

**GEORGE MASON UNIVERSITY**  
**AGENDA FOR THE FACULTY SENATE MEETING**  
**March 1, 2023**  
**3:00-4:15 p.m.**

[https://gmu.zoom.us/j/96532998235?pwd=SGd3a0gzMGgrcSttUDduUjVCRUt2UT09\\*](https://gmu.zoom.us/j/96532998235?pwd=SGd3a0gzMGgrcSttUDduUjVCRUt2UT09*)

- I. Call to Order**
- II. Approval of the Minutes:** January 25, 2023 and February 8, 2023
- III. Opening Remarks**
- IV. Committee Reports**
  - A. Senate Standing Committees**
    - 1. Executive Committee*
    - 2. Academic Policies*
    - 3. Budget and Resources*
    - 4. Faculty Matters*
    - 5. Nominations*
    - 6. Organization and Operations*
    - Senate bylaws revisions (will be posted on Senate website)
  - B. Other Committees/Faculty Representatives**
    - 1. [Mason Core Committee- proposed revisions\\*](#)
    - 2. [Athletic Council](#)
    - 3. [Graduate Council](#)
    - 4. [Mason Core Committee Report](#)
    - 5. [Technology Policy Committee\\*](#)
- V. New Business**
  - A. [Conflict of Commitment Policy](#)- Elizabeth Woodley and Christopher DiTeresi
  - B. [Ramadan 2023- Austin Deray, Graduate Student Life](#)
- VI. Announcements**
  - A. Provost Ginsberg
  - B. EVP Dickenson
- 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**  
**MASON CORE PROPOSED REVISIONS**

**Mason Core Committee Proposal to Consolidate Capstone and Synthesis Requirements**

**Current requirements (directly from 2022-2023 catalog):**

**Synthesis or Capstone Experience Requirement  
(minimum 3 credits)**

The purpose of the synthesis course is to provide students with the opportunity to synthesize the knowledge, skills and values gained from the Mason Core curriculum. Synthesis courses strive to expand students' ability to master new content, think critically, and develop life-long learning skills across the disciplines. While it is not feasible to design courses that cover "all" areas of general education, synthesis courses should function as a careful alignment of disciplinary goals with a range of Mason Core learning outcomes.

**Learning Outcomes for Synthesis:**

The Mason Core synthesis course must address outcomes 1 and 2, and at least one outcome under 3. Upon completing a synthesis course, students will be able to:

1. Communicate effectively in both oral and written forms, applying appropriate rhetorical standards (e.g., audience adaptation, language, argument, organization, evidence, etc.)
2. Using perspectives from two or more disciplines, connect issues in a given field to wider intellectual, community or societal concerns
3. Apply critical thinking skills to:
  - a. Evaluate the quality, credibility and limitations of an argument or a solution using appropriate evidence or resources, OR,
  - b. Judge the quality or value of an idea, work, or principle based on appropriate analytics and standards

**Required: One approved course.**

The purpose of the capstone course or sequence of courses is to provide a high impact, culminating element of an undergraduate education, helping students develop a more comprehensive and integrative understanding of their area of study and to utilize critical thinking skills. Capstone courses provide students opportunities to apply and demonstrate their knowledge and generally involve integrative /applied/ experiential projects. Student learning in a Capstone course is assessed using a set of identified learning outcomes, and for critical thinking, as defined by the American Association of Colleges & Universities.

**While each academic degree program defines its learning outcomes, a Capstone course or sequence should follow these guidelines:**

- Minimum of 3 credits
- Later in the curriculum, after a student has taken at least 85 credits, and at the 400 course level
- No more than 35 students in the course or equivalent instructional/ mentored support
- Emphasis on experiential/applied/integrative learning
- Allow students to apply critical thinking skills
- Learning outcomes defined by the degree program

**Required:** One approved upper-division course. Please speak with an advisor to determine the appropriate course to fulfill your major's requirement.

### **Proposed Revision: Mason Apex**

**Rationale:** The disparate categories of Capstone and Synthesis are quite confusing for faculty submitting courses and for students completing their degree requirements. The synthesis requirement has learning outcomes but no additional guidance for scaffolding a student's program of study while the capstone requirement has "rules" for courses, but no identified learning outcomes.

