

GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
FEBRUARY 23, 2022
Continuation meeting from February 9, 2022
Electronic Meeting*, 3:00 – 4:15 p.m.

I. Call to Order

II. Approval of the Minutes: December 1 and December 8, 2021

III. Opening Remarks – Melissa Broeckelman-Post, Chair

Rector Jimmy Hazel will address the Faculty Senate

IV. Committee Reports

~~A. Senate Standing Committees~~

~~*Executive Committee*~~

- ~~• Senate Coffee Chat (on Zoom) Friday, February 11, 9:30am~~

~~<https://gmu.zoom.us/j/95897890149?pwd=Q0tIR3ZKTGpiTURTenNBMB2S08xQT09>~~

~~*Academic Policies*~~

[Appendix A](#)

~~Revised Incomplete Grade Policy~~

~~*Budget and Resources*~~

~~*Faculty Matters*~~

~~*Nominations*~~

~~Fill vacancies on Organization and Operations, Research Advisory Council, and the Task Force on Reimagining Faculty Roles and Rewards~~

~~*Organization and Operations*~~

[Appendix B](#)

~~Revised Charge for the Faculty Handbook Revision Committee (postponed until after announcements)~~

B. Other Committees/Faculty Representatives

[Appendix C](#)

~~[Task Force for Reimagining Faculty Roles and Rewards*](#)~~

~~[Committee on External Academic Relations \(CEAR\)*](#)~~

~~[Gift Acceptance Committee*](#)~~

[Appendix D](#)

~~[Graduate Council](#)~~

~~[Grievance Committee](#)~~

~~[Mason Club*](#)~~

~~[Mason Core Committee*](#)~~

~~[Master Plan Steering Committee](#)~~

~~[Research Advisory Committee](#)~~

~~[Term Faculty Committee](#)~~

V. New Business

*SVP Carol Kissal- presentation on Tier III Status and Compensation Plan
moved to March 2, 2022 meeting*

VI. Announcements

[Appendix E](#)

Provost Ginsberg

Sr. VP Kissal

[Mason Climate Action Plan Development](#)

[Mason COACHE](#)

VII. Remarks for the Good of the General Faculty

VIII. Adjournment

ELECTRONIC MEETING

For security purposes -- all attendees *MUST* login using any valid zoom account to join the meeting.

IMPORTANT: Faculty Senators must login using their GMU login/password from <https://gmu.zoom.us/> to be recognized.

Join Zoom Meeting: <https://gmu.zoom.us/j/93770672720?pwd=ZFErdDcvQ25PbU1sZFozaFFxc215dz09>

In case of problems with joining the meeting, use the following information to join:

- Meeting ID: 937 7067 2720
- Passcode: 079898

Having Trouble Joining the Meeting with the link above?

All attendees must sign in into zoom before joining the meeting.

1. If using GMU Zoom Account (required for all Faculty Senators)
 - a. Go to <https://gmu.zoom.us>
 - b. Click on [Sign into Your Account]
 - c. Use GMU login credentials to login. (May require 2FA authentication)
 - d. Once logged in – click on “JOIN A MEETING”
 - e. Enter the Meeting ID (see highlighted above) and click JOIN
 - f. If asked for Passcode: enter the Passcode (highlighted above)
2. Joining Senate Meeting using an account other than GMU Zoom Account
 - a. Go to <https://zoom.us>
 - b. Click on [SIGN IN]
 - c. Use credentials for your existing zoom account
 - d. Once logged in – click on “JOIN A MEETING”
 - e. Enter the Meeting ID (see highlighted above) and click JOIN
 - f. If asked for Passcode: enter the Passcode (highlighted above)

Appendix A Revised Incomplete Grade Policy

Long-standing and current academic policy requires that an incomplete (IN or IX notation) on an undergraduate student's transcript be counted as an F (0.00 quality points) until a final grade is submitted. For graduate students, an academic warning is entered on the student's record.

This policy seems unreasonable: the incomplete grade is given only to students who are passing the course and by agreement between the student and instructor. There is a firm deadline by which the incomplete must be satisfied or the IN/IX automatically becomes an F. While the unsatisfactory grade is in effect, students may suffer a loss of good academic standing that affects their next semester's activities.

Also, the policy is inconsistent with other policies: In Progress (IP); Absent with Permission (AB); and Special Provision (SP) that resemble an incomplete except they have no effect on GPA/academic warning.

The Committee **moves** approval of the revised Incomplete policy. The suggested revisions to the catalog are shown with underline (insertions) and ~~striketrough~~ (deletions).

AP.3.3 Additional Grade Notations

Incomplete (IN)

This grade may be given to students who are passing a course but who may be unable to complete scheduled coursework for a cause beyond reasonable control. Unless the faculty member has specified an earlier deadline, the student must then complete all the requirements by the end of the ninth week of the next semester, not including summer term, and the instructor must turn in the final grade by the end of the 10th week. Faculty members who choose to require an earlier incomplete deadline will be required to file an *Incomplete Grade Contract* with the local academic unit's office, detailing the work that remains to be done, the general reason for the incomplete, and the student's grade at the point of receiving the incomplete. Additional time may be granted upon approval of an Incomplete Extension form. ~~Unless an explicit written extension is filed with the Office of the University Registrar by the faculty deadline, the grade of IN is changed by the University Registrar's office to an F. The maximum IN extension is to the end of the same semester in which it was originally due.~~ Students who have filed their intent to graduate have only six weeks from the date of degree conferral to resolve any incomplete grades and have the final grades recorded by the University Registrar's office.

~~While a grade of IN remains on the transcript, it is treated as an unsatisfactory grade in determining probation, suspension, termination, or dismissal. Removal of INs from the transcript may result in retroactive elimination of probation, suspension, termination, or dismissal.~~

IN has no effect on the GPA and remains on the record until the work is completed and a final grade is submitted by the instructor. If the work has not been completed and no final grade has been submitted by the established deadline, the grade of IN is changed by the University Registrar's office to an F.

Incomplete, extended (IX)

IX is given by the Office of the University Registrar after receiving an Incomplete Extension form signed by the instructor and the appropriate dean. The extension gives students additional time to complete work; the amount of time is specified by the instructor. The final grade must be submitted to the University Registrar's office before [the beginning of the](#) final exams [period](#) for the semester in which the IN grade was originally due. A grade of IX affects the academic record in the same way as does a grade of IN.

AP 3.7 GPA

...Current GPA and cumulative GPA do not apply to graduate students. A notation of academic warning is entered on the transcript of a graduate student who receives a grade of C₇ or a grade of F in a graduate course ~~or while a grade of IN or IX is in effect~~. A degree GPA is computed for graduate students based on graded courses completed at the university and applied toward the degree. For more information, see [AP.6 Graduate Policies](#).

AP.6.6 Graduate Academic Standing

AP.6.6.1 Academic Warning

A notation of academic warning is entered on the transcript of a graduate student who receives a grade of C or F in a graduate course ~~or while a grade of IN is in effect~~.

