

**GEORGE MASON UNIVERSITY**  
**MINUTES OF THE FACULTY SENATE MEETING**  
**SEPTEMBER 6, 2017**  
**Robinson Hall B113, 3:00 – 4:20 p.m.**

**Senators present:** Alan Abramson, Mark Addleson, Dominique Banville, Jim Bennett, Alok Berry, Lisa Billingham, Virginia Blair, Melissa Brockelman-Post, Carol Cleaveland, James Conant, Shannon Davis, Betsy DeMulder, Charlene Douglas, Christy Esposito-Smythers, David Gallay, Michael Gilmore, Jesse Guessford, Tamara Harvey, Bijan Jabbari, Aditya Johri, Rebecca Jones, Chris Kennedy, Larry Kerschberg, David Kravitz, David Kuebrich, Timothy Leslie, Bethany Letiecq, Daniel Menascé, Jeremy Rabkin, Karen Reedy, Keith Renshaw, Pierre Rodgers, Esperanza Roman-Mendoza, Catherine Sausville, Suzanne Slayden, June Tangney, Susan Trencher, Girus Urgessa, Iosif Vaisman, Emily Vraga, Shelley Wong, David Wu, Masoud Yasai, Stanley Zoltek.

**Senators absent:** Peggy Agouris, Kevin Avruch, Kenneth Ball, Deborah Boehm-Davis, Henry Butler, Ángel Cabrera, Julie Christensen, Rick Davis, Mark Ginsberg, Dimitrios Ioannou, Diana Karczmarczyk, Kumar Mehta, Maury Peiperl, Daniel Polsby, Thomas Prohaska, Mark Rozell, Joe Scimecca, Solon Simmons, Jenice View, John Zenelis.

**Visitors present:** LaShonda Anthony, Director, Academic Integrity; Jessica Cain, HR & Background Check Consultant, Human Resources/ Payroll; Eve Dauer, University Registrar; Pat Donini, Assistant Vice President of Human Resources, Human Resources/Payroll; Kim Eby, Associate Provost for Faculty Affairs and Development; Linda Harber, Vice President, Human Resources/Payroll and Faculty/Staff Life; Gillian Lancaster, Associate Director/Chief Investigator, Compliance, Diversity and Ethics; David Landry, Executive Director, Chief Information Security Officer, Information Technology Services; Chris Maier, Chair, Staff Senate; Professor Hua Min, Health Administration and Policy, CHHS; Janette Muir, Associate Provost, Academic Initiatives and Services; Shelley Reid, Director for Teaching Excellence, Stearns Center for Teaching and Learning; Marilyn Smith, Vice President and Chief Information Officer, Information Technology Services; Bethany Usher, Associate Provost for Undergraduate Education.

**I. Call to Order:** Chair Keith Renshaw called the meeting to order at 3:01 p.m.

**II. Approval of the Minutes of April 26, 2017:** The minutes were approved.

**III. Announcements**

Opening Remarks: **Keith Renshaw, Chair**

Chair Renshaw welcomed everyone to the first Senate meeting of the academic year. He reminded Senators to sign in and take their nameplates to their seats. Senators were invited to attend a social hour at the Mason Club starting at 5:00 p.m. President Cabrera will host a reception for Faculty Senators at Mathy House on Thursday, October 5<sup>th</sup> from 5:30-7:30 p.m. Senators will receive a formal invitation requesting RSVP. Unfortunately it was not possible to schedule a time directly following a Faculty Senate meeting.

Appointments: Charlene Douglas will serve as chair pro tempore. Suzanne Slayden will serve as parliamentarian. Catherine Sausville and Melissa Broeckelman-Post will serve as Sergeants-at-Arms.

**Provost Wu** welcomed everyone back. The Provost's Goal's for AY 17-18 are derived from the President's Goals (as listed in BOV minutes: <https://bov.gmu.edu/wp-content/uploads/Minutes-July-27-2017-Planning-Conference-w-Attachments-RED.pdf>).

