

GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
September 28, 2022
3:00-4:15 p.m.
Research Hall 163 and

https://gmu.zoom.us/j/92922271674?pwd=Yks1enpuYU5sc0E4RTU5b090RjVjZz09*

- I. **Call to Order**
- II. **Approval of the Minutes**
August 31, 2022
- III. **Opening Remarks**
Student Senate Liaison to the Faculty Senate: Jordan Locke
Please email facsen@gmu.edu once your committee has elected a chair
[Faculty Annual Evaluation Work Group](#) [Appendix A](#)
- IV. **Special Orders**
Rector Blackman to address the Faculty Senate
- V. **Committee Reports**
 - A. **Senate Standing Committees**
 - 1. *Executive Committee*
 - 2. *Academic Policies*
 - 3. *Budget and Resources*
 - 4. *Faculty Matters*
 - 5. *Nominations*
 - 1. *Admissions - Tim Curby*
 - 2. *Adult Learning - Evelyn Tomaszewski*
 - 3. *Adult Learning and Executive Education - Duoduo Liao*
 - 4. *Grievance - Carol Cleveland*
 - 5. *WAC - Ellen Laipson*
 - 6. *Organization and Operations*
 - B. **Other Committees/Faculty Representatives**
 - i. [Admissions Committee](#)
 - ii. [Technology Policy Committee](#)
- VI. **New Business**
Presentation from SVP Dickenson
Kimberly Jackson Davidson, University Ombudsperson
Vin Lacovara, Associate Vice President, Institutional Compliance & Ethics
- VII. **Announcements**
 - A. Provost Ginsberg
 - B. SVP Dickenson
 - C. [Faculty Advisor for TKE](#)

D. [University Life Faculty Engagement Series](#)

VIII. Remarks for the Good of the General Faculty

IX. Adjournment

* Note: For security purposes, all attendees must login using any valid Zoom account to join the meeting. Having trouble joining the meeting with the link on the first page?

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. Click on Zoom link on page 1 of agenda

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. Click on Zoom link on page 1 of agenda

APPENDIX A
Faculty Annual Evaluation Work Group

Executive Sponsors:

Melissa Broeckelman-Post, Ph.D.
Chair of the Faculty Senate

Mark R. Ginsberg, Ph.D.
Provost and Executive Vice President

Charge:

The evaluation of faculty members at our university is an important annual process that assesses performance, and provides formative feedback and constructive recommendations for continuous performance improvement. These evaluations are also necessary for establishing a performance-based culture at Mason that will reward faculty for the work in which they engage and the achievements they attain.

In order to reach these objectives, it is critical that the evaluation of faculty be well conceived, contemporary, timely, transparent, and applied consistently and equitably across our university. Moreover, the annual faculty evaluation process should be aligned with each unit's workload and Reappointment, Renewal, Promotion and Tenure guidelines.

The purpose of the Faculty Annual Evaluation Work Group is to inventory and review current annual faculty evaluation guidelines, policies, and practices at Mason; identify national best practices for annual faculty evaluations; and develop a proposed plan for implementing consistent, reliable, valid, equitable and transparent annual faculty evaluation processes at our university.

Consequently, the Faculty Annual Evaluation Work Group is charged with the following:

1. Collect current annual faculty evaluation guidelines, policies, and practices from across the university and both catalog and summarize the range of existing approaches.
2. Identify best practices and exemplars for annual faculty evaluations, nationally and at Mason.
3. Develop proposed guidance for faculty annual review policies and practices that include: (1) a summative evaluation that can be used in the process that informs performance-based faculty salary increases, (2) formative feedback that will support faculty in their professional development, and (3) the formulation of an annual faculty plan of work, including goals and specific measurable objectives.
4. Propose a process for disseminating the annual review guidance to all academic units, ensuring that all academic units develop annual review processes that align with both the updated guidance and future annual evaluation processes that are consistent with merit-based salary increase cycles.
5. Draft proposed *Faculty Handbook* language reflecting these proposed annual evaluation changes for the consideration of the Faculty Handbook Revisions Committee, the Faculty Senate, and university leadership.

It is anticipated that the work of the Faculty Annual Evaluation Work Group will take place during the fall 2022 semester with a report prepared for the Executive Sponsors by December 15, 2022.

