

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE MEETING
MARCH 5, 2014

Robinson Hall B113, 3:00 - 4:15 p.m.

Part 1 (pp. 1-25) Part 2 (pp. 26-31)

Senators Present: Mark Addleson, Dominique Banville, Jim Bennett, Alok Berry, John Cantiello, Carol Cleaveland, Rick Coffinberger, Arie Croitoru, Charlene Douglas, Dimitrios Ioannou, Kathryn Jacobsen, David Kuebrich, Timothy Leslie, Patricia Maulden, Daniel Menascé, Linda Monson, Star Muir, Elavie Ndura, Frank Allen Philpot, Peter Pober, Keith Renshaw, Catherine Sausville, Joe Scimecca, Suzanne Scott, Suzanne Slayden, Peter Stearns, June Tangney, Iosif Vaisman, Jenice View, Phil Wiest, Shelley Wong, Stanley Zoltek.

Senators Absent: Peggy Agouris, Changwoo Ahn, Kenneth Ball, Lisa Billingham, Doris Bitler Davis, Deborah Boehm Davis, Ángel Cabrera, Lloyd Cohen, Betsy DeMulder, Robert Dudley, Helen Frederick, Janos Gertler, Mark Ginsberg, Mark Houck, Ghassan Husseinali, Bruce Johnsen, Ning Li, Stuart Malawer, Sarah Nutter, James Olds, Paula Petrik, Daniel Polsby, Thomas Prohaska, William Reeder, Pierre Rodgers, Mark Rozell, Bob Smith, Lesley Smith, Susan Trencher, Anand Vidyashankar, John Zenelis.

Visitors Present: LaMan Dantzler, Associate University Registrar for Certification; Eve Dauer, University Registrar; Patricia Donini, Employee Relations Director/Deputy Director Human Resources; Cathy Evans, Director Special Projects and Summer Term, Provost Office; Daniel Garrison, Faculty and Director, Online Education, Volgenau Institute of Technology; Corey Jackson, Vice President, Compliance, Diversity, and Ethics; Megan Kirk, Staff Senate; Michelle Lim, Human Resources Faculty Business Partner, Human Resources & Payroll; Janette Muir, Associate Provost for Undergraduate Education; Brian Walther, Senior Associate University Counsel; Aaron Yohai, Faculty Senate Liaison, Student Government.

I. Call to Order: The meeting was called to order at 3:04 p.m.

II. Approval of the Minutes of February 5, 2014: The minutes were approved as distributed.

III. Announcements

Provost Peter Stearns was serenaded in honor of his recent birthday (March 3rd). He quipped that the university was closed (for inclement weather) on Monday! The Mason Korea Campus is off and running, some representatives from Mason attended the formal opening ceremony this week. Last week the INTO contact was signed – fifty applications have already been received for the first class beginning Fall 2014. The budget news from Richmond is murky, much less clear than usual regarding Affordable Care Act funding impasse in the legislature. Basic announcement that enrollment projections for next year look very good compared to this time last year, with a large number of out-of-state freshmen well ahead of the national curve. Provost Stearns also encouraged Faculty Senators in discussion of proposed changes to the Faculty Handbook, in which the BOV agreed to pull back a number of suggested changes in language in order to avoid an unproductive impasse with the Faculty Senate in exchange for approval of one proposed change they requested.

Summer Schedule: Provost Stearns also expressed concern that announcement of summer school session changes from 5 – 6 weeks was not clearly communicated. Mandated by federal regulations, he noted the number of sessions does not change. The Faculty Senate Executive Committee was notified in a memorandum on July 1, 2013 that sessions A and C would become 6 week sessions.

Discussion: A Senator requested clarification of the federal regulation requiring change in summer school sessions from 5-6 weeks. Cathy Evans, Director, Summer Term explained that in a twelve week summer term, must have two equal sessions. She added that although we added one week to the A and C sessions, we did not go past the August 8th degree conferral date. In response to a question from a second Senator, she confirmed that this does not impact classes in Schedule X.

IV. New Business - Committee Reports

A. Senate Standing Committees

Academic Policies – Suzanne Scott, Chair

The Academic Policies Committee strongly recommended the Faculty Senate approve the following catalog changes. She also noted the Committee has spent a lot of time talking about these proposals. The main goal for the Undergraduate Leave of Absence Policy is to enhance student retention. The additional workload falls mainly on student advisors and the Registrar's Office. Mason is just catching up with all the other public universities on this. A Senator commended the committee for its work to enhance retention, which is also a gender-related issue.

Double Counting Categories in the Mason Core

Currently:

Students must take discrete courses in each area of the Mason Core. That is, they are not allowed to count a course in multiple areas, even if the course seems appropriate for that category.

Proposed:

The Mason Core committee has voted to allow students to double count up to 6 credits in Mason Core categories. Categories *restricted* from double counting would be: Quantitative Reasoning, Oral Communication, and Written Communication (lower and upper level) since these are viewed as foundational areas of the Core.

Procedure:

If a unit would like a course to count in multiple areas, the unit would need to explain how this course meets the learning outcomes for both areas. If a course is already on the Mason Core list, and another category is desired, the Local Unit would need to put the course forward, and it would need to be approved by the Mason Core committee for that particular category.

Catalog copy (under Mason Core requirements): (new language in **bold**)

University General Education is divided into three sections: foundation, core and synthesis. Each section contains courses that have specific learning outcomes for students and are assessed on a regular basis. **In some instances, student may be able to double-count courses that meet the learning outcomes for more than one category (maximum 6 credits). Courses that apply to more than one category are indicated on the full Mason Core list.**

The change was approved unanimously by the Faculty Senate.

UNDERGRADUATE LEAVE OF ABSENCE POLICY

Rationale for Change of Policy

- **Retention:** Registrar's office has the ability to keep in touch with students (who sometimes simply disappear and then reappear years later)
- **Student access:** Students retain their Mason identity – email, use of library services, etc. Ensures a smoother transition for all students when they wish to re-enroll. Extensions will be anticipated and will be granted.
- **Faculty responsibility: No additional requirements from faculty.**
- **Advisor responsibility:** Advisors will be trained to complete the forms necessary for the leaves. Registrar's office will handle all paperwork from that point, and the Registrar's office will take responsibility for making sure that every faculty member knows about the changes.
- **University norms:** All other public universities in Virginia have an undergraduate leave of absence policy.

Current Catalog – Admissions Section

Enrollment after Previous Attendance

Students in good academic standing who have missed two or more consecutive semesters of enrollment (excluding summer term) at Mason and do not meet any of the excluded categories listed below under Readmission after Previous Attendance may re-enter by completing a re-enrollment form available through the Office of the University Registrar at registrar.gmu.edu/forms/. For graduate students and some undergraduate programs, academic department approval is also required.

