

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE MEETING
January 25, 2023
Electronic Meeting, 3:00-4:15 p.m.

Number of attendees: 117 ([List of names](#))

I. Call to Order: Chair Melissa Broeckelman-Post (MBP) called the meeting to order at 3:00pm.

II. Approval of the Minutes of November 16 and December 7, 2022: Approved as submitted.

III. Opening Remarks

- The Senate Executive Committee is resuming its informal lunch and discussion sessions (open to the entire Mason Community) in the Mason Club at 12pm on February 6, March 2, and April 10. Different days of the week are being offered to accommodate people's schedules. Please use the Mason Club in general – it is located in the former Blackstone Room in the Southside Dining Center.
- Public thanks to the Faculty Evaluation Working Group (co-chairs Lisa Billingham and Kim Eby), which has provided guidance and research on the annual performance review process. MBP and Provost Ginsberg met with the group on Monday and they have done excellent and fast work. The report is now posted on the Senate website— please read it carefully as it will be presented and discussed at the February 8 Senate meeting.
- The report is formally referred to the Faculty Handbook Committee to examine recommendations that would affect the Handbook. The Senate will vote on whether or not to change the Handbook.

IV. Committee Reports

Senate Standing Committees

- Executive Committee
 - Key issues discussed recently are changes to the Fall 2023 semester dates and revisions to the Senate Bylaws. The respective committees (Academic Policies and Organization & Operations) will talk about these in their reports.
- Academic Policies
 - Changes to Fall 2023 academic calendar
 - The Senate previously voted to endorse an academic calendar that established the fourth Monday of August as the first day of the Fall semester.

- When that day falls on August 28 or later (as it does in 2023), it pushes the degree date to December 23 and the start of Winter Break to December 25, but staff have to be back on January 3.
- In the past when this has happened we have extended the Winter Break further into January but the state won't let us do this in 2024 because of the way holidays fall throughout the year. To extend the break to 2 weeks as in previous years, we would have to start the Fall 2023 semester on August 21.
- This is an issue because the calendar is already published. It has implications for summer classes, financial aid, etc.
- Looking for Senate feedback about the change for this year. In the future we may also need to bring a motion to change the calendar going forward so this issue doesn't come up again.
- Additional context from Provost Ginsberg
 - Regrettable situation that was first raised by Staff Senate. People have come to expect the 2-week break and need it. We wish we could give more holidays in January but it is not possible per the state requirements. Most other universities in VA are starting the week earlier because of this issue.
 - President and Provost think we should move the semester start date back to ensure 12-month faculty and staff get this needed break.
 - We need to make this decision ASAP because students are starting to enroll for the fall. Expect the administration to make a final decision in the next couple of days.
- Clarification from Deb Dickenson, EVP of Finance
 - The state didn't say we couldn't have any days in January, but not as many as we need.
- Additional information from Doug McKenna, University Registrar
 - There is an academic calendar working group made up of faculty, registrar, financial aid, admissions, orientation, housing, summer programs, law school, HR, etc—an enormous group that works together to ensure we meet our accreditation needs but also coordinate on issues like this.
 - The overall calendar is driven by whether January 1 is a Saturday, Sunday, or Monday. We have looked at changing this to consider August 1 the 'start date' and adjusting back and forth from that date.
 - There is a giant spreadsheet with all this information. It is not private, so anyone can look at how future date play out.
- Questions/comments
 - This ties into the issue about faculty contracts starting on August 25 after classes start [which creates challenges with

onboarding new faculty etc]. That will also need to be addressed.

- MBP: We've been working with HR to try to address this.
- Getting the calendar organized is a massive undertaking, but to address the issue by sticking it to the staff is wrong—support changing the date.
- Could change the rule to “fourth Monday of August unless the fourth Monday is the 25th or later.”
 - Dominique Banville for Academic Policies: We are working with the Registrar on revising the formula.
 - Provost Ginsberg: Feel free to send Deb Dickenson and me emails with additional feedback. We will be deciding in the next couple of days and want to be clear that if we do decide to change the date it will be to support our 12-month faculty and staff.
- Budget & Resources
 - The latest salary data will be made available before the next Senate meeting.
- Faculty Matters
 - Faculty Evaluation Working Group
 - Most important issue on our agenda right now. This is a faculty matter because it determines how you will be evaluated every year, but responsibility is also going to shift over to the Faculty Handbook committee now.
 - Please read the working group report and send comments to Solon Simmons (who serves as both Faculty Matters Committee and Faculty Handbook Committee chair).
 - This is very important to the process of shared governance. The report is very detailed; keep faculty matters-related issues and concerns in mind as you read. We need to know your opinions so we can advocate with the administration.
 - There are references in the report to unit-level bylaws, so if your unit doesn't have bylaws this is something to think about. Avoids dealing with detailed processes in the Handbook itself.
 - Faculty Evaluation of Administrators
 - Survey will be administered in April in collaboration with Gallup.
 - Linked to Q12 faculty engagement survey—kills two birds with one stone.
 - Get the word out to make sure people know both of these are happening.
 - Questions/comments
 - The recommendation from the Faculty Evaluation Working Group to move to calendar year evaluation would cross-cut administrative appointments, tenure, appointment types, and different aspects of our workload. How does that work?

