

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE MEETING
SEPTEMBER 5, 2018
Robinson Hall B113, 3:00 – 4:15 p.m.

Senators present: Ann Ardis, Dominique Banville, Christine Barthold, Sonia Ben-Ouagrham Gormley, Jim Bennett, Alok Berry, Lisa Billingham, Virginia Blair, Melissa Broeckelman-Post, Meagan Call-Cummings, Carol Cleaveland, James Conant, Richard Craig, Shannon Davis, Betsy DeMulder, Charlene Douglas, Christy Esposito-Smythers, Timothy Gibson, Michael Greve, Tamara Harvey, Dimitrios Ioannou, Rebecca Jones, Larry Kerschberg, Jenna Krall, Timothy Leslie, Bethany Letiecq, Robert Pasnak, Jeremy Rabkin, Karen Reedy, Keith Renshaw, Gregory Robinson, Pierre Rodgers, Catherine Sausville, Joe Scimecca, Suzanne Slayden, Cristiana Stan, Kun Sun, Susan Trencher, Girum Urgessa, Iosif Vaisman, David Wu, Masoud Yasai

Senators absent: Peggy Agouris, Kevin Avruch, Kenneth Ball, Henry Butler, Angel Cabrera, Rick Davis, David Gallay, Michael Gilmore, Mark Ginsberg, Aditya Johri, Brett Josephson, Ellen Laipson, Germaine Louis, Kumar Mehta, Daniel Menasce, Maury Peiperl, Esperanza Roman-Mendoza, Mark Rozell, Solon Simmons, Donglian Sun, John Zenelis

Visitors present: LaShonda Anthony, Director, Academic Integrity; Jeannie Brown Leonard, Dean, Academic Affairs – Advising, Retention and Transitions; Jessica Cain, HR and Background Check Consultant, Human Resources/Payroll; Senior Vice President J.J. Davis; Ed Dittmeier, University Auditor; Kimberly Eby, Associate Provost for Faculty Affairs and Development; Kimberly Ford, Personnel Project Manager, Provost Office; Michelle Lim, Director, Strategic HR Services and Faculty Consulting, Human Resources/Payroll; Neda Masoudian, Equal Opportunity Specialist, Office of Compliance, Diversity and Ethics; Linda Monson, Distinguished Service Professor and Director, School of Music; Janette Muir, Associate Provost for Academic Initiatives and Services; Shernita Parker, Acting Vice President, HR/Payroll and Faculty/Staff Life; Claudia Rector, Assistant Provost for Academic Affairs; Shelley Reid, Director for Teaching Excellence, Stearns Center for Teaching and Learning; Marsha Starks, Graduate Student, Chamberlain University; Frank Strike, Vice President, Facilities; Bethany Usher, Associate Provost for Undergraduate Education; Eve Dauer Wong, University Registrar

- I. **Call to Order:** Chair Keith Renshaw called the meeting to order at 3:03 p.m.
- II. **Approval of the Minutes of April 4, April 25/May 2, and May 4, 2018:** The minutes of April 4, April 25/May 2, and May 4, 2018 were approved.

III. Announcements

Opening Remarks – Keith Renshaw, Chair

Chair Renshaw welcomed everyone back and welcomed those (new Senators) who have joined Faculty Senate for the first time. The Chair noted a busy year ahead.

Provost Wu welcomed everyone back provided some updates. President Cabrera charged him to chair the Gift Agreement Review Committee, mainly focusing on issues of faculty support. Senator Keith Renshaw, and former Senators June Tangney and Chris Kennedy serve on this committee. The committee met over the summer and identified any accounts with transactions over the past five years that had faculty/graduate student support and were connected to from GMU Foundation accounts. Over 125

accounts met these criteria. Each account could have multiple gift agreements or none. They identified the following set of criteria:

- anything that has any potential issue with academic freedom
- any forms of exclusion, preference of people
- any outside influence on governance
- potentially posing financial burden on institution
- specific partnership requirements such as donor notification, etc. which would impact on transparency of gift.

