

GEORGE MASON UNIVERSITY
MINUTES OF THE FACULTY SENATE MEETING
DECEMBER 2, 2020
Electronic Meeting* , 3:00 – 4:15 p.m.

Total number of attendees: 119

Senators Present: Alan Abramson, Karen Akerlof, Matt Andre, Ann Ardis, , Alok Berry, Lisa Billingham, Virginia Blair, Melissa Broeckelman-Post, Meagan Call-Cummings, Eric Claeys, Carol Cleaveland, James Conant, Richard Craig, Shannon Davis, , Daniel Garrison, Edward Gero, Tim Gibson, Mark Ginsberg, Victoria Grady, Kenneth Griffin, Dimitris Ioannou, Brett Josephson, Larry Kerschberg, Tim Leslie, Bethany Letiecq, Tamara Maddox, Kumar Mehta, Daniel Menascé, Maury Peiperl, Rachelle Perkins, Keith Renshaw, Gregory Robinson, Pierre Rodgers, Esperanza Roman-Mendoza, Catherine Sausville, Jessica Scarlata, Zachary Schrag, Joe Scimecca, Solon Simmons, Suzanne Slayden, Cristiana Stan, Benjamin Steger, Kun Sun, Rebecca Sutter, Matt Theeke, Susan Trencher, David Wong, Tom Wood, John Zenelis, Jie Zhang.

Senators Absent: Robert Baker, Kenneth Ball, Jim Bennett, Henry Butler, Rick Davis, Betsy DeMulder, Aditya Johri, Germaine Louis, Fernando Miralles-Wilhelm, Alpaslan Özerdem, Robert Pasnak, Mark Rozell, Gregory Washington.

Visitors: Julia Adams (Adjunct Faculty – UNIV 100), LaShonda Anthony (Director, Academic Integrity), Ivory Berry (Assistant Dean for Student Success, College of Education and Human Development), Melanie Bopp (Head, Access Services, University Libraries) Laurence Bray (Associate Provost for Graduate Education), Lisa Breglia (Senior Associate Dean, CHSS), Emily Brennan-Moran (Assistant Professor, Department of Communication), Andrew Bunting (Executive Director, Enrollment Services), Tom Butler (Senior Associate Registrar), Jessica Clark (Development and Communications Officer, University Libraries), ,Fatou Diouf (Term Assistant Professor / ISOM)), Vicki Dominick (Associate Director, Learning Services, Counseling and Psychological Services), Gesele Durham (Associate Provost for Institutional Effectiveness and Planning), Kimberly Eby (Associate Provost for Faculty Affairs and Development), Kossi Eklou (Term Assistant Professor – CHHS) Pamela Fine (Assistant Professor – Nursing), Kim Ford (Director of Personnel Operations, Office of the Provost), Marcy Glover (Operations Manager, Academic Initiatives and Services, Office of the Provost), , W. David Gibson (Sr. Academic Affairs Coordinator, Undergrad Academic Affairs, CHSS), Geraldine Grant (Associate Professor and Chair, Biology), Renate Guilford (Associate Provost for Academic Administration), Palavi Gullo (Director, Graduate Academic and Student Affairs, Office of the Provost), Molli J. Herth (Program Manager, Faculty Affairs and Development, Office of the Provost), Matt Hicks (Director Information Technology and Security, College of Health and Human Services), Kimberly Hoffman (Lead Science and Technology Team and Mercer Library, University Libraries), Rochelle Jones (Associate Professor, Systems Engineering and Operations Research), Sharaya Jones (Assistant Professor – Marketing), Ibrahim Kargbo, Karyn Kessler (Academic Director, INTO George Mason University, Term Assistant Professor, ESL/Applied Linguistics), Maoria Kirker (Chair, Librarians Council– University Libraries), Misty Krell (Term Faculty - Director of Academic Affairs, School of Integrative Studies),,,Gillian Lancaster (Associate Director/Chief Investigator, Compliance, Diversity and Ethic), Jaime Lester (Associate Dean, CHSS), Jocelyn Lewis (Head, Resource Acquisition, University Libraries) Kim MacVaugh (Librarians Council Secretary, University Libraries),Karen Manley (Operations and Communications Manager, Office of Institutional

Effectiveness and Planning), Ben Manski (Assistant Professor, Sociology), Doug McKenna (University Registrar), Alexandra Masterson (Assistant Professor, Biology), Dannielle Meadows (Executive Assistant, Compliance, Diversity and Ethics), Helen McManus, Janette Muir (Associate Provost, Academic Initiatives and Services), Bobbi Nelson (Assistant Director, Transfer Credit Articulation, Admissions), Amanda Torres Ogisi (Associate Director, Academic Integrity, University Life), , Megan Reichelt (Theater and Dance Librarian, University Libraries), Shelley Reid (Director for Teaching Excellence, Stearns Center for Teaching and Learning), Lauren Reuscher (Chair, Staff Senate), Marguerite Rippey (Associate Dean of Graduate Academic Affairs, CHSS), Michael Sandler (Associate Vice President for Communications, Communications and Marketing), Sheena Serslev (Administrative Faculty, Office of Institutional Effectiveness and Planning), Pam Shepherd (Communications Director, Office of the Provost), Matt Smith (Director of Accreditation/Office of the Provost), David Soorenko (Sr. Academic Affairs Coordinator, Undergraduate Academic Affairs, CHSS), Paula Sorrell (Associate Vice President , Office of Research), Dan Taggart (Director, Human Resources and Employee Relations), Cathy Tompkins (Associate Dean for Faculty Affairs, Social Work, College of Health and Human Services), Bethany Usher (Associate Provost for Undergraduate Education), Ken Walsh (Chief of Staff, Office of the President), , Kyle Warfield (EO Specialist, Compliance Diversity and Ethics), Preston Williams (Presidential Communications Manager, Office of Communications), Andy Yao (Assistant Professor, ISOM, School of Business).