1. Differentiate and Improve Student Experience Inside and Outside Class. The Mason Impact Initiative began last year. Over 150 faculty members attended the initial Curriculum Impact Workshop at the end of Spring Semester 2017. One goal of the Mason Impact Initiative is to open up opportunities for students through multi-disciplinary curricular development. Connected to this is the Student Experience Redesign. The purpose of this redesign is to help students negotiate the university more easily and streamline the student experience process (e.g. advising, student support). Over 200 people attended the Student Experience Redesign workshop during the Spring Semester 2017. Many ideas were generated, with the goal as increasing the retention and graduation rates.
2. Strengthen Research and Innovation Enterprise. Under this goal, we can look first at the continuing partnership with Inova Hospital and UVA Medical School that created the Global Genomics and Bioinformatics Research Institute that will be located at the Inova Center for Personalized Health campus in Fairfax. Mason is one of three main partners. Second, we will continue our focus on Research Innovation in order to enlarge primary research through our seed grant programs. There is was a second round of seed grants fostering successful collaboration across colleges. Currently there is a call for proposals for multi-disciplinary centers that builds on this momentum. As evidence of what happens when we do focus on our research and innovation enterprise, Mason received a Department of Homeland Security Grant, a \$40M Center of Excellence grant awarded to Mason over multiple years. This grant is to create the Center of Excellence in Criminal Investigations and Network Analysis (<https://www2.gmu.edu/news/440156>). When we put our heads together, Mason can really compete. For example, Perdue, Carnegie Mellon, and USC also completed for this grant.
3. Make meaningful progress in faculty and staff diversity and well being. The administration has been trying to improve compensation over past year, providing two salary raises but also implementing non-compensation improvements. The administration conducted surveys of a large group of faculty last year to identify issues to address, e.g. transparency in tenure review process. In addition the term faculty task force was formed with Faculty Senate. Kim Eby now serves as new Associate Provost for Faculty Affairs, and works closely with Human Resources and is focusing on this issue of term faculty and other concerns.
4. Next goal to pursue: Transformative partnerships for access. We intend to bring into fruition new connective pathway programs through the NOVA partnership announced last year. We are developing online access: an example of this is the Wylie partnership signed last year. We will bring into fruition at least five new online programs through

Wylie platform. We are also working with ODU to implement the statewide Online Virginia Network for undergraduates to complete their degrees through one of the two institutions; hope this will be a model for collaboration among all other Virginia institutions.

5. Another key goal is to continue to strengthen our financial position. The new Budget Model is now in place. Conversations connected to the financial position will include thinking about how to add research indirects into the budget model and how to navigate multidisciplinary teaching and research that is being encouraged under this new model. Discussions will also include the possibility of a new tuition pricing structure.

Provost Wu concluded: There has been one big accomplishment; a liquor license was obtained for the Mason Club. He hoped to see many Senators there at the social hour (5:00 pm).

Discussion/Questions:

A Senator asked about the Administration's discussions regarding the George Mason statue.

Provost Wu: Other than the George, we don't have as much a problem as UVA and others have regarding statues and landmarks. The President's message was very clear. The police are prepared for potential situations similar to the recent Charlottesville demonstrations. The police chief went down to Charlottesville to hear "lessons learned".

#### **IV. Committee Reports**

##### **A. Senate Standing Committees**

*Executive Committee- Keith Renshaw, Chair*

We will figure out membership of the Executive Committee AY 17-18 as we reconstitute Faculty Senate Standing Committee membership/chairs at the end of this meeting.

*Academic Policies- Suzanne Slayden, Chair*

We will have several items this year, including reviewing the 2020-21 AY calendar that will integrate the regular academic year and the Wiley on-line courses; establishing proportional drop/add deadlines for academic terms that are not 15 weeks; reviewing the relationship between the course repeat and termination from the major policies; and reviewing the deletion of some of Study Elsewhere language from the catalog.

*Budget and Resources- Tim Leslie, Chair*

The Budget Model update is our number #1 priority for this year.

*Faculty Matters – Alan Abramson, Chair*

We have a couple of items from last year: to complete the Faculty Evaluation of Administrators in the fall this year instead of the spring; studying the feasibility of faculty evaluation of department chairs; obtaining data for faculty study leaves, for example, how many faculty are eligible and are taking them?

*Nominations – Mark Addleson, Chair*

Thanks to everybody who came forward to volunteer! Chair Renshaw thanked Mark for all the work done over the summer.

*Organization and Operations - Lisa Billingham, Chair*

We are looking at changes to procedures in apportioning the 50 Faculty Senators among the academic units so that we avoid the over-representation from last year. We are also planning to present changes to the Faculty Senate bylaws.