Readmission after Previous Attendance

Students who have missed two or more consecutive semesters of enrollment (excluding summer term) at Mason must apply for readmission through the Office of Admissions if any of the following conditions are true:

- The student has not been enrolled at Mason for five years or more.
- The student is an undergraduate returning after any absence during which he or she studied at another institution without prior written permission of his or her school or college. Such students must reapply as transfer students.
- The student is in F-1 or J-1 visa status.
- The student was suspended or dismissed from any college or university for nonacademic reasons.
- The student was academically dismissed from Mason.
- The student was ever convicted of a felony.

Proposed Changes (in bold) to the catalog

Enrollment after Previous Attendance

Undergraduate students in good academic standing who have missed **one** or more consecutive semesters of enrollment (excluding summer term) at Mason and do not meet any of the excluded categories listed below under Readmission after Previous Attendance may re-enter by completing a re-enrollment form available through the Office of the University Registrar at registrar.gmu.edu/forms/.

Undergraduate students do not need to submit a re-enrollment form if an approved Leave of Absence is on file. Upon re-enrollment, undergraduate students who do not have an approved

Leave of Absence on file will be required to meet new catalog year requirements. Some academic programs require departmental approval prior to re-enrollment.

Proposed Changes (in bold) to the catalog, continued

Readmission after Previous Attendance

Undergraduate students who have missed **one** or more consecutive semesters of enrollment (excluding summer term) at Mason must apply for readmission through the Office of Admissions if any of the following conditions are true:

- The student has not been enrolled at Mason for more than 2 years.
- **An approved Leave of Absence form is not on file.**
- The student is an undergraduate returning after any absence during which he or she studied at another institution without prior written permission of his or her school or college. Such students must reapply as transfer students.
- The student was suspended or dismissed from any college or university for nonacademic reasons.
- The student was academically dismissed from Mason.
- The student was ever convicted of a felony.

Additions to the catalog - Registration and Attendance section

Re-enrollment after previous attendance

Undergraduate students who have missed one or more consecutive semesters must follow the requirements detailed in the Enrollment after Previous Attendance section in the Undergraduate Admissions section of the catalog. Graduate and Non-Degree students who have missed two or more consecutive semesters must re-enroll. All graduate students must receive departmental approval prior to re-enrollment.

Leave of Absence

All Undergraduate students who are planning an absence from George Mason must submit a formal request for Leave of Absence to the Office of the University Registrar. This form is available at <http://registrar.gmu.edu/forms/>.

Students do not need to complete the Leave of Absence form if they are participating in a George Mason University sponsored study abroad program or have received permission to study elsewhere. Leave of Absence Policy and Eligibility Requirements

1. The maximum time allowed for a Leave of Absence is two years.
2. A new admission application will be required if a student is away for more than 2 academic years OR a Leave of Absence form was not submitted. Re-admission is not guaranteed.
3. Prior approval is required. Advisors approve one semester requests. Advisor and Dean approval is required if the leave of absence requested is for more than one semester.
4. The Leave of Absence form must be submitted by the last day to drop for the semester in which a leave is requested.
5. Students are not permitted to study elsewhere while on a Leave of Absence.

6. A student who was admitted as a new first semester freshman or transfer student but did not attend will not be eligible for a Leave of Absence. Instead, he or she must contact Undergraduate Admissions.
7. A student who was re-admitted but did not attend will not be eligible for a Leave of Absence. He or she must contact Undergraduate Admissions.
8. Requests for extensions on a previously submitted Leave of Absence require submission of a new Leave of Absence form.
9. The following criteria are also required.
A student must:
 - i. Be eligible to register for classes
 - ii. Be a degree-seeking undergraduate student
 - iii. Be registered during the semester immediately prior to the beginning of the Leave of Absence
 - iv. Have no holds (e.g., disciplinary, financial, etc.) which would restrict registration

The changes were approved unanimously by the Faculty Senate.

Budget & Resources – Susan Trencher, Chair

The GMU Faculty Salary Data for 2013-14 was just distributed this week to faculty.

Faculty Matters – Joe Scimecca, Chair

The Faculty Evaluation of Administrators Report for 2012-2013 is now available on line.

Nominations – Jim Bennett, Chair

Lisa Billingham, Doris Bitler-Davis, Carol Cleaveland, Robert Dudley, and Keith Renshaw are nominated to serve on the Ad Hoc Committee on Textbook Affordability. No further nominations were made from the floor and the nominees were elected.

Organization & Operations – Star Muir, Chair

Proposed Charge for an Ad Hoc Textbook Affordability Committee

Charge of the Ad Hoc Textbook Affordability Committee, which unless formally extended will operate for one (1) year from the date of creation:

- *to gather information, research and feedback that will help identify successful strategies for textbook cost reduction by faculty;
- *to identify, evaluate, and publicize strategies and practices for faculty to reduce the cost of textbooks; and
- *to outline and disseminate specific practices by auxiliary and academic units to help faculty reduce textbook costs for students.

The charge was approved.

Allocation of Senate Seats 2014-15

From: Star Muir, Chair, Organization and Operations Committee, Mason Faculty Senate Subject:
Apportionment of Senate Seats for 2014-2015

Date: March 5, 2014

Process: The Senate Charter, in Section 1.B., provides the rules for apportioning Senators among the academic units. The Committee on Operations and Organization is charged with performing the calculations and determining the allocation of Senate seats.

Summary of Results: The details of the calculations are provided on the attached chart. Here is a summary of the results:

- The allocation of Senators to all academic units remains unchanged.
- As in the previous year, the School for Conflict Analysis and Resolution and the Krasnow Institute individually do not meet the threshold requirement as defined in Section I.B.1. of the Charter. Thus, they are pooled into a single collegiate unit for the purposes of allocating Senate seats. The result is that SCAR and Krasnow together are represented by one Senator.

Data: As in previous years, these results are based on Instructional Faculty FTE data provided by Institutional Research and Reporting. Thanks go to Dr. Kris Smith, Associate Provost for IRR, and Mr. John Dooris, Institutional Research Analyst, who were instrumental in providing the data. The Senate Charter reads “The number of senators representing each collegiate unit... shall be determined... based on the [FTE size] on February 1st of each year...” The data used in the calculations are the official census data as of Fall 2013. These are the latest official Instructional Faculty FTE data that were available on February 1, 2014.