I. Call to Order: Chair Shannon Davis called the meeting to order at 3:01 p.m.

Chair Davis opened the meeting by reading a statement from Dean Ann Ardis on passing of Dr. Walter Williams.

"Dr. Williams was 84 and still active on campus up until the time of his death, serving as the John M. Olin Distinguished Professor of Economics. He has been a prominent member of the faculty at George Mason University for four decades, serving our academic community admirably and with distinction as an economist, a scholar, the chairman of our Economics Department from 1995-2001, a noted author, a well-known radio host and a nationally syndicated columnist."

On behalf of the Faculty Senate, Chair Davis asked to observe a moment of silence to honor Dr. Williams.

II. Approval of the Minutes of September 30/October 14, November 2 and November 4, 2020: A motion was made and seconded to approve the minutes as written. The motion passed.

III. Opening Remarks – Shannon Davis, Chair

Chair Davis: Started the meeting with thanking the faculty and acknowledging that it has been a difficult year for everyone, especially for Faculty Senators because of the number of issues that needed engagement as signified by the numerous meetings in Spring and Fall 2020.

- On behalf of Sr. VP Kissal, she conveyed the message encouraging everyone to attend the Board of Visitors meeting on December 3, 2020.

Provost Ginsberg: Opened with acknowledgement of Professor Williams' contribution to Mason.

- Stressed on centrality of continuing the planning for Spring 2021, with importance of vigilance and adherence to public health guidelines.
- Advised faculty to plan for Spring 2021 according to plan, but to also be ready for contingency of fully virtual format. The final decision on the modalities will be made closer to start of the Spring semester. and Provost's office will inform all faculty no later than January 15, 2021.
- Spring 2021 registrations:
 - Registrations are down slightly from same time last year and below expectations. Graduate enrollments are up slightly than same time last year.
 - 900 students have holds on registrations because of financial considerations. These holds have been removed to allow students to minimize disruption to their graduation plans.
 - Thanked faculty and staff for the work put into ensuring safe execution of Fall 2020 and planning for Spring 2021.
 - Thanks Faculty Senate for being supportive in recommending alternative grading for Fall 2020 and expressed support for extending the same to Spring 2021.
 - Shared that students and their families expressed concerns about not having Dean's List in Fall and that the issue is being resolved by reinstating the Dean's List.
 - Shared update on search for the VP of Research with plan for virtual campus visits in mid-January 2021.

Discussion:

- Senator mentioned that online student evaluation of teaching was being undertaken without consent of faculty. In light of the evidence highlighting poor record of such evaluations and resulting implications for faculty evaluations (annual and tenure), Senator asked if the evaluations can be suspended.

Provost Ginsberg: Considering that the evaluations are already being conducted, he observed that how the collected data is used is of greater importance. He believes that through conversations with academic units, deans and department chairs – use of the collected data in an appropriate manner – can be ensured. He stressed that the teaching evaluations were useful in allowing students to share their perspective and experience.

- Senator asked if the virtual campus visits by VP for Research would include open meetings with faculty and students.

Provost Ginsberg: Noting that he does not have the schedule yet – he shared his view that in keeping with the past practice, it would be an open presentation by the candidates and include a time for the faculty to meet the candidates.

IV. Committee Reports

A. Senate Standing Committees

Executive Committee – Shannon Davis, Chair

Motion to extend Alternative Grade Mode approved for Fall 2020 for entire academic year 2020-21 (Spring 2021), Summer 2021, and retroactively to Summer 2020.

Rationale: Mental health experts recommend consistency for students who are facing challenges, and this policy adds a degree of certainty about whether there will be an alternative grade mode available to students in the upcoming semester from the very beginning of the semester. By instituting the same policy for the entire academic year, we can reduce uncertainty for students and faculty and avoid coming back to the same conversation again for the spring semester. Since Summer 2020 fell between two semesters with alternative grade mode, it seems fair to offer the same option to students during that term as were available in the adjacent terms.

In order to allow students affected by the coronavirus pandemic to all have access to the same grade mode options, the Executive Committee recommends approval of the following motions:

Motion 1: *The alternative grade mode that was approved for Fall 2020 shall be extended to include Spring 2021.*

Motion 2: *The alternative grade mode that was approved for Fall 2020 shall be extended to include Summer 2021.*

Motion 3: *Students who took courses in Summer 2020 shall also be able to retroactively select the alternative grade mode for those summer courses until the final day of the fall semester.*

Chair Davis: The Faculty Senate Executive Committee has been listening to the concerns expressed by faculty senators and also trying to be responsive to the needs of the students. After approval of the alternative grade mode for Fall 2020 – this motion is for extending it to the entire academic year and include Spring 2021, Summer 2021 and to retroactively include Summer 2020. One motion will be discussed at a time.

Motion 1:

“The Executive Committee recommends approval:

Motion 1: *The alternative grade mode that was approved for Fall 2020 shall be extended to include Spring 2021.*

Discussion:

- Laurence Bray, Associate Provost for Graduate Education:

- Graduate Council has been trying to align its recommendations with those approved by Faculty Senate.
- Shared concern that with alternative grading mode extended over multiple semesters – Graduate Council has been discussing possibility of graduate students eligible to graduate with no letter grades and thus no GPA.
- After some discussion - Chair Davis clarified that the motion was to extend what has already been approved for Fall 2020 to include Spring 2021. No other changes were being proposed.

Discussion was closed.

Senators voted in favor of *Motion 1*; the motion passed.

