

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE MEETING
MARCH 1, 2017
Robinson Hall B113, 3:00 – 4:15 p.m.

Senators present: Alan Abramson, Mark Addleson, Dominique Banville, Jim Bennett, Alok Berry, Lisa Billingham, Doris Bitler Davis, Virginia Blair, Melissa Broeckelman-Post, Carol Cleaveland, Shannon Davis, Betsy DeMulder, Charlene Douglas, John Farina, Pamina Firchow, Michele Greet, Jesse Guessford, Dimitrios Ioannou, Diana Karczmarczyk, Chris Kennedy, Larry Kerschberg, David Kravitz, David Kuebrich, Timothy Leslie, Bethany Letiecq, Daniel Menascé, Linda Monson, Elavie Ndura, Robert Pasnak, Daniel Polsby, Jeremy Rabkin, Keith Renshaw, Pierre Rodgers, Catherine Sausville, Joe Scimecca, Suzanne Slayden, June Tangney, Susan Trencher, Girum Urgessa, Iosif Vaisman, Jenice View, S. David Wu, John Zenelis, Stanley Zoltek.

Senators absent: Peggy Agouris, Kevin Avruch, Kenneth Ball, Deborah Boehm-Davis, Henry Butler, Ángel Cabrera, James Conant, Richard Craig, Rick Davis, David Gallay, Pamela Garner, Mark Ginsberg, Bijan Jabbari, Rebecca Jones, Anne Magro, Kevin McCrohan, Kumar Mehta, Thomas Prohaska, Mark Rozell.

Visitors present: LaShonda Anthony, Director, Office of Academic Integrity; Eve Dauer, University Registrar; Sr, Vice President J.J. Davis, Rector Tom Davis; Steven Dillingham, Associate Registrar; Kim Eby, Associate Provost for Faculty Development; Nicholas Fisch, Student Senate Faculty Senate Liaison; Kim Ford, Personnel Project Manager, Academic Administration, Provost Office; Megan Kirk, Chair, Staff Senate; Janette Muir, Associate Provost, Academic Initiatives and Services; Mary Oberlies, Chair, Librarians' Council, University Libraries; Vice Rector Jon Peterson; Julie Shank, Student, Leadership in Higher Education, HEP; Katlyn Weiser, Student Senate.

- I. **Call to Order:** Chair Keith Renshaw called the meeting to order at 3:00 p.m.
- II. **Approval of the Minutes of February 1, 2017:** we have received some feedback for proposed edits to the minutes and will report and vote on them at the next meeting.

III. Announcements

Rector Tom Davis invited Vice Rector Jon Peterson to attend today's meeting; to get the flavor of this – we attended the Student Senate meeting a few weeks ago. Rector Davis also noted the Peterson family's contributions to the university.

News from the General Assembly: Last year the first budgetary news was not good for Mason, but in the end we received a 2% raise. We have a great faculty here. Salary issues are our most important priority. Money for Robinson Hall is in the budget; we'll make some adjustments, we want to keep you here. We, President Cabrera and Provost Wu are doing all we can – you are the heart and soul of the university. Rector Davis opened the floor to questions/comments/complaints.

Senator was looking for the BOV Minutes conversation about term faculty. Expressed concerns about staff earning less than \$50K/year; there are some faculty who make less than \$50K/year. In our department we have 35 non-tenure track faculty teaching 4-5 courses that make less than \$50K.

Rector Davis: The Term Faculty Task Force will be looking at salary issues. We don't just pay the minimum (salary), an across the board concern (about salaries). State universities are in trouble with funding; must find other ways to make money, philanthropic grants etc. To attract quality student body; to have faculty who want to stay.

Another Senator noted her department was about 60/40 tenure line/term faculty. Term faculty are not allowed to do service, so all service falls to tenure line faculty. We also need to address term faculty teaching load 4:4.

Senator: In the School of Business, our term faculty contracts include service as 25% of contract.

Chair Renshaw noted the Term Faculty Task Force is finalizing its membership and will address issues across the university, to see what other units are doing. Kim Eby, who will co-chair the Term Faculty Task Force, announced that Girum Urgessa, Faculty Senator from the Volgenau School of Engineering, will serve on the committee. She will send an all-fac announcement about the Task Force, its charge and work. Chair Renshaw encouraged faculty to send suggestions to the Task Force.

Senator: Some of us watched a webinar from AAUP yesterday. Seventy-two percent (72%) of faculty are non-tenure track, as they have higher course loads Tenure is the primary foundation of freedom of speech for faculty, seriously eroded. How do you feel about this?

Rector Davis: Tenure has a long-standing place in American universities. There is an economic model for more term faculty. There is no plan to do away with tenure; it is a system that works well.

Senator: There are movements in two states to abolish tenure.

