

GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
January 25, 2023
3:00-4:15 p.m.

https://gmu.zoom.us/j/95110000177?pwd=cVcwTjB5ZnZDSm9QWVNadFhkcXFqZz09*

- I. **Call to Order**
- II. **Approval of the Minutes:** November 16 and December 7
- III. **Opening Remarks**
Senate lunches & discussion (open to the entire Mason Community) in the Mason Club at 12pm on February 6, March 2, and April 10
- IV. **Committee Reports**
 - A. **Senate Standing Committees**
 - 1. *Executive Committee*
 - 2. *Academic Policies*
 - 1. Discussion about start date for Fall 2023 semester
 - 3. *Budget and Resources*
 - 4. *Faculty Matters*
 - 5. *Nominations*
 - 6. **Organization and Operations**
 - 1. Bylaws revisions ([also on Senate website](#))
 - B. **Other Committees/Faculty Representatives**
 - i. [BOV Committee on Finance and Land Use](#)
 - ii. [Committee on External Academic Relations \(CEAR\)](#)
- V. **New Business**
Budget update from SVP Dickenson
Ombudsperson report to the Faculty Senate (Kimberly Jackson Davidson)
- VI. **Announcements**
 - A. Provost Ginsberg
 - B. EVP Dickenson
 - C. [Green Game 2023](#)
- VII. **Remarks for the Good of the General Faculty**
- VIII. **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 above?

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
SENATE STANDING COMMITTEES**

Organization and Operations



BYLAWS OF THE FACULTY SENATE

(as revised – February 7, 2018)

ARTICLE I Membership

Section 1.

The membership of the George Mason Faculty Senate shall be as prescribed by the Charter. Eligibility to vote on matters before the Faculty Senate shall be limited to duly elected faculty members of the Faculty Senate.

Section 2.

- a. The manner by which ~~academic units~~ Schools and Colleges ~~are~~ entitled to representation in the Faculty Senate elect their senators shall be determined by the faculty of those units.
- b. The presiding officer of each ~~collegiate unit~~ School or College shall certify to the ~~Chair Secretary~~ of the Faculty Senate and the Chair of the Organization and Operations Committee the names of the Senators ~~chosen~~ elect. Terms of Senators shall begin at the opening of the first Senate meeting of the academic year.
- c. Current records of the membership of the Senate shall be maintained by the ~~Clerk~~ Secretary for use by the Chair of the Senate and the Parliamentarian.

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ARTICLE II Officers

Section 1.

- a. The Chair of the Faculty Senate shall be elected from among the elected membership of the Senate at the final regularly scheduled meeting of the academic year. Nominations shall be made from the floor. Except when a motion to cast a unanimous ballot is passed, voting for the Chair shall be by secret ballot. In the event that no candidate for this office receives a majority of the votes cast, a run-off vote will be held between the two candidates who received the most votes.
- b. The term of the Chair of the Faculty Senate shall commence the day after Spring Commencement. In the event the Chair cannot serve for the remainder of his or her term, an election of a new Faculty Senate Chair will be held at the next regularly scheduled meeting, following the procedures in Article II Sec. 1a.
- c. The Senate shall elect from its own members a Secretary at the first regular meeting of the academic year. Nominations for this position shall be presented by the Committee on Nominations; however, additional nominations may be made from the floor. Except when a motion to cast a unanimous ballot is passed, voting for this office shall be by secret ballot. In the event that no candidate for this office receives a majority of the votes cast, a run-off vote will be held between the two candidates who received the most votes.
- d. The Chair shall appoint a member of the Senate to serve when needed as Chair pro tempore and other members to be Parliamentarian and Sergeant(s)-at-Arms, to serve for terms of one year commencing with the first meeting of the academic year.
- e. No elected officer (Senate Chair and Secretary of the Senate) shall serve in the same office for more than three consecutive terms.

Section 2.

