

**GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE
NOVEMBER 6, 2013
Robinson Hall B113, 3:00 - 4:15 p.m.**

Senators Present: Mark Addleson, Changwoo Ahn, Dominique Banville, Sheryl Beach, Jim Bennett, Alok Berry, Lisa Billingham, Carol Cleaveland, Arie Croitoru, Charlene Douglas, Robert Dudley, Mark Houck, Dimitrios Ioannou, David Kuebrich, Timothy Leslie, Patricia Maulden, Linda Monson, Star Muir, Peter Pober, Keith Renshaw, Joe Scimecca, Suzanne Scott, Suzanne Slayden, Bob Smith, Peter Stearns, Susan Trencher, Iosif Vaisman,, Jenice View, Phil Wiest, Stanley Zoltek.

Senators Absent: Peggy Agouris, Kenneth Ball, Doris Bitler Davis, Deborah Boehm-Davis, Ángel Cabrera, John Cantiello, Rick Coffinberger, Lloyd Cohen, Yvonne Demory, Betsy DeMulder, Helen Frederick, Janos Gertler, Mark Ginsberg, Ghassan Husseinali, Kathryn Jacobsen, Bruce Johnsen, Ning Li, Stuart Malawer, Daniel Menascé, Elavie Ndura, Sarah Nutter, James Olds, Paula Petrik, Daniel Polsby, Thomas Prohaska, William Reeder, Pierre Rodgers, Mark Rozell, Lesley Smith, June Tangney, Anand Vidyashankar, Shelley Wong, John Zenelis.

Visitors Present: Gil Brown, Senior Vice President, Budget and Planning; LeMan Dantzler, Associate University Registrar for Certification; Pat Donini, Employee Relations Director/Deputy, Director, Human Resources/Payroll; Esther Elstun, Professor emerita, Modern and Classical Languages; Linda Harber, Associate Vice President, Human Resources/Payroll; Claudia Holland, Head, Copyright Resources Office/Chair, Librarians' Council; Kevin Jackson, Jr., Undersecretary for State Government Affairs, Student Government; T. Mills Kelly, Professor, History and Art History and Chair, Provost Search Committee; Megan Kirk, Vice Chair, Staff Senate; Ellen Kohn, Core Instructor/Undergraduate Studies Advisor, English Language Institute; Michelle La France, Director, Writing Across the Curriculum; Karyn Mallet, Assistant Director, English Language Institute/CISA; Goodlett McDaniel, Associate Provost for Distance Education; Geraldine Mobley, Equal Opportunity Specialist/Trainer/Provost Liaison, Office of Equity and Diversity Services; Harold Morowitz, Krasnow Professor and Robinson Professor; Janette Muir, Associate Provost for Undergraduate Education; Sharon Pitt, Interim Deputy CIO/Interim Executive Director, Technology Systems Division; Mark Smith, Director, State Government Relations, Office of Government and Community Relations; Sarah Steadman, Core Instructor/Activities Coordinator, English Language Institute; Erdal Yigit, Assistant Professor, School of Physics, Astronomy, and Computational Sciences.

I. Call to Order: The meeting was called to order at 3:03 p.m.

II. Approval of the Minutes of October 9, 2013: The minutes were approved.

III. Announcements

Chair Charlene Douglas introduced Mark Smith, the new Director of State Government Relations, Office of Government and Community Relations. Now in his thirty-third year of state employment, Mark is our state representative in Richmond. His employment for the state of Virginia includes a four-year stint in the State Attorney General's office, working for two different governors, and twenty years at Virginia Commonwealth University (VCU). Now sixty days on the job at Mason, he noted there are great opportunities here. He wants to have a very close working relationship with the classified (Staff) Senate and the Faculty Senate, both here and in Richmond. Team two deep in Richmond, not able to connect bases, keep up with all the issues; to cover budget issues such as financial aid, salary, and health care

benefits. Legislature a complicated process, the General Assembly (generates) about 3,000 bills, about 100 or so impact education in one way or another. So we review bills and assemble a team here with deans/directors and individuals knowledgeable in (subject) areas. He asks for your inputs regarding budget and legislative matters to make sure he is an effective liaison on your behalf with the state agencies in Richmond. Setting a defined process to establish university budget priorities by focusing on 5-7 items most important to university; not too good to be too scattered. Defined process to include input from Faculty Senate and Staff Senate. To make sure Richmond understands Mason has impacts on elections, he wears his “Mason Votes” pin. Each of us can impact votes, greater than one person.

