

**GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE
OCTOBER 8, 2014
Robinson Hall B113, 3:00 – 4:15 p.m.**

Senators present: Mark Addleson, Dominique Banville, Jim Bennett, Lisa Billingham, Doris Bitler Davis, Melissa Broeckelman-Post, Andrew Carle, Carol Cleaveland, Rick Coffinberger, Arie Croitoru, Charlene Douglas, Robert Dudley, John Farina, Pamela Garner, Janos Gertler, Michele Greet, Mark Houck, Timothy Leslie, Daniel Menascé, Jim Metcalf, Linda Monson, Bob Pasnak, Frank Allen Philpot, Keith Renshaw, Pierre Rodgers, Stephen Ruth, Dennis Sandole, Catherine Sausville, Joe Scimecca, Suzanne Slayden, James Steele, June Tangney, Iosif Vaisman, Jenice View, Phil Wiest, Shelley Wong, S. David Wu, Stanley Zoltek.

Senators absent: Peggy Agouris, Changwoo Ahn, Kenneth Ball, Alok Berry Deborah Boehm-Davis, Ángel Cabrera, Lloyd Cohen, Betsy DeMulder, Helen Frederick, Mark Ginsberg, Dimitrios Ioannou, Bruce Johnsen, David Kuebrich, Kumar Mehta, Elavie Ndura, Sarah Nutter, James Olds, Paula Petrik, Daniel Polsby, Thomas Prohaska, William Reeder, Mark Rozell, Susan Trencher, Anand Vidyashankar, John Zenelis.

Visitors present: LeMan Dantzler, Associate Registrar; Eve Dauer, University Registrar; J. J. Davis, Senior Vice President for Administration and Finance; Steve Dillingham, Assistant Registrar; Pat Donini, Employee Relations Director/Deputy Director- Human Resources; Cody Edwards, Associate Provost for Graduate Education; Esther Elstun, Professor *emeritá*, Modern and Classical Languages; Sally R. Evans, Chair, Librarians' Council/University Dissertations and Theses Coordinator; Douglas Eyman, Director, PhD in Writing and Rhetoric, English, CHSS; Kimberly Ford, Personnel Project Manager, Office of the Provost; Linda Harber, Vice President, Human Resources/ Payroll and Faculty/Staff Life; Megan Kirk, Vice Chair, Staff Senate; Roger Lathbury, Professor of English, CHSS; Leila Raminpour, Student Senator, Student Government; Kerry Ross, Director of Benefits and Well-Being, Human Resources/Payroll; Catherine Saunders, Term Assistant Professor of English, CHSS; Caitlin Shear, Director, Special Projects and Initiatives, Regional Campuses; Debra Shutika, Professor and Chair, English, CHSS.

I. Call to Order: The meeting was called to order at 3:00 p.m.

II. Approval of the Minutes of September 3, 2014: The minutes were approved.

III. Announcements

Chair Charlene Douglas discussed the “Addressing Campus Sexual Violence – University Life” ([Attachment A](#)). Please encourage administrators in local units to disseminate. This issue has real momentum and traction now at the federal, state, and local levels. Faculty are on the front lines of identifying students in crisis. About 4,000 people attended a series of events last night (October 7th). Suggestions to more widely distribute information included posting in classrooms, link on blackboard sites, and adding link on the class syllabus.

Faculty Retirement Coaching Project: Information about Retirement Coaching for faculty on five year horizon – not next year - is available in the back of the room. They discuss not just financial issues, but also how to structure one’s life after retirement. The program has received great reviews from all involved.

DMV Driving Test: The DMV-to-go on campus has the ability to conduct the driving test. This may be particularly use for new faculty from outside the US.

Provost S. David Wu: The BOV meeting took place in Arlington today. Has been in the position for (roughly) 100 days. In that time has attended 15 town hall meetings at the colleges and schools; also held meetings with students and staff. In town halls, he typically starts with his view of his role and questions and answers – and has received a lot of insights with issues concerned about in Q&A. He is in the process of preparing a reflection/message to campus on the direction moving forward.