Faculty Evaluation Project – Fall 2022

Work Group Members

Kim Eby - Co-Chair, (Provost Office)
Lisa Billingham - (Faculty Senate), CVPA, Co-Chair
Martin Ford – CEHD, (Assoc Dean)
Jamie Lester – CHSS, (Assoc Dean)
Geraldine Grant – COS, (Chair, Biology)
Kevin Rockman - SBUS
Melissa Perry – Dean, CHHS
Solon Simmons– (Faculty Senate), Carter School
Elise Miller-Hooks, CEC (Endowed Chair)
Rachelle Perkins – Scalia
Guadalupe Correa-Cabrera - SCHAR

Ex-Officio and Executive Sponsors

Mark Ginsberg
Melissa Broeckelman-Post

APPENDIX B OTHER COMMITTEES

Admissions Committee (submitted by Megan Erb)

For the Fall 2022 semester, we achieved record headcount enrollment overall, and then specifically in the international, graduate and law school student populations. We have over 39,700 total students enrolled at Mason as of the first week of class this fall. That is a 1.2% increase in headcount and a 1.8% increase in credit hour enrollment over last year. While we saw declines in transfer student and new Virginia master's degree enrollment, we have record enrollment in our new freshman class. This is the first time ever in school history that we have enrolled over 4,000 freshmen. For our freshman class, this is the largest and most academically talented class, as well as the largest class of Virginia and international students. This is the second largest class of out-of-state freshman students. This class also is very strong in terms of racial and ethnic diversity, and is the most diverse class ever from Virginia. We have declined a little bit in our enrollment of First Generation and low income students; however, we are implementing recruitment and outreach efforts to combat this for future terms. In partnership with Northern Virginia Community College, we enrolled the largest class of ADVANCE matriculates to date. The official enrollment numbers will be reported later this fall as part of census, which the Office of Institutional Planning and Effectiveness will report out.

Technology Policy Committee (submitted by Delton Daigle)

MET: 09/06/2022

SUBMITTED: 09/19/2022

Pre-Meeting Background:

The GMU Faculty Senate Technology Policy Committee met for the first time on September 6th, 2022. This meeting follows both the 1st Faculty Senate meeting (08/31/2022 where the current FSTPC membership was voted upon), and a beginning of semester pre meeting (08/30/2022) of last year's co-chairs (Delton Daigle and Kevin Dunayer) with ITS leadership (Kevin Borek and Charlie Spann).

Faculty Senate TPC Composition

(2021-2022 co-chair) Delton Daigle (SCHAR)¹ ddaigle@gmu.edu

Socrates Dimitriadis (CEC) - socrates@gmu.edu

(2021-2022 co-chair) Kevin Dunayer (CVPA & CEHD) - kdunayer@gmu.edu

Jessica Matthews (CHSS – 2023) - jmatthe2@gmu.edu

Laurie Miller (INTO Mason)² lmiller@gmu.edu

Lee Solomon (COS) - lsolomo@gmu.edu

Advance Agenda as agreed to between FSTPC and ITS

- Election of chair(s), if necessary
- Interfolio F180 update
- Salesforce CRM update
- LMS search update
- Vonage phone systems
- Mason Leaps ITS training

INTRODUCTIONS AND ELECTION OF CHAIRS

The TPC has elected Delton Daigle and Kevin Dunayer to continue as co-chairs for AY 2022-2023.

INTERFOLIO F180

- Interfolio has 2 products 1) RPT has been deployed. 2) F180 is about CVs and dossiers. We have had issues with deployment, and it's roll out was delayed with the Chart ofAccounts project. Gesele Durham is leading the project from the Provost Office's side. Implementation and rollout are starting back up now, no specific timelines, hopefully having a rollout after faculty engagement in mid to late fall.
- There were concerns raised about signing up for interfolio products for annual reports and RPT folders, as it seems registration with Interfolio has led to the dissemination of spam emails from the vendor. TPC has recommended that providers of digital products and services not be permitted to spam university users if the university is paying for the site license. ITS advised they are looking onto this issue.

¹ GMU Faculty Senator

² GMU Faculty Senator

SALESFORCE CRM

- 6 orgs on campus have used salesforce at GMU in the past with 4 orgs actively using today – UG admissions, grad admissions, school of business, advancement, Mercatus institute, Law School. The 6-licensing model is inefficient with different data models across orgs. It is believed the best course of action would be to exclude Mercatus and Advancement from a new license (allowing them to operate independent of the broader university as is appropriate) and the university will consolidate the other 4 orgs under a single university license. The long-term goal is to track students “from cradle to grave”, but alumni / foundation will be external (for now). Senior leadership has been approval is imminent and will include development funds for the next 3+ years of ~\$3M per fiscal year and ~\$1M in licensing fees per FY. The ongoing costs will be the licensing fees and any future development funds procured to develop new applications as we integrate more and more data intelligence systems across the university.