The revised category's requirements support both disciplinary (like Capstone) and interdisciplinary experiences (like Synthesis). Combining the two categories into an overarching category captures the intent of both Core categories, is much less confusing, is inclusive of all disciplines, and will consider a wider range of high impact experiences.

The category's name was suggested by Mason students, a number of whom participated in brainstorming sessions with Student Involvement staff and the Mason Core Director. The Mason Core Committee made the final decision.

**Summary:** Replace the separate categories of Capstone and Synthesis with a single inclusive category: Mason Apex.

**Implementation Timeline:**

Update effective for 2024-2025 catalog. Existing 400 level Capstone and Synthesis courses will transition to the new category. Existing 300 level courses will be discussed with the directly affected departments to determine if renumbering is appropriate. Departments will not be required to create new courses or add a course to existing major requirements.

**Catalog Description**

Mason Apex courses provide Mason students with a high-impact culminating experience, requiring students to utilize critical thinking skills and preparing them for life-long learning. Students are challenged to draw connections across their Mason undergraduate academic experience. Mason Apex courses provide students opportunities to apply and communicate their knowledge, and involve integrative, applied or experiential projects.

**Required:** One approved at least 3-credit course at the 400-level. Students enroll after completing at least 85 credits. These courses maintain faculty/instructor/mentor-to-student ratio of no more than 1:35.

**Learning Outcomes (both must be demonstrated)**

Upon completing a Mason Apex course, students will be able to:

1. Integrate skills, abilities, theories, or methodologies gained across a Mason student's undergraduate education to explore complex issues in original ways.
2. Communicate effectively the results of the student's work with awareness of audience, purpose, and context using an appropriate modality (for example: written, oral, visual, material, embodied, multimodal).

## APPENDIX B OTHER COMMITTEES

### Athletic Council

Submitted by Dr. Dominique Banville, Faculty Athletics Representative, and Chair of the Athletic Council.  
February 15, 2023

The Athletic Council had its second meeting of the academic year on January 31, 2023. In attendance were Nena Rogers, Bethany Usher, Malcolm Grace, Zack Bolno, Stacy Wilson, Lisa Rabin, Jacqueline Clabeaux, Joshua Walker, Ken Walsh, George Perry, Margaret Jones, and Dominique Banville

Nena Rodgers, Interim AD, provided an update on ICA. Academically, Student-athletes (SAs) had a combined GPA of 3.24 which is higher than Mason's student body (3.07) and four teams had a team GPA of 3.5 or higher. A ceremony will be held on February 21 to honor the 51 Peter N Stearns Provost Scholars, the highest academic honor for a Mason SA. Related to facilities, she announced that the field house locker room will finally be renovated. Through University Facilities, an architect and plumbing engineer have been hired to design the much-needed renovations. Also, ICA is participating in two ongoing feasibility studies for future large-scale development on West Campus: A mixed-use commercial development and a multi-purpose ballpark for professional cricket and Mason Baseball. The studies will hopefully be completed by June.

SA representatives then shared some of the activities they have been involved in including advocating for better funding for Mason by sending letters to their representative, identifying specific games in different sports for cancer awareness, and organizing activities to support "Morgan's Message" (mental health), and National Girl and Women in Sports Day.

Dominique provided an overview of some of the things she has been involved with since the last meeting such as attending the FARA Conference in Indianapolis in November. The A-10 held their FAR meetings in conjunction with the conference so it was a great opportunity to share and discuss current issues and best practices. She helped with the certification of all the freshman wrestlers at the end of the Fall term to allow them to compete unaffiliated over the winter break, and administered the NCAA Student-Athlete Health and Wellness Survey to the softball team and the Men's Track and Field team. She also took part in a few webinars with the A10 and the NCAA to learn more about the Transformation Committee Report and legislation changes, and she traveled to RI with the Men's basketball team. In the next few weeks, she will travel with Women's basketball to Chicago, with Lacrosse to Richmond, and with Baseball to Longwood. She will also coordinate the A10 Postgraduate Scholarship selection process and participate in the search committee efforts to identify the next AD.