**B. Other Committees/Faculty Representatives – no reports.**

**V. Special Orders**

**A. Elections**

The Nominations Committee is charged to nominate one person to each available slot. Chair Renshaw thanked all who responded to the call for nominations. Nominations may also be made from the floor, please feel free to speak up if you wish to serve.

**Election of Members of Faculty Senate Standing Committees, Secretary of the Senate**

The Committee on Nominations presents the following nominations for AY 2017-18:

**FACULTY SENATE STANDING COMMITTEES  
(2-year terms; all members are Senators)**

**ACADEMIC POLICIES (2 Vacancies)**

*Continuing Members:* Diana Karczmarczyk (CHHS), Chris Kennedy (COS), Suzanne Slayden (COS)

*Nominees:* Catherine Sausville (COS), Emily Vraga (CHSS)

Melissa Broeckelman-Post was nominated to serve on the Academic Policies Committee, replacing Emily Vraga (CHSS) who will be nominated to serve on the External Academic Relations Committee. No other nominations were made from floor. The nominees were approved.

**BUDGET AND RESOURCES (1 Vacancy)**

*Continuing Members:* Shannon Davis (CHSS), David Gallay (SBUS), Tim Leslie (COS), June Tangney (CHSS)

*Nominee:* Tamara Harvey (CHSS)

**FACULTY MATTERS (4 Vacancies)**

*Continuing Members:* Girus Urgessa (VSE)

*Nominees:* Alan Abramson (SSPG), Bethany Letiecq (CEHD) Joe Scimecca (CHSS), Solon Simmons (S-CAR)

### **ORGANIZATION AND OPERATIONS (2 Vacancies)**

*Continuing Members:* Ginny Blair (CHHS), Carol Cleaveland (CHHS), Jenice View (CEHD)

*Nominees:* Lisa Billingham (CVPA), Jesse Guessford (CVPA)

**No further nominations were made from the floor and the nominees to the Faculty Senate Standing Committees: Academic Policies, Budget and Resources, Faculty Matters, and Organization and Nominations were approved.**

### **NOMINATIONS (3 Vacancies)**

*Continuing Members:* Mark Addleson (SSPG), Daniel Menascé (VSE)

*Nominees:* Nominations must come from the floor.

Charlene Douglas (CHHS), Michael Gilmore (CHSS), and Shelley Wong (CEHD) were nominated from the floor. **The nominations were approved.**

### **SECRETARY of the SENATE (1 Vacancy)**

*Nominee:* Shannon Davis (CHSS)

**No additional nominations were made from the floor and Shannon Davis was elected to serve as Secretary of the Faculty Senate.**

### **Election of Members of University Standing Committees**

The Committee on Nominations presents the following nominations for AY 2017-18:

#### **UNIVERSITY STANDING COMMITTEES**

**(Members and nominees in bold type are Faculty Senators;  
2-year terms unless otherwise noted)**

### **ACADEMIC APPEALS (3 vacancies)**

*Continuing Members:* **Carol Cleaveland (CHHS), Jenice View (CEHD)**

*Provost Appointee:* Pamela Garner (CHSS)

*Nominees:* **Tamara Harvey (CHSS)**, Carmen Rioux-Bailey (CEHD), Laura Ellen Scott (CHSS)

No additional nominations were made from the floor, nominations closed.

**ACADEMIC INITIATIVES (3 vacancies)**

*Continuing Members:* Nirup Menon (SBUS), Christy Pichichero (CHSS)

*Ex Officio:* Michelle Marks, Vice President for Academic Innovation and New Ventures and David Burge, Vice President for Enrollment Management

*Nominees:* **Mark Addleson (SSPG)**, Danielle Rudes (CHSS), David Straus (COS), **Tim Leslie (COS)**

The Academic Initiatives Committee's charge provides for 5-7 members. No additional nominations were made from the floor, nominations closed.

**ADMISSIONS (1 vacancy)**

*Continuing Members:* Estela Blaisten-Barojas (COS), Marie Kodadek (CHHS), Qiliang Li (VSE), Matt Peterson (CHSS), Ashley Yuckenberg (SBUS)

*Dean of Admissions appointee:* Darren Troxler (Associate Dean of Admissions)

*Nominees:* **Karen Reedy (CVPA)**

No additional nominations were made from the floor, nominations closed.

**ADULT LEARNING AND EXECUTIVE EDUCATION COMMITTEE (3 vacancies)**

*Continuing Members:* Christopher Koper (CHSS), Guiseppina Kysar (COS)

*Nominees:* **Aditya Johri (VSE)**, Katie Rosenbusch (SBUS), Stephen Zaccaro (CHSS)

No additional nominations were made from the floor, nominations closed.