LMS SEARCH UPDATE

Kevin Dunayer and Delton Daigle attended as members of the LMS executive committee a meeting on **September 8th 2022**. These are the notes that were issued from that meeting:

LMS Review Executive Committee Meeting September 8, 2022

Agenda

1. Executive Sponsor Meeting Recap & Next Steps
2. Governance Review
3. Identify Additional Partners for EC
4. Fall 2022 Activities
5. Bi-Monthly Meeting Schedule

A university wide communication is expected to be released between the submission of this report and the convening of the Faculty Senate on September 28th, 2022.

VONAGE PHONE SYSTEMS

- 12 – 18 months to complete and will replace the Cisco telephones and MS Teams based calling. (Internet fax to email is coming thereafter).

MASON LEAPS ITS TRAINING

Security Awareness Training will be required of all faculty and staff through Mason LEAPS. It will go online on Sept. 28th and will be required to be completed by Dec1st. Failure to complete training will lead to all Mason network privileges being suspended. ITS has advised that it will staff support accordingly to ensure locked out users regain access once they complete training.

- Important Dates:
- 2022 IT Security Awareness Training Communications to GMU Staff –8/15
- Mandatory IT Security Training for 2022 opens –9/28
- Additional notifications in September, October, November
- Additional briefing to EC on progress – Date TBD
- Final notice to non-compliant users and supervisors one week prior to deadline
- Mandatory IT Security Training for 2022 closes –11/16
- Review of non-compliant accounts – 11/17
- Disabling of non-compliant accounts following review – 12/1
- Final Review of completion rates, PMO to produce report 12/10

2FA

Concerns have been raised by TPC to ITS regarding 2-factor authentication on university machines upon which a user has already authenticated (especially teaching lecture stands on campus). ITS has agreed to investigate determining whether 2FA can be disabled after the initial logon for machines already authenticated on the GMU network. You would still need to use 2FA, but only once. (In some classes, instructors may open blackboard and other resources, thus producing the need to use 2FA multiple times within the class time block.)

Action taken: ITS is officially evaluating 2FA in classrooms and will report back in about 2 weeks.

CELLULAR AND WI-FI DEAD SPOTS

There have been observations there are some cellular and Wi-Fi dead-spots on campus, especially problematic in an environment where we need to authenticate through the cellular network. ITS has agreed to look for these spots and increase signal strength through hardware installations and upgrades (boosters, repeaters, etc.). Area's below and to the west of the JC look to be particularly problematic.

Action taken: ITS is officially evaluating 5G/Wi-Fi dead spots and will report back in about 2 weeks.

APPENDIX C ANNOUNCEMENTS

Faculty Advisor for TKE

The Tau Kappa Epsilon (TKE) fraternity is seeking a faculty member who is an alumni of TKE who would be interested in becoming a faculty advisor for the fraternity. If you are an alumni of this organization, please reach out to Nicholas Leon at nleon2@gmu.edu

University Life Faculty Engagement Series

Looking Beyond Demographics: An Overview of Mason Students

Rose Pascarell, Vice President for University Life

Thursday, 9/22, 2-3:00pm, JC Room A

What do we know about our students, and how can this knowledge inform the work of faculty members? In this session, the VP for University Life will share national trends, Mason student demographics and overall success outcomes as well as identified interests, aspirations, and needs.

University Life (UL) supports the academic and personal development of students. We do our best work when we collaborate with partners across campus, especially with faculty members whose work with students is central to student success. Academic proficiency and dozens of other factors affect a student's ability to learn and succeed. In addition to providing direct support services (psychological, health, disability, etc.), our work is also centered on student engagement and sense of belonging, creating a welcoming and inclusive campus environment, service to specific student populations, career and internship services, all with the goal that students will learn, thrive, and succeed here. Please mark your calendars for upcoming sessions in this new series.