Appendix B

Revised Charge for the Faculty Handbook Revision Committee

Original charge to the committee

Faculty Handbook Revision Committee (Approved by the Faculty Senate April 28, 2010)

The Organization and Operations Committee moves that the Faculty Senate establish a Faculty Handbook Revision Committee consisting of three tenured members of the instructional faculty, at least one of whom must be a Senator, to consider changes to the Faculty Handbook and make recommendations to the Faculty Senate.

Proposed changes may be brought to the Committee by any member of the faculty, administration, or Visitor. The Committee is charged to confer with appropriate members of the administration during consideration of any change.

In order to maintain continuity, members of this Committee shall have staggered terms of one, two, and three years.

From the Preface to the Faculty Handbook (2021)

...Proposals to revise the Handbook will be considered by the Faculty Handbook Revision Committee (a University Standing Committee composed of three faculty members elected by the Faculty Senate) which meets jointly with representatives from Human Resources and Payroll and the Provost's office. The proposed revisions that are approved by that body will be presented to the Faculty Senate for approval.

All revisions require the formal approval of the Board of Visitors....

Proposed revision of the charge of the Faculty Handbook Revision Committee

Committee Membership:

- Three members of the instructional faculty elected by the Faculty Senate to 3-year terms. In order to maintain continuity, the faculty members of the Committee shall have staggered terms. At least one member must be a Senator and at least two members must be tenured. The Chair of the committee is appointed by and from among the elected faculty members.
- An administrative representative appointed by the Provost from the Provost's office.
- An administrative representative from Human Resources appointed by the Vice President of Human Resources.

Charge:

The Committee will review the Faculty Handbook each year for potential changes. Proposed changes may also be brought to the Committee by any member of the faculty, administration, or Board of Visitors. The Committee is charged to confer with other members of the faculty and the administration during the review, as appropriate.

Procedure:

The Committee will present its proposed revisions to the Faculty Senate for discussion at least 3 weeks before a final set of recommended revisions is presented to the Faculty Senate for a vote. During a discussion meeting, the Faculty Senate may recommend changes to be considered by the Committee. The Committee will review the recommended changes. At the meeting during which the Committee presents its final revision report, the Faculty Senate may accept or reject the proposed revisions, but may not amend them. Any meeting where revisions are presented may be a Special Meeting of the Faculty Senate. Before any Faculty Senate meeting where revisions are presented by the Committee, whether for discussion or vote, the revisions will have been approved by the Provost and the President.

All revisions require the formal approval of the Board of Visitors

Appendix C Committee Reports

Task Force on Reimagining Faculty Roles and Rewards—submitted by Melissa Broeckelman-Post & Kim Eby, co-chairs

The Task Force on Reimagining Faculty Roles and Rewards Community Forum will be held online via Zoom on Friday, February 18 from 11:00am-12:00pm via Zoom. Please log in to your Zoom account to be authenticated before clicking on the link below to join the meeting:

Join Zoom Meeting: <https://gmu.zoom.us/j/92913906875?pwd=Mnh0eHRCQVkwDI4ZVBQVUNTUDNpQT09>

Meeting ID: 929 1390 6875

Passcode: 298537

This meeting will be recorded, and a feedback survey will be distributed at the Forum as well as with the recording afterward.



Committee on External Academic Relations (CEAR) Report

GMU Faculty Senate Meeting
2/9/2022

Isaac K. Gang & Chaowei "Phil" Yang
CO-Chairs



Agenda

- GMU Faculty Advocacy Opportunities
 - 2022 Session of the General Assembly
 - Executive Orders/Legislative Initiatives
 - Support GMU's Office of Government & Community Relations
 - BillTracker50
- CEAR Proposed Priorities
 - Support Bills of Interest
 - Oppose Bills of Concern
- CEAR Recommended Actions to Take



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Faculty Advocacy Opportunities

- 2022 Session of the General Assembly
 - The 2022 session of the General Assembly began on January 12.
 - Main task is to approve the Commonwealth's biennial budget for fiscal years 2023 and 2024 (July 1, 2022-June 30, 2024).
 - Former Governor Northam submitted his administration's budget proposals in December, but Governor Youngkin has submitted his own budget amendments.
 - The Republicans have a majority in the House of Delegates, while the Democrats retain the majority in the Senate. The General Assembly will adjourn on March 12.

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Faculty Advocacy Opportunities

- Executive Orders/Legislative Initiatives
 - Governor Youngkin's Executive Order #1 orders the end of use of "inherently divisive concepts," including Critical Race Theory, in public K-12 education.
 - The definition provided is clearly in reference the teaching that addresses the issue of race in Virginia and the United States
 - The order has a legislative companion in **HB 781**: "A BILL to amend the Code of Virginia by adding a section numbered 22.1-208.03, relating to public elementary and secondary schools; student citizenship skills; certain instructional policies prohibited; parental rights; disclosures; penalties; other remedies."
 - Do not include higher education but could indirectly make things difficult in the college classroom in the near future

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Faculty Advocacy Opportunities

- Support GMU's Office of Government & Community Relations
 - Consider becoming an Issue Advisor
 - Use BillTrack50 to support bills of GMU's priorities (BillTrack50.com)
 - You can leave comment under any bill of interest
 - Provide the office with insights
 - <http://relations.gmu.edu/government-affairs/state-relations/bill-tracking/>
 - Mason 2022 Legislative priorities (Mark Smith):
 - Financial Aid: Provide Affordable Access for All Students
 - Faculty and Staff Compensation and Benefits
 - Disparity Funding
 - Capital Outlay
 - Student Innovation Factory Building
 - Improve Telecommunications Infrastructure (Phase 3)
 - Interdisciplinary Science and Engineering Building



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• CEAR Proposed Priorities

Bills of interest (support)

- BIENNIAL BUDGET (HB 30 and SB 30) We support 5% salary increases in each year of the biennium, and support the budget amendments to fund 100% of the cost of salary increases from the General Fund
- Governor Northam's budget proposals include a 5% salary increase for state employees, including faculty, in both FY2023 and FY2024. However, one-half of the increases for faculty are to come from non-general fund sources, meaning from the institutions
- Senator McClellan (D) and Delegate Morefield (R) have filed budget amendments to add \$94 million in FY2023 and \$194 million in FY 2024 to fund 100% of the cost of the salary and benefits increases proposed in the budget in order to limit the need to increase tuition.

Bills of concern (oppose)

- HB 1226 Delegate Davis (R). This bill reads, "Each tenured professor employed at a public institution of higher education shall personally teach students enrolled at the institution for at least 12 hours per week during any fall, winter, or spring semester, quarter, or other academic term and in a live, in-person format." Note: Delegate Davis is now the chair of the House Education Committee, which has jurisdiction over this bill.



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CEAR Recommended Actions to Take

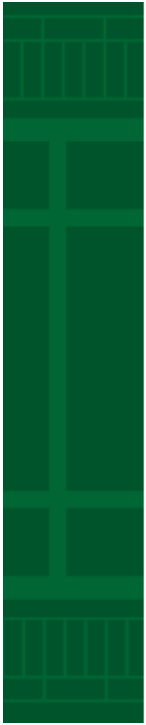
- Support the GMU Office of Government and Community Relations
- Constituents of Senator McClellan (D-Richmond) and Delegate Morefield (R-Tazewell) are encouraged to email notes of thanks for their budget amendments that would preserve faculty salary increases without requiring increased tuition.
- Contact your Delegate, especially if they serve on the House Education Committee, and explain how dangerous HB 1226 is to our institutional mission and our institutionally determined workloads.
- The members of the House Education Committee are Davis (Chair), Wampler, Greenhalgh, McQuinn, Sewell, Avoli (Vice Chair), Freitas, Tata, Subramanyam, Maldonado, LaRock, Coyner, Bourne, Guzman, McGuire, Cherry, VanValkenburg, Filler-Corn, Batten, Durant, Rasoul, Simonds.