**ATHLETIC COUNCIL (1 vacancy)**

*Continuing Members:* Marcie Fyock (CEHD), Ana Stoehr (CHHS), Margaret (Peggy) Weiss (CEHD)

*Ex-officio:* **Dominique Banville (CEHD)** (Chair, Faculty Athletic Representative)

*Nominees:* Amanda Allen Caswell (CEHD)

No additional nominations were made from the floor, nominations closed.

**EFFECTIVE TEACHING (1 vacancy)**

*Continuing Members:* Lorraine Valdez Pierce (CEHD), Chair; Mihai Boicu (VSE), **Kumar Mehta (SBUS)**, Alexandria Zylstra (SBUS)

*Nominee:* Esperanza Román-Mendoza (CHSS)

No additional nominations were made from the floor, nominations closed.

### **EXTERNAL ACADEMIC RELATIONS (3 vacancies)**

*Continuing Members:* **David Kravitz (Business)**, Christy Pichichero (CHSS)

*Provost Appointee:* Peter Pober (CHSS)

*Nominees:* Jessica Rosenberg (COS), **Bethany Letiecq (CEHD)**, **Emily Vraga (CHSS)**

Emily Vraga was nominated to replace Melissa Broeckelman-Post. No additional nominations were made from the floor, nominations closed.

### **FACULTY HANDBOOK REVISION (1 vacancy, 3-year term)**

*Continuing Members:* **Alan Abramson (SSPG-2018)**, **Suzanne Slayden (COS-2019)**

*Nominee:* Cynthia Lum (CHSS)

No additional nominations were made from the floor, nominations closed.

### **GRIEVANCE (3 vacancies)**

*Continuing Members:* **Carol Cleaveland (CHHS)**, John Farina (CHHS)

*Nominees:* Sheri Berkeley (CEHD), **Bethany Letiecq (CEHD)**, Michael Summers (COS)

No additional nominations were made from the floor, nominations closed.

### **MASON CORE COMMITTEE (3 vacancies, 3-year terms)**

*Continuing Members:* **Dominique Banville (CEHD – 2018)**, **Melissa Broeckelman-Post (CHSS -2019)**, Rebecca Ericson (COS – 2018), Tamara Maddox (VSE – 2019), Matthew Scherer (SSPG-2018)

*4 Provost Appointees:* To be named.

*3 Ex-Officio:* Bethany Usher (Associate Provost for Undergraduate Education), Chair, Shelley Reid (Director for Teaching Excellence, Stearns Center for Teaching and Learning), Stephanie Foster (Associate Director, Undergraduate Education)

*Nominees:* Kelly Dunne (CHSS-2020), Gary Sparks (CHSS-2020), Ali Weinstein (CHHS-2020)

No additional nominations were made from the floor, nominations closed.

### **MINORITY and DIVERSITY ISSUES (5 vacancies)**

*Nominees:* **Virginia Blair (CHHS)**, Cher Weixia Chen (CHSS), Paul Gorski (CHSS), Kristy Lee Park (CEHD), Jennifer Ritterhouse (CHSS)

No additional nominations were made from the floor, nominations closed.

### **MULTILINGUAL ACADEMIC SUPPORT (0 vacancies)**

*(staggered terms for elected faculty TBD)*

*Continuing members:* E. Shelley Reid, Director for Teaching Excellence, Stearns Center for Teaching and Learning), co-chair; Karyn Mallett, Associate Director, Curriculum and Instruction, INTO, co-chair; Kathleen Ann Ramos (CEHD), Ellen Johnson Serafini (CHSS), **Susan Trencher (CHSS); Melissa Broeckelman-Post (CHSS), Director, Basic Communication Courses;** Amal Amireh (CHSS), English Courses Faculty; Patricia West, Head, Gateway Library; Judith vanBever-Green, Executive Director, International Programs and Services; Michelle LaFrance, Director, Writing Across the Curriculum; Susan Lawrence, Director, The Writing Center;

*Appointee:* Pending from Academic Advising and Transitions Center

*Ex-officio:* Bethany Usher, Associate Provost for Undergraduate Education

No additional nominations were made from the floor, nominations closed.

