

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE MEETING
MARCH 4, 2015
Robinson Hall B113, 3:00 – 4:15 p.m.

Senators present: Mark Addleson, Dominique Banville, Jim Bennett, Alok Berry, Lisa Billingham, Melissa Broeckelman-Post, Andrew Carle, Carol Cleaveland, Rick Coffinberger, Arie Croitoru, Betsy DeMulder, Charlene Douglas, Robert Dudley, Carla Fisher, Pamela Garner, Michele Greet, Mark Houck, Dimitrios Ioannou, David Kuebrich, Timothy Leslie, Daniel Menascé, Jim Metcalf, Linda Monson, Paula Petrik, Keith Renshaw, Pierre Rodgers, Catherine Sausville, Suzanne Slayden, James Steele, Susan Trencher, Iosif Vaisman, Anand Vidyashankar, Phil Wiest, Shelley Wong, S. David Wu, Stanley Zoltek.

Senators absent: Peggy Agouris, Changwoo Ahn, Kenneth Ball, Doris Bitler Davis, Deborah Boehm-Davis, Ángel Cabrera, Lloyd Cohen, Kenneth De Jong, John Farina, Helen Frederick, Janos Gertler, Mark Ginsberg, Bruce Johnsen, Kumar Mehta, Elavie Ndura, Sarah Nutter, Bob Pasnak, Frank Allen Philpot, Daniel Polsby, Thomas Prohaska, William Reeder, Mark Rozell, Stephen Ruth, Dennis Sandole, June Tangney, Jenice View, John Zenelis.

Visitors present: Feras Bartasel, Research Assistant Professor, College of Science; J.J. Davis, Senior Vice President; Patricia Donini, Deputy Director- Human Resources & Payroll/Employee Relations Director; Esther Elstun, Professor *emerita*, Modern and Classical Languages; Sally Evans, Chair, Librarians' Council; Megan Kirk, Vice Chair, Staff Senate; Michelle Lim, Faculty Initiatives Manager, Human Resources/Payroll; David Long, Executive Director, Capital Campaign; Sabena Moretz, State Government Relations Assistant, Government and Community Relations; Janette Muir, Associate Provost for Undergraduate Education; Leila Raminpour, Student Senator and Faculty Senate Liaison; Kerry Ross, Director of Benefits and Faculty/Staff Well-Being, Human Resources/Payroll; Mark Smith, Director, State Government Relations.

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

II. Approval of the Minutes of March 4, 2015: The minutes were approved.

III. Announcements

Provost S. David Wu noted two spring items. There is an April 27th Research Symposium for faculty and staff to get together to look for opportunities for research on Health – Broadly defined from policy issues and issues impacting society and biomedical/research, technology/sociology. Provost seed funding will follow to develop proposals to go out to get external funding. Save-the-date announcement out, another announcement will explain format of symposium, a rapid dialogue kind of format in the coming week. Second item: A University-wide Task Force working on platform for education innovation to get together with colleges from different schools, colleges. Intended for curriculum ideas to start up new courses with a relatively low barrier way to announce. Again, there is internal seed funding behind it. A formal announcement will come later this semester.

Update on Virginia Legislative Session 2015 – Mark Smith, Director of Government Relations

Mason was out front-and-center on budget, legislation and outreach actions. President Cabrera met with 25 legislators and had 8 meetings with governor's staff members (among others), etc. Incredible support of Mason Lobbies included 100-plus students and faculty in Richmond. We had more than 60 formal

meetings with legislators – they were often constituents of legislators. We hosted pre-game reception before the University of Richmond/Mason game – departments like S-CAR had their day in Richmond. The legislature did end in a bipartisan process regarding budget and other legislative issues.

