

GEORGE MASON UNIVERSITY
DRAFT MINUTES OF THE FACULTY SENATE MEETING
September 28, 2022
Hybrid In-Person (Research Hall 163)/Electronic Meeting, 3:00-4:15 p.m.

Number of Attendees: 110 ([List of names](#))

- I. **Call to Order:** Chair Melissa Broeckelman-Post (MBP) called the meeting to order at 3:03pm. She made a motion to adjust the agenda to accommodate a change to Rector Blackman's schedule, which was approved.

- II. **Approval of the Minutes of August 31, 2022:** Approved as submitted.

- III. **Opening Remarks**
 - MBP welcomed Jordan Locke (JL), new Student Senate Liaison to the Faculty Senate
 - JL: Excited for the opportunity to serve as liaison and continue building connections with the faculty.
 - Please email Senate Clerk John Rose at facsen@gmu.edu once committees have elected their chairs so that this information can be shared on the website.
 - The Faculty Annual Evaluation Workgroup has been established ([Appendix A](#)).
 - Background to this workgroup
 - Evaluation process varies widely across units, which is a problem because this is how merit raises are determined. President Washington has indicated that performance-based raises will be part of the culture going forward. The next round could happen as early as next summer.
 - Feedback from faculty: Merit raises feel like a black box with no transparency as to who gets them and why. Some perceive that these raises just go to people the department chair likes.
 - Every faculty member deserves to have a clear and transparent performance evaluation. Faculty should be involved in designing what this looks like in their unit.
 - Provost Ginsberg and MBP co-sponsored a workgroup to look at guidance and national best practices and bring this information back to the Senate. This may result in revisions to the Faculty Handbook.
 - Question: How was the committee selected and the charge decided?
 - Answer: We tried to get representation across schools and faculty status.
 - Question: Concern about how the charge is worded vs how it was described. Point 4 of the written document suggests that units will be required to follow the overall guidance, rather than the guidance being brought back to Senate for consideration.

- Answer: The workgroup will spend a semester researching guidance and bringing this information back to the Senate. The Senate will then authorize the work based on these recommendations.
- Further discussion/comments from the floor:
 - Points 3 and 4 in the written document about faculty work plans are concerning. It sounds overly decided already, and as if the guidance that is being reviewed is designed for work that is different from the type of work faculty does.
 - It doesn't make sense to have an individual work plan—we know our work is flexible and unpredictable. Having a plan for people who are struggling, as already voted in, makes sense.
 - Department chairs in CHSS have raised these issues. People would like to see the charge scaled back. Comments from a department chair: this could require a great deal of labor, doesn't account for the differences in research and teaching expectations across faculty types and units, seems to be an overreach and ideas are presented as already 'locked in.'
- MBP thanked the workgroup and looks forward to seeing the recommendations when they are ready.

IV. Special Orders

- Rector Blackman addressed the Faculty Senate
 - Delighted to be in the role—has served on the board for 6 years and is happy to engage with the Faculty Senate and build on the relationships established with the two previous Rectors. Looks forward to working closely, an engaging partnership, and answering questions.
 - Question: With more special meetings coming up about tuition increases and Mason's position on this, what is the Board's relationship with the new administration and how do you think this situation will play out?
 - Answer: We have developed an engaging, collaborative, and productive relationship with the Governor and his administration and have made a good deal of progress in negotiating with them. Gaining Tier III status (financial independence) a couple of years ago gave us autonomy and control over our finances that we had not had before – this was a major accomplishment and we are working with the administration to enhance this authority to allow us to manage our reserves in a meaningful way, invest them, and make a return on them.
 - We passed a tuition increase last Spring, Governor asked us to reconsider, tuition review committee is looking at it.

Affordability and access to education is a hallmark of this institution and we have held the line for the past two years but can no longer afford to because of increasing costs and things we are fighting for that are long overdue, such as increases for faculty and staff. This increase is to meet our \$6m shortfall, not to bring in reserves for us.