### **RESEARCH ADVISORY (0 vacancies)**

*(staggered three year terms TBD)*

*Continuing members:* Michael Summers (COS), Chair; Claudio Cioffi-Revilla (COS), Gerald Hanweck (SBUS), Amy Hutchison (CEHD), **Bijan Jabbari (VSE)**, Sharon Leon (CHSS), Kimberly Sheridan (CEHD/CVPA),

*Ex-officio:* Christy Esposito-Smythers, Faculty Representative to the BOV Research Committee

No additional nominations were made from the floor, nominations closed.

### **SALARY EQUITY STUDY (2 vacancies)**

*Continuing Members:* Kuo-Chu Chang (VSE)

*Provost Appointee:* Doris Bitler Davis (CHSS)

*Equity Office Appointee:* Gillian Lancaster, CDE Associate Director, Office of Compliance, Diversity and Ethics (2018)

*Nominees:* **Bijan Jabbari (VSE)**, Xiaoquan Zhao (CHSS)

No additional nominations were made from the floor, nominations closed.

## **TECHNOLOGY POLICY (4 vacancies)**

*Continuing Members:* Ashley Yuckenberg (SBUS), **Stanley Zoltek (COS)**

*Provost Appointee:* Dan Garrison, Director Online Education.

*Nominees:* Xiaomei Cai (CHSS), Gerald Hanweck (SBUS), **Catherine Sausville (COS)**, Debbie Sprague (CEHD)

No additional nominations were made from the floor, nominations closed.

## **WRITING ACROSS THE CURRICULUM (4 vacancies)**

*Continuing Members:* Douglas Irwin-Erickson (S-CAR), Misty D. Krell (CHSS), Kamaljeet (Kammy) Sanghera (VSE), Garry Sparks (CHSS), **Stanley Zoltek (COS)**

*Ex Officio:* Michelle LaFrance (WAC Program Director)

*Nominees:* Jacqueline (Jackie) Brown (SBUS), Margaret Miklancie (CHHS), Amy Hutchison (CEHD), Tommy Britt (CVPA)

**The Senate approved all the nominations presented for University Standing Committee except UPTRAC, which appears below:**

## **UNIVERSITY PROMOTION, TENURE AND RENEWAL APPEAL (3 vacancies)**

*Continuing Members:* Christopher Koper (CHSS), Stefan Toepler (SSPG – alternate)

*Provost Appointees:* Mark Ginsberg (Dean, College of Education and Human Development), Pending

*Provost Alternate Appointee:* Rick Davis, (Dean, CVPA)

*Nominees:* **Iosif Vaisman (COS)**, Mohan Venigalla (VSE), **Alok Berry (VSE - alternate)**

**Larry Kershberg (VSE)** was nominated from the floor.

There are three regular members of UPTRAC. The alternates' terms do not start until they first serve on an appeal. Appointees may also serve if regular committee members have a conflict of interest.

So we are voting for three persons (candidates) to fill two vacancies. The nominees are:

**Iosif Vaisman (COS)**, Mohan Venigalla (VSE-CEIE), **Larry Kershberg (VSE-Computer Science)**.

Ballots were distributed by the Sergeants-at-Arms. **Iosif Vaisman and Larry Kerschberg were elected to serve as committee members.**

**Alok Berry (VSE – ECE)** was elected to serve as alternate.

Chair Renshaw encouraged all Faculty Senate Standing Committees/open hearing, keep minutes. Faculty Senate Standing Committees need to meet briefly after today's meeting and elect a chair. Allow all voices to be heard.

### **Election of Faculty Representatives**

The Committee on Nominations presents the following nominations for AY 2017-18:

#### **FACULTY REPRESENTATIVES**

##### **Faculty Representative to the Advisory Board for Export Compliance**

*Nominee:* Pending. No nominations were made from the floor. If you know someone who works in Export Compliance, reach out to your colleagues.

##### **Faculty Representative to the FERPA Committee**

*Nominee:* Charlene Douglas (CHHS)

No additional nominations were made from the floor, nominations closed.

##### **Faculty Senate Representative to the Graduate Council**

The Graduate Council, like the Undergraduate Council, meets once a month. Individual colleges and schools have their own representatives. **Susan Trencher (CHSS)** was nominated from the floor. No additional nominations were made, nominations were closed.

##### **Faculty Representative to the GMU Foundation**

*Nominees:* Lance Liotta (COS)

No additional nominations were made from the floor, nominations closed.