Budget situation has been a struggle. Starting to struggle with state budget crisis. Coming up with a set of strategists to protect the academic core. Silver lining in the process this is an opportunity to make the organization stronger and more structured. Presentation to BOV regarding budget cuts followed the goal to do more efficiently and come out healthier than on the other side. Starting to embark on financial reform, time to roll up our sleeves and clarify serious situations. We must grow institution and take it to the next level, which is to be the (best or premier) public institution in DC and region.

IV. New Business – Committee Reports

A. Senate Standing Committees

Executive Committee – no report

Academic Policies – Suzanne Slayden, Chair

Academic Policies Committee Report

October 8, 2014

Beginning this year, the Faculty Senate will approve the detailed Summer Session calendars as well as the Academic Year calendars submitted by the Registrar. The Academic Year calendar will be presented for approval at the November meeting of the Faculty Senate. At this meeting, the 2015 Summer Session calendar is presented. In future, the Summer Session and Academic Year calendars will be presented together at an early Fall semester meeting.

The Summer Session calendar as submitted by the Director of Special Projects & Summer Term is posted on the Faculty Senate website: [2015 Summer Term Dates](#) and appears below:

2015 Summer Term Dates

Session S (Primary 12 Week Term)	Days	Class Dates	Reading Day	Exam Dates
	MW	May 18 – August 3	N/A	August 5
	TR	May 19 – July 30	N/A	August 4
<i>University closed on Monday, May 25th in observance of Memorial Day</i>				
<i>University closed on Friday, July 3rd and Saturday, July 4th in observance of Independence Day</i>				

Session A (5 Weeks)	Days	Class Dates	Reading Day	Exam Dates
	MTWRF	May 18 - June 17	June 18	June 19
	MTWR	May 18 - June 16	June 17	June 18
	MWF (Evening)	May 18 - June 17	N/A	June 19
	TRS (Evening)	May 19 - June 18	N/A	June 20
<i>University closed on Monday, May 25th in observance of Memorial Day</i>				

Session B (8 Weeks)	Days	Class Dates	Reading Day	Exam Dates
	MW	June 1 – July 20	N/A	July 22
	TR	June 2 – July 21	N/A	July 23
<i>University closed on Friday, July 3rd and Saturday, July 4th in observance of Independence Day</i>				

Session C (5 Weeks)	Days	Class Dates	Reading Day	Exam Dates
	MTWRF	June 29– July 29	July 30	July 31
	MTWR	June 29 – July 27	July 28	July 29
	MWF (Evening)	June 29 – July 29	N/A	July 31
	TRS (Evening)	June 30 – July 30	N/A	August 1
<i>University closed on Friday, July 3rd and Saturday, July 4th in observance of Independence Day</i>				

Session N (Variable 12 Week Term to accommodate non-standard programming) Provost Office Approval Required	<i>Days, dates, and times determined by the academic unit.</i>
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Note: All internships and independent study sections will be scheduled in one of the above sessions based on the start and end dates provided by the academic units/departments.

Questions and Discussion:

Q: Difference between Session N and Session Y?

University Registrar Eve Dauer: Session N is used for contract-type courses.

Q: When it was Session X, we were able to teach a course which started and ended at non-traditional dates. For those who teach on-line courses, in order to get classrooms for on campus exams, faculty need to have scheduling flexibility especially for final exams as long as the professor satisfies the contact hour requirements. Last summer, online professors were

required to schedule their final exams during regular finals week and this produced some conflicts for students with other final exams. The Senator asked the Committee to investigate this issue.

Chair Slayden: Faculty have asked questions about the "[Summer Term Contact Hours Chart](#)" that have not yet been answered (Oct. 1). The AP Committee's attempt at answering them is shown below.