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References and Individuals to thank

- Mark Smith, GMU Office of Government and Community Relations (GMU)
- Carmen Rodriguez, Chair of Faculty Senate of Virginia (VCU).
- Brian Turner, AAUP/FSVA (Randolph-Macon College)
- <http://relations.gmu.edu/government-affairs/state-relations/bill-tracking/>
- BillTrack50.com

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Thank you!

Questions



Graduate Council– submitted by Cristiana Stan Faculty Senate Representative, January 31, 2022

Graduate Council Report
November 17 & December 15, 2021
January 19, 2022

November 17, 2021

1. Revisions to [AP 6.11](#) have been approved. The revisions align the policy with the [Graduate Council Bylaws](#).
2. Minor revisions to [AP 6.4.1 Non-degree student status](#). The revised policy was extended to also include certificates. The non-degree credits taken at Mason can be applied towards maximum two certificates and/or degrees.
3. [Dissertation Completion Grants](#): Grants for Spring 2022 will include financial support of 11K and 3 credits of 999. Concern was expressed regarding the small number of students who received degree completion grants and ultimately graduated in Spring 2021 and Summer 2022.
4. Update from phase 1 SACSCOC offsite review: one standard review indicated that GMU may not have enough full-time faculty to monitor the integrity of programs. No other standard reviews concerned graduate programs or graduate education.
5. Wai Ling Fong joined the GC as non-voting member representing GAPSA.

December 15, 2021

1. Presidential Scholarship will increase the number of scholars across the institution using a cost share model. Beginning fall 2022, every doctoral program will be eligible for a third scholar. The Provost Office will cover summer stipend of \$8,000, academic year tuition, and annual subsidized graduate health insurance. The program/department/college/school will cover 9-month academic year stipend of \$23,000. There will be no change to the funding model for the first two scholarships available to the programs. The scholarship application platform will open February 1, 2022.
2. Mr. Jason McKnight joined the Office of Graduate Education as the Associate Director of Graduate Academic Success.
3. The Registrar Office is working to digitize the graduate student forms. The Registrar Office is transitioning to a new platform, Stellic, for course planning and curriculum-based analytics. Stellic will eventually replace Degree Works. Stellic will be launched in January 2022 and a small number of units will be using it starting in summer 2022.

January 19, 2022

1. [GIA](#) scholarship deadline: February 1st, 2022.
2. The Mason Graduate Interdisciplinary Conference will be held in-person on Friday, April 8, and will include a breakfast, lunch, plenary and breakout sessions, poster presentations, and a closing reception for [3MT® Competition](#) winners. The application deadline for graduate student poster and panel presentations is February 18. The [3MT® Competition](#) deadline for graduate students is January 31. For more information, visit the [website](#) or email geaward@gmu.edu.
3. The [Summer Research Fellowship](#) deadline is January 26 and asked the units to encourage eligible students to apply. For more information, visit the [website](#) or email geaward@gmu.edu.
4. The new [Graduate Education website](#) is live; feedback to be submitted [HERE](#).
5. GAPSA is partnering with University Career Services to launch their first-ever Graduate Student Resume Competition. This is an opportunity for graduate students to practice writing their resumes, learn about resources that the university has to offer in resume writing and career services, and potentially win some fun awards. Submissions are due by Sunday, February 13.

Details can be found here: <https://gapsa.gmu.edu/gapsa-ucs-spring-2022-graduate-resume-competition/>.

Respectfully Submitted by Cristiana Stan, Faculty Senate Representative to the Graduate Council 2021-2022

Grievance Committee – submitted by John Farina, Chair, January 22, 2022

The University faculty grievance committee had no new business and no cases before it.

Mason Club – submitted by Rutledge Dennis, Joe Scimecca, and Steve Pearlstein, founders of the Mason Club

January 31, 2022

Melissa Broeckelman-Post
Chair, Faculty Senate

Dear Melissa,

One of the many unfortunate side effects of the Covid pandemic is that faculty and staff have lost connection with each other and the sense of community that comes from working in the same place each day. The kind of informal but important interaction that goes on in office corridors, passing on the walkways between class and over a cup of coffee at the student center—all that has been missing from our professional life for the last two years. As the pandemic recedes, it will be important to look for ways to revive those interactions, rebuild that sense of community and recall the fun and excitement of being on campus with so many smart, interesting colleagues.

Another casualty of the pandemic has been the Mason Club, the university’s faculty and staff lunch facility that operated for two-plus years in the Pilot House, across from the Rappahannock Parking deck. During the Covid shutdown, the university decided that the Pilot House should be returned to student use. So last fall, the Mason Club reopened in temporary quarters in the Blackstone Room in South Side, just off the large student dining hall. The smaller space and less convenient food setup are significantly less conducive to creating an easy, pleasant place for faculty and staff to have a meal or coffee together, host campus guests and job applicants or provide a venue for staff lunches and celebrations.

Looking forward to Covid’s retreat in the fall and a more fulsome return to in-person operations, we—the three founders of the Mason Club —have begun discussions with university administration about finding a new permanent home. We are eager to hear from faculty and staff – and in particular from the Faculty and Staff Senates—about their level of interest in having such a permanent facility, along with suggestions for improving the experience at the Club and increasing the number of colleagues who use it regularly. A strong statement of support from the Senate at this time would significantly improve the prospect of securing a satisfactory new home for the Mason Club.

Thank you for bringing this to the attention of the Faculty Senate.

Rutledge Dennis
Professor

Joe Scimecca
Professor

Steve Pearlstein
Professor

Mason Core – submitted by Laura Poms and Bethany Usher, Co-chairs, February 1, 2022

Mason Core Committee Report to Faculty Senate

December 9, 2021 Meeting

Gina Polychronopoulos, OIEP presented and the Committee adopted a Mason Core assessment plan. The assessment will occur in three phases as follows:

- **Phase 1:** Data capture. This will include a two-year sampling period and new options for capturing, storing and accessing data (student work and syllabus) as well as professional development workshops from the Stearns Center.
- **Phase 2:** Rating artifacts. This will include a rubric norming session at the start of the fall and spring semesters. During summer, findings will be shared with the Mason Core committee and faculty/leadership by the end of summer.
- **Phase 3:** Continuous Improvement. In the fall, findings will be discussed and actions may be taken (i.e. rubric revision, SLO refinement). In spring, these actions could be implemented if needed. Continuous improvement such as professional development with the Stearns Center will be available.

The Committee then reviewed the work of the task forces on enhancements to the Mason Core, which was continued from the November 18, 2021 meeting. These committees focused on the following aspects of Mason undergraduate general education: Capstone/Synthesis, Global Understanding, and Just Society.