Academic Unit	Status	Instructional Faculty		Research Faculty	
		2013 HC	2013 FTE	2013 HC	2013 FTE
College of Education and Human Development	Full Time	123	123.0	3	3.0
	Part Time	182	54.9	1	0.4
	Total	305	177.9	4	3.4
College of Health and Human Services	Full Time	82	82.0	9	9.0
	Part Time	115	39.5	2	0.9
	Total	197	121.5	11	9.9
College of Humanities and Social Sciences	Full Time	403	403.0	32	32.0
	Part Time	268	103.4	5	3.1
	Total	671	506.4	37	35.1
College of Science	Full Time	199	199.0	94	94.0
	Part Time	75	19.6	11	5.6
	Total	274	218.6	105	99.6
College of Visual and Performing Arts	Full Time	69	69.0	1	1.0
	Part Time	95	31.2		
	Total	164	100.2	1	1.0
School for Conflict Analysis and Resolution	Full Time	19	19.0	4	4.0
	Part Time	19	5.8	1	0.8
	Total	38	24.8	5	4.8
Krasnow Institute	Full Time	10	10.0	12	12.0
	Part Time	1	0.2	6	4.4
	Total	11	10.2	18	16.4
School of Management	Full Time	82	82.0		
	Part Time	55	15.4		
	Total	137	97.4	0	0.0
School of Law	Full Time	35	35.0	11	11.0
	Part Time	80	21.0		
	Total	115	56.0	11	11.0
School of Public Policy	Full Time	46	46.0	5	5.0
	Part Time	27	7.7	6	2.4
	Total	73	53.7	11	7.4
Volgenau School of Engineering	Full Time	139	139.0	17	17.0
	Part Time	139	46.7	7	3.2
	Total	278	185.7	24	20.2
Academic Unit Total	Full Time	1207	1207.0	188	188.0
	Part Time	1056	345.5	39	20.7
	Total	2263	1552.5	227	208.7

Academic Unit	% of total Instructional FTE	x50	2013-14 Allocation	2014-15 Allocation	Change
College of Education and Human Development	0.11	5.73	6	6	0
College of Health and Human Services	0.08	3.91	4	4	0
College of Humanities and Social Sciences	0.33	16.31	16	16	0
College of Science	0.14	7.04	7	7	0
College of Visual and Performing Arts	0.06	3.23	3	3	0
School for Conflict Analysis and Resolution	0.02	0.80	1	1	0
Krasnow Institute	0.01	0.33	0	0	0
School of Management	0.06	3.14	3	3	0
School of Law	0.04	1.80	2	2	0
School of Public Policy	0.03	1.73	2	2	0
Volgenau School of Engineering	0.12	5.98	6	6	0
Academic Unit Total	1.00	50.00	50	50	0

B. Other Committees/Faculty Representatives

Faculty Handbook Revision Committee - Suzanne Slayden, Chair

Proposed Revisions to the Faculty Handbook

Part I

The proposed revisions are those that the Faculty Handbook Revision Committee has been considering at its regular meetings during the 2013-2014 academic year. They were presented to the Faculty Senate on Feb. 5, 2014 for discussion. No pertinent additional comments or suggestions were received by the Committee and no further changes to the proposed revisions were made.

The Committee moves

That the Faculty Senate approve the proposed changes to the Faculty Handbook with no further revisions at this time other than those necessary to correct typographical and grammatical errors.

[Note: A motion to "refer to the Faculty Handbook Committee with instructions" is in order.]

Based on feedback received from the February 5th meeting, the proposed changes to 3.3. Summer Salary were removed because they only affected 11 people – preference for payroll procedure to accommodate this.

The proposed revisions which appear on pp. 9-25 were approved by the Faculty Senate.

2014 PROPOSED HANDBOOK REVISIONS

KEY

Left Side: 2013 Handbook Text with Proposed Revisions using Tracked changes in Word. New text is underlined and deleted text appears with strike through.

Right Side: Handbook as it will appear if the changes on the left side are approved.

Rationale for changes usually appears at bottom of page/end of the revision in ***Bold***.

This document is formatted in Landscape orientation; please adjust your printer settings accordingly.

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2.4 Criteria for Evaluation of Tenured and Tenure-Track Faculty

.....

Candidates for renewal, promotion and tenure will be evaluated in light of the missions of the University which are teaching, research and scholarship, both theoretical and applied; and service (as defined in Section 2.4.3). Peer review plays a central role in the evaluation of individual achievement in each of these areas. Although candidates are not expected to have equal levels of commitment or equal responsibilities in each of these areas, high competence is expected. Genuine excellence must be exhibited ~~in the areas of either in~~ teaching or ~~in~~ research ~~and~~ /scholarship. ~~and~~ High competence must be exhibited in both ~~areas~~.

.....

Rationale: Ambiguous plural "areas" is removed. The language is clarified that excellence is required in either of the two areas of teaching or research/scholarship.

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.....

2.7.3 Procedures for Promotion and Tenure

...

The review process is carried out as follows:

1. In departmentalized schools, colleges, or institutes, the first level of review is departmental and the second is conducted by a peer-elected committee of the school, college, or institute. The second-level review committee can include ~~elected~~ members from outside the school, college, or institute who are elected in the same manner as other members of the second-level review committee.
2. In non-departmentalized ~~local academic units (i.e., schools, colleges, or institutes)~~ which are subdivided into programs, provided that no program faculty in the unit is smaller than the smallest department of the University, the first level of review is carried out by the program faculty to which the candidate belongs and the second level of review is carried out by a peer-elected committee of the school, college, or institute. The second-level review committee can include ~~elected~~ members from outside the school, college, or institute who are elected in the same manner as other members of the second-level review committee. In order to qualify to operate under the provisions stated in this paragraph, however, the aforesaid program faculties cannot exist solely to make personnel evaluations.
3. In non-departmentalized ~~local academic units (i.e., schools, colleges, or institutes)~~ which are not further subdivided, the first level review is carried out by eligible faculty in the candidate's ~~LAU~~ school, college, or institute, and the second level of review is carried out by a peer-elected committee of the school, college, or institute. The second level review committee can include ~~elected~~ members from outside the school, college, or institute who are elected in the same manner as other members of the second-level review committee.

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3. In non-departmentalized schools, colleges, or institutes which are not further subdivided, the first level review is carried out by eligible faculty in the candidate's school, college, or institute, and the second level of review is carried out by a peer-elected committee of the school, college, or institute. The second level review committee can include members from outside the school, college, or institute who are elected in the same manner as other members of the second-level review committee.

...

Rationale: The revision clarifies how outside members are elected. Each unit specifies in its rules and bylaws who are eligible faculty and how members are elected.

Rationale: There is duplicate material in sections 2.1.3 and 2.3.3 that has been largely eliminated by reorganization. There is very little new, changed or deleted material. The main change has been to allow promotion earlier than the 6th year. The information in Section 2.1.3 is organized to roughly parallel the similar Section 2.1.2 "Tenure-Track Appointment". Section 2.3.3 contains information that is specifically applicable to term appointments. Because the revision is extensive, please read the right-hand column first and consult the original Handbook.