Working with the GMU Foundation to identify gift agreements, they reviewed 350+ of these agreements. We hired Baker-Tilley, an audit firm, helped to identify process and sifting them. From 350 documents, about 35 of them meet the criteria in some form. There will be a detailed report offering more specific information regarding any documents, accounts, or other points of interest coming out later this fall.

The second part of charge from the President was to look at best practices for dealing with these types of issues at other institutions. They looked at gift policies at 15 institutions. They included old, well-established institutions (e.g., Columbia, Yale, Cornell); large public institutions (e.g., Universities of Virginia, Delaware, Michigan); and Virginia institutions (e.g., Virginia Tech). Information on the best practices will also be forthcoming in the report.

Everything the committee has seen will be made available to the whole community with the release of the report. Provost Wu thanked committee members Keith Renshaw, June Tangney and Chris Kennedy for their service. The Provost requested a special Faculty Senate session when the report comes out.

Questions/Discussion Regarding the Gift Agreement Committee:

Senators asked questions regarding the agreements investigated, when they could have originated and whether the agreements themselves were subject to FOIA. The Provost responded that not only were the agreements subject to FOIA but they have been FOIAed twice already; all agreements will be part of the report appendix. The BOV charged the committee to look at active agreements that included faculty support with recent activity regardless of when the agreement was signed.

A Senator asked whether the committee members would be released from their Non-Disclosure Agreements once the report was released; the Provost responded that this would be the case given that all agreements would be part of the public record with the report. All committee discussion is expected to stay within the committee, but the documents will all be disclosed.

The Provost presented his goals for 2018-19 ([Attachment A](#)), noting that his goals were President Cabrera's goals expanded to include specific action items in order to meet the goals. The Provost discussed four key points:

- (1) Expand access to excellence and transformative learning. Mason Impact has been in place for about two years, with many new ideas developing from the Curriculum Impact Grants. NOVA partnership (ADVANCE) launched this fall with 20 programs, about 250 students, and a lot of faculty involvement. There is the existing online Wiley partnership that Michelle Marks (Vice President for Academic Innovation and New Ventures) can discuss at a later Faculty Senate meeting that focuses on new and more graduate online programs.
- (2) Grow research and innovation of consequence. We are doing well and have made significant improvements to support faculty in this area and will continue to do so.

- (3) Strengthen thriving, inclusive academic community. Kim Eby's office working hard on different fronts, including mentoring/coaching programs, robust two-day orientation for new faculty (179 new faculty joined us this year), and adjunct faculty orientation.
- (4) Build foundation for the future. We have large capital enhancement projects ongoing, including Robinson Hall, the addition for Bull Run Hall, and further expansion in Arlington. Our enrollment growth will require us to look at how to use our infrastructure better.

Questions/Discussion Regarding the Provost's Goals:

Senators asked the Provost about the specific goal (#1b) that states: "In collaboration with the faculty, develop a foundational course for all undergraduate students which reflects the university's values and commitment to diversity, inclusion and wellbeing." He was asked about his inclusion of faculty and units in the construction of this course, who was included in conversations around the course, and whether the course would be a requirement for all undergraduates, and if so, whether it would be a 1- or 3-credit course.

The Provost noted that a faculty-led committee was being assembled modelled on the Mason Core committee (to include people from that committee and the Presidential medal winners for Diversity and Inclusion), to investigate how to proceed. Associate Provost Bethan Usher noted that the committee will look at best practices, current curriculum, and propose several approaches with the possibility of experimenting with the course in the spring. The number of credits will be part of those discussions.

A Senator asked how much enacting the Provost's goals would cost. The Provost noted that the Presidential Initiative fund includes approximately \$4M and will be used to cover some of the costs of new initiatives. However, in the new budget model, the President and Provost have less money and the colleges have more.

A Senator asked whether faculty in departments will have the chance to vet any new Wiley graduate programs? The Provost said that was the case and Chair Renshaw noted again that Michelle Marks will be at a future Senate meeting to discuss those initiatives.