Motion 2:

"The Executive Committee recommends approval:

Motion 2: *The alternative grade mode that was approved for Fall 2020 shall be extended to include Summer 2021.*

Senators voted in favor of *Motion 2*; the motion passed.

Motion 3:

"The Executive Committee recommends approval:

Motion 3: *Students who took courses in Summer 2020 shall also be able to retroactively select the alternative grade mode for those summer courses until the final day of the fall semester.*

Discussion:

A motion was proposed to amend ***Motion 3***

Students who graduated in summer 2020 would be exempt from the eligibility.

The amendment was seconded.

Discussion on amendment:

- Senator inquired about the purpose of the amendment.
 - Degree conferral puts in place a finality to the evaluation. Retroactive change would open all of those degree conferrals for re-evaluation.
 - Doug McKenna, University Registrar: Shared that retroactive extension would create exceptional administrative burden and expressed concern

about potential liability. He provided hypothetical examples of students who may have been placed on probation or suspension based on their academic performance in Summer 2020 and could now make a case for change in decision based on retroactive change of grade.

- Senator noted that students who graduated with C- could opt for alternative grading mode and graduate with higher GPA. Senator observed that between burden on Registrar's office would not be very high considering that Summer enrollments are a small fraction of Fall/Spring enrollments.

After some additional discussions and clarification, the discussion was closed.

The amendment to Motion 3: *"Students who graduated in summer 2020 would be exempt from the eligibility."* **passed.**

Revised Motion 3

"Students who took courses in summer 2020 shall also be able to retroactively select the alternative grade mode for those summer courses until the final day of the fall semester. Students who graduated in summer 2020 will be exempt from the eligibility".

Discussion on the amended motion:

- Senators discussed the need to identify appropriate date by which students would have the choice to opt for alternative grade mode.
- Senator noted that with Fall 2020 almost to an end, the option should be extended to first day of Spring 2021.

A motion was made to amend the revised motion to change "until the final day of the fall 2020 semester" to "the first day of the Spring 2021 semester".

The motion was seconded.

Discussion on the amendment:

- Senator sought information regarding implications for Registrar's office and other administrative offices. Registrar's office shared timelines of processes that would be impacted.
- Senator suggested considering use of a specific date to overcome any confusion from multiple calendars (module and semester), that begin on different dates.
- After discussing pros/cons and implications of using specific date as opposed to "first day of Spring 2021 semester", the discussion was brought to a close.

The amendment to the amended Motion 3 -- deleting *"the final day of 2020"* and changing that to *"the first day of spring 2021"* was brought to a vote.

The amendment passed.

Motion 3 as amended on the floor:

"Students who took courses in Summer 2020 shall also be able to retroactively select the alternative grade mode for the summer courses until the first day of spring 2021 semester. Students who graduated in summer 2020 will be exempt from the eligibility."

An additional motion was offered as an amendment to address the registrar's concerns:

"The retroactive grade change does not vacate any institutional actions that resulted from the original grade that might include but are not limited to suspension of financial aid, probation suspension and or dismissal."

The motion was seconded.

Discussion on the amendment:

- Senator noted that the amendment would prevent providing relief where it may be most needed by the students -- suspension of financial aid, probation, suspension, or dismissal.
- Registrar shared perspective of both wanting to aid the students and the implications on processes and administrative burden imposed on the registrar's office.
- Senator noted that certain actions are permanent. Citing examples of denial of financial aid, suspension, dismissal – Senator noted that retroactive change of grade would not undo those actions. For these reasons, it was necessary to support the amendment.
- Senators extensively discussed the amendments. Citing different hypothetical scenarios to evaluate the consistency/inconsistency created because of the amendment.
- After further discussions on the amendment, the discussion was brought to a close.

The amendment to add -- *"This retroactive grade change does not vacate any institutional actions that resulted from the original grade that might include but are not limited to: suspension of financial aid, probation, suspension and or dismissal."* – was brought to a vote.

The amendment did not pass.

Motion 3 with all the approved amendments from the floor:

"Students who took courses in Summer 2020 shall also be able to retroactively select the alternative grade mode for those summer courses until the first day of Spring 2021 semester. Students who graduated in Summer 2020 will be exempt from the eligibility."

The motion passed with 26 in the affirmative, and 11 in opposition.

Chair Davis introduced the second motion from Executive Committee:

Motion to provide Mason Korea non-voting representation on Faculty Senate

George Mason University Korea Faculty Representative to Faculty Senate

On April 4, 2018, the Faculty Senate briefly discussed creating a faculty representative or liaison from George Mason University Korea (GMUK) to the Faculty Senate. Subsequent discussions between the Faculty Senate Executive Committee and the Provost's Office determined that faculty serving at GMUK are currently represented on the Faculty Senate by the Senators elected from the faculty members' home Colleges/Schools. Although based in Korea, these faculty are able to vote in elections for Faculty Senators, as well as to stand as candidates for election as a Senator (while acknowledging the difficulties of the time-difference between campuses). Adding elected members to the Faculty Senate from the GMUK unit would mean those programs represented at GMUK would have greater representation in the Senate than is allowed by the Senate Charter. GMUK is in the process of creating their own local faculty governance structure, with bylaws to be approved in the coming months.

However, the interests of the whole of GMUK as an academic partner contributing to the education of students graduating with a Mason degree are not currently represented on the Senate. The Faculty Senate has the fundamental responsibility to speak and act for the General Faculty on matters that affect the University as a whole, of which GMUK is a part.

In order to allow for both an intellectual and administrative connection between the Faculty Senate and faculty based at GMUK, the Executive Committee recommends approval of the following motion:

George Mason University Korea will be afforded membership on the Faculty Senate, with the Faculty Chair of the GMUK Faculty serving as the non-voting ex-officio representative from GMUK.