- Provost Ginsberg: These are just some of the recommendations and conversations that we will review. Nothing is finalized, but it is one of the considerations. We are trying to align with the timing of merit raises, but no decision yet.
 - It sounds like we should be sharing this report with our colleagues and calling their attention to the report. Also want to know if other higher education institutions have used these approaches in the past and how that has worked out.
 - Lisa Billingham for the Faculty Evaluation Working Group: A thorough external review of other institutions' practices was part of our process.
 - MBP: The working group co-chairs will present the report on February 8. Read it before then and share it with colleagues.
- Nominations – no report.
- Organization and Operations
 - [Bylaws revisions \(also on Senate website\)](#)
 - We are sharing revised bylaws prepared by the committee. This is the first of two required readings of the bylaws at Senate meetings, so we will not be voting on these today. Today is for questions and revisions.
 - Summary of our revisions
 - Updated university logo
 - Updated and simplified language
 - Example: "Academic units" is old language—changed this to "schools and colleges"
 - Clarifying that meeting agendas are posted on the Senate website.
 - Article IV.9: Made the wording more elegant and changed committee names to align with actual names.
 - Article I.2.b: Changed to reflect actual practice and have the Secretary assist in keeping Senate records
 - Article IV.1.a: Clarified order of precedence when Robert's Rules contradict the bylaws and standing rules
 - Article IV.8: Changing to a percentage instead of number of members to accommodate any future changes to the size of the Senate.
 - Committee questions to the Senate
 - Should we change "Chair" to "President"? This is consistent with other universities (and the US Senate). Carries more gravitas.
 - Do we want to remove the prescriptive language in Article II.2.b? The committee believes the first sentence is enough.
 - Response: Agree, the less description of actual processes in the bylaws the better. We shouldn't

include a level of detail that leaves us open to making regular bylaws changes just because the process changes.

- Process for clarifying voice voting procedures in electronic meetings (Articles IV.2.a and IV.7.a).
 - Question: Do we need a similar provision for how non-voters are delineated in Zoom meetings?
 - Committee has not decided on this yet.
 - Comment: Voice votes online are difficult to delineate. The ability to ask for a ballot may take care of this, and we may consider changing the rules so that voting is by ballot only. This also raises a question about anonymous voting vs. listing each Senator's vote on a motion. The presence of adjunct and term faculty alone may be a reason to keep voting anonymous because of job security concerns, but it may be worth discussing whether to go to public voting.
 - Lisa Billingham for O&O: I would be concerned about the effect on faculty at different levels. I also believe that we are going to stay virtual, so electronic ballots are probably one of the safest approaches to know who has voted. Happy to talk about this more in committee.
 - Comment: Agree that we need a parallel structure for voice voting for online meetings.
 - Comment: In favor of finding a way to continue voice votes. There's a reason they exist.
- Additional suggestions for revision from the floor
 - Change "his" and "hers" to "their"
 - In Article IV.3, review the language on closed sessions to accommodate the possibility that we might want/need to bring people who are not Senators into a closed session.

Other Committees/Faculty Representatives

- [BOV Committee on Finance and Land Use](#)
 - Please review the attached document about how the January 10 salary adjustments worked.
- [Committee on External Academic Relations \(CEAR\)](#)

Note: At this point in the meeting a motion was approved to extend the meeting time by 15 minutes, until 4:30pm.

