

**GEORGE MASON UNIVERSITY**  
**MINUTES OF THE FACULTY SENATE MEETING**  
**SEPTEMBER 2, 2020**  
**Electronic Meeting<sup>\*</sup>, 3:00 – 4:15 p.m.**

**Total number of attendees: 148**

**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, Betsy DeMulder, Daniel Garrison, Edward Gero, Tim Gibson, Mark Ginsberg, Victoria Grady, Kenneth Griffin, Dimitris Ioannou, Aditya Johri, Larry Kerschberg, Timothy Leslie, Bethany Letiecq, Tamara Maddox, Kumar Mehta, Daniel Menascé, Robert Pasnak, 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, Jie Zhang.

**Senators absent:** Robert Baker, Kenneth Ball, James Bennett, Henry Butler, Rick Davis, Germaine Louis, Fernando Miralles-Wilhelm, Alpaslan Özerdem, Maury Peiperl, Mark Rozell, Gregory Washington, John Zenelis.

**Visitors in attendance<sup>1</sup>:** Alecia Bryan, Associate Director of Development, CHSS Development; Quentin Alexander, Senior Director of Academic Advising,/Undergraduate Education; Jatin Ambegaonkar, Professor, School of Kinesiology, CEHD; LaShonda Anthony, Director, Academic Integrity, University Life; Kathleen Bell, Head, Assessment and Planning, University Libraries; Natasha Boddie, Administrative, CAPMM; Lisa Breglia, Associate Professor/Associate Dean, CHSS; Emily Brennan-Moran, Assistant Professor, Communication; James Casey, Associate Director/Professor VSGI/CVPA/GAME; Kimberly Ford, Director of Personnel Operations, Office of the Provost; Cynthia Fuchs, Interim Director, Film at Mason; Marcy Glover, Operations Manager, Academic Initiatives and Services, Office of the Provost; Jo Ann Henson, Business and Economics Librarian, University Libraries; Virginia Hoy, Term Assistant Professor, English; Christopher Kennedy, Associate Professor, Environmental Science and Policy; Maoria Kirker, Teaching and Learning Team Lead, University Libraries; Sr. Vice President Carol Kissal, Misty Krell, Director of Academic Affairs, School of Integrative Studies; Kimberly MacVaugh, Librarians' Council Secretary, University Libraries; Doug McKenna, University Registrar; Linda Monson, Director, Dewberry School of Music; Janette Muir, Associate Provost, Academic Initiatives and Services; David Namiotka, Director, Finance Administrative Systems Team, Fiscal Services; Christy Pichichero, Associate Professor of History and French/Faculty Rep. to APDUC Committee/CHSS Director of Faculty Diversity; Shelley Reid, Stearns Center for Teaching and Learning; Marguerite Rippy, Associate Dean of Graduate Academic Affairs, CHSS; David Rosenblum, Professor and Chair, Department of Computer Science; Christine Rosenfeld, Term Assistant Professor, Geography/Geoinformation Science; Catherine Saunders, Term Professor of English; Sheena Serslev, Associate Director of Institutional Assessment, Office of Institutional Effectiveness and Planning; Debra Stroiney, Assistant Professor, Kinesiology; Bethany Usher, Associate Provost for Undergraduate Education; Michelle Williams, Assistant Professor, Global and Community Health.

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<sup>1</sup> Only includes visitors who explicitly provided permission to have their names included in the minutes.

- I. Call to Order:** The meeting was called to order at 3:00 p.m.
- II. Approval of the Minutes of March 4, March 24, April 1, April 22, and April 29, 2020:**  
The minutes were approved.

**III. Opening Remarks – Shannon Davis, Chair**

Appointments: Melissa Broeckelman Post will serve as chair pro tempore  
Suzanne Slayden will serve as Parliamentarian  
Rebecca Sutter and David Wong will serve as Sergeants-at Arms

Special Meeting with President Washington – Wednesday, October 14, 2020

President Washington will address the Faculty Senate – March 3, 2021

Rector Hazel will be here on September 30, 2020 and February 3, 2021.

To ensure sufficient time to conduct nominations and an electronic poll for elections, a motion was made to do committee reports after the Special Orders. The motion was seconded and passed.

**IV. Special Orders**

**A. Elections**

Senator Broeckelman-Post: Thanked faculty colleagues for volunteering to serve on various committees and wanting to be part of faculty governance. She noted that this is of particular significance as individuals were willing to step forward in a difficult time where faculty is engaged in helping make decisions. She also thanked the Nominations Committee for all their hard work in presenting the nominations slate.

- 163 volunteers for 73 slots, with several volunteering for multiple committees
- Committee tried to equitably create opportunities for service for the volunteers
- Some positions can only be filled by Faculty Senators
- Aimed to create opportunities for representation by different colleges and schools
- Maintain a balance between returning members and new ones

She noted that since the time agenda was distributed there were a few updates to the nominations slate to reflect late requests for recusal and/or inability to serve (changes highlighted in yellow).

She thanked Rebecca Sutter for her willingness to serve on the Academic Initiatives Committee, Greg Robinson for his willingness to serve on the Athletic Council, Solon Simmons for his willingness to serve on the Faculty Handbook Committee, Cristiana Stan, for her willingness to serve as Faculty Senate Representative to the Outstanding Achievement Awards Committee; and Karen Akerlof, for her willingness to serve as Faculty Senate representative to the University Naming Committee.

She announced that the Nominations Committee is seeking a representative from S-CAR to serve on Writing Across the Curriculum Committee (to be presented at a later meeting).