Legislative priorities not finalized until Friday; anticipates financial aid and compensation, including health care benefits. Looking at a lot of other items – signature programs, research programs, and “blue birds” – to get funding for projects we did not ask. GMU has more veterans – higher education important in Richmond. To look at longer term process – encourages faculty to have conversations with him off-line. We have a great relationship with legislative delegations in northern Virginia, also working with legislators in state. William Howell, Speaker of the House of Delegates, visited GMU. We showed him crowded classrooms in Robinson Hall to demonstrate where attention is needed.

One commercial announcement: Mason Lobbies, distributed flyers for this great opportunity for students, faculty, staff, and alumni to come together. Legislators and the Governor want to see you, not just lobbyists. Kevin Jackson helped to take the lead on this, hope to have 100 students travel to Richmond, encourages faculty to attend also, and use “[Who’s My Legislator?](#)” link to focus efforts especially whom you see in Richmond. Happy to take questions.

A Senator: In addition to direct funding to Mason, to impact receipt of research grants. Has gone to Richmond before, not just self-serving requests, but legislators need to know stuff like we are having trouble hiring faculty at salaries we can afford.

Mark Smith: I served as assistant secretary of education for Governor (Mark) Warner. There is not much research funding. Has a keen interest in how to advance research commitment, where Virginia has any funding to toss our way.

Another Senator: What about benefits for same-sex couples?

Mark Smith: To look at issues, which impact us along with other institutions as well. We will work with the Faculty Senate of Virginia (FSVA) as well as my counterparts at other institutions as well, defined as “a below the line” issue.

A third Senator: What do you mean by “below the line”?

Mark Smith clarified first to focus on issues which impact individual university directly, then list to work collectively with other institutions – may be on the priority list. In our subcommittee last year, he spoke in favor of legislation, including funding formulas, benefits, etc. and will continue to work with other institutions and their senior legislators/legislative aides. He invited faculty to contact him at mesmith@gmu.edu and appreciates your emails. As he usually gets up here (on campus) one day/week, also would like to meet with you and thanked the Senate again.

Chair Douglas introduced Professor Mills Kelly, chair of the Provost Search Committee. Now in his 13th year at Mason as a Professor in the Department of History and Art History, Professor Kelly added this is his 31st year in higher education in one way or another. President Cabrera asked me to chair the [Provost Search Committee](#). There are 14 voting members on the committee, 8 are faculty 3 are administrators, 1 member of the Board of Visitors, the President of the Staff Senate, and two students;

Cody Edwards is a non-voting member. A subcommittee of the Search committee interviewed four search firms and selected Greenwood /Asher. Some faculty are unhappy with this choice, as they have a history with the university. We were impressed with them more than the others. President Cabrera gave us his charge with some general ideas/talk/establish process. The ads (position description) are out. There are 41 people now in various stages of application process. So far there are at least two candidates we would give serious attention to and expect to receive more applications. Greenwood/Asher will make recommendation to the Provost Search Committee. We can see all their data – with unfettered access. Then we will pick a group of semi-finalists and go to Dulles for “airport interviews” with between 10-15 people. Out of that group to choose 4-6 (candidates) we really like. Then will go off list from provided references to talk with them in more detail. Then to decide 3-4 to come to campus and make presentations as soon as possible in spring semester. Typical of searches, decider wants to know who is acceptable or unacceptable. President Cabrera says he wants to know if we had a strong preference for one or another person. Then process turned over to the President, who decides and makes offer/negotiates with candidate, hopefully by spring break. There are three open forums on Provost Search Committee. We were not going to draw a line in the sand on public presentations but to be alert to a candidate not able to stand up in front of entire university. Not to not meeting people, such a person would have to be extraordinary, although he feels he would have to speak to the faculty, imperative to hear what they would have to say. The committee unanimous about that, faculty comprise majority of eight, a faculty-driven process.

A Senator: Why would candidates not want to speak to the faculty?

Professor Kelly used an example of Provost in negotiations with research groups at current institution, could be jeopardized by public announcement of candidacy.