##### **Faculty Representative to the Gift Acceptance Committee**

*Nominee:* Lance Liotta (COS)

No additional nominations were made from the floor, nominations closed.

##### **Faculty Representative to the Recreational Advisory Committee**

*Nominee:* Timothy Sauer (COS)

No additional nominations were made from the floor, nominations closed.

##### **Faculty Senate Representative to the Strategic Plan Refresh Student Success Workgroup**

*Nominee:* Rebecca Jones (COS)

No additional nominations were made from the floor, nominations closed

##### **Faculty Senate Representative to the Strategic Plan Refresh Employee Engagement Workgroup**

*Nominee:* Mark Addleson (Schar)

No additional nominations were made from the floor, nominations closed.

**Faculty Senate Representative to the Strategic Plan Refresh Research/Scholarship Workgroup**

*Nominee:* Bijan Jabbari (VSE)

No additional nominations were made from the floor, nominations closed.

**Faculty Senate Representative to the Strategic Plan Refresh Community Impact Workgroup**

*Nominee:* Besty DeMulder (CEHD)

No additional nominations were made from the floor, nominations closed.

**Faculty Senate Representative to the University Naming Committee**

*Nominee:* Alan Abramson (Schar)

No additional nominations were made from the floor, nominations closed.

The Senate voted aye to elect all the Faculty Representative nominees above. Congratulations to all and thank you!

**VI. New Business**

**A. Criminal Background Checks – Human Resources**

This report is in response to a March 2013 Faculty Senate motion requesting an annual report on Criminal Background Checks from April 1 – March 31.

**Faculty Senate Report – Criminal Background Checks  
Fiscal Year 2017**

1. How many criminal background checks were conducted between July 1 last year and June 30 this year?

**A total of 4,937 background checks were completed for the university during this timeframe. The significant increase is related to the new background check requirement for all non-benefited employees that went into effect July 1, 2016.**

2. How many criminal background checks covered full-time faculty? Adjunct faculty?

**249 full-time faculty and 238 adjunct faculty.**

3. How many potential employees or individuals changing positions within the university refused to allow HR&P to conduct background checks? How many of these were potential or actual faculty members?

**No one refused to complete a background check.**

4. How many individuals failed to be hired or to change positions within the university because of the outcome of background checks? How many of these were faculty?

**There were no instances of background check results impacting the hire or re-hire of an individual.**

5. How many people were terminated due to background checks? How many of these were faculty? Without compromising confidentiality, what were the bases of these actions?

**No one was terminated as a result of their background check report.**

6. How much did it cost the university to conduct background checks during the reporting period?

**The cost for background checks during this period was approximately \$133,299.**

7. Were there any violations of confidentiality or other aspects of the Background Investigation Policy during the reporting period? Without compromising confidentiality, explain.

**There were no violations of confidentiality.**

**Discussion and questions:**

A Senator commented that the university decided to implement this policy without any faculty input. AAUP opposes this kind of policy. There is not much evidence of faculty criminal behavior. Quite a bit of money goes for something we don't necessarily need. There is significant injustice in terms of arrests made and charged filed against specific groups of individuals in the United States, especially those individuals likely to be employed in low wage jobs. As a result, they are afraid to apply. He wishes administration changes its policy; this is an unnecessary expense, and a policy which works against minorities.

Another Senator seconded that sentiment, noting that the criminal justice system is biased against minorities. There is substantial evidence of this but not evidence of a problem we are trying to take care of.

A Senator asked about the specific results of the background checks.

Jessica Cain, HR: We have hits all the time, noting we look for convictions, not arrests. So we are looking for someone to disclose information about a conviction. If they don't, then we have a discussion. Is this information regarding a conviction related to their job, is the conviction even about them or about a different person with the same name, did it occur many years ago, etc. Given that most universities have background checks in hiring, it is tough to say whether they had no impact.

A Senator noted that the report stated there were almost 5,000 background checks, but fewer than 500 for faculty.

Jessica Cain: Recently increased background checks to include non-benefitted employees. This is consistent with what occurs in the state of Virginia. The background checks include all full time staff and anyone getting paid, including student employees.

A Senator noted that the distinction needed to be made between faculty and non-faculty. The AAUP position mentioned before focused on faculty alone. Do we have any numbers on hits for faculty only?

Linda Harber: All faculty in Virginia have background checks at universities.

Jessica Cain: Any hits that caused termination were on the staff side, not faculty side.