We had higher education success. Fund structures are in place for increasing faculty and staff compensation. Caps on athletic fees (JLARC report) formula/conversion amended and delayed completion for this year. Some flexibility did not go as far as we wanted. There were more than 30 bills on campus sexual violence: (1) We already have a memorandum of understanding between campus and local police; (2): Branding transcripts – reference to expulsion, (3) mandatory reporting. Whether or not victim of crime would come forward – individual privacy protected if they did not want to come forward; but would allow redacted information to go forward.

Question: When comparing subsidized retirement plans, two other state universities had better plans.

JJ Davis: We modeled our plan off UVA/VCU plans. The VA Attorney General did not rule in our favor due to changing economic environment and the different state financial situation. 16 people have signed up for our retirement plan. No one got anything more towards retirement plans this year than we did. This session had two highlights; compensation and funding for Robinson Hall. Secondary successes include programs for nursing and cybersecurity pathways for military personnel.

Senator Alok Berry, Chair of the External Academic Relations Committee: Every year Mason Lobbies students do better, and things have improved a lot with Mark Smith’s efforts. We are upstaging all the other universities.

Another Senator noted Mason has an exemplary program “Clothesline Program: Stop the Violence” and suggests this be considered for next year.

Mark Smith: Mason has clearly been a leader/best practices on this topic. I commend Governor McAuliffe for creating a Task Force to look at this Rolling Stone article. Mark hopes the Commission that President Cabrera sits on and looks forward to its recommendation in June 15, to set the stage for legislation in January 2016.

Question: Structural funding problem for GMU compared to UVA and Virginia Tech.

Senior Vice President J.J. Davis: “Base adequacy funding formula” Task Force to reexamine funding formulas for education, to work with them this year to re-design the funding matrix.

Mark Smith: This is in regards to “Para M” in budget bill 17-18, which comes up with base adequacy formula – it worked like a charm for first few years, then different institutions asked for more money for their schools. I am committed to this project.

IV. New Business – Committee Reports

A. Senate Standing Committees

Academic Policies- Suzanne Slayden, Chair

We will present a resolution to approve change in minimal score for TOEFL at the next meeting. Our minimal score is higher than other peer institutions. There are also discrepancies between catalogs and admissions. Some faculty are concerned about using courses from other institutions (in lieu of TOEFL). A Senator commented that as a leading institution, we should not lower our standards.

Associate Provost Muir explained in advocating to lower scores, we looked at subsections in four different areas; to hold scores in context. Some students are put in pathway programs.

Budget and Resources – no report.

Faculty Matters- Keith Renshaw, Chair

The 2013-14 Faculty Evaluation of Administrators was recently released. We are preparing for the next round for 2014-15.

Nominations – Jim Bennett, Chair

We will soon be conducting elections of Faculty Representatives to BOV Committees. They will be completed earlier this year to avoid exams.

Organization and Operations – Robert Dudley, Chair

In presenting the allocation of Senate seats for 2015-16, there were two changes from the same cause. With the inclusion of PIA into SPGIA, CHSS lost 1 seat, and SPGIA gained one seat. Otherwise there were no changes in seats; some changes in FTE, but not enough to change the allocation.

From: Bob Dudley, Chair, Organization and Operations Committee, Mason Faculty Senate

Subject: Apportionment of Senate Seats for 2015-2016

Date: February 25, 2015

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

Summary of Results: The FTE for Instructional faculty by unit and the calculations used compute the allocations in provided on the attached chart. A summary of the results is provided below.

- As in previous years, the School for Conflict Analysis and Resolution and the Krasnow Institute individually do not meet the threshold requirement. They are therefore pooled into a single collegiate. SCAR and Krasnow together are represented by one Senator.
- There are two changes to the allocations. The School of Policy, Government, and International Affairs was formed by merging the School of Public Policy and the Department of Public and International Affairs. As a result, the College of Humanities and Social Sciences lost one seat and the new school gained one seat.

Data: As in previous years, these results are based on Instructional Faculty FTE data provided by Institutional Research and Reporting. The data used in the calculations are the official census numbers as of Fall 2014. These are the latest Instructional Faculty FTE counts.

