

GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
MARCH 2, 2022
Electronic Meeting^{*}, 3:00 – 4:15 p.m.

I. Call to Order

II. Opening Remarks – Melissa Broeckelman-Post, Chair

III. Unfinished Business

Revised Charge for the Faculty Handbook Revision Committee

[Appendix A](#)

IV. Committee Reports

A. Senate Standing Committees

Executive Committee

- Senate Coffee Chat (on Zoom) Friday, March 4, 9:30am
<https://gmu.zoom.us/j/94595718253?pwd=QytmS21hM0t0bnRyWWZvc2l5SWp2UT09>

Academic Policies

Budget and Resources

Faculty Matters

Nominations

Organization and Operations

Faculty Senate Allocation 2022-23

[Appendix B](#)

B. Other Committees/Faculty Representatives

[Appendix C](#)

[Faculty Handbook Revision Committee*](#)

[Athletic Council](#)

[Graduate Council](#)

[Grievance Committee](#)

[Technology Policy Committee*](#)

V. New Business

Presentation on Tier III Status and Compensation Plan- SVP Carol Kissal

COACHE Survey – Solon Simmons, Alexandra Masterson, and Kim Eby

VI. Announcements

[Appendix D](#)

Provost Ginsberg

Sr. VP Kissal

Registration Reminder: Clint Smith: How the Word is Passed: A Reckoning with the History of Slavery Across America. Presented by the Atlantic 10 Commission on Racial Equality, Diversity & Inclusion – February 25, 2022, 10:00 a.m.

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/98472211845?pwd=cDJSYXdBdWRKUUJ6bFM5ZlYyazhFZz09>

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

- Meeting ID: 984 7221 1845
- Passcode: 202879

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 Charge of the Faculty Handbook Revisions Committee

Feb., 17, 2022

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 (with track changes)

Committee Membership:

- Three members of the instructional faculty elected by the Faculty Senate to 3-year terms. Two faculty must be tenured and one faculty must be a term faculty at the rank of Associate Professor or higher. At least one member must be a Senator. ~~And at least two members must be tenured.~~

In order to maintain continuity, the faculty members of the Committee shall have staggered terms. The Chair of the committee is appointed by and from among the elected faculty members;

- ~~An~~ A non-voting administrative representative administrator appointed by the Provost from the Provost's office;
- ~~An~~ A non-voting administrative representative administrator 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 President, Provost, and 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 President, Provost, or Faculty Senate may recommend changes to be considered by the Committee.

The Committee will review ~~the~~all recommended changes.

At the meeting during which the Committee presents its final set of proposed changes ~~revision report~~, the Faculty Senate may accept or reject the proposed revisions, but may not amend them. Revisions that are approved by the Faculty Senate, Provost, and President are then presented to the Board of Visitors. All revisions require the formal approval of the Board of Visitors.

Any meeting where proposed 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~~

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Committee Membership:

- Three members of the instructional faculty elected by the Faculty Senate to 3-year terms. Two faculty must be tenured and one faculty must be a term faculty at the rank of Associate Professor or higher. At least one member must be a Senator.

In order to maintain continuity, the faculty members of the Committee shall have staggered terms. The Chair of the committee is appointed by and from among the elected faculty members;

- A non-voting administrator appointed by the Provost from the Provost's office;
- A non-voting administrator 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.

The Committee will present its proposed revisions to the President, Provost, and 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 President, Provost, or Faculty Senate may recommend changes to be considered by the Committee.

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At the meeting during which the Committee presents its final set of proposed changes , the Faculty Senate may accept or reject the proposed revisions, but may not amend them. Revisions that are approved by the Faculty Senate, Provost, and President are then presented to the Board of Visitors. All revisions require the formal approval of the Board of Visitors.

