

**GEORGE MASON UNIVERSITY**  
**MINUTES OF THE FACULTY SENATE MEETING**  
**SEPTEMBER 30, 2020**  
**Electronic Meeting<sup>\*</sup>, 3:00 – 4:15 p.m.**

**Total number of attendees: 184**

**Senators Present:** Alan Abramson, Karen Akerlof, Matt Andre, Ann Ardis, Ken Ball, Jim Bennett, 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, Brett Josephson, Tim Leslie, Bethany Letiecq, Tamara Maddox, Kumar Mehta, Daniel Menascé, Alpaslan Ózerdem, Robert Pasnak, Rachelle Perkins, Keith Renshaw, Gregory Robinson, Pierre Rodgers, Esperanza Roman-Mendoza, Maury Peiperl, Mark Rozell, Catherine Sausville, Jessica Scarlata, Zachary Schrag, 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, Henry Butler, Rick Davis, Larry Kerschberg, Germaine Louis, Fernando Miralles-Wilhelm, Joseph Scimecca, Gregory Washington.

**Visitors:** Quentin Alexander (Senior Director, Undergraduate Education/Provost Office), LaShonda Anthony (Director, Academic Integrity), Thomas Ayers (Director of Online Operations), Kathleen Bell (Head, Assessment Planning / University Libraries), Emily Brennan-Moran (Assistant Professor, Department of Communication), Andrew Bunting (Executive Director of Enrollment Services, Enrollment Management), Jenelle Conaway (Assistant Professor of Accounting), Carol Dennis (Employment Verification Specialist, HR and Payroll), Matthew DeSantis (Executive Director for Institutional Effectiveness/OIEP), Angela Detlev (Office of Institutional Effectiveness and Planning), Fatou Diouf (Term Assistant Professor / ISOM), William Dracos (AVP, Business Services), Theodore Dumas (Assoc. Prof - CHSS Parliamentarian, CHSS Faculty Grievances, IPN Research Chair, IPN PhD Program Director - Psychology Dept), Anthony Falsetti (Professor/ Forensic Science), David Farris (Exec. Dir. Safety & Emergency Management), Elizabeth Freeman (Associate Professor/School of Integrative Studies), Fred Geldon (Adjunct Professor/Computer Science Department), Charlotte Gill (Associate Professor, Department of Criminology, Law and Society), Leslie Goetsch (Asst. Term Professor, Director, Northern Virginia Writing Project/English), Cameron Harris (Instructor/Asst Area Chair/ Business Foundations/School of Business), Leigh Harrison (Adjunct Professor, Honors Department; Associate Director, University Corporate and Foundation Relations), James Hazel (Rector, George Mason University); Jo Ann Henson (Business and Economics Librarian), Ginny Hoy (Asst. Term Faculty, English & BIS), Mahesh (Maheshkumar) Joshi ( ), Nathan Kathir (Associate Professor (Term) /Director of Capstone Programs/Mechanical Engineering), Daphne King (Assistant Professor/Social Work), Maoria Kirker (University Libraries - Chair, Librarians Council), Sr. VP Carol Kissal, Laura Kosoglu (Associate Department Chair and Associate Professor / Civil and Environmental Engineering Department), Charles Kreitzer (Provost's Office: Online Operations), Jaime Lester (Associate Dean, CHSS), Lisa Lister (Professor/Program Director/English (composition)), Kimberly MacVaugh (Librarians Council Secretary), Christopher Magee (Social Sciences Librarian), Karen Manley (Office of Institutional Effectiveness & Planning), Patty Mathison (Director, Social Action and Integrative Learning (SAIL) under School of

Integrative Studies ), Igor Mazin (Professor, Physics and Astronomy), Patrick McCavitt (Senior Director, Finance and Operations, Business Services - University Life), Doug McKenna (University Registrar), Kevin Moran (Assistant Professor, Computer Science), Janette Muir (Associate Provost, Academic Initiatives and Services), David Namiotka (Director - Finance Admin Systems Team), Cheryl Oetjen (Associate Professor, Graduate Program Division Director, School of Nursing ), Lisa O'Hara (Admin faculty, Int'l Enrollment Partnerships), Whitney Owen (Director, University Business Consulting), Cindy Parker (Term Associate Professor), Shernita Parker (AVP, HR Strategy & Talent Mgmt./Deputy CHRO/HR & Payroll), Peter Plavchan (Associate Professor, Physics and Astronomy), Dale Pokorski (Director of IT for COS), E Shelley Reid (Stearns Center for Teaching and Learning), Marguerite Rippey (Associate Dean, Graduate Academic Affairs, CHSS), Joyce Rose (Administrative Faculty/Operations Manager/Volgenau School of Engineering), David Rosenblum (Professor and Chair, Department of Computer Science), Christine Rosenfeld (Term Assistant Professor, Geography and Geoinformation Science ), Catherine Saunders (Term Professor, English), Sylvia Schreiner (Assistant Professor, Dept. of English), Sheena Serslev (Institutional Assessment, OIEP), Pam Shepherd (Communications Director, Office of the Provost), Matt Smith (Director of Accreditation/Office of the Provost), Marilyn Smith (Senior Adviser), Justin Sutters (SACSCOC Faculty Fellow/QEP Co-Chair / Director of MAT Art Education Program / School of Art), Wendy Watkins (Associate University Auditor / Office of University Audit), Eleanor Weis (CHSS Development), Caroline West (Term Assistant Professor, Honors College), Paige Wolf (Associate Dean, Graduate Programs, School of Business), Eric Woodall (AVP, Marketing/Office of Strategic Communications and Marketing ), Julie Zobel (Safety, Emergency, & ERM)