Sr. VP J.J. Davis provided several brief updates. She noted two proposals for compensation. First there will probably be a bonus in September, with a second possible change to base compensation to come out later in the year. Changes to the holiday schedule will be announced in mid-late September, after the university receives the governor's proposals. She is departing in November; there will be a national search for the next Senior Vice President of Administration and Finance. Shernita Parker will be leading the HR team over the short term; please note that they are ten people short. Pat Donini will be retiring soon. The Core Campus construction is progressing. All specific questions should be directed to Frank Strike, Vice President for Facilities. There will be replacement of the water tower at the Child Development Center; the university and parents will be meeting about this construction tomorrow night.

Term Faculty Task Force: Kim Eby and John Cantiello are co-chairs and Chair Renshaw serves on the Task Force. A forum will take place in late September. The group will present action items including guidance for multiyear term contracts within units. All are encouraged to attend the forum.

Appointments: Shannon Davis will serve as chair pro tempore.
Suzanne Slayden will serve as Parliamentarian

Catherine Sausville and Richard Craig will serve as Sergeants-at Arms,

Joe Scimecca, on behalf of the Mason Club, offered a one-time free lunch to those in attendance. Chair Renshaw encouraged faculty to attend and join.

Faculty Senate Reception @ Mathy House: Thursday, October 4 5:30pm, invitations will be distributed requesting RSVPs.

IV. Committee Reports

A. Senate Standing Committees

Executive Committee: Chair Renshaw thanked committee members for their service over the summer. He reminded Faculty Senate Standing Committee members to gather after this meeting to elect a chair.

Academic Policies – Suzanne Slayden, Chair

Background

On Aug. 2, 2018, faculty and staff received a message from the Registrar regarding changes "Mason has made" to the deadlines for students to drop and withdraw from classes. Briefly, the add deadline (8 days) was not changed; **the drop deadline was changed from 5 weeks to 14 days; an unlimited course withdrawal (W notation) period was established** that extends from the 15th day to 5 weeks; Selective Withdrawal was not changed.

Add, Drop, and Withdrawal deadlines are part of the Academic calendar and are also Academic Policies that appear in the AP section of the University Catalog. From the charge to the Faculty Senate Academic Policies Committee: "...*this Committee's responsibility shall include, but not be limited to:...*C. *The academic calendar;...*". Within current memory, the Faculty Senate has always approved the Academic Calendar and the drop, add, and withdrawal policies. **However, the Faculty Senate/AP Committee did not approve this change in drop/withdrawal policy nor was it consulted.**

The Registrar's message included these statements: (underline emphasis added):

- "*Through a collaborative effort of the academic, operational, and financial departments, Mason has made adjustments to the course add/drop and refund policy in response to Federal regulations.*"

As far as the AP Committee is aware, no instructional faculty were part of the "collaborative effort".

- "*This new policy is driven by Federal regulations, a desire to align Mason policies with NVCC for transfer students, and an effort to allow more time for students to evaluate classes without penalty."*

The Federal regulations involve Financial Aid, which, according to the Provost's office, require contiguous Drop and Withdrawal periods (this mandate is not yet confirmed in writing by DOE to GMU). There are no Federal financial aid regulations that require a 14-day drop deadline.

The “without penalty” mentioned in the policy statement refers to the 100% tuition refund given to students (one week later than previously) who drop by the deadline. However, with the new policy, courses that meet on Monday have less than two full weeks of classes before the Drop deadline; Tuesday-Friday courses meet for two full weeks. This is a particular problem for courses that meet only on Monday and therefore this policy does not allow a sufficient opportunity to evaluate the course.

The drop deadline for NVCC is 20 calendar days (14 weekdays) whereas GMU’s newly implemented deadline is 14 calendar days. Could Mason’s desire to align with NVCC have resulted in an error in determining the deadline as “calendar days” vs. “weekdays”?

A partial response by the Provost's office to the AP Committee about this issue included this statement: "*My impression based on my notes was that this was not a debatable issue for the Faculty Senate, and based on the DOE audit, we needed to act with dispatch.*"

The Academic Policies Committee disagrees that a change to the institutional drop deadline is not a debatable issue for the Faculty Senate.