Dominique then provided a background on the money distribution process that is now available to NCAA Institutions and the metrics that are used to determine if a school qualifies for that money. Mason was the only institution in the A10 not to qualify for this money (about \$120K this year). An ad-hoc committee has been created to address this important issue and Dominique is the chair. On the committee are representatives of all the parties that have a role to play in this effort: the ICA administrators, coaches, athletic trainers, and academic support staff.

Finally, Malcolm Grace gave an update on the latest legislative updates. The Transformation Committee has published its report and some of the recommendations that are more likely to impact us are related

to providing more benefits to SAs related to their experience, well-being, and mental health, extending the health coverage of SAs two years beyond the end of their eligibility, increasing the travel benefits, increasing SAs' voice on NCAA Committees, at the Conference level and Institutional level, eliminating the title of "volunteer coach" and increasing the number of coaching staff for every sport, and eliminating the SAT/ACT requirement

### **Graduate Council**

Submitted by Victoria Grady, February 22, 2023

1. Passed Grad Council--- Continuous Registration & Graduate Student Medical Leave of Absence (Paige Wolf & Jason McKnight)--- Waiting on Summary
2. Introduced to be voted on in March---AP.1.2 Academic Load Changes (Jason McKnight & Pallavi Rai Gullo)--- Waiting on Summary

## **Mason Core Committee**

Submitted by Debra Stroiney, February 21, 2023

Committee members:

Bethany Usher, Abena Aidoo, Anne Verhoeven, Courtney Wooten, Samaine Lockwood, Deb Stroiney, Lauren Catteneo, Jaime Clark, Jason Kinser, , Liz White, Nishok Chitvel, Shelley Reid, Shun Ye, Andrea Zach, Matt Cronin,

Ad Hoc members: Shelley Reid, Gina Polychronopoulos,

Mason Core Director: Laura Poms,

Undergrad Curriculum Specialist: Krista Shires

MC Curriculum Coordinator (as of January 30, 2023): Tricia Wilson

### **January 26, 2023 Mason Core Meeting**

The committee approved the following courses for the Mason Core:

ARTS                      ARTH 303: National Traditions

Capstone                BAS 493: BAS Capstone

The committee voted to approve the new catalog language, learning outcomes and administrative details for the revised capstone/synthesis category. The vote also included whether to bring it forward to the faculty senate. The committee approved the items above and will forward it on to the faculty senate for review. The Mason Core director will work with the Office of Student Involvement to solicit names for the new category from a cross section of student groups.

Transfer guidelines for HIST 125 Global History were discussed.

### **February 16th, 2023 Mason Core Meeting**

No proposals submitted for review.

A discussion and vote on proposed changes to the Capstone/Synthesis Mason Core requirement name was held. Six potential names were provided by Mason students. The Committee approved Mason Apex as the name of the revised category.

The Mason Core Leadership Team shared the timeline for Faculty Senate approval for the Capstone and Synthesis category. Members of the Mason Core Committee will be visiting each college to discuss these changes and answer any questions.

Committee members were invited to participate in Just Society and Global Context Stearns Center workshops. The Stearns Center website has the scheduled times for these.

Revisions to the Mason Core charge for the Faculty Senate are under way to reflect the new position of Mason Core Director, and the potential addition of the writing intensive courses to fall under the Mason Core approval process. This will be available at the next meeting for the committee to review.



## Faculty Senate Technology Policy Committee

Submitted by Delton Daigle

Met: 02/14/2023, Submitted: 02/23/2023

### PRE-MEETING BACKGROUND:

The GMU Faculty Senate Technology Policy Committee has been meeting monthly since we first met on September 6<sup>th</sup>, 2022. This meeting follows both the 1<sup>st</sup> 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)<sup>1</sup> [ddaigle@gmu.edu](mailto:ddaigle@gmu.edu)

Socrates Dimitriadis (CEC) - [socrates@gmu.edu](mailto:socrates@gmu.edu)

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

Jessica Matthews (CHSS – 2023) - [jmatthe2@gmu.edu](mailto:jmatthe2@gmu.edu)

Laurie Miller (INTO Mason)<sup>2</sup> [lmiller@gmu.edu](mailto:lmiller@gmu.edu)

Lee Solomon (COS) - [lsolomo@gmu.edu](mailto:lsolomo@gmu.edu)

[Pam Baker \(CEHD\) – pbaker5@gmu.edu](mailto:pbaker5@gmu.edu)

### ATTENDANCE AT LAST FS-TPC MEETING

All of our committee members were present in addition to Charlie Spann (Interim CIO), Joy Taylor (Executive Director – Learning Support Services), Cherie Galantis (Manager – Enterprise Collaboration and Telecom), and Maribeth Luftglas (IT Project Manager – Vonage upgrade).