- I. **Call to Order:** The meeting was called to order at 3:00 p.m.
- II. **Approval of the Minutes of September 2, 2020:** The minutes were approved.
- III. **Opening Remarks – Shannon Davis, Chair**

Chair Shannon Davis welcomed Rector Hazel to the Faculty Senate meeting.

Rector Jimmy Hazel:

- Noted that this was his first time attending as Rector. He thanked the faculty for their efforts to enable the university to continue to educate students.
- Recalled that last year when facing big challenges, such as presidential search, working together with faculty had helped reach successful outcomes. Collaboratively working with faculty has also helped university plan and execute limited reopening for Fall 2020. This has put the university in better financial position than was expected.
- Addressing the issue of Horizon Hall, he noted that the BOV and President Washington have discussed this. Given the current stage of construction, the options are very limited, but they will continue to examine ways to address the concerns. Related to this issue, he shared that the Master Plan for all campuses is considering all facets of space needs for faculty as well as other requirements.
- He noted that he is aware of the importance of IP rights and current discussions on policy revisions.
- He acknowledged that there were issues with COVID testing and stressed that university is committed to continuing to improve the testing.

### Discussion:

- Senator noted that Horizon Hall issue highlights full-time faculty's need for private office space to support -- a) intellectual work such as research, b) preparing for classes, c) advising and mentoring students can require discussing sensitive issues which legally require privacy. Senator requested that with Master Plan, if university would be willing to recommit to the principle of private office space for full-time faculty?

Rector Hazel: With Jan 2021 as target occupancy date – it is not possible to completely redo the interior of Horizon Hall. With Master Plan, the issue of private office space will continue to be a priority.

- Senator raised the issue of contract with Kallaco LLC. Nothing that the contract stated that the test kits and the lab used would use protocols that were FDA approved under emergency authorization. However, we now know, and it's been confirmed by the FDA, that did not occur, that Kallaco did not uphold its end of the contract in using tests that were appropriate and approved for self-administration. That contract was worth \$650,000 or more. Senator asked if there's any redress that university can pursue, particularly if we were possibly the victim of fraudulent behavior.

Rector Hazel: Noted that he has seen the correspondence in late summer and shared that he is not in a position where he can go into great detail. He noted that all avenues are being pursued and if there were mistakes and misinformation, university is working hard to correct that. In the meantime, university is looking for new testing providers.

- Regarding the Master Plan, Senator observed that four scenarios put forth are unsatisfactory because they envisage splitting academic units across the three campuses. From the planning documents - 70% of the assignable square footage is for Finance and Administration 41%, University Life 23% and academic administration 6%. In essence -- 30% of the space is for all the academic units, 70% administration activity. Very few interactions between faculty and administration require face to face meetings, whereas productive collaboration between faculty extensively rely on such interactions and require the physical proximity. Senator requested that highest priority be given to keeping faculty together and considering moving of administration facilities to other campuses.

Rector Hazel: Acknowledged that he is not aware of the specific statistics. He emphasized that no recommendations have been made yet or final decisions made. He requested that faculty stay engaged with the process of developing the Master Plan, and collaboratively work to have their concerns considered.

- Senator requested update on plans for medical school

Rector Hazel: The planning process for medical school has been set aside for now while we deal with the more pressing issues related to the COVID pandemic.

Chair Davis thanked Rector Hazel for joining the meeting.

#### IV. Committee Reports

##### A. Senate Standing Committees

*Executive Committee* – Shannon Davis, Chair

Invited Senior Vice President Carol Kissal to provide background information and provide updates around the Safe Return to Campus plan.