No additional nominations were made from the floor. The Senate voted to close nominations. [[Appendix A](#)]

Since there were no contested elections, a Senator proposed vote to approve as a slate. The proposal was approved, and the slate of nominees was approved.

## V. **Committee Reports**

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

*Faculty Senate Executive Committee – Shannon Davis, Chair*

Letter to President Washington regarding COVID-19 Testing:

Members of the Executive Committee and leaders of AAUP met with Dr. Washington to discuss this [letter](#) (August 25, 2020) sent by the Executive Committee. The letter documented the concerns of the Executive Committee regarding the effectiveness and validity of the tests. It asked that all subsequent tests be administered by a healthcare professional (and not be self-administered).

The Executive Committee is appreciative of Dr. Washington's willingness to meet with us, listen to our concerns, and for responding rapidly. All tests are now being administered by healthcare professionals and are being conducted by new labs.

Chair Davis noted that this was an immediate response Dr. Washington took, and the Executive Committee also thanks the President for his conversation and for his deliberate and rapid response.

A motion was made and seconded to include the letter the Executive Committee sent to President Washington in the minutes.

**The motion was approved.**

Intellectual Property Policies:

Townhall on intellectual property (held in July), yielded several conversations between the Executive Committee and Aurali Dade, who is currently serving as the Interim Vice President for Research, Innovation and Economic Impact.

In near future, a notice from the Provost Office will confirm that the university will not put a suspension on its license of course materials for a year or until Copyright Policy 4002 has been updated. It will also inform faculty of the process by which faculty can request their course materials not be used.

If faculty have concerns about how their developed course materials may be used, the Provost Office is encouraging faculty to document these concerns in writing. Faculty should document which specific course materials may be used and how these specific course materials may be used. This should be documented with department chair with a copy to the provost. Should any subsequent issues arise that in conflict with the communicated concerns, faculty member should contact their Dean who will work with the provost to resolve the concern on the faculty member's behalf.

Chair Davis noted that the Intellectual Property Committee is already discussing these issues and working on revision of the University Policy 4002.

Discussion:

Senator: If faculty does not want their material used, they have to opt out, as opposed to the university not asserting an intellectual property right?

Chair Davis confirmed it was a correct interpretation. Chair Davis noted that this specific concern of an opt in versus an opt out was one of the conversations during the town hall. She asked everyone to share their specific concerns (in writing) with the faculty representatives elected to serve on the Intellectual Property Committee (Eric Claeys [eclaeys@gmu.edu](mailto:eclaeys@gmu.edu) , Tamara Maddox [tmaddox@gmu.edu](mailto:tmaddox@gmu.edu) , and Aarthi Narayanan [anaraya1@gmu.edu](mailto:anaraya1@gmu.edu) ) as it works on the policy revision process this academic year.

Senator: Is there distinction on who and what content it is applied to? Does it distinguish content developed as part of a contract for which faculty received stipend and support vs. content that is developed independently?

Chair Davis: There is no distinction being made whether or not content was developed in conjunction with other support from university. She reiterated that faculty document and write to their chair and copy the provost expressing their concerns and preference regarding their course materials.

Senator: Can you talk about enforcement?

Chair Davis: If faculty finds that materials are being used in contravention to preference documented with chair, faculty should communicate with their Dean. Dean will work with the provost to address that particular issue.

Follow-up Discussion:

- Expressed hope that it would not become administration policy to use faculty-developed materials without consent or against faculty's wishes.
- Discussion regarding what may look like a fair process for informing and for seeking consent from faculty.
- Suggestion for Senate/Faculty Chair to communicate the specifics of current copyright policy, and its implications to all faculty who otherwise are likely not be aware. Also, to include the process by which faculty can opt-out.
- Concern about pre-tenure faculty being unable to deny request for use of their teaching materials.
- Concern and questions expressed regarding ownership and use of recorded class sessions that are delivered by WebEx/Zoom/Collaborate.
- It was noted that the new delivery mechanisms are opening new frontiers on developed materials and their subsequent use.
- It was noted that without clarity on ownership and license of materials, faculty would be reticent to develop new course content, or record their lectures, or

undertake other actions that could result in their materials being potentially being used without notice and permission.

- Questions were raised about the necessity of opt-out rather than opt-in? The opt-out putting faculty in awkward position of having to express limitations; rather than norm dictating that materials developed by someone else should not be reused without their permission.
- A Senator noted that the request for a one-year license suspension that was rejected. It was also noted that request for suspension applying to use of any likeness in image and video production (she believes) was also rejected, even though it was consistent with concerns raised in the July town hall.
- Suggestion was made for either the Faculty Senate Executive Committee and/or Faculty Matters Committee to develop a motion for Faculty Senate to consider at its next meeting.

Chair Davis invited Interim VP Aurali Dade to respond.

- VP Dade thanked Chair Davis for the summary. She noted that as part of the committee's work – it will be comparing and aligning Mason's policy with those of other universities.
- Expressed preference to be able to discuss curriculum related issues with the provost and others before making any changes.
- She indicated she is open to specific requests rather than policy level changes at the current moment.

Provost Ginsberg:

- Indicated his openness to consider all suggestions
- Stressed on importance of ensuring that there are no unintended consequence that would impact the students, pedagogy, and classes.
- Expressed his preference to undertake revisions in a more thoughtful way.
- Shared that his understanding is that when faculty put their syllabus or lectures onto Blackboard that it becomes University property.
- He is happy to wait and form this proposal so that the Faculty Senate can review and discuss the proposal.
- Requested that we ensure faculty read the Provost's newsletter for further developments including registering their concerns.