2.1.3 Term Appointments

~~2.1.3 Other Types of Full-Time Fixed-Term Appointments~~

~~Full-time instructional, research, and clinical faculty on fixed-term, non-tenure-track appointments are known as Term Faculty. Service in such positions cannot be applied to consideration for tenure, although a faculty member holding this kind of appointment can subsequently be considered for a tenure-track or tenured appointment.~~

Term faculty whose assignments focus primarily on teaching are appointed as instructional faculty. Term faculty whose assignments focus primarily on research are appointed as research faculty. Term faculty whose assignments focus primarily on clinical practice are appointed as clinical faculty. Term faculty may be offered single-year or multi-year contracts up to a maximum of 5 years. Service in such positions cannot be applied to consideration for tenure, although a faculty member holding this kind of appointment can subsequently be considered for a tenure-track or tenured appointment. (See Sections 2.3.2 and 2.3.3.) ~~Some specific administrative or service functions may also be attached to the teaching, research, or clinical focus.~~

~~Term faculty may be offered single-year or multi-year contracts, with the maximum contract length for assistant professors being three years for initial appointments and reappointments at the same rank. The maximum contract length for term associate and full professors is five years. Such contracts automatically expire at the end of the contract period, and although they may be renewed, there is no guarantee or right to~~

2.1.3 Term Appointments

Full-time faculty on fixed-term, non-tenure-track appointments are known as Term Faculty. Term faculty whose assignments focus primarily on teaching are appointed as instructional faculty. Term faculty whose assignments focus primarily on research are appointed as research faculty. Term faculty whose assignments focus primarily on clinical practice are appointed as clinical faculty. Term faculty may be offered single-year or multi-year contracts up to a maximum of 5 years. Service in such positions cannot be applied to consideration for tenure, although faculty member holding this kind of appointment can subsequently be considered for a tenure-track or tenured appointment. (See Sections 2.3.2 and 2.3.3.)

~~reappointment from one contract to the next, whether single year or multi-year.~~

Term faculty appointments include appropriate academic rank as judged by the appointing local academic unit and subject to the approval of the appropriate dean/director and Provost. ~~Multi-year term faculty normally must hold a terminal degree.~~ Term faculty with a terminal degree are eligible for promotion in rank normally after six years of service. ~~Multi-year contracts offered after promotion in rank may be for up to five years.~~

~~Instructional/Teaching-oriented~~ term faculty may hold one of the following titles: Term Instructor, Term Assistant Professor, Term Associate Professor, or Term Professor. Research-oriented term faculty may hold one of the following titles: Research Instructor, Research Assistant Professor, Research Associate Professor, or Research Professor. Clinical-oriented term faculty may hold one of the following titles: Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor.

Term faculty on single-year appointments whose permanent employment is with another organization hold title with the prefix of "Visiting."

2.1.5 Adjunct ~~Appointment~~ Faculty

Rationale: This section should be titled "Adjunct Appointment" in parallel with preceding sections. There is no change to the content of the section.

Term faculty appointments include appropriate academic rank as judged by the appointing local academic unit and subject to the approval of the dean/director and Provost. Term faculty with a terminal degree are eligible for promotion in rank normally after six years of service.

Instructional term faculty may hold one of the following titles: Term Instructor, Term Assistant Professor, Term Associate Professor, or Term Professor. Research-oriented term faculty may hold one of the following titles: Research Instructor, Research Assistant Professor, Research Associate Professor, or Research Professor. Clinical-oriented term faculty may hold one of the following titles: Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor.

Term faculty on single-year appointments whose permanent employment is with another organization hold title with the prefix of "Visiting."

2.1.5 Adjunct Appointment

There is no change to the content of the section.

2.3.3 Criteria and Procedures for Appointment, Reappointment, and Promotion of Term Faculty

Term faculty appointments will be explicitly designated as such, and offer letters must clearly state the type and length of appointment, as well as the focus of the appointment, whether ~~Full-time~~ instructional, research, or clinical. Some specific administrative or service functions may be attached to the instructional, research, ~~faculty on fixed term, non-tenure-track appointments are known as Term Faculty. At the discretion of the respective Dean or clinical focus.~~

~~Term~~ Director, and after appropriate faculty review, such faculty may be offered single-year or multi-year contracts up to a maximum of 5 years. Multi-year term faculty normally hold a terminal degree, as defined by standards in the discipline. Exceptions to either contract length or terminal degree requirements must be approved by the Provost. For initial appointments, the maximum contract length for term assistant professors is three years and for term associate and full professors it is five years. Such contracts ~~that expire~~ automatically expire at the end of the contract period, and although a faculty member may be reappointed, there is no ~~period. There is no~~ guarantee or right to reappointment from one contract to the next, whether ~~multi-year or single-year or multi-year.~~

~~If a multi-year appointment is offered to a faculty member whose position relies entirely or partially on non-state appropriated funding, then a multi-year contract may be established subject to the continuing availability of funding throughout the contract period. Both the university and the term faculty member retain the option to request a change from a multi-year contract to a single-year contract. This action must be endorsed by the respective dean/director and approved by the Provost.~~

~~Term faculty cannot move to a tenure-track or tenured position, either as a direct appointment or as a result of a search, without prior approval of the Provost. [See Section 2.3.2.] Prior~~ Term Faculty appointments will be explicitly designated as such, and offer letters must clearly state the type and length of appointment, as well as the focus of the appointment,

2.3.3 Criteria and Procedures for Appointment, Reappointment, and Promotion of Term Faculty

Term faculty appointments will be explicitly designated as such, and offer letters must clearly state the type and length of appointment, as well as the focus of the appointment, whether instructional, research, or clinical. Some specific administrative or service functions may be attached to the instructional, research, or clinical focus.

Term faculty may be offered single-year or multi-year contracts up to a maximum of 5 years. Multi-year term faculty normally hold a terminal degree, as defined by standards in the discipline. Exceptions to either contract length or terminal degree requirements must be approved by the Provost. For initial appointments, the maximum contract length for term assistant professors is three years and for term associate and full professors it is five years. Such contracts automatically expire at the end of the contract period, and although a faculty member may be reappointed, there is no guarantee or right to reappointment from one contract to the next, whether single-year or multi-year.

If a multi-year appointment is offered to a faculty member whose position relies entirely or partially on non-state appropriated funding, then a multi-year contract may be established subject to the continuing availability of funding throughout the contract period. Both the university and the term faculty member retain the option to request a change from a multi-year contract to a single-year contract. This action must be endorsed by the respective dean/director and approved by the Provost.

Term faculty cannot move to a tenure-track or tenured position, either as a direct appointment or as a result of a search, without prior approval of

~~whether teaching, research, or clinical. Some specific administrative or service functions may be attached to the teaching, research, or clinical focus. Multi-year appointments must be made at the rank appropriate to the credentials of the individual. Initial appointments cannot exceed three years for Term Assistant Professors and five years for Term Associate Professors and Term Professors. Multi-year Term Faculty normally hold a terminal degree, as defined by standards in the discipline. Exceptions to either contract length or terminal degree requirements must be approved by the Provost.~~

~~A faculty member holding this type of appointment can subsequently be considered for a tenure-track appointment or a tenured appointment; however, prior service on a fixed-term, externally-funded appointment is not applied to tenure consideration unless specified in the tenure-track letter of appointment.~~

~~Tenure-track faculty cannot move to a term position, either as a direct appointment or as a result of a search, without prior approval of the Provost. [See Section 2.3.2.] This procedure will only be considered in exceptional circumstances.~~

A maximum of 35% of all Instructional Term Faculty within the University may be on multi-year contracts and a maximum of 25% of all full-time Instructional Faculty within the University may be Term Faculty.