A Senator asked for clarification on this policy, what it was in response to.

Linda Harber: VCU implemented their policy sooner, in response to a murder on their campus. There is also an example of a university that had two senior leaders fired for fraud convictions. So this policy is part protection, part enterprise risk management. If you did not do this, enterprise risk would be enormous.

A Senator asked about the timing of the background checks, whether they were conducted before or after a hire.

Linda Harber: They are always done after, not to impact hiring process.

**B. Faculty Resolution on DACA** – Senator Bethany Letiecq presented the following resolution. The resolution was seconded.

In light of the recent Trump Administration’s decision to end the Deferred Action for Childhood Arrivals (DACA) program, the Faculty Senate asks the University administration to support DACA students in whatever ways possible, including but not limited to addressing their financial needs with regard to DACA renewals, changes in tuition costs, and eligibility for scholarships. These issues are described in more detail below:

1. There are about 100 GMU students who must renew their DACA by Oct 5<sup>th</sup> at a cost of \$495/application to maintain their status.
2. The loss of DACA means students will lose their in-state status for tuition after Spring 2018 semester.
3. Many/most scholarships specify citizenship or DACA status for eligibility which will preclude students post-DACA from eligibility.

**Discussion:** Senator Letiecq attended a meeting held by the Mason Dreamers. As noted above, there are about 100 GMU students required to renew DACA status by October 5<sup>th</sup>; the loss of DACA means students will lose their in-state status for tuition after Spring 2018.

Senator Shelley Wong has worked with students on this issue a very long time. This decision affects their ability to stay in School. President Cabrera’s [recent statement](#) means the eyes of the nation are watching which way GMU is going as we have stepped forward to take leadership on this issue. The GMU Dreamers have established Dreamer Student organizations at other universities. They talk with high school students and work with legislators on in-state tuition and conduct outreach to families. There are more deportations than ever. She encouraged the Faculty Senate to take a forward step to indicate a strong stance symbolically. Statements and resolution of support really do make a difference. Bipartisan support for health care, drivers licenses, affects all of us.

A Senator asked whether Mason has more Dreamer Students relative to the region and country because we are a commuter school and due to the diversity of Northern VA.

Senator Letiecq responded Yes.

Another Senator noted that an attorney who attended the recent meeting on campus confirmed there are more dreamers at Mason (“400”)

The motion was passed as written.

### **C. Need for Faculty Ombudsman**

As faculty have charges from the Office of Compliance, Diversity and Ethics by students, students have ombudsman (person), however faculty do not. The argument was made that this should be a new hire, but instead for there to be someone currently at the institution to be designated as an ombudsman. This person would not need to be a lawyer, but as there is currently no one advocating for faculty, designating someone would benefit faculty members. The issue was referred to O&O for consideration to refer to the Faculty Matters Committee.

### **D. Term limits for department chairs?**

A Senator who has spent the past thirty years at GMU noted department chairs have major impact in department and may serve multiple terms. A long-time chair may become less effective over time. Do we need term limits for department chairs? The Faculty Handbook suggests to look at chair terms in totality. A motion was made and seconded to defer this issue to O&O for discussion, the motion was approved.

## **VII. Remarks for the Good of the General Faculty**

Marilyn Smith, Vice President and Chief Information Officer, Information Technology Services; CIO introduced David Landry, Executive Director, Chief Information Security Officer, ITS. More phishing and spam are coming in. We are being attacked by criminals using emails very aggressively. They are also attacking other universities. She warned everyone not to click on (suspicious emails/links), as it allows criminals to use credentials of people who clicked on. We are also working with the Mason Police, laws enforcement, and the FBI to speed up implementation plan to reduce risks to email, leverage spam filter. We are also working on a plan to put multi-factor authentication into email. This would drastically reduce criminals’ ability to use our emails. Please send concerns to us and also Senators Stanley Zoltek and Catherine Sausville, members of the Technology Policy Committee. Emails are going to faculty, staff and students.

A signup sheet for AAUP was distributed. Thank you for trying to organize for faculty governance and in support of academic freedoms.

A group is trying to bring Rotary Club to Mason. A \$10 catered lunch will take place on Wednesday September 20<sup>th</sup> to discuss how to do civic engagement; faculty are encouraged to come.

**VIII. Adjournment:** The meeting adjourned at 4:12 p.m.

Respectfully submitted,  
Shannon Davis  
Secretary