In response, a Senator noted that putting materials on Blackboard does not mean university is claiming ownership of these materials. It does mean that the University is claiming the ability (license) to use them. Further, while the university may have no plans to use without informing or consent – the Senator argued there may be a chilling effect if faculty members are concerned about this, and that's going to affect their teaching.

*Academic Policies – Suzanne Slayden, Chair*

AP Committee Report to the Faculty Senate Sept. 2, 2020.

There are changes to the academic calendar for this semester. It is unfortunate that the announcement was made so close to the beginning of classes, but the central administration did not consult with the Faculty Senate Executive Committee or the Academic Policies Committee before deciding to close the university on Election Day.

The Senate approves changes to the Academic Calendar.

In response, the Academic Policies Committee proposed a way in which the Tuesday class cancellation could be made up, so that there would be no loss of instructional time for Tuesday classes. The AP Committee will solicit faculty opinion before presenting any proposal to make the change permanent.

#### *Budget and Resources – Tim Leslie, Chair*

Noted that much of the university's budget related discussion and decisions have been public.

- Units have been asked to account for a 6% cut in revenues. Different units are adopting different approaches. The committee expects to have better idea once it has the data.

The University budget planning advisory council suspended its work all summer. This was partly because of change in administration leadership. The plans for a medical school are on temporary hold to allow new President to transition in more completely.

#### *Faculty Matters- Bethany Letiecq, Chair*

The committee has been busy this summer as it addressed many issues:

- Concerns about acknowledgement of risk at the end of the mandatory return to campus training. The language was softened so that it read less like a liability waiver.
- Concern with regard to the summer online course development contracts.
- Engaged in the copyright and intellectual property concerns
- Raising concerns about the Kallaco contract with regard to the specimen collection problems that the GMU AAUP suggested invalidates the results and also raising questions about Kallaco's relationship to the Opteo lab. That has been a big part of committee's focus.
- Coming up very quickly, the faculty evaluation of administrators. The committee has had the opportunity to also discuss the faculty annual evaluations during this time of COVID.

Faculty Matters committee is expecting to be very busy this coming year.

*Nominations – see [Special Orders](#)*

#### *Organization and Operations - Lisa Billingham Chair*

Following Faculty Senate's vote in Spring 2020 on conversations regarding an ombudsperson. Along with Chair Davis, she will be meeting with Lester Arnold (VP, Human

Resources) and Ken Walsh (Chief of Staff) soon. She expressed hope that she will be able to bring positive news on this initiative.

The committee expects to be working on the committee charges this year.

## **B. Other Committees/Faculty Representatives**

Grievance Committee Annual Report – 2019-2020

[Link to report](#)

Research Advisory Committee – Annual Report 2019-20

[Link to report](#)

Technology Policy Committee – Annual Report 2019-20

[Link to report](#)

Writing Across the Curriculum Committee – Annual Report 2019-20

[Link to report](#)

She noted that new reports, from last academic year, are now available from the university committees. She invited any questions on these reports.

Chair Davis noted that this meeting's agenda was substantially longer than agendas in the past. The reason, she shared, is that she has asked individual representatives to committees to report back to the Faculty Senate. She believes that this would lead to not only broader engagement, but allow our representatives to get out feedback, insights, and questions. It would also allow the Senate to recognize the extraordinary work that these committees and individuals perform. Every Senate meeting, if a committee or representative faculty on our behalf, wants some space for dialogue, space will be made available for that purpose.

## **VI. New Business**

A Senator inquired about possible ambiguity in the Faculty Handbook about the process that say a term faculty member can go through in those rare occasions where they are qualified for a direct appointment into the tenure-track. There is language in the Handbook that references that possibility. It is ambiguous, it does not lay out a very careful process in terms of who can nominate, who can review, who decides. What is the role of the dean vis a vis the provost, vis a vis the local academic unit?

Suzanne Slayden, Chair, Faculty Handbook Committee: If it is the faculty handbook statement that that needs to be enhanced, then it would be the faculty handbook committee. It was noted that almost the entire year's agenda for the Faculty Handbook Committee is to incorporate term faculty related issues and concerns into the Faculty Handbook. The committee would be making changes that are substantive and meaningful for the term faculty. So, this issue could be addressed at the same time.

## **VII. Announcements**

Provost Ginsberg: Greeted everyone and took the opportunity to thank all faculty for "All that so many people have done over so many months to prepare for the Fall. To all those who worked so hard late Spring and helped to operate our campus in a completely virtual

mode this Summer. And to help us all to prepare for a safe return to campus I do want to truly, say, from a very heartfelt perspective, thank you to all"

*University Enrollment Status Updates:*

- We have the largest number of students enrolled this Fall, which is remarkable given the situation created by the pandemic. In comparison with peer institutions around the country and around the Commonwealth of Virginia, that truly is remarkable.
- Many students have returned to campus, and many more are studying virtually.
- Undergraduate:
  - 27% of classes, to some degree, are operating face to face. A very small percentage are operating fully in a face to face modality, with the vast majority of operating with some degree of hybridization.
  - 15% of our undergraduate registrations are on campus, which implies a relatively small number of students are on campus on a daily basis.
  - It varies a little bit Monday to Friday, with Monday having the highest number of students, Fridays, the lowest number. The range is from about 2600 students to about 3000.
- Graduate:
  - A bit more of our classes that are being held either face to face or hybrid, but they also include our graduate courses that are Thesis and Dissertation courses (which are counted as a face to face course).
- In terms of residence halls -- just under 3000 students are living on campus, which is less than half of the capacity of our residence halls (about 6200).
  - We are being very vigilant, all of us in the community, in reinforcing the safety protocols that were put into place (wearing masks, to socially and physically distance, to wash hands frequently and to use sanitizer, etc.)