- a. The Chair of the Senate shall be the presiding officer. The Chair pro tempore shall be the presiding officer in the absence of the Chair.
- b. ~~The Secretary of the Senate shall maintain the records of the Senate, and shall give appropriate notification to officers of the University, Committee Chairs, and other individuals concerning Senate actions. In consultation with the Chair of the Senate, the Secretary shall prepare at least annually an appendix to the bylaws. This appendix shall include lists of officers and standing committees of the Faculty Senate and of University~~

Faculty Standing Committees which report to the Senate, a summary of actions of the Faculty Senate pertaining to its' organization and operation, and summaries of the role of standing committees of the Senate. The appendix may include other information of continuing importance at the discretion of the Secretary and the Chair of the Senate.

Commented [GR1]: Discuss with Executive Committee. This is not how it's currently operating. This can be updated to reflect current operating procedure.

- c. The Sergeant(s)-at-Arms shall supervise balloting and assist the Chair in expediting the meetings of the Senate.
- d. The Parliamentarian shall assist the Chair in the interpretation of the rules of order.

ARTICLE III Responsibilities of the Senate

The responsibilities of the George Mason Faculty Senate shall be as prescribed by the Charter adopted by the General Faculty.

ARTICLE IV Meetings of the Senate

Section 1.

- a. Meetings of the Senate shall be conducted according to the current edition of "Robert's Rules of Order Newly Revised" ~~except as the rules and procedures prescribed therein have been or shall be modified by adoption of these or of future bylaws or standing rules.~~ except in instances when Robert's Rules are in contradiction with Senate Bylaws or Standing Rules. In this case, the Bylaws followed by the Standing Rules will take precedence.
- b. The quorum for Senate meetings shall consist of a majority of the elected membership.
- c. Members of the Faculty Senate may participate in Faculty Senate meetings electronically, provided the technology used allows all members to hear each other simultaneously. Members of Faculty Senate Committees and University Standing Committees may likewise participate electronically in meetings of the committees. Each entity may develop its own rules for how members meeting electronically may seek recognition, vote, and exercise other rights.

Section 2.

- a. Meetings shall be open to all members of the University community.
- b. For in-person meetings, all persons in attendance in a non-voting capacity shall be seated in a clearly delineated area so that they may not inadvertently influence a voice vote.
- c. Any person recognized by the Chair may participate in the discussion of any item of business brought forth upon the floor, but only members of the Senate may make motions, second motions and vote.

Section 3.

To the extent permitted by law, the Senate may go into closed session by majority vote of those present and eligible to vote. Only members of the Senate may be present during a closed session.

Section 4.

- a. The Chair and the Secretary of the Senate shall jointly prepare the agenda for each meeting and distribute it seven days before the meeting to all members of the Senate. The agenda will also be made available to the general university community via the Faculty Senate website.
- b. Any member of the General Faculty may submit items of business for inclusion on the agenda. All items submitted which are consistent with the responsibilities of the Senate as defined in Article III are to be placed on the agenda. Members of the General Faculty who are not Senators may submit items for discussion only, but motions on those subjects may be made only by Senators.
- c. Explanatory or background information on all agenda items shall be prepared by the sponsor of the item and shall be attached to the agenda when appropriate.

Section 5.6.

Meetings of the Senate shall be convened on at least four Wednesday afternoons during each semester of the academic year.

Section ~~67~~.

- a. ~~On (their) (his or her) own initiative~~ The Chair may call a special meeting of the Senate. ~~(after 1.)~~
- b. In response to any petition signed by 20 percent of the elected members of the Senate, the Chair must call a special meeting to be convened within six instructional days.
- c. The written call to the special meeting shall include a statement of the purpose of the meeting and shall be distributed at least four instructional days before the meeting to all members of the Senate.
- d. Only ~~that~~ business stipulated in the call to the special meeting may be transacted.

Section ~~78~~.