Chair Davis read a statement from the George Mason University Korea faculty into the record:

Over the last four years, George Mason University Korea (GMUK) Faculty has hoped to have a non-voting faculty rep on the Faculty Senate. We believe this is imperative to provide the collective with a voice in faculty matters, and for the Faculty Senate to have a more intimate understanding of the important work we are doing in Korea.

Our reasoning is that, although each major should have open communication and free information flow with their home units, little is known at the home units about the day-to-day workings of the faculty here at GMUK. Furthermore, the home units don't necessarily have the capacity or time to fully address such things as faculty handbooks and bylaws, which is not discipline specific. Finally, outside of addressing certain curriculum concerns, not all GMUK faculty have counterparts or home units to help support them.

Therefore, it is our wish to be of one voice with the home campus and to ensure the campus proper, not only the major units, is more aware of the things we do in support of

them. Thus, we fully believe this can only be most effectively and proficiently achieved by having a non-voting voice on the Faculty Senate."

Discussion:

- Senator asked why the representative could not be a voting position.

Chair Davis: Based on the Faculty Handbook and Charter -- Mason Korea is not a collegiate unit, and as a result, is not eligible to be a voting member. By creating a non-voting representation, Executive Committee is attempting to provide space for their voice.

- Following some discussion into differences with INTO Mason's representation on the senate, as well as selection process for the non-voting representative, the discussion was brought to a close.

The motion was brought to a vote.

The motion passed.

Academic Policies – Suzanne Slayden, Chair: No report

Budget and Resources - Tim Leslie, Chair

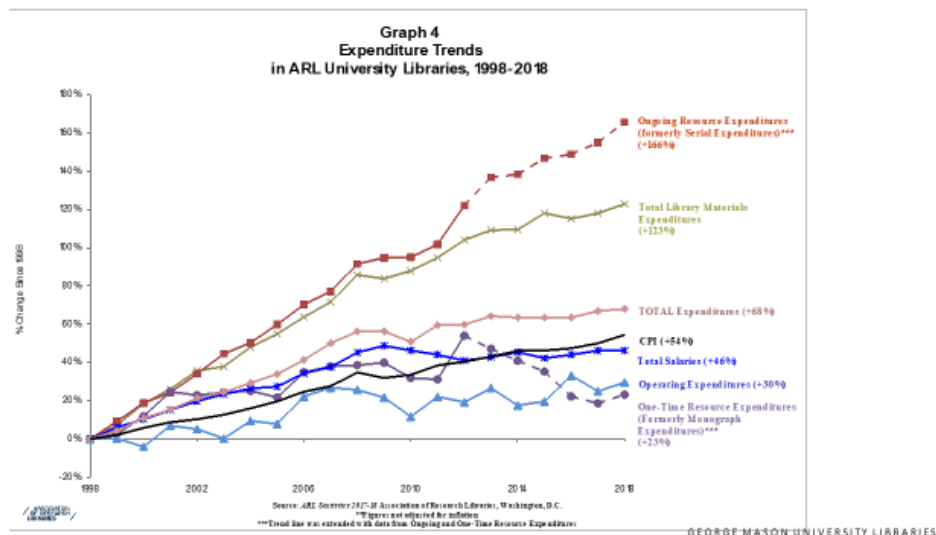
- 1) Subsidized retirement program is now open, and HR is accepting applicants for the program.
- 2) Introduced Senator Gibson to report on behalf of the Committee regarding of the libraries.

Senator Tim Gibson: Noting that the Sustainable Research Collections Group in the library was constituted in early November of this year – shared a presentation outlining what the libraries are considering in terms of their budget and subscription packages with some of the big publishers, including this year, Elsevier. The problem the libraries are trying to solve is rising costs.

SUSTAINABLE COLLECTIONS AND THE THE ELSEVIER CONTRACT NEGOTIATIONS

TWO DECADES OF RISING COLLECTIONS EXPENDITURES

U.S.
Research
Libraries
1998-
2018



- Senator Gibson: Over last two decades, ongoing research expenditures and total library materials expenditures for US research libraries have significantly outpaced inflation. The main drivers of these cost increases are the kind of oligopolistic nature of the academic publishing market, particularly around journals which are big part of portfolio for companies like Elsevier, Springer, Sage, Taylor and Francis and Wiley.

THE BIG DEALS

- Large, multi-title journals bundles marketed by major for-profit journal publishers (Elsevier, Springer, Sage, Taylor & Francis, Wiley)
- Multi-year contracts with fixed price annual price increases well above inflation
- In FY20, 30% of the Libraries' collections budget went to our five largest journal packages
- In FY21, that percentage would rise to 33% if deals are renewed

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THE ELSEVIER CONTRACT IN VIRGINIA (VIRGINIA RESEARCH LIBRARIES CONSORTIUM)

- The 2017 - 2021 contract was worth \$45 million.
- Virginia Research Libraries
 - College of William & Mary
 - **George Mason University**
(cost GMU over \$1 million in 2020, absorbs 10% of libraries' budget)
 - James Madison University
 - Old Dominion University
 - Virginia Commonwealth University
 - Virginia Tech
 - University of Virginia
- The cost for Elsevier is expected to increase by 5%, if renewed

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Negotiations begin in January to reduce costs.

If Elsevier refuses to discount their “big deal” package, the VRL is ready to walk away.

So what happens if the VRL chooses not to renew Elsevier’s contract?

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WHAT ABOUT FACULTY ACCESS TO ELSEVIER JOURNALS?

Instant Access Will Still be Available for...

- Selected high-use Elsevier journals (via individual subscriptions)
- Journal backfiles – past years of journal, often already owned by library and available in perpetuity
- Open access journals/articles – estimated 45% of recent articles comply with Federal open access mandate

Other Articles = Short Delay in Access (1-2 days from request)

- Inter library loan
- Pay-by-the-article options (Reprints Desk, Copyright Clearance Center), paid by the library.