### SALESFORCE

Current install includes UG recruiting and graduate recruiting. The goals for the Salesforce project currently include the creation of a third iteration that will be dedicated to coaching and advising. There is an RFP out looking for vendors to assist integration into our suite.

### LMS SEARCH UPDATE

The LMS Committee's have been hard at work and we are pleased to update the Faculty Senate on where we are and where we are going with the LMS Project. For the last several months the Steering Committee has been involved in reaching out to the GMU University Community. Through a series of Faculty Meetings, Town Halls, Focus Groups and Faculty/Staff Surveys the LMS Committees were able to receive feedback from over 12,000 participants. Please see below for a breakdown of stakeholder engagement:

#### Stakeholder Engagement

- **Faculty Survey** - 932 Responses; 36% Tenured & Tenure-tracked; 28% Term; 27% Adjunct
- **Faculty Focus Groups** - Hosted 9 focus groups; 89 participants

---

<sup>1</sup> GMU Faculty Senator

<sup>2</sup> GMU Faculty Senator

- **Student Survey** - 1185 Responses; 41% - Face to Face; 27% - Hybrid; 32% - Online (ways taking courses this semester)
- **5 Weekly Student Polls** - 9,956

The next steps for the LMS Review Project revolve around selection of an LMS vendor. Please see below for the proposed time line:

### **Proposed Time Line for Spring 2023**

- **January:** *Advisory Committee finalizes RFP language based on feedback from stakeholders. Selection of the RFP Evaluation Committee.*
- **February:** *RFP will be finalized and sent to the Business Office for perspective LMS vendors*
- **March:** *Review of Proposals & Invitation of LMS vendors for Oral Presentations.*
- **April:** *Oral Presentations/Sandboxes and Feedback Gathering from perspective LMS Vendors*
- **May:** *Evaluation Committee Deliberations & Final Proposed Selection by the Evaluation Committee*

For the latest information on the LMS Review Project please the link to the website below:

<https://lms.gmu.edu/>

### **VONAGE / PHONE SYSTEMS**

- 12 – 18 months to complete and will replace the legacy, end of life cycle telephones and MS Teams based calling. (Internet fax to email is coming thereafter).
- Well over 84% of GMU phones have been inventoried by the various telecom coordinators.
- Telecom coordinators met with project team 02/22/2023 and were advised as to rollout of Vonage phones which will first focus on buildings with large ITS presence (Innovation, Aquia, Fenwick) and then rollout will begin at a rate of about 1 building per week.
- The Vonage install impacts all campuses EXCEPT Mason Korea.
- E911 will be used to track locations of faculty and staff using softphones – NOTE – it was our understanding that the precision of E911 location tracking is limited to the floor of a building that the individual is on.
- There are a number of non-ITS supported locations that are beyond the scope of work of this project.
- A recent survey by ITS found that 72% of classrooms had poor to very poor cellular service.
- There are locations on campus that may not have either wired service or cellular service (CVPA has dressing rooms that have neither).

FS-TPC has significant concerns about the lack of integration of this phone rollout with our larger on campus emergency management concerns.

Our observations include that we are switching to a VOIP system at a time when our existing telecom network has substantial EMGT gaps that remain unaddressed including:

- No phones in Horizon or Peterson Classrooms.
- Substantial cellular dead spots on campus and many more locations with weak signals.

- WiFi coverage that does not blanket the entire campus (including all parking areas, event spaces, etc.) and does not provide uninterrupted network access to all users in all locations (ie: Faculty and Staff attending events at dorm locations).
- No blue-light emergency phone system.