1. In order that the Drop deadline allows all courses to meet for the same number of equivalent weeks and also to be in closer alignment with the Drop deadline at NVCC, **it is moved** that the Fall, 2018 drop deadline be adjusted to midnight, Monday, September 17, 2018 (22 calendar days after and including the first day of classes).
2. Because the Faculty Senate has the particular responsibility to formulate proposals on university-wide academic policy such as the Drop deadline and Withdrawal period, **it is moved** that the Faculty Senate requests the Provost to convene a meeting between the Academic Policies Committee and the academic, operational, and financial departments for the purpose of establishing a collaboration to adjust the drop/withdrawal deadlines that meet the approval of the Faculty Senate and conform to the requirements of Federal regulations.

Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
Number of calendar days:	1 Classes Begin	2	3	4	5	6
7	8 Labor Day	9 Add Deadline	10	11	12	13
14 Drop Deadline	15 Beginning of Withdrawal Period (W)	16	17	18	19	20

21	22 AP proposed Drop deadline (Fall 2018)	23 AP proposed Beginning of Withdrawal Period (Fall 2018)	24	25	26	27
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Every semester, all courses meet for one full week of classes before the Add deadline ("8 calendar days excluding holidays"). For every Fall semester (Labor Day holiday) and more than half of the Spring semesters (MLK holiday), courses that meet on Monday have less than two full weeks of classes before the Drop deadline- Tuesday-Friday courses meet for two full weeks. This is a particular problem for courses that meet only on Monday.

Questions/Discussion:

Sr. Vice President J.J. Davis noted there are financial implications for making any change given that the budget model is based on the current published deadlines. There was a plan for a staggered percentage of students getting money back so if this is passed, her office would need to investigate the budget implications.

Associate Provost Janette Muir spoke on behalf of the change and described the process through which the change was made. She noted previous conversations with the Academic Policies committee around these changes, which were in response to external pressures due to financial aid compliance. Associate Provost Muir highlighted that the changes were to make sure that students who were dispersed aid were enrolled in and attending classes; the longer the financial aid dispersal is out, the more difficult it is to get it back if students choose to withdraw from courses. This ability to ensure that only students enrolled are receiving financial aid is what is considered when the university is determined to either be compliant or noncompliant. Associate Provost Muir took responsibility for communication with Academic Policies and argued that the Provost’s office believes the change will work and advocated for its usage for a semester before evaluating it again.

A motion was made and seconded to postpone motion #1 until our next meeting. The motion to postpone was denied. Motion #1 was approved.

Motion # 2 was approved.

Budget and Resources – Tim Leslie

We are working on the budget model.

Faculty Matters – no report.

Nominations – see V. Special Orders A. Elections below.

Organization and Operations - Lisa Billingham

We hope to present a report in October.

B. Other Committees/Faculty Representatives

V. Special Orders

A. Elections

Melissa Brockelman-Post, Chair of the Nominations Committee, reported Qualtrics survey asking for involvement was very successful. The committee received 90 volunteers for 40 slots, making it a difficult task to narrow down and provide the number of nominees required. The Nominations Committee presents the following slates with balance between old and new members, and among units. Nominations are also welcomed from the floor.

Election of Officers

Faculty Senate Secretary: Shannon Davis

No further nominations were made from the floor. Nominee Shannon Davis was elected.

Elections of Members of Faculty Senate Standing Committees

Academic Policies

Continuing Member: Catherine Sausville, COS

Nominees: Suzanne Slayden, COS, Richard Craig CHSS, Sonia Ben Ouagrham-Gormley, Schar; Gregory Robinson, CVPA

No further nominations were made from the floor.

Budget & Resources

Continuing Member: Tamara Harvey, CHSS

Nominees: Tim Leslie, COS; Shannon Davis, CHSS, David R. Gallay, Business; James Conant, Schar

No further nominations were made from the floor.

Faculty Matters

Continuing Members: Bethany Letiecq, CEHD, Joe Scimecca, CHSS, Solon Simmons, S-CAR

Nominees: Girum Urgessa, VSE; Kun Sun, VSE

No further nominations were made from the floor.

Organization and Operations

Continuing Member: Lisa Billingham (CVPA)

Nominees: Susan Trencher, CHSS; Meagan Call-Cummings, CEHD; Ginny Blair, CHHS; Carol Cleveland, CHHS

No further nominations were made from the floor.