Rector Davis: There are lots of movements in states. We try to stay abreast of what everyone is doing.

Vice Rector Peterson: Education technology is changing much of the world. To see how that affects education. Hard to say education will stay as it is; is unrealistic. BOV has to look at what is coming our way.

Rector Davis doesn't think a major university will continue without online education. However it is not comparable to experience in the classroom; agrees there is no replacement for having you in the classroom. Online education involves you as faculty; we don't want to lower our standards. Online will be an increasing part of what we do, not to outsource this to others.

Vice Rector Peterson: Did not intend that online is a better kind of education

Rector Davis: For some people it is the only option they have to learn. He appreciates your comments.

Senator: We have a lot of non-tenured faculty. Tenure gives you freedom in the classroom – (to try innovative things which might fail). How do you find a way to give them intellectual freedom in that way without tenure?

Rector Davis defers to Provost Wu.

Provost Wu: The norm of term contract was one year, typically two years, sometimes five years – has a long time horizon. Not saying this as a way of avoiding question. The charge of the Task Force is to think about that issue – faculty, professional career development side to this, for their longer term development.

Senator: Although tenure is important for classroom teaching it is also important for research and academic freedom. To maintain Research I status, it is even more (important) to expand the tenure line. If you're teaching 4:4 and performing service, you won't have any time to do research; encourage more tenure-line faculty and open more tenure lines.

Provost Wu agrees; it is what the university model is all about.

Vice Rector Peterson: One of priorities of the BOV over the past few years – now Tier I – we want to move forward, not back.

Rector Davis: BOV has been more aggressive on research than the administration.

Senator: Online education outsourcing? Is it true?

Rector Davis was not aware of this. The BOV feels you have a role in teaching courses for those who want to teach online courses.

Senator: Where is faculty input? Faculty deal with curriculum, know better than administration and BOV. The administration holds town hall meetings, asks for information and discussion mode. Faculty really needs to have input into this, not just listening.

Sr. VP Davis clarified Wiley does not dictate this; faculty within colleges are responsible for curriculum.

Senator: How were faculty chosen?

Sr. VP. Davis: They volunteered – some in CHSS and other colleges. She suggested we do a briefing about the process at the next FS meeting.

A Senator was surprised to hear “tenure-track”. What we have is an appointment without term – with the possibility of being terminated without doing enough or well enough in the eyes of various administrators. The idea that there is a tenure line is an illusion.

Senator: This region has tremendous wealth; with three of six/seven of the wealthiest counties (in the US). The Mason Endowment is very low, despite the best efforts of amazing families like yours. The Development Office is working all the time. Is there some obstacle?

Vice Rector Peterson: This is not rocket science. The number of graduates continues to increase. As they become older, they accumulate more wealth over the course of time. Fundraising efforts in the past 2-3 years have been more significant than in the past. There is definite progress – numbers don't lie. Mason matters more and more to the community. The more Mason does, the more this community will take notice. There is progress but will take a while.

Rector Davis: We get the lowest reimbursement from the state – an added pressure. Ángel has done a tremendous job. Our highest priority is to get more money for pay, facilities, etc.

Vice Rector Peterson: We have had lots of communication in Richmond about Mason's lack of funds and inequality of what Mason receives from the state.

A Senator who teaches an online course heard recently that Wiley is asking the university to go to trimesters. Would we have the opportunity to earn summer pay?

Sr. VP Davis: Wiley's preference is evening courses. She suggested we have a meeting about it.

Rector Davis: The Board is not aware of this.

Senator: Was the Executive Committee aware of Wiley trimester? Why was it not brought to the Faculty Senate?

Chair Renshaw: The Executive Committee and Academic Policies Committee just learned about it in the past month. We will return to this topic at our next Faculty Senate meeting (April 5, 2017).

Senator Suzanne Slayden, Chair of the Academic Policies Committee. We just received the academic calendar for three years out which contained errors; we had to deal with that. The Wiley schedule is a separate issue versus our academic calendar.

Chair Renshaw: Certain programs do this to some degree, not to replace the regular calendar.

Senator: When is the faculty going to have input into 16 week semester?

Provost Wu: We are going to initiate a conversation re how we do calendars. Some professional programs need more flexibility. He has instructed staff to provide a three year window before we implement anything. This was just an idea; some universities have been on this for a long time. . There are all sorts of other impacts when you contemplate the idea of two different calendars. Nothing will be changed without faculty input

Senator: When is this supposed to start?

Provost Wu: There will not be a major change in university calendar in the next three years. At end of discussion if decided not a good idea, we will not do it.

Chair Renshaw noted all calendars have to be approved by the Faculty Senate. In response to a question from a Senator, Provost Wu agreed to provide a proposal in writing.