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Our Questions

1. Other universities have been discussing this issue with their faculty members for months, even years. Why did University Libraries wait until November/December to begin this outreach?
2. What will faculty access to Elsevier journal articles look like, specifically, if the contract is not renewed? What journals will have subscriptions and what journals will be access via interlibrary loan or per-article purchases?

Send Me Your Questions

1. I am your faculty representative to the Sustainable Research Collections Group. Please let me know your questions and concerns, and I will bring them to the Libraries.

We also ask the Provost to communicate information about the status of negotiations, potential journal access impacts, and proposed access workarounds to the General Faculty in early Spring 2021

Contact:

Tim Gibson

tgibson1@gmu.edu

GEORGE MASON UNIVERSITY LIBRARIES

Faculty Matters – Bethany Letiecq and Solon Simmons, Co-chairs

Senator Bethany Letiecq:

- Committee is currently working getting the data for the Faculty Evaluation of Administrators and should soon have the data. Following which, the committee will begin the process to summarize and share the report with faculty.
- Committee is working on recommendations for faculty evaluation during the COVID pandemic.

- Recognizing that there are concerns about validity, reliability and fairness of online student evaluations of teaching that have yet to be tested and in using those modalities, there are continuing concerns about gender and race bias of evaluations. Committee is sincerely hoping that the university will use these evaluations as informative and not determinative.
- Committee is looking into formulating recommendations with regard to the criteria for evaluation of scholarship and research, again with thoughts about the pandemic. Graduate students are also confronting significant challenges during the pandemic.
- Invited faculty to share their thoughts or comments on these matters.

Senator Solon Simmons:

- Reminded Senators to attend the Faculty Success Initiative Forum on Friday at 3pm.
- Quantitative and qualitative data from the Coache survey would form a basis for an informal conversation to gather ideas on how to evaluate faculty success.
- Invited faculty to attend and/or share their thoughts/ideas.

Nominations – Melissa Broeckelman-Post and Richard Craig, Co-chairs: No report.

Organization and Operations - Lisa Billingham, Chair: No report.

B. Other Committees/Faculty Representatives

[Appendix A](#)

Chair Davis noted the extensive set of reports from the other committees and faculty representatives included with the agenda (Appendix A of the minutes). Mentioning the upcoming Master Plan discussion forum, she noted that the faculty representatives on the Master Plan Steering Committee strongly encourage faculty to attend and engage in the process.

Admissions Committee
 Adult Learning and Executive Education Committee
 Effective Teaching Committee
 Faculty Conduct Working Group
 Faculty Handbook Revision Committee
 Graduate Council
 Grievance Committee
 Mason Academic Assessment Council
 Mason Core Committee
 Master Plan Steering Committee
 Recreation Advisory Committee
 SACS-COC Reaffirmation Committee
 Undergraduate Council

V. New Business – none.

VI. **Announcements**

- Update from the Office of Academic Integrity: Faculty who have determined that there is a need to contact the company Chegg regarding materials for their courses being accessed by students need to stay in communication with the Office of Academic Integrity. Specifically, faculty should contact the Office of Academic Integrity at the beginning of each month for an updated support letter to be submitted to Chegg when asking for assistance with investigations. Outdated letters will not be honored by the company. More information can be found on the [Office of Academic Integrity](#) website.
- COACHE Update [Appendix B](#)
- Mason [FACTS](#) Update [Appendix C](#)
- [Mason Holidays at Home](#) [Appendix D](#)
- Reminder of Faculty Senate Meetings in Spring 2021 (all via Zoom)
 - February 3, 2021 – Rector Hazel to address the Faculty Senate
 - March 3, 2021 – President Washington to address the Faculty Senate
 - March 31, 2021 (if needed)
 - April 7, 2021
 - April 28, 2021

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

Chair Davis: *"It is my best holiday wish for the Winter Holiday as you move into the winter solstice, as you move into the New Year, that you'll be safe, that you find peace, that you are able to do something for yourself that is of value. That you remember that you are a valued member of the Mason community and we as the faculty, as members of the community need to. So please take care of yourself."*

VIII. **Adjournment:** The meeting adjourned at 4:20 pm.

Respectfully submitted,
Kumar Mehta
Secretary

Appendix A

Reports from University Committees/Faculty Representatives to Committees

Admissions Committee (Submitted by Tim Curby, Chair – November 17, 2020)

The Admissions Committee had a joint meeting with the O&O Committee on October 30th to consider possible changes to the Admissions Committee. The focus of the changes would be to enable it to be more active and would potentially involve changes to the charge of the committee. Tim Curby (Psychology Department) was elected chair. We agreed that the Admissions Committee would meet again to hear from the directors of undergraduate and graduate admissions to get an overview of admissions processes at Mason. That meeting has been scheduled for Tuesday December 1st.

Adult Learning and Executive Education Committee (Submitted by Evelyn Tomaszewski, Chair – November 30, 2020)

Report of the Adult Learning and Executive Education Committee

Earlier in October, the Committee elected Evelyn Tomaszewski to serve as Chair.

The committee met on November 19, 2020,

Committee members in attendance: Virginia Hoy, Robert Pasnak, Ioulia Rytikova, Kammy Sanghera, Evelyn, Tomaszewski.

Because of the majority of the members are new to the committee, it was agreed that members need a clearer understanding of current programs at Mason that might and should inform the committee's work. The committee invited Marc Austin and Brett Josephson to our meeting to provide some overview adult learning and executive education at Mason.