With input from the task forces, which included members from outside of Mason Core, five potential models for enhancements to the Mason Core were developed in anticipation of the University-wide town hall to be held on January 28th. Out of this discussion, it was clear there was a need for one additional task force to address the potential of revising the Western Civilization/World History category.

January 27, 2022 meeting

The ADVANCE team presented on the potential challenges and benefits that transfer students may experience in light of any changes to the Mason Core. Specific information was provided in reference to the current models up for discussion at the town hall.

Final task forces presentations included catalog descriptions, student learning outcomes, assessment input, and potential impacts on student degree programs. Three potential Mason Core models were selected for presentation to the Mason community at the Mason Core Enhancement Town Hall.

January 28, 2022 Mason Core Enhancement Town Hall

More than 200 Mason community members attended. Background for the enhancements were discussed, the findings of all task forces were presented and three potential models were introduced. A recording of the town hall, including slides and additional supporting information are posted on the Mason Core website. The questions asked during the town hall are being used to create an FAQ which will be available shortly. Senators are strongly encouraged to review the recording, if they were not able to attend the town hall and provide feedback via the survey, which is available until February 18th.

The committee will review the feedback data and provide recommendations to Faculty Senate for consideration in the March 2022 timeframe.

Recently Approved Mason Core Courses

Date	Category	Title
9/16/2021	Literature	SEED:370 Young Adult Literature in Multicultural Settings
9/16/2021	Capstone	GCH 466: Physical Activity in Public Health
10/7/2021	Literature	INTS 363: Social Justice Narratives
11/18/2021	Quantitative Reasoning	BUS 210: Business Analytics I
12/9/2021	Synthesis	NEUR 424: Sleep and Circadian Rhythm
1/27/2022	Synthesis	NEUR 473: Current Neuroscience Research in Germany

Respectfully submitted:

Laura Wheeler Poms, Mason Core Committee co-chair

Master Plan Steering Committee Final Report- submitted by Zachary Schrag, David Wong, and Melissa Broeckelman-Post

Introduction

Between April 2020 and December 2021, George Mason University developed a master plan for its Virginia campuses in two phases. As part of this work, the administration formed a steering committee with about two dozen members, including three representatives of the Faculty Senate. Zachary Schrag and David Wong were elected by the Faculty Senate to serve as members of this committee. Shannon Davis joined in her capacity as Senate chair until May 2021 when Melissa Broeckelman-Post, took over as Senate chair and joined the steering committee.

The Master Plan Steering Committee met six times between May and October 2020, and five times from February through October 2021. Steering Committee meetings were not recorded and no official minutes were taken. This lack of a record encouraged the free exchange of ideas, but it also makes it difficult to establish the degree to which Steering Committee suggestions and questions were addressed in the final plan documents.

The consultants solicited Steering Committee comments on draft reports on two occasions. In April 2021, members reviewed the draft Phase One report, and in November 2021, members reviewed the Draft Phase Two report. Both sets of draft reports included material that had not been presented to the committee for oral discussion. This included important sections, such as the planning principles included in the Phase Two report. Sharing early drafts of these sections prior to Steering Committee discussions could have allowed more meaningful feedback. The final report is now available on the Construction at Mason Document Library: <https://construction.gmu.edu/university-master-plan/document-library>

Senate members of the steering committee previous reported on the process prior to the following Senate meetings:

- September 2, 2020: <https://resources.gmu.edu/facstaff/senate/2020-08-25%20Master%20Plan%20Steering%20Committee%20report%20to%20Faculty%20Senate.pdf?gmuw-rd=sm&gmuw-rdm=ht>
- October 14, 2020 (continuation of September 30, 2020): https://resources.gmu.edu/facstaff/senate/FS_AGENDA_10-14-20_FINAL.pdf
- February 3, 2021: https://resources.gmu.edu/facstaff/senate/FS_AGENDA_2-3-21_final.pdf
- April 7, 2021: https://resources.gmu.edu/facstaff/senate/FS_AGENDA_4-7-21_FINAL.pdf
- April 28, 2021: <https://resources.gmu.edu/facstaff/senate/2021-04-21%20Faculty%20Senate%20representatives%20draft%20comments%20on%20Master%20Plan%20phase%20one%20report.pdf?gmuw-rd=sm&gmuw-rdm=ht>
- September 22, 2021: https://resources.gmu.edu/facstaff/senate/FS_AGENDA_2021-09-22%20FINAL.pdf
- October 20, 2021: https://resources.gmu.edu/facstaff/senate/FS_AGENDA_2021-10-20.pdf

In October 2021 the steering committee met for the last time. In November 2021 members were given the chance to comment on a draft Phase Two report, and the final Phase Two report was issued in December. We therefore expect this to be the final report of the Senate members of the Master Plan Steering Committee.

The Senate members of the Steering Committee submitted detailed comments on the Phase One report to the Senate for its April 28, 2021 meeting (see above link). This report will therefore focus on the Phase Two report, and only selected aspects of the Phase Two report are mentioned here.

Principles

Our April 2021 comments on Phase One noted the absence of a statement of principles, and the difficulty that absence poses for the evaluation of specific proposals. The Phase Two report addresses this concern, adding a series of five principles “to guide mason’s capital investment across all its landholdings” (9)

1. Put strategy first
2. Be compact
3. Make every dollar and every square foot count
4. Connect places, people, and communities
5. Embrace environmental stewardship

All of these are noble goals, and we expect that they will help sharpen discussion about future decisions. While these principles were not explicitly discussed by the committee, they were likely derived by the consultants based on committee discussions.

Space Policy Guidance

Knowing that faculty were especially concerned with adequate offices, the Senate members of the steering committee successfully persuaded the Dumont Janks consultants to meet with faculty on September 14, 2021.

As we noted in our report prepared for the September 22, 2021, meeting of the Faculty Senate (see link above) twenty-seven faculty members (including tenure-line, term, and adjunct faculty) attended the online meeting and expressed the importance of private offices for full-time faculty for teaching, research, and student advising.

The Phase Two report acknowledges “that many faculty (particularly tenure and tenure-track faculty, and faculty with advising responsibilities) feel strongly that having a private office is essential for their ability to undertake scholarly activity and meet with students.” (43)

Beyond that, the recommendations are unclear. The plan states that “modern best practice moves away from a job-title based system to a system that considers functional needs,” but it does not distinguish between those two approaches. Moreover, Mason’s current Design Standards Manual does not distinguish between tenure-track and non-tenure track faculty, but the Master Plan Phase Two report does.

The Phase One report stated that “We typically suggest that private offices have an average station size in the range of 80-120 assignable square feet, while shared workspaces should have 40-60 assignable square feet per occupant,” and proposed a uniform 1.33 multiplier to office space to get the conference room and services spaces. The Phase Two report neither repeats or explicitly retracts these recommendations, leaving their status unclear. However, the plan principles state that “academic activity should be concentrated within a compact core so as to maximize opportunities for collaboration and efficiency.”

Housing

A second component of the plan that may be of particular interest to faculty are its ideas about faculty and staff housing in Fairfax.