[UL Fac Eng Poster 2022-2023.pdf](#)

UPCOMING PRESENTATIONS:

Student Success Coaching

Sally I. Lorentson, Ed.D., Assistant Vice President, University Life

Adrienne D. White, Ph.D., Director, Student Success Coaching

Monday, 10/3, 2-3:30pm, JC Room A

Transitions into and through college can present challenges on multiple fronts and each individual student may need a varied set of resources to succeed. Success Coaches support undergraduate students across their Mason journey through regular contact and referral for needed services. In this session, we will discuss the scope of the Student Success Coaching program, the nine areas of the focus wheel of success coaching, and explore ways to establish partnerships between Success Coaches and faculty.

Mental Health and Disability

Rachel Wernicke, Ph.D., Chief Student Mental Health Officer and Associate Dean, University Life

Friday, 10/28, 10-11:30am, JC Room A

You may have worked with students who needed help in areas such as psychological health and disability support. Where are these services delivered, and by whom? When and how should you call to consult or make a referral? Mason, like other institutions across the US, sees students with acute needs in the area of mental health and disability. This session will provide some data on student mental health and disability national trends, and explore how faculty members can access qualified staff when needed for consultation and referral.

It Takes More than Just Coming to Class: Fostering Student Engagement

Juliet Blank-Godlove, Dean of Students

Wednesday, 11/9, 10am-11am, JC Room B

Engaged students demonstrate commitment, interest, curiosity and passion for education and learning. They experience a sense of belonging—in class and among friends and classmates—and this can positively impact academic success. Student engagement can be fostered in the classroom and through co-curricular activities. In this session we will explore research about student engagement and discuss strategies for fostering student engagement and student success.

Career Success

Saskia Campbell, Executive Director, University Career Services

Thursday, 2/9, 2-3:30pm, JC Room A

Increased job prospects are a key reason that many students (and their families) commit their time and money to higher education. This session will discuss the employment outlook for the Class of 2023 and high impact career practices to help Mason students achieve career success in today's job market. Timely events and resources, as well as partnership opportunities between faculty members and University Career Services will be shared.

Faculty/Staff & Student Well-Being

Dr. Nance Lucas, Executive Director & Chief Well-Being Officer, Center for the Advancement of Wellbeing

Dr. Pam Patterson, Associate Vice President, University Life

Tuesday, 2/22, 11am-Noon, JC Room B

George Mason University has made an institutional commitment to the well-being of our community members. But what exactly is well-being and how is it related to the academic pursuits and professional aspirations of Mason students, faculty, and staff? What are our collective aspirations in creating and sustaining a culture where everyone can thrive? In this session, we will explore these issues and share best practices that support individual and organizational/unit-level well-being.

Justice, Education, Diversity, Inclusion

Creston Lynch, Ph.D., Assistant Vice President, University Life

Wednesday, 3/15, 2pm-3pm, SUB I 3B

Because Mason is Virginia's most diverse and largest public research university, we must take steps to make sure that every student experiences a sense of belonging and knows what resources are available on campus and how to access those resources. We want students to understand how our diversity strengthens the educational experience Mason offers. In this session, we will present data on student diversity at Mason and we will discuss the specific services available to support success. While all of us

are responsible for supporting every Mason student, we will also discuss which campus units have as their central mission delivering services to support the success of our diverse racial, ethnic, and gender minorities at Mason, and how faculty can partner with these units to support students.

It's More Than A Dorm: The Current Landscape of On-Campus Living

Shannon Jordan, Ed.D., Associate Dean and Chief Housing Officer

Wednesday, 3/22, 2pm-3pm, Merten Hall 1202

Mason's residential population has grown to over 6,000 students living in more than 40 residence halls. National research demonstrates that students who live on campus perform better academically and socially, and persist toward graduation at higher rates than students who live off campus. Come learn how students in Mason's residence halls are supported in their academic journey by living on campus. We will discuss facilities, staffing structure, programming, ways for faculty to get involved, and also the top issues facing campus housing professionals today.

Mason's College Preparatory Program: The Early Identification Program

Lewis Forrest, Associate Dean, University Life

Khaseem Davis, Executive Director, Early Identification Program

Thursday, 4/13, 2pm-3pm, JC Room B

George Mason University's Early Identification Program (EIP) works to identify middle and high school students who will be the first in their families to attend college. In particular, EIP targets students whose families have few or no financial resources for college or who lack the support systems that aid in the successful navigation of the college application process. Learn about some of our most brilliant college-bound students, and the ways that faculty members can collaborate to meet the needs of current and future EIP students.