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Appendix B
Faculty Senate Allocation 2022-23

Faculty Senate Allotments						
Division/Department	Fall 2021 FT FTE	Fall 2021 PT FTE	2021 FTE TOTAL	Allocation 2022-2023	Previous Allocation 2021-22	Change
Antonin Scalia Law School	41.00	20.77	61.77	2	2	0
College of Educ & Human Development	130.00	60.64	190.64	5	5	0
College of Health & Human Services	93.00	48.39	141.39	4	4	0
College Humanities and Social Sciences	395.00	107.13	502.13	13	13	0
College of Science	232.00	27.74	259.74	7	7	0
College of Visual & Perf Arts	94.00	50.16	144.16	4	4	0
Carter School	18.00	4.79	22.79	1	1	0
School of Business	123.00	25.00	148.00	4	4	0
Schar School of Policy and Government	72.00	21.45	93.45	2	2	0
College of Engineering & Computing	228.00	68.04	296.04	8	8	0
College UN	24.00	0.33	24.33	1	1	0
			1884.445	51	51	

From the Charter of the Faculty Senate, Section IB1: The threshold size for any unit to be allocated a Senate seat according to proportionality is set at the total University instructional FTE divided by the maximum number of elected Senators as stated in the Faculty Senate bylaws. In the instance that this ratio is not an integer it will be rounded up to obtain the threshold size. If all units meet or exceed the threshold size, then Senate seats are apportioned based on the total University instructional FTE. If any unit does not equal or exceed the threshold size, it will be allocated one Senate seat. The remaining Senate seats will be allocated based on the total instructional FTE of those units that equal or exceed the threshold size.

Appendix C

Other Committee Reports

Faculty Handbook Revision Committee, Mar. 2, 2022

Proposed Revisions to the Faculty Handbook

Proposed revisions to the 2021 Faculty Handbook will be presented for discussion. Please see <http://www.gmu.edu/resources/facstaff/senate/FacultyHandbook/fac-hndbk-rev-2022.htm>

At this meeting of the Faculty Senate, the Committee will present the revisions and ask for discussion. Afterwards, the Committee will discuss and amend the revisions if necessary.

At the Apr. 6, 2022 Faculty Senate meeting, the Faculty Senate will be asked to approve the revisions.

If approved by the Faculty Senate, the revisions will be submitted to the Board of Visitors for final approval.

The Committee welcomes comments and suggestions before and after the Faculty Senate meeting.

Faculty Handbook Revision Committee: Timothy Gibson (CHSS), Solon Simmons (Carter School), Suzanne Slayden (COS)

Term Faculty Representative: Cindy Parker (SBUS)

Provost's Office: Renate Guilford (Vice Provost for Academic Administration), Kim Eby (Vice Provost for Faculty Affairs and Development)

Human Resources: Danielle Gilson (Director of Employee Relations)

**Athletic Council – submitted by Dominique Banville, Faculty Athletic Representative and Chair,
Athletic Council, February 9, 2022**

Report for the Faculty Senate – Update from the Athletic Council

The Athletic Council had its second meeting of the academic year on February 3, 2022. In attendance were Brad Edwards, Bethany Usher, Pam Patterson, Debi Corbatta, Nena Rogers, Zach Bolno, Malcolm Grace, Chris Green, Tatiana Link, Lamar Bell, Crystal Combes, Jacqueline Clabeaux, Joshua Walker, and Dominique Banville.

Assistant Vice-President and Director of Athletics Brad Edwards shared the celebration planned for the 50th anniversary of Title IX. Each team will recognize the impact of the legislation and highlight the accomplishments of Mason alums during a game. Videos and PSA have been created to share the voices of alumni who have thrived in athletics and their careers in part due to the opportunities provided by the landmark legislation. Milestones achievements of the Mason programs will also be underlined.

Brad provided an update on the teams' performance athletically and academically. Mason Student- Athletes completed Fall 2021 with a 3.2 cumulative GPA, edging the student body's average of 3.04. The men's and women's cross-country teams were recognized for both individual and collective achievements by the United States Track & Field and Cross-Country Coaches Association (USTFCCA).