Brett and Marc provided an overview of their respective programs and discussed with members past successes and current initiatives. Each identified how their programs are promoted/marketed, and discussed how the Committee's effort can support the work efforts of each program.

Effective Teaching Committee (Submitted by Tom Wood, Chair – November 24, 2020)

Effective Teaching Committee Update

December 2020 Faculty Senate Meeting

Tom Wood, Chair (CHSS), Gabriele Belle (COS), Gregory Grimsby (CVPA), Patrick McKnight (CHSS), Cheryl Oetjen (CHHS), Esperanza Román-Mendoza (CHSS), Kristien Zenkov (CEHD)

The ETC has been focused on faculty support during the transition to the online student evaluation of teaching to Blue and has produced working documents to assist faculty during Covid semesters. In

collaboration with the Office of Institutional Effectiveness and Planning (OIEP) and the Stearn's Center we are encouraging the development and use of individual questions by faculty on their SET course evaluations, other formative assessment techniques, self-assessment and peer-review of teaching. Realizing that traditional set questions will have limited value for comparison during COVID-19 semesters, we are encouraging appropriate scrutiny of data for faculty evaluation, promotion and hiring practices. Members of the ETC have been reaching out to faculty to help prepare for the SET and annual reviews of teaching during the fall of 2020, and to provide support and resources. Attached are working documents we developed in this effort. These documents are being constantly updated to help meet current challenges.

Assessing Teaching Effectiveness during COVID-19

<https://documentcloud.adobe.com/link/review?uri=urn:aaid:scds:US:4a225f98-e0ed-4010-b1b0-57fdb540ce54>

Peer Observation and Peer Evaluation

<https://documentcloud.adobe.com/link/review?uri=urn:aaid:scds:US:31e9f4b1-3487-48ab-9f57-0d996834efc3>

Suggested Open Ended Questions for BLUE

<https://documentcloud.adobe.com/link/review?uri=urn:aaid:scds:US:1f3bbf65-f015-4ce1-a7e8-fc6b3997f7c1>

Self-Evaluation Questions for Faculty

<https://documentcloud.adobe.com/link/review?uri=urn:aaid:scds:US:01d26358-c308-4e93-afa4-a416e1ec4a38>

Faculty Conduct, Policies and Procedures Working Group (Submitted by Shannon Davis, Suzanne Slayden and Girus Urgessa – November 23, 2020)

The Faculty Conduct Policies and Procedures Working Group is coordinating with Human Resources and the Provost's Office to finalize the Human Resources & Payroll Department – Procedures for Handling Investigations into Alleged Violations of University or Commonwealth Workplace Policy. The Working Group anticipates presenting these procedures to the Faculty Senate in February 2021. The working group continues to discuss sanction guidelines and educational components that will be distributed to the community to accompany the release of the procedures. Updates to the Compliance, Diversity, and Ethics investigation procedures are still under discussion by the working group as well.

Faculty Handbook Revision Committee (Submitted by Suzanne Slayden, Chair –November 12, 2020)

The Faculty Handbook Revision Committee has scheduled eight meetings for the 2020-2021 academic year. The main work of these meetings is to incorporate the Term Faculty Committee recommendations into the Faculty Handbook. The FHRC plans to present proposed revisions to the Faculty Senate in Spring, 2021.

Graduate Council (Submitted by Cristiana Stan – November 27, 2020)

Report from the Graduate Council Meeting

November 18, 2020

The meeting began with two announcements made by the Associate Provost for Graduate Education, Dr. Laurence Bray:

1. The Council of Graduate Schools will hold the Annual Meeting on December 2-4, 2020. The meeting will be virtual
2. President Washington has asked The Office of Graduate Education to explore a few graduate school models for the possibility of creating a Graduate School at Mason.

Graduate Faculty Electronic Application Training Sessions with ITS: The first one was held on Thursday, November 19, 3:00-3:30pm and the second will be on Tuesday, December 1, 2:00-2:30pm. A recording will be posted on the graduate faculty webpage. Concerns were expressed regarding controlling the flow and expectations of requests; as a solution, the Associate Deans will submit an updated list of approved initiators to the Office of Graduate Education every semester. The information will be uploaded into the system, giving access to all initiators approved to submit graduate faculty status requests.

Lists of classes last taught over 3 years ago and graduate certificates with low or no enrollment over 2 years were shared and units were asked to review their courses and certificate programs. Units should consider redesign or deactivation when applicable.

Fall 2020 Alternative Grading and Related Topics: It was noted that for Spring, 2020 and Fall, 2020, accumulation of (9) credits of C grades or XP grades, normally considered unsatisfactory credits, will not trigger termination eligibility as they usually would. The GC proposed adding a statement about the importance of academic advising to the guidance on the Registrar's page, and consider limiting of amount of XP grades a student can receive.

Awards Updates: The Office of Graduate Education shared award updates and indicated that about half of the current Dissertation Completion Grant applicants were not eligible due to not being in full-time status as required. The Office of Graduate Education will share a list of ineligible students, as well as the list of last year's 11 awardees who did not graduate as scheduled, with units to gather input and see what can be done to prevent these issues going forward. Additionally, Provost PhD Awards will no longer be available for the future as the funding will be repurposed to support additional Presidential Scholars.

Catalog Updates: Mr. Tom Butler shared catalog updates and stated that while SCHEV submissions can be made at any time, workflows will stop until a letter of SCHEV approval is received. Additionally, Mr. Butler will share the language to substitute for the "SCHEV-pending phrase" when describing potential programs in external materials.

Policy Enhancements:

AP.6.1.5 Institutional Credits (NEW): Proposed

Graduate students at Mason are required to successfully complete more than half of the minimum required credits towards their degree program at Mason. See AP.6.5 for Credit by Exam, Reduction of Credit or Transfer of Credit opportunities.