A second Senator: If there is such a candidate, would it be known?

Professor Kelly: The Provost Search Committee would decide who to meet with the faculty.

A third Senator challenged whether the procedure would be in violation of the Faculty Handbook, (*Section 1.2.5 Faculty Participation in the Selection of Certain Members of the Central Administration, paragraph 3 (page 9)*): “The President provides for faculty participation on search and

reappointment committees for the Provost by faculty who are elected by the General Faculty.

The search and selection process must include opportunities for the General Faculty to meet with the Provost or with candidates who are finalists for the Provost position.” We have no basis against administration by violating Faculty Handbook and they shoot back. Feels this is an inappropriate process.

A fourth Senator expressed concern about influence of Greenwood/Asher upon closed presidential search process; would this occur again?

Senator Bob Smith, a member of the Provost Search Committee, responded no; it would be a decision by the Provost Search Committee; the committee would not preclude this.

Follow Up: How do you decide? By a vote?

Senator Bob Smith: By majority vote.

A fifth Senator observed he did not see anything in the ad (position description) about a sense of humor. To aspire to greatness, to deal with people, not to be self-important, a sense of humor is important. He also expressed his thanks to all of the Provost Search Committee for their work on a long, arduous, stress-filled task, in all the controversy/issues you encounter. You have the gratitude and respect of many in this community.

Professor Kelly: Thank you. How many tenured faculty members will hit age 65 in the strategic process? 25% are already at this age, 54% will reach this age in the coming decade. So the next Provost, along with deans and department chairs, to think through what the faculty should look

like in 2025. We also need someone who can think in visionary ways, where higher education is going and what ways we DO NOT want to change higher education, to replicate this.

A sixth Senator: To hire the best faculty today requires much more in the way of salaries and start up (costs?). Not in strategic plan.

Professor Kelly: A competitive marketplace worldwide, ...a very important fact.

A professor: What types of innovative international planning are we looking at in terms of strategic planning?

Professor Kelly: By the time airport interviews occur, anticipate BOV will have approved the Strategic Plan. Each candidate will have to approve the goals in the strategic plan. So they will have to respond to issues of credit mobility in the future, using example folks showing up at Registrar's office with on-line courses not taken in conjunction with Registrar's Office "Students Elsewhere Policy".

A Senator: How long to have Provost active here? Five years? Ten years? Twenty years?

Professor Kelly: The average Provost lifetime is 6-7 years, typical per search firms and well as presidents. Who does not apply for Provost jobs? Not Provosts, either aim for presidency or go back to the faculty. Occasionally some Provosts go to other universities. Provost manages budget of \$488 million dollars, candidate must have significant experience with amounts of money diversely spent. Also Provost is also Executive Vice President, with other functions under him. Unusual so many functions report to the Provost but not rare, maybe, not likely all the functions you want. He asked faculty to send their feedback to him at tmillskelly7@gmu.edu.

IV. New Business - Committee Reports

A. Senate Standing Committees

Executive Committee – no report.

Academic Policies – no report

Budget & Resources – Susan Trencher, Chair

The email requesting data for salary information is in process.

Faculty Matters – Joe Scimecca, Chair

Our first meeting will take place on Tuesday. There are two items in progress: letters to faculty to see if anyone denied opportunity to teach in summer school and in the process of summarizing qualitative comments about administrators for Faculty Survey of Administrators.

Nominations – Jim Bennett, Chair

We learned on Monday of a vacancy on the Budget and Resources Committee. Mark Houck (VSE) was nominated. Nominations from the floor were also welcomed. No further nominations were made from the floor and Mark Houck was elected unanimously. Senator Bennett also asked for volunteers interested to serve on the Academic Policies Committee to contact him.

Organization & Operations – no report.

B. Other Committees/Faculty Representatives

Minority and Diversity Issues – Suzanne Scott

We ask senators to check with faculty in their units to determine if they have any particular concerns they believe our committee should consider in this next year. We are considering holding informal meetings, perhaps over lunch or light refreshments, for “conversations” about issues of concern to particular minority groups. We ask that you encourage faculty to attend these functions when we advertise them. The idea for these meetings grew out of the development of the recent resolution for benefits for same-sex married couples. Some of our committee members felt they didn’t have enough information to make informed decisions about the resolution. We realized that there was a good chance that we all need more information about various other minority groups as well. Anyone who has specific issues for us to address, please email Suzanne Scott at sscott3@gmu.edu.