- We are the last holdout because our budget position is tougher than any other university. We don't have the endowment that others do, not as easy to dip into reserves. Not just \$6m this year; compounds to \$50m.
 - The Governor is looking at mechanisms to give us more control over our budget and invest it differently to make up the shortfall that way.
 - We are likely to vote tomorrow about whether to reconsider the tuition increase. We should get this resolved in the next couple of days and hope it will be a positive development.
- Question: What is the role of the Board vis-à-vis the state in terms of academic freedom? Concerned that this administration is about 6 months behind what is happening in Florida (FL legal brief says public university curriculum is government speech and if the administration wants to insert a particular curriculum they can do so; academic instructors as public employees would not have the right to control the curriculum). It is a cause for concern that this could happen in Virginia, and would be in direct violation of the institutional protections within VA public universities that allow faculty who are experts in their disciplines to lead curriculum setting. If this does happen in VA, can we count on the Board to act on our behalf to protect academic freedom?
- Answer: I see the role of the Board differently – there is a difference between management and governance. Curriculum, faculty hiring etc. are management functions – President, Provost, deans, and department heads are charged with the management of the university.
 - The Board is concerned with governance and has a specific charge and one employee – the President. The Board deals with the hiring of the President, the budget, and votes on critical things that allow the university to operate effectively and efficiently. I reiterate what the last Rector said – it is not our role to get involved with hiring and other day-to-day management.
 - I don't know of a situation where the Board would be called to decide what the curriculum looks like, nor do we want the board to be micromanaging this issue, which

takes away responsibility from those who are actually charged with doing that job.

- Virginia and Florida are very different places. There is no inkling from the Governor or administration that they want to be involved or be prescriptive about the curriculum.
- I stand by my predecessors and the experience of the Board in saying our charge is to engage in governance not management, and the choices around curriculum are on the management side and should rest with the people with expertise – chairs, deans, Provost, Faculty Senate, and so on. I do not see a scenario where this type of decision would come to the board.
- MBP encouraged everyone to attend tomorrow's board meeting, where the tuition increase will be discussed.

V. Committee Reports

Senate Standing Committees

- Executive Committee
 - No additional updates beyond Faculty Evaluation Workgroup previously discussed.
- Academic Policies – no updates
- Budget and Resources – no updates
- Faculty Matters
 - Very productive meeting last week with new membership, imagining a robust agenda for the coming year in support of ongoing initiatives and other committees who are doing work that touches on faculty matters. Examples include:
 - Workload issues – several committees are working on this. We want to be part of the conversation about 4:4 teaching loads, potential Faculty Handbook changes, data gathering re faculty and staff, help in coordinating the gathering of this information so that it's used in useful ways, working with HR and the Provost etc.
 - Members are working with Faculty Evaluation Workgroup, Term Faculty committee, Task Force on Reimagining Faculty Roles and Rewards
 - The committee's charge is currently broad – want to narrow down the kinds of questions we are interested in. Academic freedom, environmental issues, etc. are all relevant to Faculty Matters.
- Nominations
 - Some changes are needed to committee memberships as voted on at the previous meeting. The committee puts forward the following slate:

- Tim Curby – off Adult Learning & Executive Education, onto Admissions
 - Evelyn Tomaszewski – off Admissions, onto Adult Learning & Executive Education
 - Duoduo Liao – nominated for additional opening on Adult Learning & Executive Education
 - Carol Cleaveland – nominated for opening on Grievance
 - Ellen Laipson – nominated as Schar School rep for Writing Across the Curriculum.
- MBP opened the floor for additional nominations – none received.
- MBP recommended that the slate be voted in by acclimation – all approved.
- Organization & Operations
 - Held first meeting and have been charged according to the Bylaws with the annual review of committee charges.
 - Once we have a list of all committee chairs for the year we will be emailing chairs to ask if the charge needs to be reviewed or changed – if so, this will be reviewed by O&O and brought to the Executive Committee prior to going to Faculty Senate.

Other Committees/Faculty Representatives

- Admissions Committee – submitted report ([Appendix B](#)).
- Technology Policy Committee – submitted report ([Appendix B](#)). Representative Delton Daigle addressed the Faculty Senate.
 - The university is moving to use Interfolio more widely for CVs and dossiers – this may help faculty to keep information organized and updated for performance evaluations etc.
 - Gisele Durham in the Provost’s Office is the contact person.
 - The university is trying to consolidate Salesforce into one big license so that we can track student data from admissions through graduation/alumni status.
 - Committee members attended the Learning Management System (LMS) review workgroup. Blackboard Learn is no longer being updated so the group is looking for new LMS options to stay contemporary.
 - The plan is to engage faculty in this process – the Deans will send information to department chairs; look out for information in emails and the Provost’s newsletter.
 - Vonage phone system will be replacing existing phones and Teams-based calling in next 12-18 months.
 - Reminded all faculty to complete the IT security awareness training in MasonLeaps by November 15, otherwise access to accounts will be cut off.
 - The committee has asked ITS to look into how two-factor authentication is used in classroom settings when using hardwired university systems. It

is a waste of classroom time when students have to repeatedly log in using 2FA.