V. New Business

- [Funding Disparity Update \(EVP Dickenson\)](#)
 - We are pushing for additional funding of \$18 million in FY 2024. The likelihood that we will get our entire shortfall of \$58 million in one go is low so starting small. But we would have had \$436 million if we had been funded at the same rate as other state institutions.
 - We are also seeking funding for capital projects but that is still under review.
 - Arguments we are bringing to the state to support our requests:
 - Even though our funding is increasing, we are still falling behind our peers.
 - We are incredibly efficient with the resources we do have. We need to fill critical vacancies, but we are much leaner with our FTE ratios. However, this is a burden for faculty and staff and doesn't give our students the best experience.
 - Mason contributes significantly to the local economy
 - 84% of our fall in-state enrollment is from Northern Virginia—we are not taking enrollments away from other universities that are seeing falling rates. High school graduations are increasing in our region despite declining enrollments across the state.
 - 2/3 of our graduates stay in Virginia. No other VA universities have that level of retention. This generates revenue for the state.
 - We are having ongoing meetings with the Commonwealth and Government Relations team, several campus visits by state administration. We have had more time from administration representatives than any other institutions. We are demonstrating all the ways in which we support the Governor's agenda.
 - Encourage everyone to share this information, talk to legislators
 - Questions/comments
 - We are bringing in more enrollments etc. than others, so why are we being asked to justify the existence of our programs in financial terms?
 - This is happening across the country. State legislatures are interested in the budget and how taxpayers' money is being spent.
 - Provost Ginsberg: It is not about the resource base of the university shifting down, but there are challenges with allocation of resources across programs. Some are growing with insufficient resources, some are shrinking without changes in resources. It is challenging to have to address this but ultimately it hurts our students.
- Ombudsperson report to the Faculty Senate (Kimberly Jackson Davidson)
 - Working on (re)launching the ombuds program from the ground up. Last update to Senate focused on principles, now sharing what actually happens in the office.
 - Goals

- Create a charter—non-negotiable. This is a document people can point to that's aligned with the International Ombuds Association values and not just the personality of the individual ombuds.
 - Hire a program coordinator to partner and eventually go out alone to do workshops and presentations
 - Establishing administrative systems
 - Beginning to network with stakeholders in the institution
 - Cultivate a faculty constituency while also providing service to people who are not faculty, because the office serves the whole university.
- In practice have not been able to spend as much time building relationships and networks as would have liked yet. Plan to do more of that this semester rather than just learning as people come in. Getting a better insight into the nuances of different schools and colleges.
- The charter is the most critical piece and will make the office last beyond my or the program coordinator's tenure. I have been consulting with the IOA and ombuds at different institutions in VA to find out what they're doing, what are their challenges. Also working with the state records office to ensure we create a confidential process that also holds up under VA state law.
- Charter was signed the week of October 13 (International Ombuds Week) and we launched the website for the office that day. We noticed an almost immediate uptick in traffic to the office after the website went live.
- We have worked to create contact systems that are not tracked on university servers. Completed acquisition of Calendly account for scheduling appointments outside of the university systems for confidentiality.
- Joint presentations with Carter School; facilitated presentations, workshops, trainings. Set stage to be able to start communities of practice on campus in terms of how people engage in high stress communication.
- 52 visits to the office (visit = case); 54 visitors in total. Realistically expecting 250 visits next year.
- Some cases highlighted issues that could create attention outside the university and took 10-20 hours to resolve. Other visits were as short as 90 minutes.
- Faculty account for about half of visits. The majority have been postdocs, A/P faculty, adjuncts, and term faculty rather than tenure-track.
- Students account for the other half. Fairly evenly split between undergraduate and graduate students; high representation of international graduate students.
- Faculty visitors tend to be more in the dominant community, whereas students tend to be international or students of color.
- Hesitant to comment on specific trends/problems that Mason is facing, but one overarching issue raised has been the open secret of the "Mason Shuffle" and how that plays into experiences of identity differentials. There seems to be a feeling that people in the university don't know or appreciate the work that a group is doing; people are duplicating efforts or not meeting the needs

of another office because they don't understand what they need. The community needs to commit to remembering our values and reviewing our part in upholding them: students first, integrity, pulling together. This is a pervasive challenge—each of us needs to own our space to reduce friction on campus.

- Everyone welcome to make an appointment or reach out with questions.

VI. [Announcements](#)

Provost Ginsberg

- Graduate Division is launching on January 31.
- Join us for an adjunct faculty reception on February 13.

[Green Game 2023](#)

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

VIII. Adjournment: The meeting was adjourned at 4:30pm.

Respectfully submitted,
Charlotte Gill
Faculty Senate Secretary

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~~ elected. 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. ~~(letter b.)~~
- 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 8.