Sr. VP Davis: The BOV meets tomorrow. The Commonwealth has announced good news: pay raises for faculty and staff – July implementation. We will receive more money for financial aid but overall will receive less funding from the Commonwealth. We held a Town Hall with students about tuition and pricing. Tuition decisions will come out in May. The situation is less bad than it was in December: \$9M base budget cuts moderated a bit. We disproportionately funded raises received in December.

Senator: Is there an update for funding for Bull Run?

Sr. VP Davis: Not yet for all of Bull Run, but we have to move it forward. There are more needs than dollars. Last year we prepared a 2.9% tuition increase which was cut by the state.

Provost Wu: Danny Menascé received the distinguished faculty award in Richmond. I had the pleasure to witness the event. The governor presented the award. President Cabrera was also there. This is a great honor to be recognized for Mason too.

IV. Committee Reports

A. Senate Standing Committees

Executive Committee – Keith Renshaw, Chair

We continue to work on items. Our next meeting is Monday, March 20th.

Academic Policies – no report.

Budget and Resources – no report.

Faculty Matters – Alan Abramson, Chair

We are putting final touches on the Faculty Evaluation of Administrators from last year. It should be available in the next two weeks. We are starting to work on the survey for this year, anticipate distribution in the next 4-6 weeks. We are working on issue of engagement of faculty in governance. Some Faculty Senators make regular reports at their department meetings. He asks those who don't to report on Faculty Senate and the vehicle it can be.

Discussion: Some years ago Faculty Senators asked for time from their Dean. Some departments in our school have Faculty Senators, some do not. So this invited a lot of feedback, comments to share.

Nominations – Mark Addleson, Chair

Kumar Mehta (School of Business) is nominated to fill a vacancy on the Effective Teaching Committee.

Kumar Mehta, PhD.
Associate Professor, Information Systems and Operations Management
Director, Technology Leadership Programs
School of Business

I have been at Mason since 2005, and have served in various capacities – faculty, graduate program committee, director of two graduate programs. I was recipient of Teaching Excellence Award in 2009, and have also served twice on the committee for Teaching Excellence awards. I would like to continue to engage and contribute in this regard.

No further nominations were made from the floor, Kumar Mehta was elected.

We are looking for a Faculty Senator to serve on the Academic Integrity Advisory Committee. If you are interested, please contact me. The terms of four Faculty Representatives to the BOV Committees end this year. We will soon distribute a call for nominations.

Organization and Operations - Lisa Billingham, Chair

Apportionment of Faculty Senate Seats for 2017-18

[Attachment A](#)

To: Keith Renshaw, Chair of Faculty Senate

From: Organizations and Operations Committee

Re: Faculty Senate Seat Allotments Chart

Date: March 1, 2017

The [attached report](#) is the result of calculations from the Fall 2016 IRR Report regarding the official tally for the 50 seats that are allotted for the Senate. As you will note, the Antonin Scalia Law School (1.54), the College of Education and Human Development (5.57), and the Schar School of Policy and Government (2.55) have each earned ½ of a seat. We would like to propose that we break our Charter and ask to fill 51 seats for the coming academic year. We understand that this will bring the discussion of seats to the Senate floor.

Respectfully submitted,

Lisa A. Billingham, Chair, Senate Organizations and Operations Committee

A motion was made to assign Senate seats as allocated to allow 51 seats.

Discussion: Some Senators opposed the motion. We went through this exercise about how to change process – at the end of the day, do you violate charter? It concerns me to do this; violating the charter is very bad.

Another Senator recalled she was the only one who voted NOT to violate the charter a few years ago. For various reasons, we could cut out S-CAR as below 1; the Law School already has at least one Senator. Who wants to give up a representative? The only way we can support this is for one year, in the hope that someone's (term) may end in (next year's) FTE calculations.

Amending the charter is a lengthy process. The General Faculty was very small when the Faculty Senate was established.

A motion was made to call the question.

The motion was approved: 29 votes in favor, 11 votes opposed.

Minority and Diversity Issues Committee Charge Revisions

Proposed Revision

Minority and Diversity Issues Committee

Charge: To work in concert with the ~~Equity Office, Minority Students Services Office, Office of Compliance, Diversity and Ethics and the Office of Diversity, Inclusion and Multicultural Education (ODIME)~~, other pertinent administrators, and campus organizations in developing and implementing means to ensure nondiscrimination, ~~tolerance~~acceptance, and protection of the rights of all persons affiliated with the University; and to facilitate dialogue among those connected with the University and those in the broader community on matters concerning ~~minority~~ marginalized populations and diversity issues.

A motion was made to amend the proposed revision by replacing "acceptance" (in line 4) with "inclusion". The amendment was seconded and the Senate voted to approve the amendment. The amended motion was approved (below).