The report recommends building 22 single-family units on the Tallwood property (just north of Masonvale) and considers two scenarios for additional housing on West Campus, just across Ox Road from the main campus. That land could either be developed into about 130 single-family houses or 47 single-family houses and over 600 apartment units. The Phase Two report, pages 144-147, includes maps of these proposals.

Transportation

A third faculty concern addressed in Phase Two is transportation.

George Mason University originated as a University of Virginia campus serving non-residential students in Northern Virginia. Despite the growth of on-campus dorms for undergraduates, and plans for additional graduate and faculty housing, it continues to serve tens of thousands of commuter students who prefer not to live on campus due to the cost or family or work responsibilities. Serving these students remains a part of Mason’s mission of inclusive opportunity. Moreover, many employees live far from campus, either because of the expense of living in central Fairfax, or because their family members are employed elsewhere in the region. Maintaining reasonably easy access to campus buildings thus serves Mason’s academic mission. At the same time, reliance on single-passenger automobiles is expensive for students

and employees, increases local pollution and greenhouse-gas emissions, contributes to traffic congestion and danger, and requires the use of land for surface parking instead of more educational functions.

Recognizing this tension, the Master Plan seeks to maintain automobile access to the Fairfax campus but reduce it in some areas in service to other goals. In the short term, it proposes to reconfigure Patriot Circle into two north-south streets and two east-west managed streets that would be restricted to buses and cars with special permits, such as those issued to people with disabilities. In the longer term, it foresees building a large remote-parking lot on West Campus with shuttle service to the center of campus, allowing some of the current surface lots to become sites for new academic and residential buildings, as well as expanding housing options that would make it affordable for more employees to live within easy walking distance to campus.

Some steering Committee members—both Faculty Senate representatives and others—have expressed concerns about these plans. As nice as it would be to encourage modes other than single-passenger vehicles, and to use land toward the center of campus for purposes other than car storage, reduced access could deter students from taking in-person classes, and could make it harder for employees to balance their work with the rest of their lives. We would like to see more fully fleshed out proposals, including data about the current (or better still, pre-pandemic) patterns of travel to each of Mason’s campuses, so we could better understand the prospects for reducing automobile usage.

The Master Plan’s ideas about active transportation (bicycles, scooters, and skateboards) remain vague. The plan offers no data about current use of these modes, or targets for future modal share. It offers no maps of paths through campus currently used by cyclists and scooter or skateboard riders.

The Phase Two report states that “design ideas promote alternatives to vehicular travel with a particular emphasis on pedestrian and bicycle movement, including the creation of dedicated bike paths” and “a multimodal network within the campus,” but it does not include a map proposing such paths or such a network. (77, Appendix 30)

The Phase Two report suggests that bicycles, scooters, and skateboards might be allowed on a shared-use path as part of the Green Necklace, but initial cross-section drawings of the Necklace propose a path only seven feet wide, which is too narrow to be shared by pedestrians and wheeled modes.¹

A more complete vision of transportation to and within the Fairfax campus could guide decisions being made in coming years or even months. For example, Mason Facilities is talking about beginning work on the Necklace relatively soon. Depending on the design of the paths through the Necklace, it could become part of a system of intra-campus active transportation, or a barrier to it. In the medium term, President Washington has spoken of the possibility of building as many as five new buildings in coming years. Their design and location could dictate the location of future buildings that would require the loss of more or fewer parking spaces in surface lots.

Sci Tech

In our April 2021 comments on the Phase One report, we noted the vagueness of the goals for the SciTech campus, the failure of the report to define key terms, and the lack of explanation for key decisions, such as choosing SciTech as the site of a potential medical school.

While this seems to be in part due to a shift from an initial focus on more fully utilizing space on all of our campuses toward an emphasis on a more compact centralization on the Fairfax as a result of data collected during this process, more clarity about the strategic vision for continued investment in the SciTech campus is needed.

¹ MASTER PLAN VIRTUAL ENGAGEMENT SESSION October 7, 2021, slide 28. The Virginia Department of Transportation states that “. Some older shared use paths are only 8 feet wide, but for new shared used paths, widths less than 10 feet should be avoided except where constraints preclude a wider width.” Shared Use Path Brochure, 2021, https://www.virginiadot.org/programs/resources/BikePed/Shared_Use_Path_Brochure-acc11012021.pdf

Research Advisory Committee – submitted by Lance Liotta, Chair, January 24, 2022

Jan. 2022

Faculty Senate Research Subcommittee Report

Lance A. Liotta MD PhD

The topics of current progress for the Faculty Senate Research Subcommittee include a) Mason R1 status parity with other R1 universities, and, b) Communication with the Vice President for Research.

R1 Research: George Mason is one of the small subset of 120 US universities with an R1 designation. Universities that are classified by the Carnegie Foundation as research universities are R1, R2, or R3. R1 is at the top, designating the prestigious “Highest Research Activity”. A major mission of the Research Subcommittee is to support any activity that sustains and enhances our R1 designation. To be on par with other R1 research universities, Mason needs to revise our OSP infrastructure. This was recognized by Mike Laskofski, head of OSP. The members of the Research Subcommittee met with Mike to provide advice concerning the viewpoint of Mason researchers about suggestions for improving the OSP management of grants submission, monitoring grant peer review status, and post-award accounting. Mike presented his action plan for improving the infrastructure and data collection functions of OSP to reduce the administrative burden on Mason scientists. He developed a power point presentation of the OSP action plan which the Research Subcommittee reviewed, made comments, and approved. This action plan power point presentation was then presented by Mike Laskofski to the entire Faculty Senate. Over the next year the Research Subcommittee will continue to work with Mike during the implementation phases of his plan.

Communication with Dr. Marshall. A second major mission of the Research Subcommittee is to develop a welcoming and ongoing communication channel for the Senate regarding faculty research issues with Dr. Andre Marshall, who is the relatively new Vice President for Research, Innovation and Economic Development and President of the George Mason University Research Foundation. Dr. Liotta, Chair of the Subcommittee met with Dr. Marshall in several forums as he is seeking feedback for potential initiatives that enhance R1 status. These include supporting Mason graduate students, improving research infrastructure, conducting new hiring initiatives, evaluating the possibilities for a new medical school, and enhancing entrepreneurship. Over the next semester the Research Subcommittee itself will seek to meet with Dr. Marshall to offer ongoing help as he plans his new initiatives. We will ask him to provide guidance concerning how the faculty, working through their respective Deans, should participate in advising the university leadership to proactively sustain the R1 designation. What categories of the education programs, research productivity, infrastructural development, hiring and recruitment activity, outside funding, etc. are crucial for R1 success? How can the faculty do its part to build our R1 portfolio of accomplishments?

Over the past and current semester the Research Subcommittee Chair has continued to interface with Julie Zobel, the Assistant Vice President, Safety, Emergency and Enterprise Risk Management, to oversee and insure the medical accuracy and rigor of the Mason student, faculty, and athlete COVID-19 surveillance testing program, and the anti-COVID-19 antibody testing post-vaccine program, under full CAP/CLIA medical diagnostic certification CAP:7223012, CLIA:49D2002076 .