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 9.10. 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 I.

- 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~~ ~~of 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.

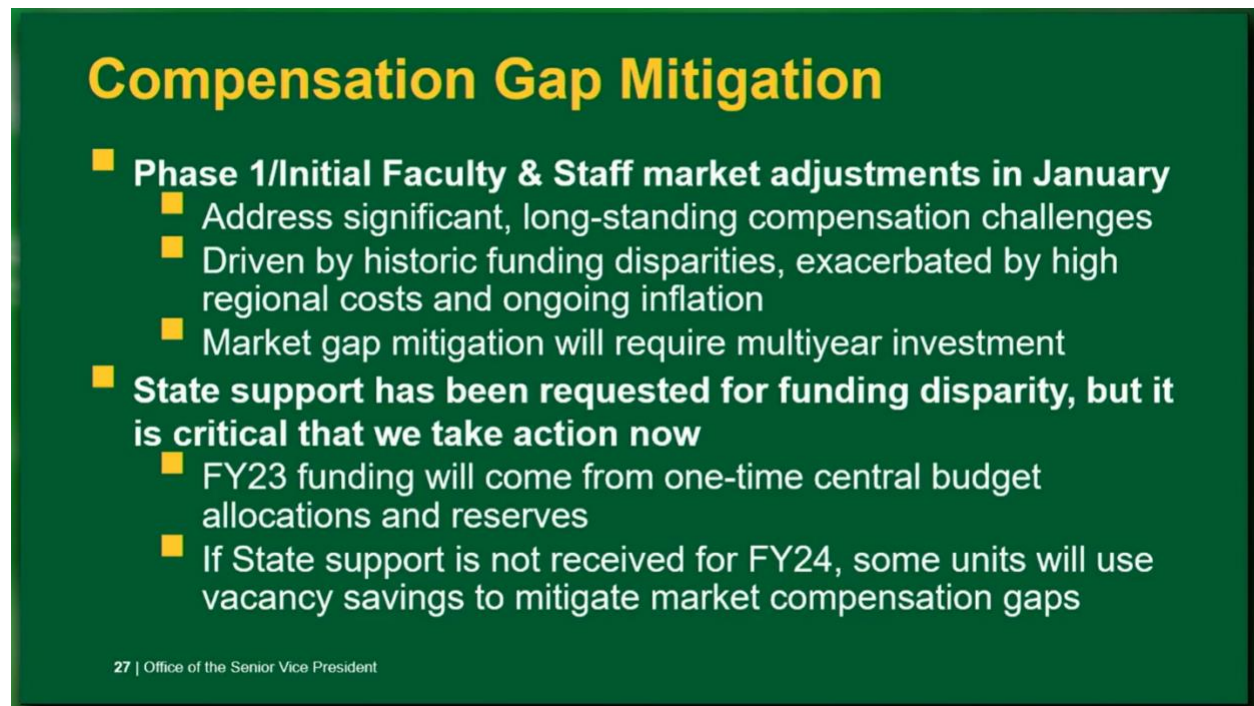
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APPENDIX B OTHER COMMITTEES

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

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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 NEW BUSINESS

Funding Disparity Update (Deb Dickenson)



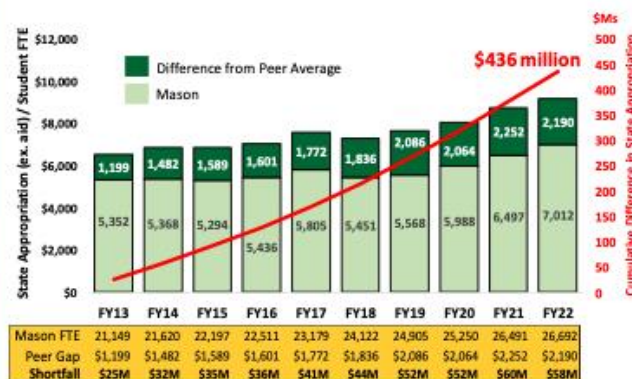
Funding Disparity

Mason would have received an additional **\$436 million** had we received the **average state appropriation** per in-state student (excluding aid)

\$58 million funding shortfall in FY22

Current Commonwealth FY24 funding request of **\$18 million** towards funding disparity