Senator Bob Smith asked about the difficulty of non-native speakers of English to understand nuances in the content of courses, especially in large classes. Senator Scott responded that they should be referred to the English Language Institute. Additionally, Senator Pober suggested that Senator Scott contact Corey Jackson, chair of the Strategic planning Group Subcommittee on Diversity. Representatives from ELI expressed concerns about the proposed partnership with INTO.

External Academic Relations Committee – David Kuebrich

The resolution in support of Providing Benefits to Same-Sex Married Couples ([approved by the Faculty Senate October 9, 2013](#)) was sent to the Faculty Senate of Virginia and the Virginia Chapter of the AAUP. We suggested they include it as a proposed piece of legislation. Both appreciated the resolution but did not want to have separate bill for higher education. The Virginia AAUP has forwarded the resolution to [Equality Virginia](#), in response to recent (repeal of) DOMA. A Senator noted that Equality Virginia is working on all sorts of lawsuits in support of same sex couples in Virginia.

V. Other New Business

Motion to request the President appoint a faculty member to the Board of Masonvale

Masonvale is a separate entity, a 501c3 corporation, for faculty and staff transitional housing. President Cabrera appoints three members to its board; Provost Stearns will soon transition off the Masonvale board. A motion was made and seconded to discuss request the President appoint a faculty member to the Board of Masonvale.

Discussion: A faculty member residing at Masonvale noted there is a lot of dissatisfaction among faculty living there, but no faculty representation. In an effort to negotiate something, the faculty member asked for the names of Masonvale board members and we greeted by an eviction notice. He would be happy to discuss issues.

Chair Douglas: The Executive Committee discussed this topic at its previous meeting. Not everyone was aware Masonvale was temporary housing.

Several Senators asked whether this was spelled out in the contract or lease agreements. The faculty member said it was not in the charter, but advertised that the Board could make exceptions. Faculty representation on the Board is important. A lot of housing is occupied by graduate students. Presumably faculty and staff housing, it is in the interests of faculty and staff to have more representation.

A Senator noted there was a list of who could move in; graduate students have the right to be there. Could faculty representation work against us? Is there a lot of dissatisfaction there? Two residents of Masonvale talked about hit or miss aspects – some people did not know and were surprised they had to leave. There are also issues with graduate student parties, like any environment with a mix of people. Communication is not clear. There are procedures for annual review of status. Quality of interaction with administration varied, lots of turnover. Another Senator looking at the Masonvale website noted it stipulates three-year limit. A third Senator did not want to vote on this with anecdotal information, and suggested we invite Masonvale (administrators) to come to the Faculty Senate. A fourth Senator recalled the discussion a few years ago in support of Masonvale as a way to provide housing for recruitment and retention of faculty, for the President to be able to offer to faculty. Who is managing Masonvale?

A motion was made and seconded to vote on the question: To request the President appoint a Faculty Member to the Board of Masonvale. The motion was approved, 16 votes in favor, 8 votes opposed.

VI. Remarks for the Good of the General Faculty

Email: Although things are improving, emails sent sometimes remain in the draft folder inadvertently, or are not sent.

To continue the earlier discussion about the joint Mason-INTO project, a faculty member who has taught at ELI for twenty years noted understandable how certain areas of the university can be outsourced, such as parking, food, and housing. This venture is the first time outsourcing of an academic unit in which a group is coming in to take control of academic unit. Uncertainty of impact on teaching load – to increase by 50%? ELI has been in operation for thirty years. Is this a precedent to have outsourcing of academics?

Provost Stearns responded that on INTO discussion at this point, there is no outsourcing of academic functions; they will be controlled by Mason employees, if a deal is taking place.

A Senator added that the Faculty Senate should have a discussion about INTO. Although there have been open forums, this will impact entire university. Questioned whether term faculty (in ELI) will be asked to teach 4:4 – 6:6 loads, is this fruit of the poisoned tree? A second Senator agreed and added the issue is still in negotiation.

VII. Adjournment: The meeting adjourned at 4:19 p.m.

Respectfully submitted,
Peter Pober
Secretary