Academic Unit	2014 FTE Full Time Faculty	2014 FTE Part Time Faculty	2014 FTE Total	% of total Instructional Faculty	x50	2015-2016 Allocation	Change
College of Education and Human Development	114	65.1	179.1	0.11	5.72	6	0
College of Health and Human Services	80	40.4	120.4	0.08	3.86	4	0
College of Humanities and Social Sciences	367	100.2	467.2	0.3	14.92	15	-1
College of Science	201	17.1	218.1	0.14	6.96	7	0
College of Visual and Performing Arts	71	36.6	107.6	0.06	3.43	3	0
Krasnow Institute for Advanced Study	10	0.6	10.6	0.01	0.33	0	0
School for Conflict Analysis and Resolution	21	4.2	25.2	0.02	0.81	1	0
School of Business	83	15.6	98.6	0.06	3.14	3	0
School of Law	32	13.2	45.2	0.03	1.44	2	0
School of Policy, Government, and International Affairs	79	13.2	92.2	0.06	2.94	3	+1
Volgenau School of Engineering	151	49.9	200.9	0.13	6.41	6	0
Totals	1209	356.1	1565.1	1		50	0

B. Other Committee Reports

Salary Equity Study Committee – Shelley Wong, Chair

The committee has met, concerned with a number of issues regarding inequities in gender, race, changes over the last 30 years – clinical faculty vs. tenure-track, use of adjunct faculty, to look at other benchmark institutions, other peer institutions doing work in this area. The committee is looking for any additional suggestions as they continue their work.

V. Other New Business

Faculty Involvement in the Capital Campaign – David Long, Executive Campaign Director

Goal is to draw faculty into the University Capital Campaign. 1,117 faculty and staff have donated \$6.5M. Campaign began during FY08, and has exceeded its \$300M goal. On the cusp of a \$10M gift, and looking to take campaign public in the fall 2015. I seek your suggestions to enhance/increase faculty participation in the Capital Campaign.

Suggestions/comments from Senators included directed giving to scholarships within a department, and concern over asking for money from faculty that have seen limited changes in compensation. Other senators discussed logistics problems with giving and difficulty with interacting with the foundation. Senators were more interested in how they could assist in external fundraising rather than lobbying their colleagues.

VI. Remarks for the Good of the General Faculty

Senator: We recently got a letter from President Cabrera about the online completion program – this was news to me. When this issue came up a couple of years ago, President Merten said we had no plans for this; needs to have faculty development.

Provost Wu: This concept has been in discussion for some time, building on existing programs in place, and close to a dozen programs across the university in different shapes and sizes. A broader view in Commonwealth for working folks without opportunity to complete degrees, and we believe the demand is out there whether state of VA is interested in supporting Mason to put this in place. We have not even completed a full proposal for such a program, and are hoping to get funding. The state may encourage several different institutions to collaborate; the project is not more than discussion at this point.

Should the administration ask Virginia for money or first bring idea to the faculty for input?

Provost Wu: It is a chicken and egg situation, and Mason is not the only player in this.

Faculty are extremely concerned we will be pushed to put courses on line such as Calculus I, which the mathematics faculty does not wish to do.

In a general discussion about the recently announced closure of Sweet Briar College, questions included whether we reaching out to faculty losing their jobs or to students who might transfer to Mason.

Senator: There was a Post article about how GMU and INOVA are not collaborating. INOVA is an important regional player.

Provost Wu: An unfortunate article that is more an opinion piece than news article. The angle of “Two Big Players in Region not Playing Well Together” does not reflect that we are working very closely with INOVA, including ways to expand joint appointments between INOVA and GMU. People in the article were quoted out-of-context. No long term damage has been done to our relationship.

VII. Adjournment: The meeting adjourned at 4:07 p.m.

Respectfully submitted,
Timothy Leslie
Secretary