2 | Office of the Executive Vice President



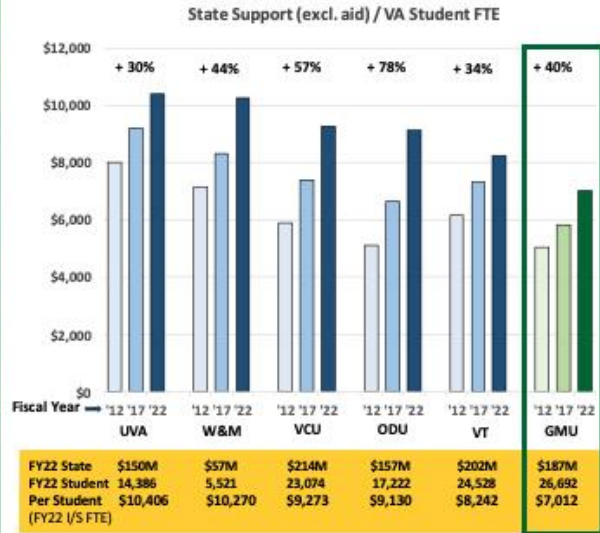
Note: Mason Peer is other Commonwealth Doctoral institutions

State Support

While State support has increased over past decade, it has been at a **lower rate** than most of our **peers**

Mason's funding has fallen **further behind** our peers

3 | Office of the Executive Vice President



Note: Mason Peer is other Commonwealth Doctoral institutions

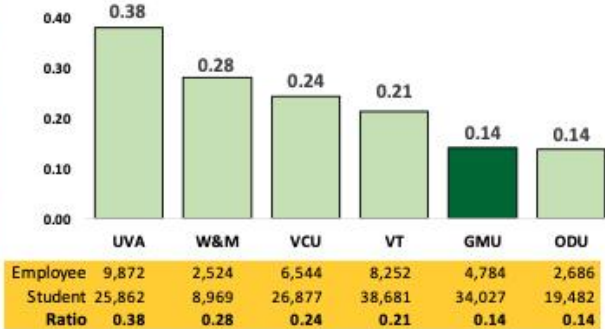
Operational Efficiency

Mason has significantly **fewer employees per student** than nearly all of its Virginia doctoral peers (by FTE)

Mason continues to improve and invest in **operational infrastructure and technology efficiencies**

4 | Office of the Executive Vice President

Total Employee FTE / Total Student FTE



Mason Metric at Full Employment

FY22 Employee FTE	4,529
Vacant Positions With Active Recruitment	498
Critical Hires Beyond Existing Vacancies	89
Full Employment FTE	5,116
Student FTE	34,027
Revised Ratio	0.15

Position vacancies as of June 30, 2022

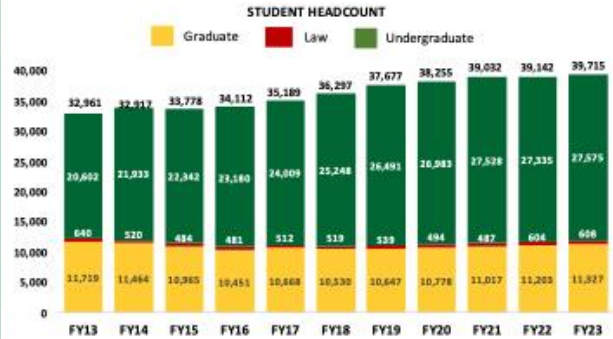
Source: Employee FTE for FY20 from IPEDS (Integrated Postsecondary Education Data System)

Enrollment Growth

Mason's enrollment growth has been driven by demand

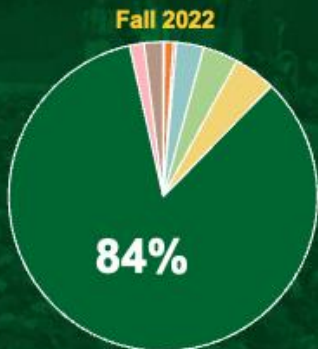
- Access & opportunity for economic mobility
- Northern Virginia population growth
- Economic demand for workforce-ready graduates