- Currently, the institutional credits requirement does not show as applicable to all graduate programs. Previously, residency requirement (now eliminated) had put a cap on all graduate programs.

AP.6.4.4 Voluntary Resignation from Graduate Academic Program revision: Proposed

Degree-seeking students may officially resign from their academic program with the approval of their department chair or program director and the dean or director of the school, college, or institute. The Voluntary Resignation form must be approved by the student's program and Student Accounts, then submitted to the Office of the University Registrar for notation on the transcript. Resignations after the drop period will result in grades of W on the student's transcript for that semester and removal from any future registered courses. Program resignation is final.

- Need to align with form which states the above policy but then gives programs the choice on whether to apply immediate grade of W to that semester's courses
- Is there a need to provide programs and students a choice of whether to stay in their courses? If so, the policy should be re-worded accordingly.

AP.6.9.2 Time Limit (Master's) and AP.6.10.1 Time Limit (Doctoral): Proposed

Discussion

Graduate Council Bylaws Update: An update of Graduate Council bylaws from the current version was proposed which better frames the role of the Graduate Council, and clarifies the language. Ms. Deveneau read a letter of request from GAPSA seeking approval for GAPSA's President to evolve from a graduate council non-voting contributor to a voting member.

Dissertation Credits Working Group: Dr. Thomas Flores, Chair of this group, proposed changes to existing academic policy that are intended to better support doctoral students while maintaining unit flexibility. The main change is a reduction of required 999 credits from 6 (currently) to 3, which means changing the number of credits associated with full time status.

Respectfully Submitted by Cristiana Stan, Faculty Senate Representative to the Graduate Council 2020-2021

Grievance Committee (Submitted by John Farina, Chair – November 12, 2020)

There are no cases currently before the Grievance Committee.

Mason Academic Assessment Council (Submitted by Shannon Davis and Sheena Serslev, OIEP)

The Mason Academic Assessment Council includes representation from all Schools and Colleges. The faculty and staff representatives are peer-reviewing the annual assessment reports for academic programs. The review process will be completed by Tuesday, December 1, after which time the Office of Institutional Effectiveness and Planning will aggregate the reviews and reach out to academic programs with feedback from the committee. Emphasis will be placed on continuous improvement strategies that serve to enhance the student learning experience.

Website with information about the Mason Academic Council mission, vision, and membership: <https://oiep.gmu.edu/institutional-effectiveness/assessment-council/>

Mason Core Committee (Submitted by Melissa Broeckelman Post, co-chair – November 24, 2020)

Mason Core Committee Report

November 5 and 19 meetings

Courses approved for inclusion in the Mason Core:

- RELI 212: Religions of Asia (GU)
- RELI 370: Judaism (GU)
- PHYS 170: Introductory and Modern Physics I (NSL)
- PHYS 270: Introductory and Modern Physics II (NSL)

Courses rolled back to the home department for revision & resubmission:

- RELI 314: Chinese Philosophies and Religious Traditions (GU)

Discussions:

- We were asked to review the Global Gateway equivalencies. Sometimes courses at the host institution only transfer as 2-credit courses, and the program asked the MCC where these could fulfill Mason Core requirements for courses that normally need to be 3 credits. The MCC denied the request and has asked the Global Gateway program to either identify 3-credit courses that students can take or identify sets of classes that together would transfer to Mason as at least three credits in order to fulfill this requirement.
- An assessment task force was elected at the November 5 meeting and asked to return with a proposal for how we might plan Mason Core assessment moving forward so that courses are being re-reviewed on a regular basis to ensure that they continue to align with the Mason Core outcomes. Courses that have the Mason Core attribute will go through a simplified assessment

process similar to the current course approval process that involves submitting a syllabus, assignments (not student work samples), and a 1-2 page report summarizing evidence that the course continues to meet the Mason Core outcomes and that the course is being updated to meet student needs where outcomes achievement gaps are observed. This process will include substantial faculty development, will give faculty flexibility to assess their courses in ways that are consistent with their disciplinary expertise, and will include support for individual faculty and faculty teams to complete the assessment.

- Courtney Adams Wooten shared a draft of updated course description and learning objectives for ENGH 101 that better reflects what the course does. These updates are going through the appropriate departmental and college-level approvals first, but the committee was in full support of the revisions.
- The committee looked at the Honors College articulation table that is used when students leave the Honors College. The committee will invite Honors College faculty to join us for a future meeting for further discussion.

Master Plan Steering Committee (Submitted by Shannon Davis, Zachary Schrag, and David Wong – November 19, 2020)

Master Plan Steering Committee Report

The Agenda for the October 14 meeting of the Faculty Senate (http://www.gmu.edu/resources/facstaff/senate/FS_AGENDA_10-14-20_FINAL.pdf) included our summary of the scenarios currently being considered as part of the master planning process. The consultants expect to present those scenarios to the Mason community at an online town hall on Tuesday, December 8, from 1:00 to 2:30 pm. The administration plans to advertise this event widely once the official invitation is ready.

We encourage faculty senators to attend that town hall and to advise their colleagues to do so. We expect that this will be a particularly significant presentation, addressing the largest choices facing the university.