The nominations to the Academic Policies, Budget and Resources, Faculty Matters, and Organization and Operations Committees were approved.

Nominations Committee

Continuing Members: Melissa Broeckelman-Post, CHSS, Charlene Douglas, CHHS, Michael Gilmore, CHSS

Nominees must come from the floor: Dominique Banville (CEHD) was nominated from the floor, the nomination was seconded. Daniel Menasce (VSE) was nominated from the floor, the nomination was seconded.

The nominees to the Nominations Committee were approved.

Elections of Members of University Standing Committees

Academic Appeals

Continuing Members: Tamara Harvey CHSS, Carmen Rioux-Bailey CEHD, Laura Ellen Scott CHSS

Nominees: Catherine Wright, CHSS; Heather Anderson, Honors College

No further nominations were made from the floor.

Academic Initiatives

Continuing Members: Tim Leslie, COS, Danielle Rudes, CHSS, David Straus, COS

Ex-officio: Janette Muir, Associate Provost for Academic Initiatives and Services

Nominees: Nirup Menon, Business; Peggy Brouse, VSE; Molly Davis, CHHS

No further nominations were made from the floor.

Admissions Committee

Continuing Member: Karen Reedy, CVPA

Dean of Admissions appointee: Andrew Bunting, Director of Admissions Operations

Nominees: Teresa Michals, CHSS; Megan Erb, COS; Ana Stoehr, CHHS; Ashley Yuckenberg, Business; Cameron Harris, Business

No further nominations were made from the floor.

Adult Learning and Executive Education Committee

Continuing Members: Aditya Johri, VSE, Katie Rosenbusch, Business, Stephen Zaccaro, CHSS

Nominees: Christopher Koper, CHSS; Suzanne de Janasz, S-CAR

No further nominations were made from the floor.

Effective Teaching Committee

Continuing Members: Mihai Boicu, VSE, Esperanza Roman-Mendoza, CHSS, Lorraine Valdez Pierce, CEHD

Nominees: Kelly Schrum, CHSS; Jennifer Hathaway, CEHD

No further nominations were made from the floor.

Committee on External Academic Relations

Continuing Members: Bethany Letiecq, CEHD, Jessica Rosenberg, COS, Emily Vraga, CHSS

Nominees: Rebecca Sutter, CHHS; Brett Josephson, Business

No further nominations were made from the floor.

Faculty Handbook Revision Committee (3 yr. terms)

Continuing Members: Cynthia Lum, CHSS (2020), Suzanne Slayden, COS (2019)

Nominee: Girum Urgessa, VSE

No further nominations were made from the floor.

Grievance Committee

Continuing Members: Sheri Berkeley, CEHD, ~~Bethany Letiecq, CEHD~~, Margaret King-Sears, CEHD

Nominees: Mohan Venigalla, VSE; Carol Cleaveland, CHHS

Bethany Letiecq (CEHD) withdrew her nomination. John Farina (CHSS) was nominated from the floor.

Mason Core Committee (3 yr. terms)

Continuing Members: Melissa Broeckelman-Post, CHSS (2019), Christopher DiTeresi, CHSS (2020), Kelly Dunne, CHSS (2020), Tamara Maddox, VSE (2019), Ali Weinstein, CHHS (2020)

Provost Appointees: Cheryl Druehl, Business, Jason Kinser, COS, Mara Schoeny, S-CAR

Ex-officio: Stephanie Foster, Associate Director, Undergraduate Education, Office of the Provost

Shelley Reid, Director for Teaching Excellence, Stearns Center for Teaching and Learning
Bethany Usher, Associate Provost for Undergraduate Education
Nominees: Laura Poms, CHHS, Courtney Wooten, CHSS, Gabriele Bell, COS
No further nominations were made from the floor.