Summer Term Contact Hours Chart

Session	Meeting Days	Total Face to Face Minutes/Hours (50 minute hour)	Contact Hours per Meeting	Exam Time Minutes/Hours	# of Meetings/Meetings per Week
S	MW	2250/45	1 hour 45 min	160/2 hours 40 min	22 classes/2
	TR	2250/45	1 hour 45 min	160/2 hours 40 min	22 classes/2
				160/2 hours 40 min	
A & C	MTWRF	2250/45	1 hour 45 min	160/2 hours 40 min	22 classes/5
	MTWR	2250/45	2 hours 15 min	160/2 hours 40 min	17 classes/4
	MWF	2250/45	3 hours	160/2 hours 40 min	13 classes/3
	TRS	2250/45	3 hours	160/2 hours 40 min	13 classes/3
				160/2 hours 40 min	
B	MW	2250/45	2 hours 40 min	160/2 hours 40 min	14 classes/2
	TR	2250/45	2 hours 40 min	160/2 hours 40 min	14 classes/2

- The 3rd column "Total Face to Face Minutes/Hours (50 minute hours)" is known as the "Carnegie Standard". The Carnegie definition of a 3 credit-hour course is *2250 minutes of face-to-face instruction per 15 week term*. For "50-minute Classroom Hours" (less than a "real" hour), this is 45 classes/term. The Mason AY 15-week term includes the final exam week. The column is equivalent to this definition.
- When the total actual classroom minutes/hours are calculated from columns 4-6 on the chart, the total face-to-face minutes of instruction exceed the Carnegie Standard by 150-250 minutes depending on the Session and Meeting Days. These excess minutes constitute a class rest break of 10-20 minutes (depending on class length) for each class meeting.
- It is not known why the Final Exam length is 2 hrs. 40 min., which is a 5-minute difference from the AY Final Exam scheduled length of 2 hrs. 45 min. The Carnegie standard is satisfied with 2 hours 30 minute exams.

The Summer Term 2015 Calendar was approved by the Faculty Senate.

Budget and Resources – Mark Houck, Chair

The committee has not yet met; we will have a report at our next meeting (Nov. 5th). He encouraged faculty to attend the Budget Forums ([September 5, 2014](#) and October 1, 2014) held by Provost Wu and Sr. Vice President J.J. Davis. Provost Wu has also requested deans and directors to get more (budget) information to faculty; to open lines of communication.

(Subsequent Q&A with JJ Davis and Provost Wu listed under V. Other New Business: Budget Issues/Faculty Forum)

Nominations – Jim Bennett, Chair.

Pallab Sanyal (School of Business) is nominated to fill a vacancy on the Adult Learning and Executive Education Committee. Alexandria Zylestra (School of Business) is nominated to fill a vacancy on the Effective Teaching Committee. No other nominations were made from the floor, and the nominees were elected.

Organization and Operations –no report.

B. Other Committees/Faculty Representatives

V. Other New Business

Budget Issues/Faculty Open Forum

Q: We read consistently about nation-wide “administrative bloat,” administrations growing much faster than faculty. Will a big chunk of cuts come out of administration? (Are we) getting new ones? Asks for data.

Senior VP Davis: Reductions disproportionately taken in administrative side of house (Operating Units \$6.6 million cut; Academic units \$4.3 million cut). Excerpts from three slides presented at the October 1, 2014 Town Hall presented below. As the state financial situation is very uncertain, to build a hedge of \$2.8 million to hedge against another mid-term cut; amount equal to the pension and health care costs the state owes; and finally allocating \$1.9 million to a University Stabilization and Growth fund to enhance graduate application process, out-of-state recruiting, enrollment/pricing, financial reform, digital strategy and IT stabilization.

FY 2015: State Reality has Changed Significantly

- December (2013) = +17 m
- May = - 7m (\$10m net)
- June = -15m (\$2m net)
- NOW = Cut \$6m FY 2015 and \$9m FY 2016

VA State Support vs. Tuition and Other as a Percent of the E&G Budget:

- 1985: 67% State Support vs. 33% Tuition and Other
- 2000: 57% State Support vs. 43% Tuition and Other

- 2015 Revised: 27% State Support vs. 73% Tuition and Other

The Great Cost Shift – National Context

- Less Funding: 49 states spend less per student on higher education than they did before 2008.
- Big Cuts: 28 states have cut per-student funding by more than 25 percent.
- PUBLIC TO PRIVATE PAYER SHIFT:
 - National student debt profile = \$26,279
 - National default rate = 6.8%
 - 43% of Mason graduates incur no debt prior to graduation.