2.3.3.1 Reappointment

~~Criteria for reappointment will emphasize strong performance in areas designated in the initial contract letter.~~

Single-year Contracts

~~Instructional, Research, and Clinical Term Faculty on single-year contracts will be evaluated annually for reappointment. The terms "reappoint" or "reappointment" in this Handbook mean offering a term faculty member an additional contract for an additional term or terms,~~

the Provost. [See Section 2.3.2.] Prior service on a fixed-term, externally-funded appointment is not applied to tenure consideration unless specified in the tenure-track letter of appointment.

Tenure-track faculty cannot move to a term position, either as a direct appointment or as a result of a search, without prior approval of the Provost. [See Section 2.3.2.] This procedure will only be considered in exceptional circumstances.

A maximum of 35% of all Instructional Term Faculty within the University may be on multi-year contracts and a maximum of 25% of all full-time Instructional Faculty within the University may be Term Faculty.

2.3.3.1 Reappointment

The terms "reappoint" or "reappointment" in this Handbook mean offering a term faculty member a contract for an additional term or terms, which may include the same or different duties and responsibilities. Term assistant professors may receive a one, two or three-year reappointment. Term associate and full professors may be reappointed to contracts of up to five years.

which may include the same or different duties and responsibilities. Term assistant professors may receive a one, two or three-year reappointment. Instructional Term associate and full professors may be reappointed. ~~Faculty will be notified in writing of the University's decision to contracts of up to~~ reappoint no later than 3 months prior to the last day of the term of their initial contracts, and no later than 5 months prior to the last day of the term of subsequent contracts. Research and Clinical Term Faculty will be notified in writing of the University's decision to reappoint no later than 3 months prior to the last day of the term of their contracts. In the fifth year of five years.

~~consecutive, single-year contracts, a Term Faculty member must be evaluated using the procedure outlined below for Term Faculty on multi-year contracts in the final year of their initial contracts, and must be notified in writing of the decision whether or not to reappoint. Term faculty on single-year contracts will be evaluated annually for reappointment, are eligible for promotion in rank following the criteria and timeline outlined below for term faculty on multi-year contracts.~~

Multi-year Contracts

~~Term Faculty~~ faculty on multi-year contracts will be evaluated for reappointment during the final year of their contract appointments. Term faculty are evaluated by the local unit administrator and/or a local academic unit faculty committee. Criteria for reappointment will emphasize strong performance in those areas designated in the initial and any subsequent contract letters. Based on that evaluation and programmatic needs, the dean/director will recommend whether or not to reappoint. ~~initial appointments.~~

~~Recommendations for instructional terms. Based on that evaluation and programmatic needs, and after appropriate faculty review, the respective Dean or Director will recommend whether or not to reappoint. For Instructional Term Faculty, this recommendation is due to the Provost usually by November 1st of the faculty member's final year~~

Term faculty on single-year contracts will be evaluated annually for reappointment. Term faculty on multi-year contracts will be evaluated for reappointment during the final year of their contract appointments. Term faculty are evaluated by the local unit administrator and/or a local academic unit faculty committee. Criteria for reappointment will emphasize strong performance in those areas designated in the initial and any subsequent contract letters. Based on that evaluation and programmatic needs, the dean/director will recommend whether or not to reappoint.

Recommendations for instructional term faculty are due to the Provost usually by November 1st of the final year of the current contract. For research and clinical term faculty, this recommendation is usually due no later than 5 months prior to the last day of the contract term.

The Provost will make the final determination and notify instructional term faculty members, in writing, usually no later than 3 months prior to the last day of the term of their initial contracts, and usually no later than 5 months prior to the last day of the term of subsequent contracts. The Provost will make the final determination and notify research and clinical term faculty members, in writing, usually no later than 3 months prior to the last day of the term of their contracts.

of the current, ~~multi-year~~ contract. For research and clinical term faculty, ~~Research Term Faculty~~, this recommendation is usually due no later than ~~five (5)~~ months prior to the last day of the contract term.

-The Provost will make the final determination and notify instructional term faculty ~~advise Instructional Term Faculty~~ members, in writing, usually no later than 3 months prior to the last day of the term of their initial contracts, and usually no later than 5 months prior to the last day of the term of subsequent ~~their~~ contracts. The Provost will make the final determination and notify research and clinical term faculty ~~advise the Research Term Faculty~~ members, in writing, usually no later than 3 months prior to the last day of the term of their contracts.

2.3.3.2 Promotion

A term faculty member

~~b. If the decision is made to reappoint, faculty at the assistant professor rank may receive a one, two or three year reappointment. Term associate and full professors may be reappointed to contracts of up to five years.~~

~~c. In the Term Faculty member's sixth year or thereafter, he or she may be (i) considered for promotion, normally after six years to the rank of Term associate professor, and reappointment to a contract of service. Promotion may occur within the period of a multi-year contract.~~

~~up to five years or (ii) for reappointment to a contract of up to three years at his/her current rank.~~ Candidates for promotion to associate professor must demonstrate at least high competence in the focus area (instructional, ~~teaching~~, research, or clinical) by the standards developed by the local academic unit ~~locally~~ and approved by the Provost. Candidates for promotion to full professor must demonstrate genuine excellence in the focus area (instructional, ~~teaching~~, research, or clinical) by the standards developed by the local academic unit ~~locally~~ and approved by the Provost. The recommendation for promotion is due to the Provost by November 1st ~~of the faculty member's final year of the current, multi-year contract.~~

2.3.3.2 Promotion

A term faculty member may be considered for promotion, normally after six years of service. Promotion may occur within the period of a multi-year contract.

Candidates for promotion to associate professor must demonstrate at least high competence in the focus area (instructional, research, or clinical) by the standards developed by the local academic unit and approved by the Provost. Candidates for promotion to full professor must demonstrate genuine excellence in the focus area (instructional, research, or clinical) by the standards developed by the local academic unit and approved by the Provost. The recommendation for promotion is due to the Provost by November 1st.

~~d. By the end of fall semester of the final year of the current multi-year contract (no later than December 15th), the Provost will notify the faculty/term faculty member, in writing, of a decision whether or not to recommend promotion or reappointment at the current rank.~~

~~e. Term faculty/ faculty who are promoted will be announced to the Board of Visitors, and may be appointed to a contract of up to five years at their new rank.~~

~~f. Term Associate Professors will be evaluated for reappointment to additional contracts in the final year of each contract, following the same time frame and procedures outlined above. They may also be considered for promotion to Term Full Professors.~~

~~g. Both the University and the Term Faculty member retain the option to request a change from a multi-year contract to a single-year contract. This action must be endorsed by the respective Dean/Director and approved by the Provost.~~

~~h. Term faculty cannot move to a tenure track position without prior approval of the Provost and after appropriate faculty review. Normally this must involve a search process.~~

~~i. Tenure track faculty cannot move to a term position without prior approval of the Provost and appropriate faculty review. This procedure will only be considered in exceptional circumstances and normally would involve a search process.~~

By the end of fall semester (no later than December 15th), the Provost will notify the faculty member, in writing, of a decision whether or not to recommend promotion.