Term Faculty Committee – submitted by Kim Eby and Cindy Parker, co-chairs, January 28, 2022

The Term Faculty Committee put a call for additional members last fall and are happy to welcome Marci Kinas Jerome (CEHD) and Steven Harris-Scott (INTO-Mason) to the committee. This past fall, we finalized our Term Faculty Committee charter and submitted it to the Faculty Senate Organization and Operations committee. We also disseminated our Workload Policy Guidance to academic unit leadership (deans and LAU heads) and encouraged a review of local workload policies and/or workload assignments to ensure alignment with the guidance. We continue to work with the Faculty Handbook committee on relevant revisions and with HR/Payroll on updates about term faculty compensation.

Appendix D

Revised Gift Acceptance Policy

Summary of Recommendations Related to Revision of Gift Acceptance Policy #1123

As a result of multiple Gift Acceptance Committee discussions and the recommendations made by the Gift Acceptance Subcommittee in spring 2021, the members of the Gift Acceptance Committee determined that the current Gift Acceptance Policy, approved June 2019, should be reviewed and revised. To complete this work, a task force was appointed by Dr. Washington. The task force consisted of the Provost, Vice President and Chief Branding Officer, Faculty Senate Chair, one faculty representative and two representatives from the Office of Advancement.

The task force held multiple meetings and discussed and reviewed data related to a number of items contained within the current Gift Acceptance Policy. Such data included:

- Number of times, if at all, gifts related to one or more of the gift criteria contained in the current policy have been brought before the committee
- Number and corresponding values of currently available naming opportunities
- Information pertaining to number and monetary levels of gifts from foreign entities

The group discussed the historical context of the various gift criteria found in Section II.C.5 of the current policy, as well as the advisory nature of the Gift Acceptance Committee. Additionally, they discussed the need to keep the Gift Acceptance Policy focused on the primary concerns of academic freedom, financial risk, reputational risk and conflict of interest.

The following changes to the current policy were recommended:

- Name of the committee be changed to Gift Acceptance Advisory Committee (Section II.C.3), as reflected throughout document
- Addition of the Vice President and Chief Branding Officer to the committee (Section II.C.3)
- Clarification of language related to the committee's purpose to indicate that the committee makes recommendations to the University President (Section II.C.4)
- Revision of criteria for review by the committee (Section II.C.5)
- Clarification of language related to responsible area for determination of whether or not a gift should be reviewed (Section II.C.6)
- Addition of Vice President and Chief Branding Officer to the members of University leadership to be inform of the identity of anonymous donors of \$100,000 or more (Section II.D.3)
- Clarification of how, when necessary, anonymous gifts of \$100,000 or more shall be reviewed by the committee and other parties identified by the University President (Section II.D.3)

George Mason University

 universitypolicy.gmu.edu/policies/gift-acceptance-policy/

Gift Acceptance Policy

University Policy Number 1123

Categorized: [General Policies](#)

Responsible Office: [University Advancement and Alumni Relations](#)

Policy Procedure:

- [Appendix A: George Mason University Required Endowment and Deferred \(Planned\) Gift Minimums](#)
- [Appendix B: George Mason University Philanthropic Naming Opportunities](#)

Related Law & Policy:

- [University Policy 1129: Art Collection Management](#)
 - [University Policy 4006: Sponsored Programs Administration](#)
 - [University Policy 4008: Private Sector Funding](#)
 - [Virginia Freedom of Information Act, Va. Code § 2.2-3700 et seq.](#)
-

I. Scope

This Policy covers the transmission, acceptance, disposition, and management of Gifts (as later defined) made for the benefit of George Mason University (the "University"). This policy applies to all University offices. This policy does not apply to grants, which are governed in part by Policy 4008, Private Sector Funding for George Mason University, and Policy 4006, Sponsored Programs Administration.

II. Policy Statement

A. Tax Status

1. George Mason University is a public institution of higher education of the Commonwealth of Virginia. The University is an organization described in Internal Revenue Code section 170. The George Mason University Foundation, Inc. (the Foundation), is a Virginia nonstock corporation organized and operated exclusively to receive, manage, invest, and administer private gifts and property and to make expenditures to or for the benefit of the University. The Foundation is an organization described in Internal Revenue Code section 501(c)(3) and is classified as a publicly supported organization under Internal Revenue Code sections 509(a)(1) and 170(b)(1)(A)(iv).

B. Receipt of Gifts by Departments

1. Collection of Gifts from donors directly by a University department is strongly discouraged. In the event that a donor makes a Gift directly to a University department, the department administrator must contact the Office of University Advancement and Alumni Relations immediately for instructions.

C. Gift Acceptance

1. The University is obligated to use Gifts in a manner consistent with the stated intentions of the donor. Because the University must comply with donor restrictions, only Gifts that are consistent with federal and state laws, are consistent with the University's values and policies, and are supportive of the University's mission, may be accepted.

2. The University shall not accept any Gift that:

- a. interferes with or influences the University's academic freedom or its capacity to fully control the management, operations, and direction of its affairs, including admission procedures, faculty selection and promotion, academic programs, and their integrity;
- b. contains restrictions that unlawfully discriminate on the basis of race, creed, color, citizenship, national origin, religion, sexual orientation, gender identity, gender expression, age, marital or partnership status, military status, or disability;
- c. presumes or requires a particular result or conclusion of scholarly work;
- d. impedes the free inquiry and scholarly activity of a faculty member, fellowship holder, or student;
- e. is offered for purposes inconsistent with the University's missions of education, research, and service;

f. affords the donor influence over the continued employment of specific personnel; or

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g. impairs the University's ability to define and pursue its mission, requires illegal or unethical acts, hinders governance or administration, or compromises the University's accreditation.

3. The Gift Acceptance Advisory Committee shall be composed of the following persons:

a. The two faculty representatives to the Board of Visitors Development Committee, who are elected by the General Faculty in accordance with the Board of Visitors bylaws;

b. Faculty Senate Chair

c. One Academic Dean Representative Appointed by the Provost

d. Vice President for Advancement and Alumni Relations

e. ~~Deputy Vice President One~~ – Advancement and Alumni Relations Representative Appointed by the Vice President for Advancement and Alumni Relations

f. Associate Vice President, Advancement Relations

g. Senior Vice President for Administration and Finance

h. Provost and Executive Vice President

h.i. Vice President and Chief Brand Officer

4. Although the Foundation controls the acceptance of gifts to it, the University understands that the Foundation normally chooses to accept gifts that the University has determined to be in furtherance of the mission of the University. Accordingly, the Gift Acceptance Advisory Committee shall review and ~~approve Gifts as provided in Section C.5 before the completion of a gift to the Foundation.~~ make recommendations to the University President (Vice President for Advancement and Alumni Relations, or his or her designee, related to Gifts as provided in Section II.C.5. The Vice President for Advancement and Alumni Relations shall decide whether the University may accept the gift.