Moreover, the new Vonage system without support from wired lines across campus seems to create new problems:

- Lack of accuracy in locating 911 callers.
- Little opportunity for Campus visitors to access emergency services.
- No opportunity for those without smartphones to contact emergency services.

These issues have been brought to the attention of Ken Walsh (Chief of Staff to the University President), Charlie Spann (Interim CIO), Julie Zobel (AVP – Safety, Emergency, and Enterprise Risk Management), as well as student government and the staff senate. Charlie Spann has advised that ITS will draft a response to our concerns for submission to the next Faculty Senate ITS report.

#### **OTHER NOTEWORTHY ITS BUSINESS**

- Windows 10 is nearing EOL which will impact about 1500 systems on campus.
- Our optical network is nearing EOL and there will have to be a new network run in the near future.

**APPENDIX C  
CONFLICT OF COMMITMENT POLICY**

PRELIMINARY DRAFT



## Policy 4021: Outside Professional Activities and Conflict of Commitment

**Categorized:**

**Responsible Office:** Office of the Provost

**Policy Procedure:** *Link RAMP?*

**Related Law & Policy**

[University Policy 4001: Conflict of Interest](#)

[University Policy 2227: Outside Employment](#)

[University Policy 4018: Postdoctoral Research Fellows](#)

[State and Local Government Conflict of Interests Act](#)

[CHIPS Act](#)

---

### I. Scope

This policy applies to all faculty governed by the Faculty Handbook, and implements [Faculty Handbook section 2.10.7, Outside Professional Activities and Conflicts of Commitment](#). In addition, section III.B. of this Policy applies to all Investigators on externally sponsored research. This policy shall be read in conjunction with [University Policy 4001: Conflict of Interest](#), which addresses interests and activities regulated by Federal and Commonwealth laws, including those pertaining to externally sponsored research. Outside Activities and commitments of Postdoctoral Fellows, and of Administrative and Professional Faculty, are governed by [University Policy 4018: Postdoctoral Research Fellows](#), and [University Policy 2227: Outside Employment](#), respectively.

### II. Policy Statement

A faculty member's primary professional commitment is to their teaching, research, service, and administrative responsibilities at the University. Outside Professional Activities that interfere with a faculty member's, or an Investigator's, professional obligations to the University represent a conflict of commitment. A conflict of commitment is a situation in which an individual accepts or incurs conflicting obligations between or among the University and other entities. Any Outside Professional Activity a faculty member performs, or commits to perform, at or for an entity other than the University has the potential to create a conflict of

PRELIMINARY DRAFT

commitment. The potential for conflict of commitment depends both upon a faculty member's obligations to the University, and upon the nature and extent of the faculty member's obligations to other entities. Conflicts of commitment also can intersect with regulatory requirements pertaining to externally sponsored research. Faculty members must report to their Chair (or Local Unit Administrator) any activity that is likely to create a conflict of commitment as set forth in this policy. This requirement applies regardless of whether any compensation is received for the outside activity or commitment.

For Investigators on sponsored research projects, Outside Activities must be disclosed as required by federal regulations.

### III. Definitions

**Annual Certification:** a report made at least once every twelve months to Mason's online disclosure system of Outside Professional Activities (Faculty) or Outside Activities (Investigator).

**Investigator:** means an investigator on an externally funded research project, as defined in the Externally Funded Research section of Policy 4001, Conflict of Interests.

**Outside Activities:** means an activity that an individual performs or commits to perform at or for an entity other than Mason.

**Outside Professional Activities:** means Outside Activities that are related to one's professional expertise.

### IV. Compliance

Disclosure of Outside Activities shall be made via the University's online disclosure system. Failure to comply with this policy will result in discipline consistent with the nature and circumstances of the non-compliance.

#### A. Outside Professional Activities for Faculty Members

Faculty members must complete an Annual Certification of their Outside Professional Activities. Certification is made using the University's online disclosure system. Deans, in consultation with Local Academic Units (LAUs), will specify College-level Procedures that implement the Prompt Disclosure, Prior Approval, and Annual Certification requirements to fit the norms and expectations of their units. See the College Implementation Section of the Policy Procedures.