Both the men's and women's programs were named Division I All-Academic Teams. This marks the 14th straight year the men's team has received the honor and 10th consecutive year for the women. In addition, junior Annabelle Eastman was named to the USTFCCA All-Academic Team for the second consecutive cross-country campaign. Mason will host the A10 Championship in indoor track (February 26 -27) and Softball (May 12-14). Brad indicated that the Athletics Department has exceeded the university's goal in fundraising. The goal was \$900K and the amount currently collected is \$1.2 M. Brad also shared the increase in media presence of the men's basketball team on different platforms.

Dr. Debi Corbatta, Deputy AD and Senior Woman Administrator indicated that NCAA is looking at modifying the protocols once COVID cases start to decrease.

Dr. Dominique Banville provided an overview of her activities as the FAR including multiple conference calls with fellow A10 FARs (monthly basis), participation in the NCAA special convention on the proposed new constitution, virtual sessions during the annual meetings of the A10 Conference, and monthly meetings of the A10 Compliance Committee She attended two webinars organized by the A10 Conference, on NCAA Post-graduate Scholarships and Academic Misconduct. Her plans to travel with Men and Women Basketball had to be canceled because of the desire from the teams to travel with a small party due to COVID high transmission rate. She will look to travel with other teams later in the semester.

Malcolm Grace (Deputy AD, Compliance) provided an update on the new constitution that was adopted at the special meeting of the NCAA in January. One of the major changes with this new constitution involves providing regulatory authority to each division. Student-athletes will also now have a voice on each Division's Board of Governors and the NCAA BOG. The NCAA BOG will be dramatically reduced (from 21 to 9), their voice will be more important. The new constitution allows additional benefits like Name, Image, and Likeness (NIL) but "Pay for Play" is still not allowed. Some legislations were passed linked to the recruiting model for men and women basketball, and the elimination of waivers for sickle cell testing.

Submitted by Dr. Dominique Banville, Faculty Athletics Representative, and Chair of the Athletic Council.

Graduate Council – submitted by Cristiana Stan, Faculty Senate Representative, February 21, 2022

Graduate Council Report
February 16, 2022
Faculty Senate meeting: March 2, 2022

The recommendation of The Graduate Education Reimagine Task Force for GMU to have a Graduate Division has been approved by the President and Provost Offices. A Graduate Division Implementation Planning process is being developed.

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

Grievance Committee – submitted by John Farina, Chair, February 14, 2022

The grievance committee had no new business during this period and has no cases presently before it.

John Farina, chair

Technology Policy Committee – submitted by Delton Daigle and Kevin Dunayer, Co-chairs, February 8, 2022

The Faculty Senate Technology Policy Committee met January 19th.

Members:

Delton T Daigle ddaigle@gmu.edu (Co-Chair)

Kevin S Dunayer kdunayer@gmu.edu (Co-Chair)

Jessica Matthews jmatthe2@gmu.edu

Laura L Miller llmiller@gmu.edu

Lee Andrew Solomon lsolomo@GMU.EDU

Geraldine G Walther gwalthe@GMU.EDU

Amy Hutchison ahutchi9@GMU.EDU

Below is a summary of some highlights of the meeting that included Kevin Borek (VP IT, CIO), Charlie Spann (Deputy CIO and Asst. VP), and Joy Taylor (Executive Director, Learning Support Services) providing technology updates and initiatives that are ongoing and upcoming this academic year.

Eduroam Update

The plan to turn off the Mason-Secure network has been put on hold. Both Mason-Secure and Eduroam will continue to be broadcast in Academic and Administrative spaces for the foreseeable future. The residence hall network has been moved to a new network supported by a 3rd party service provider, Apogee. As a result, the network in the residence halls is different. Eduroam is available in office spaces and classrooms in residence halls for faculty and staff. TPC has noted that faculty do not have Wi-Fi access in these area and may have need of the service.

Microsoft Intune Deployment

Microsoft Intune has been deployed to all Windows systems that are managed by ITS. This system provides security patches and software updates to Windows end points. User machines do not require a VPN connection to update. As of now, 4313 Windows machines campus wide are administered by Intune.

This led to a broader discussion, which is evolving, surrounding asset ownership and university network security goals. ITS plans to configure all university owned endpoints to receive critical security patches and software updates through a central system. This will require improved accounting for university assets.