FY 2015 Reduction Plans: BUDGET REDUCTION TARGET = \$10.9 million

Step 1: Protect Academic Mission and Self-Generated Revenues:

Target Academic Units: \$4.3 Million Target Operating Units: \$6.6 Million

Step 2: State Budget Reduction= -\$6.2 million

Academic Units: - \$3.1 million Operating Units: -\$3.1 million

Step 3: State Reduction Stabilization Fund =-\$2.8 million

Academic Units: -\$1.2 million Operating Units: -\$1.6 million

Step 4: University Stabilization Fund =-\$1.9 million

Academic Units: -\$0 million Operating Units: -\$1.9 million

Q: We are not filling faculty positions in our college.

Sr. VP Davis: Everyone has been feeling cuts, the administrative side feeling more significant pinch. The State Department of Budget and Planning contacted institutions of higher education to ask we submit revised Fiscal Year 2015 budget reduction plans. Specifically, George Mason University was requested to modify its Fiscal Year 2015 plan from \$6.2 million to \$4.7 million, which represents \$1.5 million in savings. The savings of \$1.5 million will be used to proportionately reduce the College unit reduction amounts that were shared at the recent Budget Town Hall discussion.

Q: Fundraising has been announced at all time highs, what about utilizing this money during difficult budget

Sr. VP Davis: In response to a question about fundraising, \$225K was cut from fundraising proportionately. Last year total \$54 million received an all-time record, including \$7 million to build endowment. To make money, must invest in fundraising. For the last two years fundraising efforts have been better than in Mason’s past. Will do a full development briefing at a future meeting.

Provost Wu: Other than the \$7 million donated to endowment, all other funds received restricted to specific purposes, such as pianos, the Mercatus Center, etc. We are barred from including them in the endowment. Restricted funds for current use, active expenditures.

Q: National conversation around student debt – Is the decline in public funding (of higher education) a product of sequestration?

Provost Wu: The narrative needs to change: Do we value public education to make it a priority that public funds it? Or else “suck it up?” If we cannot turn this back, other countries will.

Chair Douglas: Mark Smith, Director, State Government Relations will speak at our next meeting (November 5th). We will include documents distributed with the meeting agenda

identifying critical timelines to interface with legislators, both as private citizens and on behalf of the university

Sr. VP Davis: President Cabrera did a twitter feed and blog. From all the presentations from JJ/Provost Wu, we have to deal with reality. Need to retool narrative re ideal of public education

Provost Wu: Higher education is losing ground in public opinion. We are losing war in public opinion. Taxpayer demands more value (for money spent). ... We need to understand broader scale.

Q: Expectations of output if you expect raising (amount of) research activity while squeezed financially. Research excellence at other institutions... little conference travel, or research assistants, we do not have the external space. Contradictions between aspirational identity and funds.

Provost Wu: Agrees, but story is slightly more complex. Previously assumed baseline funding from state, assumption is no longer valid. We will have to find resources elsewhere.

Q: How are we to spin straw into gold? How are we supposed to get tenure?

Provost Wu: We have to use resources we do have.

Chair Douglas: If you know of any other colleagues interested in advocacy, lobbying, encourage them to attend the November 5th meeting.

VI. Remarks for the Good of the General Faculty - none

VII. Adjournment: The meeting adjourned at 3:50 p.m.

Respectfully submitted,
Timothy Leslie
Secretary

Attachment A

University Life Faculty Flash: Addressing Campus Sexual Violence

September 30, 2014

This Faculty Flash is brought to you by the Division of University Life, your partners in educating and supporting Mason students. We will periodically share our expertise that may help you in the classroom.

Recent national attention on campus sexual violence shines a spotlight on the serious problem of sexual assault, interpersonal, and domestic violence on campuses across the country, including ours. These crimes have a big impact on the classroom and community and often result in negative academic, emotional, and physical outcomes for our students.

Women in the traditional college age group, 18 – 24, are four times more likely to be sexually assaulted than women in other age categories. Did you know that the first six weeks of the academic year are especially risky for freshmen and sophomores? It is during this time – known among student affairs professionals as The Red Zone – that these students are at the highest risk of being sexually assaulted.