Recreation Advisory Committee (Submitted by Esther Peters – November 19, 2020)

The GMU Recreation Advisory Committee met on October 29. Graduate Assistant positions, one each for Aquatics, Outdoor Adventures/the EDGE, and Well-being, will be posted on jobs.gmu.edu and NIRSA Bluefish, application deadline January 3, to start in August 2021. The Membership Survey Results were discussed, noting that most feedback was positive, and the reservation system and other actions taken to provide safe experiences are supported. Reduced hours will be announced to start the week of Thanksgiving until January 25. Additional lifeguards are being hired. The proposal for opening locker rooms for swim patrons only and having cubbies at the RAC was discussed. [WILL THIS HAPPEN? WHEN?] Modified Team Sports (4 vs 4 Volleyball, Soccer short sided, Cornhole) have been proposed, which will require players to wear masks. Suggestions for next semester in Recreation included more team sports for on-campus students, although basketball is not likely, outdoor classes in Yoga and Zumba when the weather gets warmer, and need to have changing rooms, showers, and later reservation hours for faculty/staff with Mason wanting more faculty on campus; however, still concerns about cleaning them. Please contact Esther Peters, Joel Martin, or Robert Pasnak if you have questions, concerns, or suggestions for Mason Recreation.

SACS-COC Reaffirmation Committee (Submitted by Shannon Davis, November 13, 2020)

The SACSCOC Reaffirmation Leadership Team and Planning Group continues to collect unit/school specific information for inclusion in the report. Members have been recently focused on reviewing narrative language for the report. More information on report progress will be shared at the December Board of Visitors meeting.

Undergraduate Council (Submitted by Charlie Robison, November 30, 2020)

Undergraduate Council Meeting Notes
Submitted by Dr. Charlie Robison, Faculty Senate Representative

Call to order at 3:30pm, Wednesday, November 18th via Zoom

Primary issues discussed

- "Zombie" courses and minors
- SCHEV Program Approval Process
- CIM Forms Update
- New Business

"Zombie" courses and minors

Council members were urged to check on courses in their respective academic unit that have not been taught in 3 years. These "zombie" course should be deactivated and removed from the catalog. Members were also asked to examine minors for alignment with the United Nation's Global Goal and Engineering Grand Challenges.

SCHEV Program Approval Process

Programs will no longer be added to the catalog with the label of "Pending SCHEV Approval." SCHEV approval must be official before programs will be published in the catalog.

CIM Forms Update

Tom Butler spoke to the council about an additional form in CIM for a program to add program-level outcomes. This will assist as the University assesses university-wide outcomes. Also, these could be included with students' diplomas to help them articulate the skills they gained through their degree.

New Business

Action Items

NEW PROGRAMS: APPROVED

COS New Program: Geology, BS/Earth Systems Science, Accelerated MS

MODIFIED PROGRAMS: APPROVED

COS Modified Program SC-BS-CHEM: Chemistry, BS

COS Modified Program SC-BS-GEOL: Geology, BS

VSE Modified Program VS-BS-ME: Mechanical Engineering, BS

NEW COURSES: APPROVED

CHSS New Course ECON 398: Internship

CHSS New Course ECON 491: Capstone in Economics

CHSS New Course ECON 493: Capstone Internship

COS New Course CHEM 471: Solid State Chemistry

COS New Course FRSC 450: Practical Forensic Skeletal Biology

VSE New Course CS 487: Introduction to Cryptography

MODIFIED COURSES: APPROVED

COS Modified Course GGS 309: Introduction to Weather and Climate

COS Modified Course GGS 354: Data Analysis and Global Change Detection Techniques

Announcements

MODIFIED COURSES: APPROVED

BUS Modified Course BUS 498: Capstone Course: Advanced Business Models

CEHD Modified Course EDSE 241: Characteristics of Students with Disabilities who Access the General Curriculum

CEHD Modified Course EDSE 341: Language Acquisition and Reading and Writing Development

CEHD Modified Course EDSE 353: Individualized Behavior Supports

CEHD Modified Course EDSE 441: Instructional Strategies for Reading and Writing

CEHD Modified Course EDSE 445: Clinical Practice and Seminar 1: General

INACTIVATED COURSES: APPROVED

CHSS Inactivated Course ECON 498: Internship

Appendix B

Mason COACHE – Kim Eby, Associate Provost for Faculty Development (11/13/20)

The Mason COACHE Leadership Team has finalized four Summary Reports that are now available to the Mason faculty community. These reports focus on term faculty, associate professors, underrepresented minority faculty, and faculty engaged in interdisciplinary/multidisciplinary research and scholarship. They provide an overview of the COACHE work and specifically share trends and action items that emerged from our qualitative data collection at the end of spring 2020.

The Summary Reports can be accessed at the following link: <https://oiep.gmu.edu/data-analytics-research/survey-results/coache/> Please note that Two-Factor Authentication is required.

The Leadership Team also shared the work of the COACHE Faculty Engagement Initiative with President Washington and Provost Ginsberg at our November meeting. It was a productive conversation and both indicated support for the work of this initiative.

Appendix C

Mason FACTS Update

Molli Herst, Program Manager for Faculty Affairs and Development

Office of the Provost

Review, Promotion & Tenure (RPT)

- Synchronized RPT Promotion & Tenure Template training has concluded for all four access roles and 400 Faculty were trained.
- Online toolkits and asynchronous training materials were published October 1, 2020 to the Mason FACTs website for continued post training support and reference.
- Survey feedback has been favorable and indicated alignment with RPT guidelines, ease of use, and achievement of system preparedness.
- Tenure upon hire and external evaluation templates have been drafted and are awaiting testing for a Spring 2021 launch.

Faculty 180 (F-180)

- Base Data Files are being uploaded to the database testing site for Full Time Instructional Research faculty.

- Unit specific configuration sessions concluded Fall 2020 and customized requests are being adapted in the system.
- Updated testing and launch timelines are being finalized.

Appendix D



Cozy up for
Mason Holidays at Home
2020 Faculty and Staff Holiday Celebration

Including:

- Live and Pre-recorded Events
- Photo Submissions * Recipe Exchange
- Virtual Dance Contest * Trivia
- * Cooking Demo * Holiday Concert

AND MORE

<https://ocm.gmu.edu/holidays-home>