Redesigning George Mason's Technology Policy Committees to be both more Responsive and Representative

There are many committees at GMU – too many some may feel, with too much crosstalk and overlap. The technology policy committee is aware of that (see Appendix A for a quick survey that does not include several newer technology groups active and being proposed by the administrative offices), but it stands alone among the various university technology committees as a voice of faculty in the influencing decisions that directly impact the day-to-day activity of university faculty. We are at a point in our university's development where shifts to increased online education and major shifts in software and hardware choices need to be increasingly supported by and advocated by the practitioners directly using the technology assets.

We (the TPC) propose the formation of a limited term taskforce with the charge to inventory and recommend consolidation of the committee structure under a framework that has substantial faculty participation and representation at all stages of planning and decision making. The TPC, with collaboration from Lisa Billingham and members of ITS leadership, will draft a charge for the taskforce and propose membership for presentation at the March full faculty Senate meeting.

Over the long term, we hope that by streamlining our technology committees we can more clearly communicate with all stakeholders about the goals and solutions being considered, solicit feedback, and build consensus on university directions more effectively. Only through active engagement with faculty in major technology directions (such as a new LMS) can ITS work with us to satisfy our goals of effectively teaching and conducting research.

Additional Perspective provided by ITS

What follows is the additional guidance provided to faculty Senate by ITS after our meeting. This was not the business of the committee, nor was it discussed, supported, or promoted by any faculty members comprising the committee:

Instructional Technology Roadmap

Technology investments meant to support teaching and learning, are occurring in isolation in committees across the University including groups like the Learning Environments Group (LEG), Instructional Continuity (IC) Group and the Technology Policy Committee (TPC).

In response to concerns from the faculty (through IC and TPC) about piloting the newest version of Bb at the time it was being proposed, it was discussed instead, that the University would engage in an RFP to determine the future of Mason's enterprise LMS. Similar discussions are also occurring about classroom technology in committees like LEG and Facilities Management.

The recommendation is to holistically gather requirements from "lessons learned" during the past two years, leveraging groups that already operated in these spaces, as apply it to what we believe the future state of instruction to be and prioritize our investments. This would lead to a service/technology roadmap for instructional technologies at Mason, inclusive of classroom technology, LMS services and related back-office applications/technology to support in-class, hybrid and remote (or purely on-line) learning.

ITS will coordinate the conversations working with the leadership of these stakeholder committees.

Academic Software

*Managing and acquiring academic software management, including funding, support, etc. continues to be a topic of discussion. While it does overlap with the technology roadmap, it mostly stands on its own and isn't part of the other narrative, except where it touches the room systems. ITS is supportive a central model for delivering widely used instructional software and have recently completed an inventory/requirements survey with Accenture. **[Note: TPS did not support this proposal when brought to our attention at a previous meeting. We look forward so seeing the Accenture report, but as yet, that report has not been shared.]***

The recommendation moving forward is to leverage the Accenture engagement; publish the inventory; engage with the community on the results (including faculty); review its findings and begin the process of prioritizing and implementing its recommendations. These activities will occur in February/March timeframe.

Respectively submitted by Delton Daigle and Kevin Dunayer Co-Chairs of the FSTP

Appendix D
Announcements

REGISTRATION REMINDER: "How the Word is Passed"
(February 25 @ 10am ET)



CLINT SMITH
*How the Word is Passed:
A Reckoning
with the History of Slavery
Across America*



**FEBRUARY 25
10:00 AM ET**

REGISTER NOW

Spend an hour with *New York Times* best-selling author and former Davidson men's soccer student-athlete, Clint Smith. Engage in a moderated discussion around the importance of understanding the history of our country through the correct lenses, and how student-athletes can continue to push for racial & social justice and use their platform in an ever-changing and complicated world. Conversation followed by Q&A session with Clint Smith.

PRESENTED BY THE ATLANTIC 10 COMMISSION ON
RACIAL EQUITY, DIVERSITY & INCLUSION

Register at:

https://atlantic10.formstack.com/forms/how_the_word_is_passed_registration