5. ~~The following types of Gifts may only be accepted by the University after review and approval by the University's Gift Acceptance Committee: Gifts which may present concerns related to academic freedom, financial risk, reputational risk or conflict of interest will be reviewed by the Gift Acceptance Advisory Committee. As such, any of the following types of Gifts will be reviewed by the University's Gift Acceptance Advisory Committee:~~

a. ~~Gifts of \$250,000 or more, which are subject to any conditions or restrictions (excluding established programs and faculty research grants); Any gifts of any kind – gifts of real estate, gifts in kind, and gifts that would be paid with assets other than cash or readily marketable securities (except for planned gifts) valued at \$250,000 or more, which are subject to any conditions or restrictions (excluding established programs and faculty research grants);~~

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- b. ~~Gifts of real estate; Gifts that could draw significant negative public attention, or could have significant reputational implications for the University as determined by the Vice President of Advancement and Alumni Relations in conjunction with the leadership of the Office of Branding;~~
- c. ~~Gifts that would be paid over a period greater than five years; Gifts from foreign entities not already known to or affiliated with the University;~~
- d. Gifts that cause, or appear to cause, would be paid with assets other than cash or readily marketable securities (except for planned gifts); may have real or apparent conflicts of interest for the donor or University officers or employees;
- e. Gifts that ~~will draw significant public attention, or have significant reputational implications for the University~~ potentially create significant immediate or future financial or administrative burdens, including gifts endowing faculty positions at a lower amount than the thresholds established for each school, college or unit;
- f. Gifts ~~from international entities not already known to or affiliated with the University~~ associated with naming opportunities recognizing buildings, schools, colleges, institutes, centers, or a portion of University grounds or feature thereof;
- g. Gifts that would permit use of the University logo or other trademark by the donor or a third party; Other gifts as determined by the Office of Advancement and Alumni Relations.

Commented [BEW1]: Recommend a lower threshold.

Commented [KMD2R1]: At Brian's recommendation, I discussed this with ORIA. Per concerns, a monetary threshold should not be instituted for review.

~~h. Gifts that may have real or apparent conflicts of interest for the donor or University officers or employees;~~

~~i. Gifts that are specifically related to the appointment or retention of a specific individual;~~

~~j. Gifts that potentially create significant immediate or future financial or administrative burdens;~~

~~k. Gifts associated with naming opportunities recognizing current or former heads of state or public officials, government entities, corporations, or individuals;~~

~~l. Gifts endowing faculty positions at a lower amount than the threshold established for each school; or~~

~~m. Gifts requiring donor oversight or advisory committees. If such a committee is created, the University should appoint the majority of the members, and any donor designees should be limited to a nonvoting role on any matter related to academic governance.~~

6. The determination of whether a Gift ~~must~~will be reviewed by the Gift Acceptance Advisory Committee shall be ~~based on a gift acceptance procedure~~the responsibility of the Office of Advancement and Alumni Relations, using the criteria defined in Section III.C.5.

7. Gifts to the University that may expose the University to liability or that obligate the University shall also be reviewed by the Office of University Counsel.

D. Public access to Gift information

1. When the Foundation accepts a gift subject to conditions that govern the use of those funds by the University, the University shall provide the Foundation with a writing specifying the University's acceptance of those conditions prior to transfer of any funds from the Foundation to the University. Such writing will become a part of the minutes of the Gift Acceptance Advisory Committee and, therefore, will become a public record of the University under the Virginia Freedom of Information Act.

2. In general, the University will afford donors the privacy protections permitted by the Virginia Freedom of Information Act.

3. Gifts may be made anonymously, but for Gifts of \$100,000 or more, the President, Provost, Vice President and Chief Brand Officer, and Vice President for University Advancement and Alumni Relations must ~~be~~be aware of the donor's identity and agree that the University will accept the Gift on condition of anonymity. Anonymous gifts that meet the review criteria as outlined in Section II.C.5 shall be reviewed by the Gift Acceptance Advisory Committee without disclosure of the donor's identity to the committee. The University President may, at his or her discretion, seek the advice of others for consultation, with appropriate protections to the privacy of donor information.

E. Administration of Gifts

1. The University's administration of Gifts must comply with all relevant federal and state regulations.

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2. The financial management of Gifts should follow the guidelines set forth in the University's Financial Policies.
3. The Office of University Advancement and Alumni Relations is responsible for ensuring that the University is in compliance with applicable laws pertaining to the receipt and management of Gifts and that it honors its fiduciary responsibility to donors. It is the duty of each department or school to use Gifts in accordance with the donor's intentions as agreed by the University.
4. In the case of funds subject to a gift agreement with the Foundation, if it becomes impossible or inadvisable for the funds associated with a Gift to continue to be used for the specific purpose for which given, the University shall contact the donor, or notify the Foundation so that the Foundation may contact the donor, to discuss an alternate application of the funds. If the donor cannot be contacted, the University, subject to the terms of any applicable gift instrument(s) and applicable law, will determine appropriate uses of the funds, or work with the Foundation to do so, in consultation with the University's President, Senior Vice President for Administration and Finance, and Provost and Executive Vice President.
5. Exceptions to this policy must be approved by the President.

III. Definitions

Bequest – A gift of real or personal property made at death by a will or a trust.

Gift – A voluntary transfer of property made without consideration, which may or may not be restricted as to its use. The term "Gift" as used in this Policy includes both transfers of funds or property made by a donor directly to the University; as well as restricted and unrestricted funds transferred by the Foundation to the University.

Grant – An agreement representing the transfer of money, property, or services by a sponsor in exchange for specified services or activities (e.g. research and development). Grants are enforceable by law, and performance is typically accomplished with set time parameters with payment subject to being revoked for cause.

Cash – Money, currency, checks, money orders or cash equivalents.

Securities – Stocks, bonds, options, warrants, notes, or similar instruments, either publicly traded on an exchange (public) or not publicly traded (private).

Gift-in-kind – A gift that is a tangible item, for example, a work of art, equipment, or a literary collection.

Internal Revenue Code (IRC) – 26 U.S.C.S. §1 et seq.

IV. Responsibilities

A. Department Administration –

Collect and process Gifts in accordance with University procedures, and as defined in Section II.B.1.

B. Office of University Advancement and Alumni Relations –

Responsible for overseeing University compliance with laws pertaining to the management of charitable gifts and confirming that the University honors its fiduciary responsibility to donors. Performs quality assurance reviews to ensure that Gifts are assigned to correct accounts.

~~C.~~ Vice President, University Advancement and Alumni Relations –

Has general oversight of Gifts accepted by the University.

~~C.~~

V. Forms

N/A

VI. Dates

A. Effective Date:

This policy will become effective upon the date of approval by the Senior Vice President for Administration and Finance and the Provost and Executive Vice President.

B. Date of Most Recent Review:

N/A

VII. Timetable for Review

This policy, and any related procedures, shall be reviewed every three years or more frequently as needed.

VIII. Signature

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Approved:

____/S_____

Senior Vice President for Administration and Finance

____/S_____

Provost and Executive Vice President

Originally Approved May 8, 2008;

Revised and Approved December 1, 2010;

Revised and Approved March 2, 2017;

Revised and Approved June 6, 2019

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George Mason University

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Gift Acceptance Policy

University Policy Number 1123

Categorized: [General Policies](#)

Responsible Office: [University Advancement and Alumni Relations](#)

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B. Receipt of Gifts by Departments

1. Collection of Gifts from donors directly by a University department is strongly discouraged. In the event that a donor makes a Gift directly to a University department, the department administrator must contact the Office of University Advancement and Alumni Relations immediately for instructions.