Multilingual Academic Support Committee

Continuing Member: Ellen Johnson Serafini, CHSS

Representatives from specified areas: Shelley Reid, Stearns Center for Teaching and Learning; Karyn E. Kessler, Associate Director, INTO Mason, Melissa Broeckelman-Post, Director, Basic Course/Faculty Communication; Courtney Adams Wooten, English/Director, Composition; Michael English, Online Learning Coordinator and Instruction Librarian, University Libraries; Lori Cohen Scher, Assistant Dean, University Life/Director, Academics, Higher Education Program Michelle La France, Director, Writing Across the Curriculum, English; Susan Lawrence, Director, The Writing Center, English; Erin McSherry, Director of Advising and Retention, CHSS, Stephanie Foster, Associate Director, Undergraduate Education, *ex-officio*.

Nominees: Pierre Rodgers, CEHD; Tom Winston, VSE

No further nominations were made from the floor.

Recreation Advisory Committee

Nominees: Syd Hasan, Business, Robert Pasnak, CHSS, Angelina R. Harman, CHHS

No further nominations were made from the floor.

Research Advisory Committee (3 yr. terms)

Continuing Members: Claudio Cioffi, COS (2020), Gerald Hanweck, Business (2020), Bijan Jabbari, VSE (2019), Amarda Shehu, VSE (2020), Kimberly Sheridan, CEHD/CVPA (2019)

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

Nominees: Jaime Lester, CHSS, Faye S Taxman, CHSS

No further nominations were made from the floor.

Salary Equity Study Committee

Continuing Members: Bijan Jabbari, VSE, Xiaoquan Zhao, CHSS

Equity Office Appointee: Neda Masoudian

Nominee: Cristiana Stan, COS

No further nominations were made from the floor.

Technology Policy Committee

Continuing Members: Xiaomei Cai, CHSS, Gerald Hanweck, Business, Catherine Sausville, COS, Debbie Sprague, CEHD

Nominees: Chris Barthold, CEHD, Lance Liotta, COS

No further nominations were made from the floor.

Writing Across the Curriculum (WAC) Committee

Continuing Members: Tommy Britt, CVPA, Jackie Brown, Business, Amy Hutchison, CEHD, Margaret Miklancie, CHHS

Ex-officio: Michelle LaFrance, Director, Writing Across the Curriculum

Nominees: Lorelei Crerar, COS, Douglas Eyman, CHSS, Douglas Irvin-Erickson, S-CAR, Gene Shuman, VSE, Dimitrios Ioannou, faculty senator, VSE

No nominations were made from the floor.

The Faculty Senate approved all the nominations presented for University Standing Committees except the Athletic Council, Minority and Diversity Issues, and University Promotion, Tenure, and Renewal Appeal Committees which appear below:

Athletic Council

Chair, Faculty Athletic Representative: Dominique Banville, CEHD

Continuing Member: Amanda Allen Caswell, CEHD

Nominees: Delton Daigle, Schar, Jacqueline McDowell, CEHD; Stefan Hock, Business

One nomination was made from the floor: Ana Stoehr (CHHS).

We are voting for four candidates to fill three vacancies. Ballots were distributed and collected by the Sergeants-at-Arms. Delton Daigle, Jacqueline McDowell, and Ana Stoehr were elected.

Minority and Diversity Issues

Continuing Members: Virginia Blair, CHHS, Cher Weixia Chen, CHSS, ~~Paul Gorski, CHSS~~, Kristy Lee Park, CEHD. The nomination of Paul Gorski (COS) was withdrawn as he is no longer at Mason.

Nominee: Sherrice M. Mojgani, CVPA.

Two nominations were made from the floor: Alok Berry (VSE) and James Metcalf (CHHS). We are voting for three candidates to fill two vacancies. Ballots were distributed and collected by the Sergeants-at-Arms. Alok Berry and Sherrice M. Mojgani, were elected.

University Promotion, Tenure, and Renewal Appeal Committee (UPTRAC)

Continuing Members: Larry Kerschberg, VSE, Iosif Vaisman, COS

Continuing Alternates: Alok Berry (VSE – 2019), Stefan Toepler, SCHAR

Provost appointees: Janette Muir, Associate Provost, Academic Initiatives and Services

Nominee: Paul Smith, CHSS. Chris Koper (CHSS) was nominated from the floor. We are voting for two candidates to fill one vacancy. Ballots were distributed and collected by the Sergeants-at-Arms. Chris Koper was elected.