5 | Office of the Executive Vice President



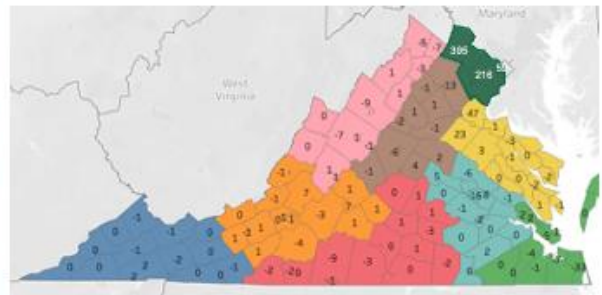
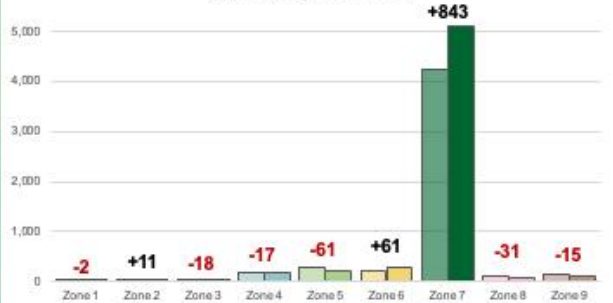
NoVA Growth Drives Mason Growth

84% of Mason's new Fall 2022 in-state enrollment came from Northern Virginia



6 | Office of the Executive Vice President

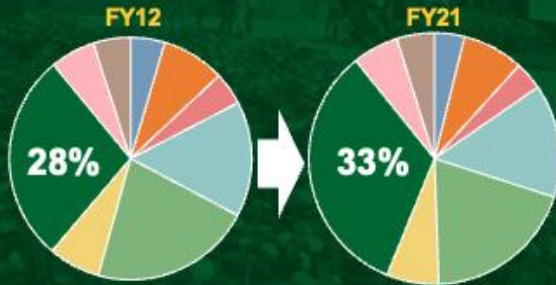
New Mason Enrollment By Region
Fall 2016 to Fall 2022



NoVA Growth Drives Mason Growth

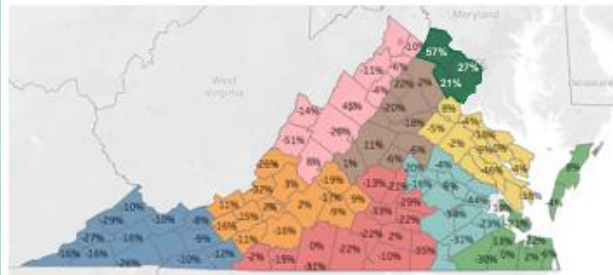
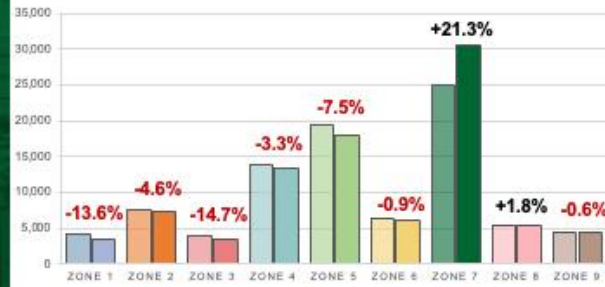
In ten years, Northern Virginia High School graduates have **increased by 21%** while almost every other region has declined

NOVA share of total VA grads has **increased by 5%**



7 | Office of the Executive Vice President

Change in High School Graduates By Region FY12 to FY21



Access & Opportunity

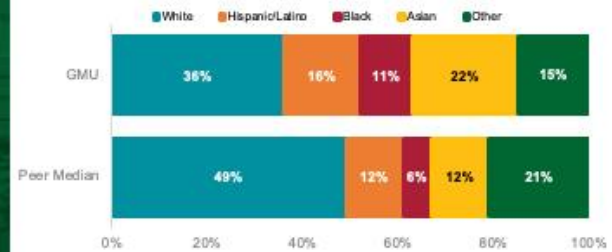
Mason provides access and opportunity to a **more diverse** student body of **more Virginia residents**

81% of Mason undergraduate students are **Virginia residents**

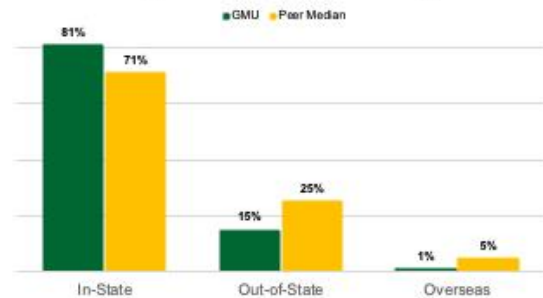
Two-thirds of Mason graduates **stay in Virginia**