Term faculty who are promoted will be announced to the Board of Visitors.

2.6.1 Annual Review of Faculty

All faculty are evaluated annually by the local unit administrators and/or a local academic unit faculty committee who report to the dean/director or the Provost. The criteria for the annual faculty review are the same as those listed in Section 2.3.3.2 (Term Faculty) and Section 2.4 (Tenured and Tenure-Track Faculty) except that the evaluation is based upon the contributions of the preceding academic year and, where applicable, the summer. Faculty are evaluated on the quality of their overall performance and in the context of their goals and assignments. The results of and rationale for the evaluation must be given to the faculty member in writing; and faculty members must be afforded the opportunity to discuss the results of the evaluation.

Annual evaluations are the primary basis for determining salary increases (see Section 3.2). Local unit administrators may take into account performance evaluations over multiple years in making raise recommendations.

Rationale: This section, which is not part of the term appointment sections, is revised since it mentions both term faculty and the section (which is now renumbered).

2.6.1 Annual Review of Faculty

All faculty are evaluated annually by the local unit administrator and/or a local academic unit faculty committee who report to the dean/director or the Provost. The criteria for the annual faculty review are the same as those listed in Section 2.3.3.2 (Term Faculty) and Section 2.4 (Tenured and Tenure-Track Faculty) except that the evaluation is based upon the contributions of the preceding academic year and, where applicable, the summer. Faculty are evaluated on the quality of their overall performance and in the context of their goals and assignments. The results of and rationale for the evaluation must be given to the faculty member in writing; and faculty members must be afforded the opportunity to discuss the results of the evaluation.

Annual evaluations are the primary basis for determining salary increases (see Section 3.2). Local unit administrators may take into account performance evaluations over multiple years in making raise recommendations.

2.11.2 Grievances

2.11.2.1 Policies Concerning Grievances

~~This section does not apply to the resolution of (1) research and scholarship misconduct allegations, which ~~is~~ are governed by University Policy 4007 –Misconduct in Research and Scholarship <http://universitypolicy.cmu.edu/4007res.html>; or (2) allegations of discrimination, which are investigated by the Office of Equity and Diversity Services; Compliance, Diversity and Ethics; or (3) alleged violations of academic freedom related to reappointment, promotion or tenure, for which Section 2.8 applies.~~

The university and each college, school and academic institute ~~is~~ are required to have a standing committee charged to investigate internal grievances in a timely manner concerning (i) alleged violations of academic freedom; (ii) other conditions of employment, such as work assignments, salaries, facilities, and support services (except for grievances related to Discontinuation of Degree Programs, exceptions are those types of cases treated in Sections 2.9.2 and Termination for Cause (Section 2.9.3); and (iii) charges of unprofessional or unethical conduct brought by one faculty member against another. ~~Each college, school and academic institute will establish, publish, and disseminate their grievance procedures.~~

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Rationale: The first paragraph above was moved from the end of this section, and (3) is moved here from the end of the last section.

The Office of Equity and Diversity Services is now the Office of Compliance, Diversity and Ethics.

College, school and academic institute committees hear grievances from faculty whose primary affiliation is within the college, school or academic institute. The University Grievance Committee hears all grievances that involve faculty from more than one college, school or institute as well as other grievances mandated in the committee charge. The University Grievance Committee hears all grievances against academic administrators at or above the level of deans and directors. See Section 2.11.2.2 (4-6).

The University Grievance Committee and each college, school and academic institute grievance committee will establish, publish, and disseminate their grievance procedures. In all types of cases, procedures will reflect the fundamental principle of due process including the prohibition of people sitting in judgment of their own actions. These committees are particularly charged to be alert to instances of inequitable treatment and retaliation against colleagues who have filed grievances. Upon receipt of a grievance that includes an allegation of violation of federal or state law, or discrimination in violation of federal or state civil rights laws or University non-discrimination regulations policy, the grievance hearing shall be held in abeyance until the Office of Compliance, Diversity and Ethics has investigated the allegation and has submitted a report to the committee. committee must consult with the Office of Equity and Diversity Services to ensure adherence to the University's Non-Discrimination policy (1201) at <http://universitypolicy.gmu.edu/1201gen.html>, Sexual Harassment Policy (1202) at <http://universitypolicy.gmu.edu/1202gen.html>, and Equal Opportunity Grievance Procedures (1203) at <http://universitypolicy.gmu.edu/1203gen.html>.

College, school and academic institute committees hear grievances from faculty whose primary affiliation is within the college, school or academic institute. The University Grievance Committee hears grievances that involve faculty from more than one college, school or institute as well as other grievances mandated in the committee charge. The University Grievance Committee hears all grievances against academic administrators at or above the level of deans and directors. See Section 2.11.2.2 (4-6).

The University Grievance Committee and each college, school and academic institute grievance committee will establish, publish, and disseminate their grievance procedures. Upon receipt of a grievance that includes an allegation of violation of federal or state law, or discrimination in violation of federal or state law or University policy, the grievance hearing shall be held in abeyance until the Office of Compliance, Diversity and Ethics has investigated the allegation and has submitted a report to the committee.

Rationale: The language on violation of law or discrimination is parallel to that found in the P&T Appeals section, making it consistent across the Faculty Handbook.

Not all of the grievances currently in the charge for the University Grievance Committee are listed in order to allow flexibility in changing the Committee's charge without having to change the Faculty Handbook.

~~The University grievance committee hears all grievances against administrators at or above the level of deans and directors. See Section 2.11.2.2 (4-6).~~

In addition to hearing specific cases, the committees may initiate, as they deem necessary, discussions with appropriate administrators about any matters that fall within the committees' purview. In the course of such discussions, however, they may not commit the faculties of their units to changes in grievance policy unless specifically authorized to do so.

At their discretion, academic departments may also establish grievance committees. Their procedures should be similar to those of the collegiate committees.

~~This section on "Policies Concerning Grievances" does not apply to the resolution of (1) research and scholarship misconduct allegations, which is governed by University Policy 4007—Misconduct in Research and Scholarship <http://universitypolicy.gmu.edu/4007res.html>, or (2) allegations of discrimination, which are investigated by the Office of Equity and Diversity Services.~~

2.11.2.2 Grievance Procedures

~~The following procedures apply to all grievances:~~

~~1. Grievance procedures for all Grievance Committees must adhere to the following basic elements.~~

~~a. The faculty member initiates a grievance by filing a written statement of the grievance, along with supporting documentation, with the Chair of the relevant Grievance Committee. No grievance may be heard on behalf of a third party or group.~~

In addition to hearing specific cases, the committees may initiate, as they deem necessary, discussions with appropriate administrators about any matters that fall within the committees' purview. In the course of such discussions, however, they may not commit the faculties of their units to changes in grievance policy unless specifically authorized to do so.