- We need to address WiFi dead spots on campus, e.g. around the Center for Performing Arts.

VI. New Business

SVP Dickenson

- SVP Dickenson shared excerpts from a presentation that will be given to the Board tomorrow regarding finance and land use ([Appendix C](#)).
 - We have been in discussions with the Board of Visitors since July and over the last few years about Mason's significant funding disparities, but have not seen any resolution yet.
 - Goal is to raise awareness of this disparity between President, Provost, Governor Relations Team because it affects our ability to address key issues like faculty and staff compensation etc.
 - At tomorrow's board meeting we will be furthering that conversation, letting the Board know that it is increasingly important to encourage the Commonwealth to give us more money.
 - We are the leanest of the universities; tuition revenue is not covering costs; in-state revenue is lowest of our peers (\$2,190 less per student FTE than peer average).
 - We would have had an additional \$435m if we had received the average state appropriation per in-state student. We had a \$58m shortfall in FY 2022.
 - State support has increased over the past decade but at a lower rate than most of our peers, so we are falling behind despite being in a higher cost-of-living area.
 - Our state and tuition combined is \$5,000 per student FTE lower than the mean of five doctoral peer institutions – unacceptable.
 - These disparities stop us from being able to update our compensation. The market compensation gap across faculty and staff is \$31.5m.
 - Labor participation rate is below pre-pandemic levels. We are having trouble recruiting staff and contractors. Other institutions are able to recruit our faculty and staff away.
 - We have fewer employees per student than nearly all Virginia doctoral institutions by FTE. Only ODU is lower (and only slightly).
 - Despite all this we are making investments in infrastructure and technology – doing so much with so little.
 - We are hoping to start making market adjustments for current faculty and staff and increase new hire salaries, but we need the state to increase our funding. If we don't raise tuition the impact will compound as costs keep going up. Faculty and staff will need to do more with less because we can't recruit and retain – ultimately this hurts our students.

Could reduce financial aid, Stay Mason funding, graduate funding, student services, and campus life.

- We support the Governor's agenda for higher education – vibrant campus, maintain affordability, support the knowledge economy, college and career-ready pipeline. We have already been doing this – the state identifies us as the university that is setting the standard for these things. So we would like to see the money in response.
- We are engaging with the Commonwealth – education, finance, state treasurer, appropriations (house and senate), etc. We should all be talking to our legislators about these disparities.
- Question: Our department is so short staffed – at least 2 positions are open and when we advertise the response is so low. A decade ago we had 300 applicants for one opening, now less than 10. How do these statistics compare with other universities in the Commonwealth?
 - Answer: Other universities are seeing similar challenges but ours are more pronounced – this market (DC area and cost-of-living) definitely make it challenging.
 - We are continuing to analyze these issues – while this is a national problem, our salaries are not competitive and this is one of the most competitive markets in the country.
- Question: When engaging with the state, is there any information on other institutions' performance – other institutions have declining enrollments while ours are holding steady. Does this help our case?
 - Answer: Yes. We are one of five universities that are still growing and we are pointing to that exact metric. The other universities that are growing (University of Virginia, Virginia Tech) have huge endowments compared to us.
- Question: What impact will a tuition increase have on access?
 - *NOTE: At this time there was an internet outage in Merten Hall. SVP Dickenson was not able to return to the virtual meeting and answer this question.*

Kimberly Jackson Davidson, University Ombudsperson ([Appendix C](#))

- The university ombuds office is new but not new. Historically there was an office for around 17 years, but for the past 5 years we have not had one. The new office is due to the work and research of the Faculty Senate.
- I am thrilled to join the Mason family – been on campus 7 months and have spent that time building systems and structures to get the office working, hired a program coordinator, haven't been ready to advertise to the university community yet so this is the first public moment.
- Outreach to the faculty will be a key focus this semester and academic year, but the office is available to the whole community. If someone is early in a situation of conflict that may be escalating, feel free to refer them to the office.