*Other Remarks:*

- Provost Ginsberg noted that he enjoyed working with the Senate over the summer and attended most (if not all) of the executive committee meetings. He also had a chance to work closely with the Chair of the Faculty. He looks forward to continuing to remain close and collaborative.
- He reiterated his commitment to shared governance, and that includes the administration and the Faculty Senate working more closely than ever before.
- Provost's office has sent out a notice to all of the deans and asked the deans to send notices to all of the academic unit leaders within the colleges and schools to be mindful, sensitive, and aware of the impact of COVID on people's productivity and on their workload. To be both engaging of that sensitivity during evaluation processes this fall. Thanked the faculty matters committee, the leadership of the Senate in collaborating with Provost on these issues.
- Thanked Suzanne Slayden, Academic Policies Committee Chair, for collaborating to work through the challenges with creating the election day holiday.

*Goals:*



- First and foremost is to support the transition of President Washington.
- One of his goals is to continue to adapt and accelerate the adjustments that are required with COVID-19. Both instructional and research programs, and all other elements of the university that require these adjustments.
- Shared that the priority is first to overcome the disruptions, which has yielded to intervention and followed by facilitating acceleration of change to new ways of doing things.
- He shared that his most important goal is to work with the Faculty Senate and others stakeholders to identify: a) What and where the needs are; b) Where and what the gaps are; c) Where and what are the opportunities to further support the success of our faculty? He stated that this is going to be his major focus.
- He believes it is very important to encourage innovation. One of President Washington's goals is that we develop a presidential commission on innovation.

*Provost's Office Restructure:*

He is going to working very closely with the team in the Provost Office to assess and consider the roles, responsibilities, processes and functions of the office so that we can look at the structure, the way the office has been created. He wants to ensure that as we adapt and adjust to COVID, that the Provost Office itself is meeting the agenda of supporting the university's faculty and staff. This could result in some structural realignment, some structural revisions.

*COVID-19 Dashboard:*

Provost Ginsberg encouraged everybody to go online and routinely take a look at the dashboard, located on [COVID-19 homepage](#). It is intended to be a transparent view of the results of the university testing protocols. If there are questions, he requested to contact him.

Provost Ginsberg shared that there are two different testing protocols in place. The first is testing the residential population of 3000 students. This started with 10% sample last week, and another 10% this week. The randomized surveillance sample will be testing somewhere between 800 and 1000 people each week. The issue for our faculty and staff is that they are being encouraged to voluntarily come to be tested as they are being selected through the random surveillance program. He encouraged faculty and staff to voluntarily participate in the testing to ensure safety and health of our community.

**Reports from the Faculty Representatives to the BOV Committees:**

**Academic Policies, Diversity and University Community Committee – Keith Renshaw**

There was no formal meeting of the APDUC committee at the July meeting, but there were a series of faculty actions, namely conferral of emeritus/a status and "elections" of new hires, that were advanced by the committee. These were moved, seconded, and unanimously approved by the full Board "in block" (all at once).

**BOV Finance and Land Use Committee – Mohan Venigalla**

I did not attend the meeting in May. At the February committee meeting I brought up the issue of raises to faculty in the proposed budget. At that time, the committee was waiting on the General Assembly to decide on the budget and only then the Faculty salary raises will be

finalized. Soon after the Feb meeting, we had the lockdown. The raise issue is no longer on the table. I learned unofficially that the advertised raises that are associated with Promotion and Tenure will still be honored. I expect the committee will be very busy for the coming academic year.

**Report to the Faculty Senate on Gift Acceptance Committee Activities – Chris Kennedy, Faculty Representative to the Gift Acceptance Committee**

posted on the Faculty Senate [website](#).

In late July, the *New York Times* reported about the links between large tech companies and the Global Antitrust Institute (GAI). A few faculty reps and I requested an opportunity to review (GAI) gifts as part of the Gift Acceptance Committee's charge based on escalation criteria laid out in the Gift Acceptance Policy that was put in place last year. A few discrepancies emerged, the main one being between the checklist that the Office of Advancement and Alumni Relations relies on to identify gifts that must be reviewed by the Gift Acceptance Committee and the actual policy on which that checklist is supposed to be based. There's a view amongst the faculty members of the Gift Committee that given the media coverage and the interest in the relationship between tech companies and the center, that future gifts should trigger a review by the Gift Acceptance Committee. This is not about accepting or rejecting gifts. This is about following the procedures laid out in the Gift Acceptance Policy which sets out the parameters for when a gift should be reviewed by the committee. It is not determining whether we should accept them.

This is purely an issue of are we following the policy? What does it mean when we say significant public attention? Some of this is based on vague definitions. So, I proposed potential actions for the Faculty Senate. The most obvious one would be to consider a process to bring into line the checklist that the Office of Advancement and Alumni Relations uses and the Gift Acceptance Policy.

The Office of Advancement and Alumni Relations is continuing to work on this, and we are continuing to request information from them. We have worked together with the Office of Advancement and Alumni Relations well on this committee, everyone has been responsive to requests. And I think we all share the belief that the Office of Advancement Alumni Relations does a very good job of raising money for important programs and projects at the university. We just want to make sure that we are following the policies, as laid out, and as passed by the various bodies in the administration and the Faculty Senate at George Mason.