8 | Office of the Executive Vice President

Undergraduate Student Demographics



Undergraduate Student Residency



Source: IPEDS, 2021

Richmond Times-Dispatch

Financial aid for needy college students hasn't caught up with rising cost of tuition
Eric Kolenich | Nov 7, 2022

George Mason University, Virginia Commonwealth University and Old Dominion University also have the **majority of the state's high-need students...**The gap between what a university gets and what it needs **is greatest at Mason.**

The Virginian-Pilot

Opinion: Virginia deserves more from its public universities
By Stacie Gordon and James Murphy | Oct 15, 2022

...Virginia's financial support for its universities inconsistently matches their commitment to providing access to low- and middle-income students. **U.Va., W&M and CNU receive more state funding per student than GMU does... This is no way to fund higher education.** Taxpayers deserve to see a return on their investment in higher education that benefits the whole state, not just its wealthiest students.

9 | Office of the Executive Vice President

Commonwealth Engagement

Commonwealth Requests
Continued requests for information, analysis and updates

Ongoing

Mason Campus Visit
Secretary of Education
Secretary of Finance
Deputy Secretary of Education
Senior Budget & Policy Analyst, DPB

October 7

Governor's Budget
Release of the Governor's FY 2024 budget

December 15



10 | Office of the Executive Vice President

Supporting The Governor's Agenda For Higher Education

- Promote a Vibrant Campus Life
- Maintain Affordability and Reduce the Cost of Higher Education
- Prepare Students For the Increasing Demands of the Knowledge Economy
- Build the College and Career Ready Pipeline in Partnership With K-12 School Divisions and Other Key Stakeholders Through Lab or Innovation Schools

11 | Office of the Executive Vice President



Mason has grown to meet increased demand in Northern Virginia

Mason is providing unique access & opportunity to Virginians

Mason graduates fuel the Commonwealth economy

Mason's growth requires commensurate State support

12 | Office of the Executive Vice President



APPENDIX D
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





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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!

jjkjkj

January 25, 2023

LIST OF ATTENDEES

108 Total Listed Attendees (46 Senators and 62 Visitors)

9 Additional Visitors attended who chose not to be listed

46 Senators present: Alan Abramson, Karen Akerlof, Jatin Ambegaonkar, Dominique Banville, Alok Berry, Lisa Billingham, Melissa Broeckelman-Post, Meagan Call-Cummings, Jamie Clark, Richard Craig, Tim Curby, Delton Daigle, Douglas Eyman, Daniel Garrison, Tim Gibson, Charlotte Gill, Victoria Grady, Liling Huang, Bijan Jabbari, Kerri LaCharite, Alexandra Masterson, Kumar Mehta, Jennifer Messier, Laurie Miller, Anna Pollack, Marvin Powell, Keith Renshaw, Kathleen Roberts, Greg Robinson, Pierre Rodgers, 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, Thomas Wood, Jie Zhang.

5 Senators absent: Edward Gero, Eugene Kontorovich, Lisa Lister, Tamara Maddox, Theresa Wills.

9 Visitors present: Jamilah Anderson, LaShonda Anthony, Jamie Aprile, Ann Ardis, Marie Arnold, Jaclyn Beasley, Laurence Bray, Lisa Breglia, Emily Brennan-Moran, Alecia Bryan, Tom Butler, Aurora Chang, Crystal Clemons, Shannon Davis, Deb Dickenson, Kimberly Ford, Cynthia Fuchs, Isaac Gang, Mark Ginsberg, Cameron Harris, Ronda Hetterson, Caitlin Horan, Ginny Hoy, Seth Hudson, Kimberly Jackson Davidson, Rawa Jassem, Ibrahim Kargbo, Susan Kehoe, Kristen Koehler, Misty Krell, Tim Leslie, Jordan Locke, Laina Lockett, Doug McKenna, Jneva Norfleet, Shernita Parker, Sarah Parnell, Laura Poms, Shelley Reid, Marguerite Rippy, David Rosenblum, Susan Schriefer, Pam Shepherd, Meghan St George, Frank Strike, Burak Tanyu, Julie Thompson, John Tieszen, Cathy Tompkins, Jennifer Torrance, Jacelyn Tyson, Krista Uhrig, Girum Urgessa, Bethany Usher, Wendy Watkins, Michelle Williams, Preston Williams, Bob Witeck, Paige Wolf, Elizabeth Woodley, Courtney Wooten, Claire Wurmfield.