- It is important to focus on the four elements that characterize the work of the ombuds in creating a fair and respectful environment: independent, nonaligned, informal, confidential.
 - I do not keep a record of who comes. I don't report through HR or the Provost's Office.
 - I serve as a thought partner. I don't tell people what to do or give advice, but I listen and help them see a way through the problem.
 - I am not a formal channel. I may recommend where to go but I do not provide a formal resolution.
 - I don't take sides and am not an advocacy office.
 - People can talk to me confidentially before they decide whether or not to move forward with a formal resolution/process, even for DEI issues.

Vin Lacovara, Associate Vice President, Institutional Compliance & Ethics – on the agenda but not present.

VII. Announcements

Provost Ginsberg

- *NOTE: Due to internet outage in Merten Hall, there was a bad connection and not all of the announcements came through. The connection was eventually lost and Provost Ginsberg was not able to return to the virtual meeting.*
- The semester is flying by – we are in week six already. This is an important time to identify students in our classes who may need extra help/incentive to succeed in our courses.
- Students come first – anything we can do to ensure their success is greatly appreciated.

Faculty Advisor for TKE ([Appendix D](#))

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

VIII. Remarks for the Good of the General Faculty: None.

IX. Adjournment: MBP noted that the spillover meeting time reserved on October 12 will not be needed. The next meeting of the Faculty Senate will take place on October 26. The Faculty Senate Executive Committee will meet on October 12 during the time originally held for the spillover meeting. The meeting was adjourned at 4:15pm.

Respectfully submitted,
Charlotte Gill
Faculty Senate Secretary

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)
Rochelle 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

llmiller@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 of Accounts 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

¹ GMU Faculty Senator

² GMU Faculty Senator

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.

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
PRESENTATIONS**

1. SVP Deb Dickenson
2. University Ombudsperson Kimberly Jackson Davidson

APPENDIX D 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.

September 28, 2022

LIST OF ATTENDEES

110 Total Listed Attendees (46 Senators and 64 Visitors)

1 Additional Visitor attended who chose not to be listed

46 Senators present: Alan Abramson, Karen Akerlof, Jatin Ambegaonkar, Dominique Banville, Alok Berry, Lisa Billingham, Ginny Blair, Michelle Boardman, Melissa Broeckelman-Post, Jamie Clark, Richard Craig, Tim Curby, Delton Daigle, Daniel Garrison, Tim Gibson, Charlotte Gill, Victoria Grady, Liling Huang, Bijan Jabbari, Kerri LaCharite, Lisa Lister, Alexandria Masterson, Doug McKenna, Kumar Mehta, Laurie Miller, Anna Pollack, Marvin Powell, Keith Renshaw, Kathleen R. Roberts, Gregory Robinson, Pierre Rodgers, Maria Esperanza Roman-Mendoza, Catherine Sausville, Jessica Scarlata, Zachary Schrag, Gene Shuman, Solon Simmons, Cristiana Stan, Benjamin Steger, Kun Sun, Rebecca Sutter, Matt Theeke, Mohan Venigalla, Anne Verhoeven, David Wong, Tom Wood.

7 Senators absent: Peter Cho, Douglas Eyman, Edward Gero, Eugene Kontrovich, Tamara Maddox, Teresa Willis, Jie Zhang.

64 Visitors present: Miriam Ahmed, LaShonda Anthony, Ann Ardis, Lester Arnold, Heidi Blackman, Horace Blackman, Laurence Bray, Lisa Breglia, Crystal Buckley, Tom Butler, Deb Dickenson, Noel Dickover, Kimberly Dight, Fatou Diouf, Edward Dittmeier, Kim Eby, Teresa Finn, Saiid Ganjalizadeh, Mark Ginsberg, Ariel Glodenthal, Marcy Glover, Roger Graham, Dawn Hicks, Virginia Hoy, Ingrid Guerra Lopez, Renate Guilford, Emily Ihara, Rashed Hasan, Toshia Johnson, Misty Krell, Quyen Le, Jaime Lester, Jocelyn Lewis, Janette Muir, Paul Liberty, Andrew Lieber, Monica Michaud, Bobbi Nelson, Sarah Parnell, Melissa Perry, Lisa Rabin, Shelley Reid, Lauren Reuscher, Marguerite Rippey, Jayshree Sarma, Sheena Serslev, Pamela Shepherd, Cliff Shore, Meghan St. George, Cathy Tompkins, Girum Urgessa, Bethany Usher, Ken Walsh, Tobi Walsh, Myisha Washington, Wendy Watkins, Elenor Weis, Preston Williams, James Willis, Bob Witeck, Elizabeth Woodley, Claire Wurmfeld, Cindy Zima, Douglas Zimmerman.