A Senator made the following motion regarding in response to the Gift Acceptance Committee faculty representatives' report:

*The Faculty Senate requests that the Office of Advancement and Alumni Relations revise the Gift Acceptance Checklist to ensure it reflects verbatim the criteria set forth in University Policy 1123, Section II.C.5.*

The motion was seconded.

Discussion on the motion:

Faculty Senators on the committee and who were on the task force confirmed that this was and should be the intent of the checklist

A Senator requested clarification on why the word verbatim is in the motion?

Response: The current checklist, as written does not reflect the policy verbatim. Some of the criteria has been combined which weakens or softens the criteria. The checklist should include all of the criteria are specifically stated in the checklist.

**The motion passed.**

**Interim Report from Zachary Schrag, David Wong and Shannon Davis: Faculty Senate Representatives to the Master Plan Steering Committee – May – August 2020** is posted on the Faculty Senate [website](#).

**Board of Visitors Liaison to Faculty Senate** - At the July 31, 2020 Board of Visitors meeting, Rector Hazel announced a new liaison position between the Board and the Faculty Senate. Filling this role during the 2020-21 academic year will be Visitor Tom Davis, the immediate past-Rector of the Board. The Board Liaison role is an opportunity to strengthen the relationship between the Board and the Senate and to provide an additional contact with the Board for the Senate throughout the academic year. This year, the Liaison will attend Senate meetings when feasible and will meet once per semester with each Faculty Senate Standing Committee. Senators are encouraged to meet with Visitor Davis to discuss issues that are of concern to them as well. The goal is for Senators and the Board to have more access to one another to allow both parties to understand each other and our roles better. Visitor Davis's contact information is listed in the Senate [roster](#).

Visitor Davis will be meeting with each Senate standing committee during the academic year.

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

Chair Davis: One thing that has been clear to me and probably to all of us over the last six months, is that the future of the university, probably the country at large, is going to look really different once we get past this pandemic. I believe it is our duty as faculty to be part of the deliberations regarding not only what our physical campus is going to look like. We do have representatives who are on the Master Planning Steering Committee representing our voices; David Wong, Zach Schrag, and me. Please see their [report](#) if you have not already done so.

It is also it is our duty to be a part of the conversation about who we are. As George Mason University Faculty, we are the backbone of the university -- for the university to be successful faculty must be successful. As it turns out, the university has already been collecting data on that which allows us to be successful and the structural constraints that get in the way. However, much of this data been collected pre pandemic. Rather than waiting for the next planned wave of data collection, either from the Provost Office or the results of the Human Resources survey that was focused in recently on some responses, particularly to the

pandemic. I argue that the Senate should be the leading voice in hearing from faculty now. I plan to work with the Executive Committee to present for you a strategy that will not only center faculty voices in understanding our experience right now, but also in charting a course for the future. I have heard President Washington say several times -- He wants to hear from us, to hear how things can improve. Let us take him up on that offer.

- IX. **Adjournment:** A motion was made and seconded, the meeting adjourned at 4:19 pm. (Elected members of standing committees stayed behind to elect committee chairs).

Respectfully submitted,  
Kumar Mehta  
Secretary

## Nominations Slate Presented by the Nominations Committee

September 2, 2020

Returning members are in black text

Nominees for election are in red text

Faculty Senators appear in **BOLD** type

### Election of Members of Faculty Senate Standing Committees

#### FACULTY SENATE STANDING COMMITTEES

AY 2020-2021

Committee members are elected to serve two-year terms.

Term expiration dates listed as AY 2020-2021 or AY 2021-2022

#### ACADEMIC POLICIES

Catherine Sausville (COS – 2021)

Zachary Schrag (CHSS - 2021)

Jie Zhang (COS -2021)

**Suzanne Slayden (COS-2022)**

**Edward Gero (CVPA- 2022)**

#### BUDGET AND RESOURCES

Alok Berry (VSE -2021)

**Tim Leslie (COS – 2022)**

**James Conant (Schar - 2022)**

**Tim Gibson (CHSS- 2022)**

**Matt Theeke (SBUS- 2022)**

#### FACULTY MATTERS

Bethany Letiecq (CEHD – 2021)

Solon Simmons (S-CAR – 2021)

**Keith Renshaw (CHSS-2022)**

**Benjamin Steger (CVPA-2022)**

**Victoria Grady (SBUS-2022)**

#### ORGANIZATION AND OPERATIONS

Lisa Billingham (CVPA - 2021)

Larry Kerschberg (VSE – 2021)

**Jessica Scarlata (CHSS-2022)**

**Ginny Blair (CHHS -2022)**

**Carol Cleaveland (CHHS – 2022)**

### **NOMINATIONS**

**Robert Pasnak (CHSS – 2021)**

Four new members were nominated from the floor:

**Melissa Broeckelman-Post (CHSS – 2022)**

**Meagan Call-Cummings (CEHD -2022)**

**Richard Craig (CHSS – 2022)**

**Daniel Menascé (VSE -2022)**

**SECRETARY :Kumar Mehta (SBUS) was nominated from the floor.  
The nomination was seconded.**

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

#### **UNIVERSITY STANDING COMMITTEES**

**AY 2020-2021**

**Term expiration dates listed as AY 2020-2021, AY 2021-2022, or AY 2022-2023**

**\*Provost appointee \*\* Dean of Admissions appointee \*\*\*Equity Office appointee**

#### **ACADEMIC APPEALS**

Tamara Harvey (CHSS – 2021)