C. Gift Acceptance

1. The University is obligated to use Gifts in a manner consistent with the stated intentions of the donor. Because the University must comply with donor restrictions, only Gifts that are consistent with federal and state laws, are consistent with the University's values and policies, and are supportive of the University's mission, may be accepted.
2. The University shall not accept any Gift that:
 - a. interferes with or influences the University's academic freedom or its capacity to fully control the management, operations, and direction of its affairs, including admission procedures, faculty selection and promotion, academic programs, and their integrity;
 - b. contains restrictions that unlawfully discriminate on the basis of race, creed, color, citizenship, national origin, religion, sexual orientation, gender identity, gender expression, age, marital or partnership status, military status, or disability;
 - c. presumes or requires a particular result or conclusion of scholarly work;
 - d. impedes the free inquiry and scholarly activity of a faculty member, fellowship holder, or student;
 - e. is offered for purposes inconsistent with the University's missions of education, research, and service;
 - f. affords the donor influence over the continued employment of specific personnel; or
 - g. impairs the University's ability to define and pursue its mission, requires illegal or unethical acts, hinders governance or administration, or compromises the University's accreditation.
3. The Gift Acceptance Advisory Committee shall be composed of the following persons:
 - a. The two faculty representatives to the Board of Visitors Development Committee, who are elected by the General Faculty in accordance with the Board of Visitors bylaws;
 - b. Faculty Senate Chair
 - c. One Academic Dean Representative Appointed by the Provost
 - d. Vice President for Advancement and Alumni Relations

- e. One Advancement and Alumni Relations Representative Appointed by the Vice President for Advancement and Alumni Relations
- f. Associate Vice President, Advancement Relations
- g. Senior Vice President for Administration and Finance
- h. Provost and Executive Vice President
- i. Vice President and Chief Brand Officer

4. Although the Foundation controls the acceptance of gifts to it, the University understands that the Foundation normally chooses to accept gifts that the University has determined to be in furtherance of the mission of the University. Accordingly, the Gift Acceptance Advisory Committee shall review and make recommendations to the University President, or his or her designee, related to Gifts as provided in Section II.C.5. The President shall decide whether the University may accept the gift.

5. Gifts which may present concerns related to academic freedom, financial risk, reputational risk or conflict of interest will be reviewed by the Gift Acceptance Advisory Committee. As such, any of the following types of Gifts will be reviewed by the University's Gift Acceptance Advisory Committee:

- a. Any gifts of any kind (except for planned gifts) valued at \$250,000 or more, which are subject to any conditions or restrictions (excluding established programs and faculty research grants);
- b. Gifts that could have significant reputational implications for the University as determined by the Vice President of Advancement and Alumni Relations in conjunction with the leadership of the Office of Branding;
- c. Gifts from foreign entities;
- d. Gifts that cause, or appear to cause, conflicts of interest for the donor or University officers or employees;
- e. Gifts that potentially create significant immediate or future financial or administrative burdens, including gifts endowing faculty positions at a lower amount than the thresholds established for each school, college or unit;
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Provost and Executive Vice President.

5. Exceptions to this policy must be approved by the President.

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Gift-in-kind – A gift that is a tangible item, for example, a work of art, equipment, or a literary collection.

Internal Revenue Code (IRC) – 26 U.S.C.S. §1 et seq.

IV. Responsibilities

A. Department Administration –

Collect and process Gifts in accordance with University procedures, and as defined in Section II.B.1.

B. Office of University Advancement and Alumni Relations –

Responsible for overseeing University compliance with laws pertaining to the management of charitable gifts and confirming that the University honors its fiduciary responsibility to donors. Performs quality assurance reviews to ensure that Gifts are assigned to correct accounts.

C. Vice President, University Advancement and Alumni Relations –

Has general oversight of Gifts accepted by the University.

V. Forms

N/A

VI. Dates

A. Effective Date:

This policy will become effective upon the date of approval by the Senior Vice President for Administration and Finance and the Provost and Executive Vice President.

B. Date of Most Recent Review:

N/A

VII. Timetable for Review

This policy, and any related procedures, shall be reviewed every three years or more frequently as needed.

VIII. Signature

Approved:

___/S_____

Senior Vice President for Administration and Finance

___/S_____

Provost and Executive Vice President

Originally Approved May 8, 2008;

Revised and Approved December 1, 2010;

Revised and Approved March 2, 2017;

Revised and Approved June 6, 2019

Appendix E Announcements

Climate Action Plan Development



Climate Action Plan DEVELOPMENT

We are accelerating action in response to the climate crisis by developing a new **Climate Action Plan (CAP)**.

Hello!

George Mason University is accelerating action in response to the climate crisis by developing a new [Climate Action Plan](#) (CAP).

The Mason Sustainability Council's Carbon Neutrality Task Force is hosting **separate community focus group sessions** for **Mason students, faculty, and staff on Monday, January 31**. Alumni are welcome to participate in any session.

The CAP will establish a strategic and visionary plan to reduce Mason's greenhouse gas emissions in pursuit of its commitment to achieve carbon neutrality.

Your feedback will inform the CAP and the university's response to the climate crisis.

What You Need to Know:

- The focus group will be hosted via Zoom and last for one hour
- Approximately 15-20 Mason community members will join you
- Representatives from the Mason Sustainability Council's Carbon Neutrality Task Force, Dumont Janks, and Arup will host the session
- You will answer questions and share your thoughts in open dialogue
- You can review the two-page [CAP Summary](#) document before the session

Space is LIMITED

[Submit this form to express your interest!](#)

In addition to the focus group session, there are many other ways to participate in the CAP process. Please join us for upcoming [CAP Town Halls](#) on [January 28](#), [February 18](#), and [March 9](#) – don't forget to tell your friends!

You can also submit your feedback, questions, comments, and concerns through the [CAP Feedback Form](#) at any time and visit the [CAP website](#) for all the info you need to know.

If you would like to contact the Mason Sustainability Council with questions, comments, or concerns, please email masonsc@gmu.edu.

We hope to see you there!

Best regards,

Greg Farley, Director of University Sustainability, and Dr. Dann Sklarew, Professor,
College of Science

Co-chairs of the [Carbon Neutrality Task Force](#)

Email: masonsc@gmu.edu

Mason Coache – submitted by Kim Eby, Vice Provost, Faculty Affairs and Development Jan. 29, 2022

“The Mason COACHE Leadership Team will have a busy semester with the launch of the [COACHE Faculty Satisfaction Survey](#). The Faculty Satisfaction Survey is designed to drill down into specific areas relevant to instructional/research faculty work lives. In 2019 we learned quite a lot about the needs of our faculty that led to a number of changes that have been implemented and/or are in progress, both at the institutional level and within colleges and schools. This 2022 survey will allow us to assess the effectiveness of actions that Mason has taken to address issues that faculty identified in our 2019 survey. Equally importantly, it will help us learn what is currently on the minds of our faculty as we continue to strive to provide support that will help our faculty reach their professional and personal goals. Expect to hear more about the survey throughout the semester and please complete the survey when you receive your unique link!”