#### 1. Prompt Disclosure

**PRELIMINARY DRAFT**

Outside Professional Activities with significant potential to create a conflict of commitment, such as those that require a significant professional commitment, require additional disclosure beyond what is expected in the annual faculty review process. Engagement in such Outside Professional Activities is limited to one day per week, and disclosure must be provided to the faculty member's Chair (or Local Unit Administrator) within 30 days. Examples of such Outside Professional Activities include, but are not limited to:

- a. Consulting or testifying as an expert or professional witness;
- b. Serving on a board of directors outside of the University
- c. Providing or presenting a workshop for industry (for-profit organizations); and
- d. Providing outside consulting services or referrals or engaging in professional practice as an individual or through a single-member professional corporation or sole proprietorship; However, if such activity constitutes a founding or co-founding role or an executive or managerial position with a company, it requires Prior Approval, see below.

**2. Prior Approval**

Outside Professional Activities that are especially likely to create conflicts, or that come under specific Federal or Commonwealth requirements, require prior approval from the responsible Dean. Examples of such Outside Professional Activities include, but are not limited to:

- a. Performing sponsored research, or administration of a grant or award, for an educational institution, trust, organization, government agency, foundation, or other entity outside of the University. Such arrangements, when undertaken as a Mason employee on a subcontract or subaward through OSP, are a matter of faculty workload and are not outside professional activities.
- b. Activities, affiliations, or appointments involving foreign entities or countries, including sponsored research, and including activities that would not otherwise need to be disclosed;

**PRELIMINARY DRAFT**

- c. Consulting or employment outside of the University that exceeds the one-day-per-week limit;
- d. Assuming a founding or a co-founding role or an executive or managerial position of a company or otherwise outside of the University;
- e. Assuming an executive or managerial position outside of the University; or
- f. Outside activities, including activities for professional organizations, in which a faculty member uses, or commits to using, university facilities, equipment, supplies, or computer time.

Reasons a Dean may deny a request for approval include, but are not limited to:

- interferes with the performance of regular employment;
- competes with coursework offered by the University;
- competes with services offered by the employee's unit, such as providing workshops to industry (for-profit organizations)
- competes with research conducted at the University.

A Dean's decision to deny a request for approval may be appealed to the Provost. The Provost's decision regarding any such appeal is final.

When engaging in any Outside Professional Activity as described in the above sections, faculty members should take care to preserve the distinction between projects undertaken through individual initiatives and projects sponsored or officially sanctioned by the University.

**B. Externally Sponsored Research**

This Section applies to all Investigators. In addition to the Federal disclosure conflict of interest requirements implemented in University Policy 4001: Conflict of Interest, Investigators who apply for any externally sponsored research also must disclose Outside Activities that have a significant potential to create a conflict of commitment. Examples of such activities include, but are not limited to:

1. Teaching at an educational institution outside the University;

PRELIMINARY DRAFT

2. Performing research or administration of a grant or award at an educational institution, trust, organization, government agency, foundation, or other entity outside of the University;
3. Activities, affiliations, or appointments with foreign countries or entities, including externally sponsored research, and including activities, such as those within the course and scope of University employment, that would not otherwise need to be disclosed. Such activities are subject to Federal regulations;
4. Consulting or employment outside of the University;
5. Assuming a founding or a co-founding role or an executive or managerial position of a company or otherwise outside of the University;
6. Consulting or testifying as an expert or professional witness;
7. Providing outside consulting services or referrals or engaging in professional practice as an individual or through a single-member professional corporation or sole proprietorship.
8. Serving on a board of directors outside of the University; and
9. Providing or presenting a workshop for industry (for-profit organizations);

In addition to the above, all Investigators must complete an annual certification that their prior disclosures are accurate and up to date. Certification is made using the University's online disclosure system.

V. Dates

A. Effective Date:

This policy will become effective on September 1, 2023.



PRELIMINARY DRAFT

B. Date of Most Recent Review:

N/A.

VI. Timetable for Review

This policy, and any related procedures, shall be reviewed every two years.