Linda Merola (CHSS – 2021)

Carmen Rioux-Bailey (CEHD – 2021)

Aoi Yamanaka (CHSS – 2021)

**Pierre Rodgers (CEHD - 2022)**

Shanjiang Zhu (VSE – 2020)\*

#### **ACADEMIC INITIATIVES**

Anthony Falsetti (COS – 2021)

Danielle Rudes (CHSS – 2021)

**Rebecca Sutter (CHHS – 2022)**

Peggy Brouse (VSE – 2022)

Molly Davis (CHHS – 2022)

**Ashley Yuckenberg (SBUS - 2022)**

Janette Muir (Associate Provost for Academic Initiatives & Services), *ex-officio*

#### **ADMISSIONS**

Tim Curby (CHSS - 2021)

Karen Reedy (CVPA – 2021)

Matthew Peterson (CHSS - 2022)

Michelle Williams (CHHS - 2022)

Shri Dubey (VSE - 2022)

**Alok Berry (VSE -2022)**

Andrew Bunting (Director of Admissions Operations) \*\*

#### **ADULT LEARNING AND EXECUTIVE EDUCATION COMMITTEE**

**Robert Pasnak (CHSS – 2021)**

Kammy Sanghera (VSE – 2021)

Ioulia Rytikova (VSE - 2022)

Virginia Hoy (CHSS - 2022)

Evelyn Tomaszewski (CHHS - 2022)

#### **ATHLETIC COUNCIL**

Dominique Banville (CEHD) (Chair, Faculty Athletic Representative)

Jennifer Brielmaier Sontag (CHSS – 2021)

Delton Daigle (Schar – 2022)

Ali Weinstein (CHHS - 2022)

B. Christine Green (CEHD - 2022)

**Gregory Robinson (CVPA – 2022)**

#### **EFFECTIVE TEACHING**

Cheryl Oetjen (CHHS – 2021)

**Esperanza Román-Mendoza (CHSS – 2021)**

**Tom Wood (CHSS – 2022)**

Gabriele Belle (COS – 2022)

Kristien Zenkov (CEHD – 2022)

Patrick McKnight (CHSS – 2022)

Gregory Grimsby (CVPS - 2022)

#### **EXTERNAL ACADEMIC RELATIONS**

James Olds (Schar – 2021)

**Alok Berry (VSE – 2021)**

Linda Monson (CVPA – 2021)

**Rebecca Sutter (CHHS -2022)**

Jatin Ambegaonkar (CEHD-2023)

Mark Katz (Schar– 2020)\*

#### **FACULTY EQUITY AND INCLUSION COMMITTEE**

**Betsy DeMulder (CEHD – 2021)**

Xiaomei Cai (CHSS – 2021)

Kelly Knight (COS – 2021)

Ricardo Vivancos-Perez (CHSS – 2021)

Sherrice M. Mojgani (CVPA - 2022)

**FACULTY HANDBOOK REVISION** (3-year terms)

**Suzanne Slayden (COS – 2022)**

Girum Urgessa (VSE – 2021)

**Solon Simmons (S-CAR – 2023)**

**GRIEVANCE**

John Farina (CHSS – 2021)

**Jim Bennett (CHSS – 2021)**

Catherine Gallagher (CHSS – 2021)

**Carol Cleaveland (CHHS – 2022)**

Mohan Venigalla (VSE - 2022)

**MASON CORE COMMITTEE** (3-year terms)

**Melissa Broeckelman-Post (CHSS – 2022)**

Lorelei Crerar (COS – 2021)

Cheryl Druehl (Business)\*

Courtney Wooten (CHSS – 2021)

Jane Hooper (CHSS -2022)

Jason Kinser (COS)\*

Laura Poms (CHHS – 2021)

Kamaljeet Sanghera (VSE)\*

Mara Schoeny (S-CAR)\*

**Benjamin Steger (CVPA – 2022)**

Elizabeth Johnson (VSE -2023)

Debra Stroiney (CEHD – 2022)

Stephanie Foster (Associate Director, Undergraduate Education, Office of the Provost), *ex-officio*

Shelley Reid (Director for Teaching Excellence, Stearns Center for Teaching and Learning), *ex-officio*

Bethany Usher (Associate Provost for Undergraduate Education), *ex-officio*

**MULTILINGUAL ACADEMIC SUPPORT COMMITTEE**

Shelley Reid, Director for Teaching Excellence, Stearns Center, co-chair



Karyn Kessler, Academic Director, INTO George Mason University, co-chair  
Deborah Sanchez, Term Assistant Professor (INTO-Mason – 2021)

Sharon Doetsch-Kidder (CHSS - 2022)

**Pierre Rodgers, Associate Professor, Sports Management (CEHD – 2022)**

*Representatives from specified areas below:*

Stephanie Foster, Assistant Director, Undergraduate Education, *ex-officio*

Maoria Kirker, Lead, Teaching and Learning Team, University Libraries

Susan Lawrence, Director, Writing Center, English

Sara Mathis, Basic Course Coordinator, Communication

Erin McSherry, Director of Advising and Retention, CHSS

Tom Polk, Assistant Director, Writing Across the Curriculum, English

Lori Scher, Assistant Dean, University Life

Courtney Wooten, Director of Composition, Assistant Professor, English

Esther Namubiru, Fellow/Resources, Term Instructor, INTO George Mason University (Dec. 2019)