- a. Voting shall be by voice vote upon a call by the presiding officer for the "ayes" and "nays," ~~or by division of the house upon a call from the floor~~, except that any member may request that a secret ballot be taken. When such a ballot is requested, the Secretary of the Senate shall be responsible for preparing, distributing, and counting the ballots with the assistance of the Sergeant(s)-at-Arms.
- b. Absentee and proxy ballots shall not be allowed ~~during in-meeting voting items?~~
- c. All motions to recommend alterations to existing University-wide graduation requirements shall be read and debated at two successive regular meetings of the Senate held in the same academic year. A meeting of the Senate called solely to complete the agenda of a previous meeting shall not count as a "successive" meeting within the meaning of this bylaw.

Commented [GR2]: With the transition to mostly online meetings, should we make the default a ballot rather than a voice vote?

Section 8₂

Items of new business not appearing on the agenda may be introduced from the floor by any member of the Senate after consideration of all agenda items has been completed, ~~but the~~ disposition of any item introduced without prior notice ~~and information~~ may be carried over to the next regular meeting of the Senate if ~~ten percent of five~~ members support a motion to carry it over. A motion carried over under this provision shall appear on the agenda of the next regular meeting as an item of old business and shall be supported by background information as provided in Section 5 of this Article.

Commented [GR3]: Discuss with Exec Committee. The percentage language keeps the proportion the same if the Senate expands, but lowers the threshold if the Senate shrinks.

Section 9₁₀. Agenda and Minutes

- a. The Secretary of the Senate shall prepare the minutes of all meetings of the Senate. The minutes shall be made publicly available via the Faculty Senate website.
- b. A copy of the agenda and the minutes of every meeting shall be archived in the permanent University archives. These documents will also be made available to the general university community via the Faculty Senate website.

ARTICLE V Committees of The Senate

Section 1.

- a. "Standing Committees" shall be those permanent committees whose respective charges shall be established by the Senate and whose members, except for designated ex-officio members, are elected by the Senate.
- b. ~~Except as may be otherwise specified, the usual term of election to any standing committee shall be for two years. Election to standing committees shall be for two years unless otherwise specified in the committee charge.~~
- c. "Ad Hoc Committees" shall be those established by the Senate for consideration of special or transient ~~(time-limited)~~ issues. If no time limit is specified, the committee is deemed to serve until it issues a final report or until the Senate acts to dissolve it.

- d. Unless otherwise authorized by a majority vote of the Senate, standing or ad hoc committees shall issue formal reports only to the Senate.
- e. It shall be a duty of the Secretary of the Senate to prepare and maintain an accurate list of all committees of the Senate together with their charges and composition, which shall be open for inspection to all members of the University community. Annual reports will be filed with the Secretary of the Senate during the month prior to the end of the academic year. These will be made available to the general university community via the Faculty Senate website.

Section 2.

- a. Nominations for elected Senate positions to all standing committees except to the ~~Nominations Committee~~ Committee on Nominations shall be prepared by the ~~Committee on Nominations~~ Nominations Committee. The ~~Committee on Nominations~~ Nominations Committee shall nominate one person for each available position. ~~Nominations~~ shall ~~take into account~~ consider factors such as willingness to serve, previous senate and committee experience, and the need to develop future senate leadership, ~~and~~ or ~~the specifications of the committee charge~~. The Committee on Nominations shall circulate its nominations to the Senate in written form with the agenda for the first meeting of the academic year. Members of the Senate with the permission of prospective nominees may make further nominations from the floor at the meeting when the elections are held.
- b. Committee vacancies with unexpired terms shall be filled for the remainder of the term by special elections at the first scheduled meeting of the Senate after such vacancies occur. The ~~Committee on Nominations~~ Nominations Committee shall make one nomination for each available position except for vacancies in its own membership, but in all instances, nominations may be made from the floor.
- c. All elections shall be by a majority of those Senators present and voting. In the event that no candidate for an office or for the last positions on an elected committee receives a majority of the votes, a run-off vote will be held between the two candidates who receive the most votes.