At their discretion, academic departments may also establish grievance committees. Their procedures should be similar to those of the collegiate committees.

2.11.2.2 Grievance Procedures

1. Grievance procedures for all Grievance Committees must adhere to the following basic elements.

a. The faculty member initiates a grievance by filing a written statement of the grievance, along with supporting documentation, with the Chair of the relevant Grievance Committee. No grievance may be heard on behalf of a third party or group.

b. Before the grievance itself is considered, the committee must conclude that the petitioner's case appears to have merit.

c. The faculty member may withdraw the grievance at any time without the Grievance Committee's approval. In such case, the Grievance Committee will not make a decision or recommendation.

d. No member of the committee with a conflict of interest in the grievance case may participate in the proceedings.

~~Before the grievance itself is considered, the committee must conclude that the petitioner's case appears to have merit.~~

~~In all types of cases, procedures will reflect the fundamental principle of due process including the prohibition of people sitting in judgment of their own actions. These e~~

e. Committees are particularly charged to be alert to instances of inequitable treatment and retaliation against colleagues who have filed grievances.

2. Within a college, school, or institute, grievances against fellow faculty members and academic administrators below the level of dean/director are heard by the local grievance committee.

~~a. If such a case is made and~~ the grievance is against a fellow faculty member, the committee is charged to investigate the facts of the case and determine an appropriate resolution ~~for the case~~. The grievance committee's decision is final.

b. Before the grievance itself is considered, the committee must conclude that the petitioner's case appears to have merit.

c. The faculty member may withdraw the grievance at any time without the Grievance Committee's approval. In such case, the Grievance Committee will not make a decision or recommendation.

d. No member of the committee with a conflict of interest in the grievance case may participate in the proceedings.

e. Committees are particularly charged to be alert to instances of inequitable treatment and retaliation against colleagues who have filed grievances.

Rationale: There is some re-wording of existing guidelines, and the addition of a couple more.

2. Within a college, school, or institute, grievances against fellow faculty members and academic administrators below the level of dean/director are heard by the local grievance committee.

a. If the grievance is against a fellow faculty member, the committee is charged to investigate the facts of the case and determine an appropriate resolution. The grievance committee's decision is final.

c. In cases of alleged violations of academic freedom, the faculty of the college, school or institute acts on its grievance committee's recommendation by formal vote, the outcome of which is final.

~~2-b.~~ If the grievance is against an academic administrator below the level of dean/director ~~or associate/assistant dean/director~~, the committee is charged to investigate the facts of the case and to recommend a resolution, which is then forwarded to the dean or institute director, whose decision is final.

Rationale: the two paragraphs, b. and c. above, are switched since both "fellow faculty" and "administrators" are mentioned in the main paragraph and so handling them appears sequentially. In the now third paragraph, whoever is charged with violation of academic freedom, the case is resolved differently.

4-3. Grievances against academic administrators at or above the level of dean/director are heard by the University Grievance Committee.

b. If the grievance is against an academic administrator below the level of dean/director, the committee is charged to investigate the facts of the case and to recommend a resolution which is then forwarded to the dean or institute director, whose decision is final.

c. In cases of alleged violations of academic freedom, the faculty of the college, school or institute acts on its grievance committee's recommendation by formal vote, the outcome of which is final.

3. Grievances against academic administrators at or above the level of dean/director are heard by the University Grievance Committee.

~~a. If the grievance is against a dean/director, associate/assistant dean/director, the University Grievance Committee hears the case; its committee's recommendation is forwarded to the Provost, whose decision is final.~~

Rationale: this is not consistent with the jurisdiction in the earlier section and so deleted.

~~5-b. If the grievance is against the Provost, the University Grievance Committee's recommendation is forwarded to the President, whose decision is final.~~

~~6-c. If the grievance is against the President, the University Grievance Committee's recommendation is forwarded to the Rector of the Board of Visitors, whose decision is final.~~

~~In cases of alleged violations of academic freedom (except those related to matters of promotion and tenure, for which Section 2.9 applies), the faculty of the college, school or institute acts on its grievance committee's recommendation by formal vote, the outcome of which is final.~~

a. If the grievance is against a dean/director, the committee's recommendation is forwarded to the Provost, whose decision is final.

b. If the grievance is against the Provost, the committee's recommendation is forwarded to the President, whose decision is final.

c. If the grievance is against the President, the committee's recommendation is forwarded to the Rector of the Board of Visitors, whose decision is final.

Faculty Senate Minutes – March 5, 2014 Part 2 of 2
Report from the Faculty Handbook Revision Committee – continued.

Part II

The Rector has asked the Faculty Senate to revise the Faculty Handbook 1) in the Preface to state the relationship between the Faculty Handbook and the Code of Virginia, and 2) in Chapter 1, **Section 1.2.5** “Faculty Participation in the Selection of Certain Members of the Central Administration”.

At this meeting of the Faculty Senate, the Committee will present suggestions for revisions and ask for brief discussion. Afterwards, the Committee will amend the revisions if necessary. At the April 2, 2014 Faculty Senate meeting, the Committee will ask that the proposed revisions be voted on without further change.

The Committee welcomes comments and suggestions before and after the Faculty Senate meeting.

Preface to the Handbook

The *George Mason University Faculty Handbook* defines and describes the conditions of full-time instructional, research, and clinical faculty employment; the structures and processes through which the faculty participates in institutional decision-making and governance; and the academic policies of the University as established by its Board of Visitors. As an institution of higher education of the Commonwealth of Virginia, George Mason University is governed by the Code of Virginia. Nothing in this Handbook shall be interpreted as creating any right or benefit not duly authorized by law, or which is contrary to any law, policy, rule or regulation of the Commonwealth of Virginia.

The provisions of the *Faculty Handbook*, as amended from time to time, are incorporated by reference in all full time instructional, research, and clinical faculty employment contracts. These provisions are binding on the University and on individual faculty members. The *Faculty Handbook* governs the employment relationship of individual faculty members, and sets forth the rights, privileges, and responsibilities of faculty members and of the University. Faculty and academic administrators are expected to read the *Faculty Handbook* and to be familiar with its contents.

Preface to the Handbook

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The provisions of the *Faculty Handbook*, as amended from time to time, are incorporated by reference in all full time instructional, research, and clinical faculty employment contracts. These provisions are binding on the University and on individual faculty members. The *Faculty Handbook* governs the employment relationship of individual faculty members, and sets forth the rights, privileges, and responsibilities of faculty members and of the University. Faculty and academic administrators are expected to read the *Faculty Handbook* and to be familiar with its contents.

Discussion – Preface – Paragraph 1 new sentences: Concerns expressed regarding lack of recognition of same-sex partnerships in Virginia. GMU may now have policies more inclusive and less discriminatory than the state of Virginia. Does “fact” mean we cannot offer protection to LBTF couples not afforded by the state of Virginia? Sr. Associate Counsel Brian Walther responded he would consider this, Governor’s Order #1, Attorney General’s guidance impacts it; proposed revision a statement of fact. Some Senators thought revision too wordy.