TBA: Fellow/Data

**RECREATION ADVISORY COMMITTEE**

Joel Martin (CEHD - 2022)

Esther Peters (COS - 2022)

**Robert Pasnak (CHSS - 2022)**

**RESEARCH ADVISORY COMMITTEE (3-year terms)**

Need 2 full, 2 associate, 1 senator, and 5 colleges/schools

Faye Taxman (CHSS – 2021)

Andrea Weeks (COS – 2022)

Ali Weinstein (CHHS – 2022)

**Aditya Johri (VSE – 2023)**

Cara Frankenfeld (CHHS – 2023)

Lance Liotta (COS – 2023)

Gerald Hanweck (SBUS - 2023)

Andrew Novak (CHSS) Faculty Representative to BOV Research Committee, *ex officio*

**SALARY EQUITY STUDY**

Allison Redlich (CHSS – 2021)

**Rachelle Perkins (ASLS – 2022)**

Danielle Rudes (CHSS -2022)

Kyle Warfield – *Equity Office appointee – Spring 2020*

Robert Weiler (CHHS – 2020)\*

## **TECHNOLOGY POLICY**

### **Catherine Sausville (COS -2021)**

Debra Sprague (CEHD – 2021)

Harry Foxwell (VSE – 2021)

### **Aditya Johri (VSE – 2021)**

Kevin Dunayer (CVPS-2022)

Geraldine Walther (CHSS -2022)

Bob Osgood (VSE – 2020)\*

## **UNIVERSITY PROMOTION, TENURE AND RENEWAL APPEAL (UPTRAC)**

*Three members, must be tenured faculty:*

### **Larry Kerschberg (VSE – 2021)**

Anthony Sanders (BUS – 2021)

Stefan Toepler (Schar – 2021)

*Two alternates, must be tenured faculty:*

Xiaoquan Zhao (CHSS)

Susan Slocum (CEHD)

*Two tenured administrators, appointed by the Provost:*

Germaine Louis (Dean, College of Health and Human Services – 2020)

Janette Muir (Associate Provost, Academic Initiatives and Services - 2019)

*One alternate tenured administrator, appointed by the Provost:*

Maury Peiperl (Dean, School of Business – 2020)

## **WRITING ACROSS THE CURRICULUM**

**\*\*one representative per college/school\*\***

Tommy Britt (CVPA – 2021)

Daniel Hanley (COS - 2022)

Douglas Eyman (CHSS - 2022)

Marcie Fyock (CEHD - 2021)

David Gallay (BUS – 2021)

### **Dimitrios Ioannou (VSE - 2022)**

TBD (S-CAR- 2020)

Denise Osborn-Harrison (CHHS - 2021)

Mariely Lopez-Santana (Schar – 2022)

Tom Polk, WAC Program Director, *ex-officio*

## **Election of Faculty Representatives**

**FACULTY REPRESENTATIVES TO THE BOARD OF VISITORS AND ITS COMMITTEES:**

**Shannon Davis (CHSS), Chair of the Faculty Senate,**  
serves as a non-voting member of the Board of Visitors

**Academic Policies, Diversity, and University Community Committee (APDUC):**

Christy Pichichero (CHSS – 2022) and **Keith Renshaw (CHSS – 2021)**

**Audit Committee:** Edward Douthett (School of Business)

**Development Committee:**

**Alan Abramson (Schar - 2022)** and Chris Kennedy (COS – 2021)

**Facilities and Land Use:**

David Gallay (SBUS – 2022) and Mohan Venigalla (VSE – 2021)

**Research Committee:**

June Tangney (CHSS – 2022) and Andrew Novak (CHSS – 2021)

**FACULTY REPRESENTATIVES ELECTED TO COMMITTEES**

**FACULTY SENATE REPRESENTATIVE TO THE ACADEMIC INTEGRITY**

**ADVISORY COMMITTEE:** Catherine Wright (CHSS – 2021)

**FACULTY SENATE REPRESENTATIVE TO THE ADVISORY BOARD**

**FOR EXPORT COMPLIANCE:**

Maheshkumar P. Joshi (SBUS -2022)

**FACULTY REPRESENTATIVES TO THE FACULTY CONDUCT POLICIES & PROCEDURES WORKING  
GROUP**

*(established June 2019)*

**Shannon Davis (CHSS)**

**Suzanne Slayden (COS)**

Girum Urgessa (VSE)

**FACULTY REPRESENTATIVES TO THE FACULTY/STAFF PARKING APPEALS COMMITTEE**

Abhishek Ray (SBUS- 2023)

David Corwin (CHSS- 2022)

Doris Bitler Davis (CHSS-2021)

**FACULTY REPRESENTATIVES TO THE GIFT ACCEPTANCE COMMITTEE**

*(includes the Faculty Senate Chair and both Representatives to the BOV Development Committee)*

**Shannon Davis (CHSS), Chair of the Faculty Senate**

**Alan Abramson (Schar)**

Chris Kennedy (COS)

**FACULTY REPRESENTATIVE TO THE GMU FOUNDATION BOARD OF TRUSTEES:**

*(We nominate three, the BOT chooses one to serve a two-year term)*

**Keith Renshaw (CHSS – 2021)**

**FACULTY SENATE REPRESENTATIVE TO THE GRADUATE COUNCIL:**

**Cristiana Stan (COS-2021)**

**FACULTY REPRESENTATIVE TO THE INFORMATION TECHNOLOGY GOVERNANCE GROUP:**

Igor Mazin (COS – 2021)