Section 3.

- a. Whenever the Senate shall determine by its vote that the creation of an ad hoc committee or of a new standing committee is a matter of urgent necessity, nominations shall be made from the floor following that determination. Election procedures shall be as in Section 2c of this Article.
- b. In the absence of an urgent necessity determined under Paragraph (a) of this section, the ~~Nominations Committee~~ ~~Committee on Nominations~~ shall prepare a slate for distribution with the agenda of the next ~~Senate meeting of the Senate~~. At that meeting nominations may be made from the floor and the election shall be held according to the procedures prescribed in Section 2c of this Article.

Section 4.

Except as otherwise specifically provided, each Senate Committee shall elect its Chair according to the committee charge from among its own membership. Each committee shall have a majority of members present for a quorum. Each committee shall maintain written records of its activities. At the conclusion of each academic year these records shall become part of the permanent archives of the University and the Faculty Senate website as stipulated in Article IV, Section 10, paragraph b.

Section 5.

~~Any Senate committee may be required by majority vote of the Senate to report to it at a specified later meeting any matter referred by action of the Senate to the charge of that committee.~~ The Senate may require, by majority vote, any Senate committee to provide a report at a specified later meeting on any matter referred by action of the Senate that falls within the charge of that committee. Upon receipt of ~~its~~ such a report, the committee may be discharged of further responsibility for the matter by majority vote of the Senate.

ARTICLE VI Effective Date and Amendment

Section 1.

All motions to amend these bylaws shall be read and debated at two successive regular meetings of the George Mason Faculty Senate held in the same academic year. Following the second debate, a vote on the motion to amend shall be taken. A two thirds majority of the voting members of the Senate present and voting shall be required for passage of such an amendment. A meeting of the Senate called solely to complete the agenda of a previous meeting shall not count as "successive" meeting within the meaning of this bylaw. ~~Submission of changes to motions must be proposed no later than two meetings prior to the end of the semester.~~

Section 2.

Amendments to these bylaws shall take effect on the date contained therein, if such a date is provided; otherwise they shall take effect immediately upon their passage.

Revised 10/6/10, Revised 2/7/18, ~~Revised 12/8/22,~~

O&O Committee notations and suggested changes for consideration by committee work, April 2022.

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APPENDIX B OTHER COMMITTEES

BOV Committee on Finance and Land Use

Submitted by Mohan Venigalla on January 21, 2023

Recently, some of the faculty might have received a notice from HR and Payroll with a subject line "Base Salary Increase". This is the result of the mid-AY salary adjustment from the Compensation Gap Mitigation initiative undertaken by President Washington's administration. The initiative was presented at the Dec 1, 2022, meeting to the BOV Committee on Land Use and Finance by Ms. Rene Stewart O'Neal, Associate Vice President for Strategic Planning & Budgeting. The following slide summarizes her presentation (on this topic) to the BOV. At the end of the presentation, I asked Ms. Stewart O'Neal about the process by which this 'market adjustment' in salary would be implemented. As Ms. Stewart O'Neal explained, the college deans would make the recommendation to HR & Payroll office (presumably in consultation with LAUs). However, it is not clear how each college approached this issue (in terms of the formula and other considerations for the salary increase).

Compensation Gap Mitigation

- **Phase 1/Initial Faculty & Staff market adjustments in January**
 - Address significant, long-standing compensation challenges
 - Driven by historic funding disparities, exacerbated by high regional costs and ongoing inflation
 - Market gap mitigation will require multiyear investment
- **State support has been requested for funding disparity, but it is critical that we take action now**
 - FY23 funding will come from one-time central budget allocations and reserves
 - If State support is not received for FY24, some units will use vacancy savings to mitigate market compensation gaps

27 | Office of the Senior Vice President

As is the case with all BOV meetings, the recording of this Committee meeting is available on at the following link (time marker 23:50 to 26:26)