Elections of Individual Faculty Representatives

Academic Integrity Advisory Committee: Noele Simmons, INTO-Mason

Graduate Council: Larry Kerschberg, VSE

Undergraduate Council: David Gallay, Business

Technology Leadership Council: Esperanza Roman-Mendoza, CHSS

University Naming Committee: Harold Geller, COS

Information Technology Governance Group: Kumar Mehta, Business

No further nominations were made from the floor. The nominations were approved.

VI. Unfinished Business and General Orders

A. Motions postponed from May 4, 2018

Remarks prepared by Bethany Letiecq, GMU Faculty Senate, September 5, 2018

Today, I move that we withdraw the censure motions relating to gift agreements involving Peter Stearns, Jack Censer, Tyler Cowen, Alan Merten, and Daniele Struppa as signatories.

After discussion with other faculty senators, I want to be clear: I am not withdrawing these motions because of the threat of libel lawsuits brought against individual faculty senators who seek the truth about undue donor influence and who wish to understand how the terms of gift agreements make us vulnerable to private influences—or worse—corrupt our public university.

I am not withdrawing these motions because I have changed my thinking about holding individuals to account for their roles in violating our principles of academic freedom, academic control, and academic integrity as set forth by the American Association of University Professors (AAUP).

I withdraw these motions for the following reasons:

1. The internal review of gift agreements being conducted by Provost Wu and others as a part of the internal review committee has found more gift agreements held by the GMU Foundation that likely violate our academic principles and, as President Cabrera acknowledged last April, “fall short of the standards of academic independence [he] expect[s] any gift to meet.” If we are to apply the same censure standards to all signatories, as we did in the censure motions introduced last May 2018, we would likely have to add additional individuals to our censure list.
2. Censure proceedings will require a great deal of time and resources from this body.

I submit that it is more prudent to move forward with new policies and practices that renew commitments to and bolster shared faculty governance at Mason and uphold and protect our shared academic principles.

Discussion: One Senator objected with no reason for his objection. **The Senate voted in favor of withdrawing the censure motions.**

VII. New Business

A. Criminal Background Checks Report

B. Honor Committee Report

[Link to report](#)
[Attachment B](#)

VIII. Remarks for the Good of the General Faculty

Faculty and staff who are first generation college graduates can receive a removable vinyl sticker for display to self-identify as first generation. See Shannon Davis or the Stearns Center for additional information.

The first open meeting of the AAUP will take place Tuesday, September 18th at noon. You do not have to be a member to attend.

IX. Adjournment: The meeting adjourned at 4:20 p.m.
(followed by brief organizational meetings of the Senate Standing Committees)

Respectfully submitted,
Shannon N. Davis
Secretary

Attachment A

Provost's Goals 2018-19

1) Expand access to excellence and transformative learning

- a. Fully implement *Mason Impact*, including new set of program options, participation metrics, and a university-wide office for service learning. Increase the number of students engaged in research or study abroad by 10%
 - Create process for identifying and sharing *Mason Impact* experiences
 - Integrate Patriot Experience and OSCAR into the framework/structure of Mason Impact experiences
 - Hire Civic Engagement director and establish university office to support and implement service learning
 - Launch Global Gateway program, increase number of faculty-led study abroad courses, increase financial support for students in study abroad
 - Develop structured Entrepreneurial experiences to be integrated into Mason Impact
- b. In collaboration with the faculty, develop a foundational course for all undergraduate students which reflects the university's values and commitment to diversity, inclusion and wellbeing
- c. Continue implementation of *Students Experience Redesign*
 - Launch re-designed first year experiences
 - Implement and integrate CRM and associated culture shift
 - Create a student-facing one-stop service approach inclusive of key functions within Admissions, Financial Aid, Registrar, Student Accounts, and Exploratory Advising.
 - Develop conceptual model for redesigning coaching and advising for Mason students, as an element of the Student Experience Redesign
- d. Establish partnership to create online platform to support career-long education of working professionals and adult learners
 - Develop University strategy and structure to support life-long learning
 - Add five "signed" programs to the Wiley partnership
 - Add five online UG majors and five high demand online courses
 - Develop quality assessment and management plan for online programs
- e. Launch ADVANCE partnership with NOVA with at least 20 programs and 250 students
 - Develop and implement success coaching and student service models
 - Secure and stabilize funding model for ADVANCE
 - Design ADVANCE 2.0 for launch in fall 2019, with 50 programs
- f. Meet *Smart Growth* enrollment targets, including 8% growth in out-of-state and international students
- g. Increase freshman and transfer retention to 88%; six-year graduation rate to 71% for first-time freshmen and to 70% for transfer students
 - Begin implementation of Academic Themes