**FACULTY REPRESENTATIVES TO THE INTELLECTUAL PROPERTY COMMITTEE**

**Eric Claeys (ASLS – 2023)**

**Tamara Maddox (VSE – 2022)**

Aarthi Narayanan (COS - 2021)

**FACULTY SENATE REPRESENTATIVES TO THE MASTER PLANNING GROUP**

**Zachary Schrag (CHSS)**

**David Wong (COS)**

*(elected April 13, 2020)*

**FACULTY SENATE REPRESENTATIVES TO THE NEW VENTURES ADVISORY COUNCIL:**

**Shannon Davis (CHSS), Chair of the Faculty Senate, *ex-officio***

**Susan Trencher (CHSS- 2021)**

**Matt Theeke (SBUS-2021)**

**FACULTY SENATE REPRESENTATIVE TO THE OUTSTANDING ACHIEVEMENT AWARDS**

**COMMITTEE: Cristiana Stan (COS – 2021)**

**FACULTY SENATE REPRESENTATIVE TO THE SACS-COC REAFFIRMATION COMMITTEE:**

**Shannon Davis (CHSS), Chair of the Faculty Senate**

**FACULTY REPRESENTATIVE TO THE TECHNOLOGY LEADERSHIP COUNCIL:**

**Esperanza Roman-Mendoza (CHSS - 2021)**

**FACULTY SENATE REPRESENTATIVE TO THE TERM FACULTY COMMITTEE:**

**Solon Simmons (S-CAR – 2021)**

*(must be a member of the Senate Faculty Matters Committee)*

**FACULTY REPRESENTATIVE TO THE UNDERGRADUATE COUNCIL:**

Charles Robison (CEHD – 2021)

**FACULTY SENATE REPRESENTATIVE TO THE UNIVERSITY NAMING COMMITTEE:**

**Karen Akerlof (COS – 2021)**

**FACULTY SENATE REPRESENTATIVES TO THE FACULTY SENATE OF VIRGINIA**

\*\*Senator and elected representatives should be chosen from among the members of the Committee on External Academic Relations\*\*

**Shannon Davis (Senate Chair)**

**Senator (3 year term)**

Elected rep (1 year term)

Elected rep (1 year term)

Elected rep (1 year term)

## Appendix B

Dear Dr. Washington,

On behalf of the faculty at Mason, the Faculty Senate Executive Committee would like to convey its utmost concern regarding the health and safety of our faculty, students, staff, and our broader community. In particular, our concern is for the health and safety of our colleagues who have agreed to instruct students using the face-to-face modality. We would like to note that they did so under an implied assurance of risk reduction that comes from accurately testing all of our students who were arriving to reside on campus. This was a result of collaborative decision-making where Mason undertook testing of the students to significantly reduce the risk, and our colleagues stepped forward to help successfully enable the university's objective of returning 50% of the residential students to campus.

The Executive Committee believes that two key developments have breached this implied assurance of safety:

- On August 17, [FDA issued an alert](#) to labs and healthcare providers regarding risk of false results with Thermo Fisher Scientific TaqPath COVID-19 Combo Kit. The accuracy of the very thing (false being indeed false) that university and faculty particularly rely on managing the risk exposure was called into question. The issue is of great concern because our residential students (or a bulk of them) were tested using settings and protocols before the alert was issued, and labs implemented the required FDA recommendations.
- Thermo Fisher Scientific, in its guidelines for sample collection indicates that samples must be collected by a trained healthcare professional (whether at a lab or at home). The same has been confirmed by the FDA. Absence of FDA authorization for "[At-home sample collection](#)" put a big question mark on accuracy of samples collected by any individual other than a trained healthcare professional. Specifically, with regards to the specific method for sample collection involved here – it is very similar in difficulty to the swab for rapid strep test that requires to be conducted by trained healthcare professionals.

Each by itself, is enough to shake the confidence in the results. Taken together, these pose grave concern regarding the accuracy of the results, and specifically the confidence in false results (i.e. student is COVID negative). We believe that with 3000+ students, the combined risk of false results from both factors poses significant risk escalation to faculty who will be teaching many of these students in face-to-face courses.

In your letter on August 24 to the campus community, you announced the acceleration of surveillance testing of the community with a specific emphasis on the residential student population. This is a welcome development. However, we remain concerned that the residential student testing will be self-administered. If these new tests are also the Thermo Fischer tests, administration by trained healthcare professionals would increase the confidence in the sample collection process, and ultimately, the

accuracy of the results.

We ask you to alter the modality of the residential student testing protocol to be one administered by a healthcare professional. This change is a necessary step toward the community trust that we all desire during this safe return to campus. Faculty were operating with an implied assurance of safety based upon the totality of the Safe Return to Campus Plan, one that included at-home testing of residential students. Given the concerns around the self-administered tests, there has been an erosion of this perception of safety. We desire a path forward that enables our faculty colleagues to confidently continue to hold up our end of the promise in delivering the much-needed instruction and make Safe Return to Campus a continuing success. This change in residential student testing modality would be a step on that path

We look forward to engaging with you further on this issue.

Best regards,

Shannon Davis  
Chair, Faculty Senate

Suzanne Slayden  
Chair, Academic Policies

Tim Leslie  
Chair, Budget & Resources

Bethany Letiecq  
Chair, Faculty Matters

Melissa Broeckelman-Post  
Chair, Nominations

Lisa Billingham  
Chair, Organizations & Operations

Kumar Mehta  
Secretary