University Life at George Mason University is committed to working with faculty to do everything possible to eradicate sexual violence and assault on campus. University faculty interact with students on a daily basis and may witness important behavior changes or be recipients of disclosures. Below please find information and tips to help respond to disclosures, and support Mason students.

Five signs that a student may need support:

- **An abrupt or sudden drop in attendance, or an unusual pattern of coming to class late or leaving early**
- **Decline in classroom participation/quality of work**
- **Failure to turn in assignments**
- **Signs of bruising or other injuries**
- **Reasons for absences that include multiple hospital or doctor visits**

Seven things you can do:

1. Learn what services are available to help students and others in the campus community. Where to start: [Wellness, Alcohol and Violence Education Services](#)
2. Tell your students that October is “Turn Off the Violence” month and encourage them to attend events designed to raise awareness and prevent violence. Visit waves.gmu.edu for a list of events.
3. Consider adding information about Mason’s campus policy and resources to your class listserv or blackboard site. <http://universitypolicy.gmu.edu/policies/sexual-harassment-policy/>
4. Write this phone number on your chalkboard: 24 hour Sexual and Intimate Partner Violence Crisis Line: (703) 380-1434
5. Ask, “How can I help?” and then assist with appropriate referrals.
6. Incorporate the issue of sexual violence into course curriculum where possible and relevant.
7. Participate in an *Emerge* workshop through [Wellness, Alcohol and Violence Education Services](#) to learn ways to best respond to survivors of sexual and relationship violence and to create a network of faculty, staff, and students dedicated to supporting survivors.

Title IX considers all employees of the university “Responsible Employees” and as such requires that you have a duty to report any incident of alleged sexual misconduct to the University’s Title IX Coordinator. Contact the Compliance, Diversity and Equity office to learn more about your responsibilities as a “Responsible Employee” or to reach Mason’s Title IX Coordinator. <http://integrity.gmu.edu/>

Upcoming Events:

Each October since 1997, WAVES has sponsored [Turn Off the Violence](#) week, which is dedicated to helping the Mason community work to end violence against women, and to honor its victims. Turn Off The Violence week brings awareness of sexual violence and dating/partner violence to campus. Below are a few event highlights.

- *October 7, 3:30 - 5:00 pm, HUB Ballroom: [Freedom and Learning Forum](#).* President Cabrera will facilitate a conversation with Rosemary Tribble, president and founder of Fear 2 Freedom, an organization dedicated to assisting victims of violence and abuse heal. She is the author of *Fear to Freedom*, in which she shares her journey after being raped at gunpoint.
- *October 7, 5:30 - 7:30 pm, HUB Ballroom: [Fear to Freedom](#).* Immediately following the Freedom and Learning Forum, Mason will hold a “Celebration Night”. The program, which is both education and service oriented includes assembling hundreds of “Fear 2 Freedom” after-care kits which are an essential element to healing provided for those affected by sexual assault, child abuse, domestic violence, and sex trafficking. The kits that we assemble at Mason, will be distributed to our very own [Student Health Services, Wellness, Alcohol and Violence Education Services](#), and local area hospitals in Fairfax and Prince William counties.
- *October 7, 7:40 - 9pm, JC North Plaza: [Take Back the Night](#).*
- *October 8, 4:30 - 5:30pm, JC Gold Room: [Intimate Partner Violence](#).* A panel discussion with survivors and professionals who work with abusers.

Where to get more information:

- In an emergency: **Call 9-1-1** from campus to reach the University Police Department
- [Wellness, Alcohol and Violence Education Services](#) 703-993-9999
- Rory Muhammad, Title IX Coordinator, [Compliance, Diversity and Ethics](#) 703-993-8730
- [Counseling and Psychological Services](#) 703-993-2380
- [Student Health](#) 703-993-2831
- [Student Support](#) 703-993-5376
- [Women and Gender Studies](#) 703-993-2896
- [University Life](#) 703-993-2884

Thank you for being our partners in student success.

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