<https://vimeo.com/showcase/8557205/video/778225835>

Committee on External Relations Academic (CEAR) Report/Updates

Submitted by Isaac Gang and Chaowei (Phil) Yang, co-chairs
January 17, 2023

- On Thursday January 12, Isaac Gang, CEAR's Co-Chair, attended the 2023 Virginia Higher Education Advocacy Day (VHEAD) at the Virginia General Assembly in Richmond. The event was jointly organized and sponsored by Faculty Senate of Virginia (FSVA) and American Association of University Professors (AAUP). This visit will form the basis for this brief report:

FSVA/AAUP's main focus was on academic freedom and higher education funding. They defined academic freedom as "a freedom of a teacher or researcher in higher education to investigate and discuss the issues in his or her academic field, and to teach or publish findings without interference from political figures, board of trustees, donors, or other entities." "Academic freedom also protects the right of a faculty member to speak freely when participating in institutional governance, as well as to speak freely as a citizen. Academic freedom serves the public good by allowing for the pursuit of truth, constrained by professional standards" (FSVA/AAUP).

To that end, the FSVA/AAUP identified (and provided contexts) the following bills as potential threats to this freedom in the Commonwealth if passed. CEAR, as per its charge, supports this view.

1. **SB 1098** – would require approval from the House Committee on Education and the Senate Committee on Education and Health for new programs of instruction or implementation of a new curriculum for an existing program. This would lead to a stunning level of political interference in determining what is taught, and not taught, in the Commonwealth's institutions of higher learning.
2. **HB 1810** – would contradict current state law by removing protection from employer punishment for state employees who speak on their own behalf in public committee meetings or general meetings of the General Assembly.
3. **HB 1606 & SB 1252** – which has the laudable and important intent to combat antisemitism, but overreach by codifying a definition of antisemitism that would chill academic inquiry and criticism of the policies or actions of the state of Israel.
4. **SB 1193** – would prohibits public higher education employees from participating in Chinese funded grants and require reporting of all foreign government funding received. As written, this bill would chill academic collaboration internationally, especially as "foreign government" is not defined in the section of the Code of Virginia referenced by the bill.

FY2024 Budget & Amendments Update

1. Virginia spending on higher education increased by 28.1% from FY2017-2021 (9th highest increase in the county). It increased by 6.3% from FY2021-2022 (16th)
2. Funding to cover tuitions and fees has improved as well and currently stands at 54% for FY2022-2023
3. Gov. Youngkin's budget amendment to the biennial budget (FY2023 & 2024) provides no new funding for higher education above what was funded last year.
4. Sen. McClellan (D) and Delegate Morefield (R) filed budget amendments to add \$94 million in FY2023 and \$194 million in FY2024 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. This received bipartisan support and we should support similar amendments.

APPENDIX C
ANNOUNCEMENTS

Green Game 2023



**GREEN GAME
VOLUNTEERS NEEDED**
@ MASON VS.
UNIVERSITY OF RHODE
ISLAND

A HANDS-ON EXPERIENCE FOR
MASON STUDENTS TO PRACTICE
SUSTAINABILITY

Assist with Green Game set-up,
help distribute the sustainable
giveaway item(s), monitor waste
stations during the game, and
help collect, sort, and weigh
waste during the waste audit.

SIGN UP TIMES:

 January 24 from 12 p.m. - 3 p.m.

January 25 from 5 p.m. - 8 p.m.

January 25 from 8 p.m. - 11 p.m.

 EagleBank Arena

Sign Up at:
go.gmu.edu/GreenVolunteering





**GREEN GAME
VOLUNTEERS NEEDED**
@ MASON VS.
UNIVERSITY OF RHODE
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 EagleBank Arena

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TRASH

Cookie Packaging,
Wrappers, Chip Bags

COMPOST

All Food Scraps, Drinks,
Napkins, Compostable Items

RECYCLE

Cans & Bottles

LET'S BE PLASTICS FREE!