The Rector has not given any direction to the Committee concerning the revisions to Section 1.2.5. However, the Committee is aware of Visitor objection to any provisions in the Faculty Handbook that attempt to bind the actions of the current or any future board. There seems to be particular objection to the word “must”.

On this page, the Committee suggests a minimal change. On pages 3-4, appears the revision that was approved by the Faculty Senate on Feb. 13, 2013 but not presented to the BOV.

1.2.5 Faculty Participation in the Selection of Certain Members of the Central Administration

The faculty plays a vital role in the appointment and reappointment of senior academic administrators and other leadership positions related to the academic mission of the university.

The Board of Visitors provides for participation on presidential search committees by faculty who are elected by the General Faculty. The search and selection process ~~must include~~ includes opportunities for the General Faculty to meet with candidates who are finalists for the presidency. The Board of Visitors also provides for participation in the process of presidential reappointments or contract extensions by faculty who are elected by the General Faculty. This process includes an opportunity for the General Faculty to meet with the President to discuss his or her achievements and future plans for the university.

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.

The Provost provides for participation on search and reappointment committees for college, school, or institute deans and directors by faculty who are elected from and by the faculty of the college, school, or institute in which the appointment will occur. The search and selection process must include opportunities for the college, school, or institute faculty to meet with the dean /director or with candidates who are finalists for the position.

The Faculty Senate will assist in conducting elections by the General Faculty.

1.2.5 Faculty Participation in the Selection of Certain Members of the Central Administration

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The Board of Visitors provides for participation by faculty on presidential search, reappointment, and contract extension committees by faculty who are elected by the General Faculty. A minimum of 25% of the committee must be composed of members of the General Faculty, at least half of whom are elected by the General Faculty, with the remainder appointed by the Board of Visitors. No more than one representative from any school/college/institute may serve on the committee. The search and selection process must include opportunities for the General Faculty to meet with candidates who are finalists for the presidency. The Board of Visitors also provides for participation in the process of presidential reappointments or contract extensions by faculty who are elected by the General Faculty. This process includes an opportunity for the General Faculty to meet with the President to discuss his or her achievements and future plans for the university. The Board will make concerted efforts to further engage the faculty in the selection process (e.g., conducting a survey of faculty regarding desirable characteristics; providing an opportunity for General Faculty or representatives of the General Faculty to meet with finalists). In the case of reappointment or contract extension, this process includes an opportunity for the General Faculty to meet with the President to discuss his or her achievements and future plans for the university.

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The Board of Visitors provides for participation by faculty on presidential search, reappointment, and contract extension committees. A minimum of 25% of the committee must be composed of members of the General Faculty, at least half of whom are elected by the General Faculty, with the remainder appointed by the Board of Visitors. No more than one representative from any school/college/institute may serve on the committee. The Board will make concerted efforts to further engage the faculty in the selection process (e.g., conducting a survey of faculty regarding desirable characteristics; providing an opportunity for General Faculty or representatives of the General Faculty to meet with finalists). In the case of reappointment or contract extension, this process includes an opportunity for the General Faculty to meet with the President to discuss his or her achievements and future plans for the university.

Rationale: In the spirit of shared governance, this amendment ensures substantial and broad representation of faculty members on search committees for President and Provost. Faculty have their most direct and sustained input via members elected to search committees.

The requirement that the BOV appoints some faculty members to the committee doesn't mean that recommendations for appointment can't come from elsewhere (e.g. Pres./Provost) – only that the BOV makes the formal appointment.

Discussion: 1.2.5 Para. 2 Presidential Search Committee composition: “at least 25%...” The last Presidential Search Committee was large – 25-30 people. Many BOV members served on the committee, not likely they would accept 25% faculty representation. (Faculty comprised 11-12% of recent search committee). Do not recommend restricting faculty representatives to one per college/school/institute. Would Faculty Senate chair preclude another representative from the same school?. Some feel unlikely Presidential search will occur soon, to defer for now, others support appropriate time to do this, as not in midst of search process. To soften language on open search process in exchange for guaranteed (percentage?) faculty representatives on Presidential search Committee? To invite BOV representatives to negotiate a solution instead of going back and forth? To include best practice recommendations from AAUP and Association of Governing Boards documents in rationale.

The President provides for faculty participation on search ~~and~~, reappointment, and contract extension committees for the Provost ~~by faculty who are elected by the General Faculty~~. A minimum of 55% of the committee must be composed of members of the General Faculty, at least half of whom are elected by the General Faculty, with the remainder appointed by the President. No more than two representatives from any school/college/institute may serve on the committee. ~~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.~~ The President will make concerted efforts to further engage the faculty in the selection process (e.g., conducting a survey of faculty regarding desirable characteristics; providing an opportunity for General Faculty or representatives of the General Faculty to meet with finalists). In the case of reappointment or contract extension, this process includes an opportunity for the General Faculty to meet with the Provost to discuss his or her achievements and future academic plans for the university.

The Provost provides for participation on search and reappointment committees for college, school, or institute deans and directors by faculty who are elected from and by the faculty of the college, school, or institute in which the appointment will occur. The search and selection process must include opportunities for the college, school, or institute faculty to meet with the dean/director or with candidates who are finalists for the position.

The Faculty Senate will assist in conducting elections by the General Faculty.

[Note: the Provost search revisions were not approved by the Faculty Senate.] February 13, 2013

The President provides for faculty participation on search, reappointment, and contract extension committees for the Provost. A minimum of 55% of the committee must be composed of members of the General Faculty, at least half of whom are elected by the General Faculty, with the remainder appointed by the President. No more than two representatives from any school/college/institute may serve on the committee. The President will make concerted efforts to further engage the faculty in the selection process (e.g., conducting a survey of faculty regarding desirable characteristics; providing an opportunity for General Faculty or representatives of the General Faculty to meet with finalists). In the case of reappointment or contract extension, this process includes an opportunity for the General Faculty to meet with the Provost to discuss his or her achievements and future academic plans for the university.

The Provost provides for participation on search and reappointment committees for college, school, or institute deans and directors by faculty who are elected from and by the faculty of the college, school, or institute in which the appointment will occur. The search and selection process must include opportunities for the college, school, or institute faculty to meet with the dean/director or with candidates who are finalists for the position.

The Faculty Senate will assist in conducting elections by the General Faculty.

Rationale: The Provost is an academic administrator, and as such, the search committee should have a large proportion of faculty who are broadly representative of the university.

VI. Remarks for the Good of the General Faculty

The Technology Policy Committee asks faculty for input on any issues you may have.

In response to a question from a Faculty Senate, Chair Douglas will contact Sr. Vice President J.J. Davis to provide a presentation on the new budget model. She has previously offered to do so.

VII. Adjournment: The meeting adjourned at 4:05 p.m.

Respectfully submitted,

Peter Pober

Secretary