VII. Signatures

Approved:

\_\_\_\_\_  
Executive Vice President for Finance and Administration      Date

Approved:

\_\_\_\_\_  
Provost and Executive Vice President      Date

DRAFT

## Proposed Revision of Faculty Handbook 2.10.7

### 2.10.7 Outside ~~Professional Activities~~ ~~Employment~~ and/or ~~Business~~-Financial Interests

~~A faculty member's primary professional commitment is to their teaching, research, service, and administrative responsibilities at the University. Outside Professional Activities that interfere with a faculty member's professional obligations to the University represent a conflict of commitment. The University encourages faculty members to keep abreast of developments in their disciplines and to gain practical experience in their fields. In many instances, consulting work affords excellent opportunities for faculty to improve themselves professionally and to bring added prestige to them and to the University. The University looks favorably on appropriate consulting work by faculty members insofar as it does not interfere with full, proper, and effective performance of faculty duties and responsibilities.~~

~~A faculty member having a financial interest in a contract with Mason other than their employment contract, or a financial interest related to their sponsored research, represents a conflict of interest.~~

~~Outside employment and paid consulting cannot exceed the equivalent of one day per work week without written authorization from the collegiate Dean. Faculty may be required to document outside employment to insure compliance with these requirements. Although faculty members are state employees, they consult as private individuals, and the University is not responsible for their work outside the University. When consulting, faculty members should take care to preserve the distinction between projects undertaken through individual initiatives and projects sponsored or officially sanctioned by the University. Outside business interests must not violate the Commonwealth's conflict of interests laws at (<http://law.lis.virginia.gov/vacodepopularnames/state-and-local-government-conflict-of-interests-act>) or the University's Conflict of Interests policy 4001.~~

~~University Policy: 4021: Outside Professional Activities and Conflict of Commitment and University Policy 4001: Conflict of Interest govern faculty members' Outside Professional Activities and Financial Interests. Faculty members anticipating engagement in Outside Professional Activities, or with related Financial Interests, must review these policies and, where required, report and receive prior approval in advance. Faculty members may use university facilities, equipment, supplies or computer time in their consulting only after obtaining the approval of the collegiate Dean. Faculty must also secure approval of the collegiate Dean before using university resources to support the activities of professional organizations.~~

APPENDIX D  
ANNOUNCEMENTS

# Ramadan 2023

Evening of March 22nd  
- Evening of April 21st

## What do Muslims do during Ramadan?



### Fasting

For self-restraint and God consciousness No food or drink (not even water) from sunrise to sunset

### Spirituality and Worship

Increased prayer, acts of worship, reflection, contemplation, and recitation of Qur'an

### Charity and Community

Increased acts of charity (zakat), feeding others, communal iftars (breaking of the fast)

## Key Terms



Ramadan - 9th month of Muslim year, commemorates revelation of the Qur'an

Suhoor, Sehri - pre-dawn meal

Iftar - meal to break fast

Salah - prayer

Laylatul Qadr -Night of power (overnight prayer)

Eid-Al-Fitr - holiday that marks end of Ramadan (April 21)

## A Day in the Life of a Student



4:00am-dawn - Suhoor:

pre dawn meal

4:30-5:30am - Fajr:

morning prayer

8am-10pm - Daily Routine:

classes, work, prayer, etc.

7:30-8:00pm - Maghrib and Iftar:

Dusk prayer time and meal to break fast

10pm-12am - Taraweeh:

congregational prayers reciting entire Qur'an during Ramadan

## HOW TO SUPPORT GMU MUSLIM STUDENTS THIS RAMADAN

### Prayer Times



Many students are more observant during Ramadan.

Allow students to leave class to pray or break fast (10-20 minutes). Be mindful of programming events that conflict with prayer times or to break fast.

### Academics



Accommodations such as moving exam times and/or allowing more time for students to eat for Iftar, pray, or celebrate the Eid holiday (April 20 - April 23, allowing for travel)

### Recognition



Recognize the changes students are making to their schedules and eating habits.

Acknowledge their practice by wishing them a happy Ramadan and Eid.

Check in on students and offer support.

### Questions?

Contact Austin A. Deray,  
Assistant Director of Graduate  
Student Life  
aderay@gmu.edu

### Well Wishes



"Ramadan Mubarak!"

"Ramadan Kareem!"

"Happy Ramadan!"



Graduate Student Life

This flyer was adapted from the Islamic Center at NYU and the UC Riverside Middle Eastern Student Center