- 2) **Grow research and innovation of consequence**
 - a. Increase sponsored research expenditures and value of awards by 10%
 - b. Study strategic expansion of research-intensive and multidisciplinary graduate programs
 - c. Study strategic options in medical research and education
 - d. Launch two university-wide multidisciplinary research institutes in computing/data science and in sustainability/resilience
 - e. In collaboration with GMRF, integrate entrepreneurship, innovation and economic development to maximize impact in the region's economy

- 3) **Strengthen thriving, inclusive academic community**
 - a. Expand events and forums for community-wide dialogue around critical, difficult issues
 - b. Create comprehensive strategy for recruitment, retention, and support of instructional and research faculty
 - Increase the proportion of underrepresented instructional/research faculty to better reflect the diversity of our student body
 - Adopt COACHE framework to increase faculty engagement
 - Execute key wellbeing and engagement initiatives as informed by Quality of Work-Life project (e.g. parental leave, physical well-being, flexible work)
 - Complete Term Faculty Task Force work and begin implementing recommendations
 - Launch Faculty Mentoring Communities initiative for incoming tenure-track faculty
 - Develop plan for Mid-Career Faculty programs and begin implementation
 - c. Roll out comprehensive leadership development program
 - d. Differentiate and improve Mason Student experience through inclusion and wellbeing

- 4) **Build foundation for the future**
 - a. Complete West Campus, SciTech and Arlington concepts to support planned growth in enrollment, research and innovation
 - Design and construct Clean Room in IABR
 - Begin Bull Run Hall Addition Project
 - Begin study/partnership to replace Arlington Original Building
 - Complete *Smart Growth* Mason Space Needs Study [
 - b. Develop detailed financial plan and business analytics to support strategic decision making for financially sustainable growth including investments in critical areas
 - c. Upgrade critical information systems (Banner 9 rollout and plan to move to cloud; secure, compliant research computing environment; data governance structure; CRM element of Student Experience Redesign)
 - d. Establish university-wide corporate relations team and strategy

Attachment B

Honor Code Updates 2018-2019

Office of Academic Integrity



Academic Integrity

Changes for 2018-2019

- Specific Timeline for Referral Removed
 - Used to be 2 weeks post Spring Semester. It is no longer two weeks, but cases that are held over too long may not be accepted. Examples include:
 - Case was discovered in May, professor waits to refer in August.
 - Case was discovered in December, not referred til midFebruary



Academic Integrity

Changes for 2018-2019

- Sanction Changes

- Program Dismissal no longer a sanction through OAI

- This does not mean it is not permitted if it is written into the catalog and your program. It simply means it is not a sanction the Honor committee will assign
- While grades assigned as a result of the Honor Committee process cannot be appealed through the academic grade appeal process, program dismissal CAN be due to this change
- The Associate Provosts for Undergraduate Education and Graduate Education are developing guidance around how to submit such an appeal
- Program Dismissal as an option should be vetted through your department in consultation with the Provost's office and University Counsel



Academic Integrity

Honor Committee Referral Guidance

- The Office of Academic Integrity is working on a referral guidance document which highlights general information about the process, examples of cases that rise to the level of the clear and convincing standard required by the process based on four years of referral data and decision outcome trends, and guidance around sanctions, specifically educational sanctions and when they should be applied.
- This guidance will be available in the next month or so via the Stearns Center for Teaching and Learning Website



Academic Integrity

Questions?

- Please feel free to contact our office (oai@gmu.edu or 703-993- 6209).
- Our office will be reaching out to the different departments to get on the schedule of the departmental meetings for more in depth conversations.



Academic Integrity