Charge: To work in concert with the Office of Compliance, Diversity and Ethics and the Office of Diversity, Inclusion and Multicultural Education (ODIME), other pertinent administrators, and campus organizations in developing and implementing means to ensure nondiscrimination, inclusion, and protection of the rights of all persons affiliated with the University; and to facilitate dialogue among those connected with the University and those in the broader community on matters concerning marginalized populations and diversity issues.

B. Other Committees/Faculty Representatives

Faculty Handbook Revision Committee - Suzanne Slayden, Chair

Proposed Revisions to Faculty Handbook (second view)

Faculty Handbook Revision Committee

Proposed Revisions to the Faculty Handbook

Faculty Senate meeting Mar. 1, 2017

The proposed revisions to multiple sections of Chapters 1-3 were presented to the Faculty Senate on Feb. 1, 2017. After discussion during the meeting, the committee made two additional revisions to Sections 1.3.1 and 1.3.3.

Additional changes, indicated in yellow highlight, were made 2/27/17 to accommodate different procedures used in a college.

The revisions text is linked to

<http://www.gmu.edu/resources/facstaff/senate/FacultyHandbook/fac-hndbk-rev-2016F2.htm>.

On behalf of the Committee, it is moved

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.]

If the changes are approved by the Faculty Senate, they will be submitted to the Board of Visitors for final approval.

Committee members: Alan Abramson (SSPG), Cynthia Lum (CHSS), Suzanne Slayden (COS)

The 2014 Faculty Handbook can be found at

<http://www.gmu.edu/resources/facstaff/handbook/>.

Questions/Discussion:

In response to a question about why the revisions to the UPTRAC Committee (approved at February 1, 2017 Faculty Senate meeting) were considered before the revisions being considered today, Senator Slayden explained that after three years of UPTRAC existence, it was time to provide guidance in the Faculty Handbook for the committee to write their procedures. Since the BOV no longer has an April meeting, we needed to be sure to finish these to be sure they would be considered at the BOV May meeting. We have given enough guidance to those who sit on the committee.

If you joined Mason ten years ago, are you governed by the rules in place at that time? No, you are governed by the Faculty Handbook in effect at this time.

Senators asked questions about the faculty voting twice for P&T with reference to their unit's procedures. Senator Slayden invited faculty with specific problems to write to the Faculty Handbook Committee; we will be glad to make suggestions.

The Faculty Senate voted unanimously to approve the proposed changes to the Faculty Handbook.

Senator Alan Abramson presented Senator Slayden with a beautiful bouquet of roses to thank her for her extraordinary work on the Faculty Handbook, to sustained applause.

V. New Business - none.

VI. Remarks for the Good of the General Faculty

It is good for faculty to have the Mason Club – please come! If you have not yet paid your dues, please do so. We hope you will go to the club weekly. A Senator asked if there was a limit of three visitors. Professor Scimecca responded that was not true, you can bring more visitors there. You do not need to make reservations in advance; you can come whenever you want.

Kim Eby noted two students from the Student Senate have a resolution (about open textbooks) they would like to present to the Faculty Senate and will send it to the Executive Committee.

Congratulations to Danny Menascé on receiving the 2017 Outstanding Faculty Award from the State Council of Higher Education for Virginia (SCHEV).

Women in Business Presents "[Women in Harm's Way](#)": a panel discussion featuring George Mason University faculty who have completed research or work in global and domestic environments where threatening factors are present. It will take place on Thursday, March 9, 2017 from 8:30-10:30 a.m. at George's, Johnson Center, Fairfax Campus.

VII. Adjournment: The meeting adjourned at 4:17 p.m.

Respectfully submitted,
Charlene Douglas
Secretary

Attachment A

Faculty Senate Allotments	2016 FTE Full Time Faculty	2016 FTE Part Time Faculty	2016 FTE TOTAL	% of total Instructional Faculty	x 50 Seats	x 50 seats (weighted)	2016-17 Allocation	Change
Antonin Scalia Law School	38	11.7	49.7	3%	1.54	2	2	0
College of Education and Human Development	116	63.4	179.4	11%	5.57	6	6	0
College of Health and Human Services	91	43.3	134.3	8%	4.17	4	4	0
College of Humanities and Social Sciences	349	99.8	448.8	28%	13.93	14	14	0
College of Science	208	24.2	232.2	14%	7.21	7	7	0
College of Visual and Performing Arts	72	35.3	107.3	7%	3.33	3	3	0
School for Conflict Analysis and Resolution	18	6.5	24.5	2%	0.76	1	1	0
School of Business	98	22.3	120.3	7%	3.73	4	4	0
Schar School of Policy and Government	67	15.1	82.1	5%	2.55	3	3	0
Volgenau School of Engineering	174	58.7	232.7	14%	7.22	7	6	1
			1611.3	100%	50	51	50	1.0