faculty Fellows – Aysha R.C.Puhl, Associate Director of Residential Student Education and Engagement
- New Business
Faculty Conduct Working Group Proposed Policies for Review – Lester Arnold and Girum Urgessa
Sergeant Jared Hagenow, University Police and perhaps another rep from Threat Assessment (non-police)
QEP Update – Matt Smith and Oscar Barton
- Announcements
 - Provost Wu

Respectfully submitted,
Kumar Mehta
Secretary