Sr. Vice President, Carol Kissal:

- Urged participating in the upcoming BOV meeting tomorrow.
- Master Plan
  - The first phase of the master plan was all about data: data collection, survey, demographics, all sorts of analysis with respect to facility condition index on our buildings, our programs, space utilization capacity and the like. Additionally, town halls have been held in which many have participated. There is also a web portal that she encouraged everyone to use and submit their comments. She stressed the importance of these comments as they are valuable in influencing the decision making for Phase Two.
  - On October 8 there is a town hall that will talk about the demographics in the region and how that aligns with our growth plan and our commitment to tech talent for the state of Virginia, and how that will impact our master planning process.
  - In December, there will be another town hall that refines some of the scenarios that were mentioned earlier.
  - The first scenarios that have been put together were very preliminary, certainly were draft and not meant to be decisions at all. So as we approach and look at most of our data, understand the demographics, and then look at what is happening in our region with respect to COVID, our new state of operations: all of those will be rolled into some of the scenarios that we would be laying out in our December - January timeframe for decision making.
- Horizon Hall:
  - She has toured it and believes that it is going to be a fabulous building.
  - Certificate of occupancy is expected in January.
  - From now to December, the logistics associated with the move are being worked out. 360 people, many of them currently in Robinson B, are being moved.
  - Robinson B is scheduled for demolition in December-January timeframe.
  - Harris Theater will not be occupied this whole year because it will be undergoing renovation.
  - Accommodation adjustments:
    - Revisited the design to develop a few additional accommodations in the new building.
    - Reallocated more space at Enterprise Hall to accommodate for some of the faculty members in terms of single occupancy offices.

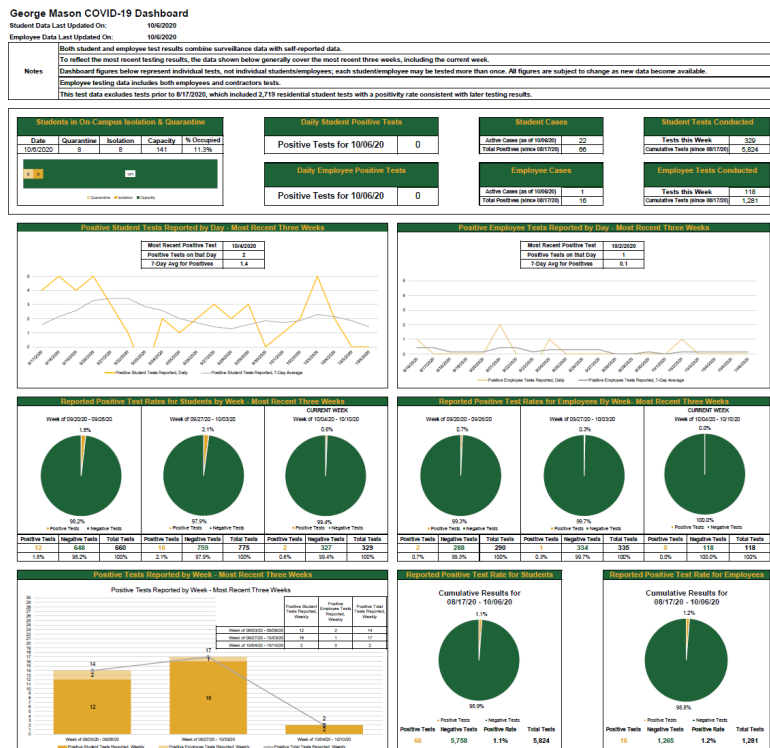
- Extended leases off-campus for that reason as well.
    - She shared that the building offers many private spaces, collaborative spaces, conference rooms and open air spaces.
  - She shared that the new building has many sustainability characteristics and conforms to many of the LEED Gold standards.
- COVID Testing:
  - Julie Zobel is leading Safe Return to Campus operations and will be providing a very detailed discussion on the testing protocol strategies at the Audit Committee tomorrow. She urged everyone to call in for that.
  - Mason's testing strategy is very diverse and includes:
    - pre move test kits to resident students
    - diagnostic
    - surveillance
    - symptomatic close contact positive cases, and
    - all sorts of test protocols.

Surveillance includes population risks for athletes, students, employees, faculty. Testing of wastewater treatment is being explored.

### Safe Return to Campus Data Dashboard

Whitney Owen, Director, Business Services, University Business Consulting

- Explained all the sources of data and demonstrated how to interpret the data on the COVID dashboard for weekly and daily information.



David Farris - Executive Director, Safety and Emergency Management, Environmental Health and Safety

- Addressed questions about the Kallaco results. Almost all of Kallaco results were reported prior to start of semester on August 17<sup>th</sup>. This data is not included in the dashboard.
- Explained how positivity rates are calculated.
- Clarified that sometimes the cases are discovered days after, and data is retroactively adjusted to reflect the number of cases.

Discussion:

- Senator: Inquired if the reason for change from 7387 tests to 4836 tests was because of removal of pre arrival testing data provided by Kallaco.

Whitney Owen: Agreed that change was a result of the data removed for dates prior to August 17<sup>th</sup>.

Sr. VP Kissal: Followed up to share that the contract with Kallaco is being reviewed. She expressed her desire to make a statement that she does not think that the tests are invalid, and that she disagrees with such an assertion.

Senator followed up to state that the sample collection method for Kallaco tests is not FDA approved under EUA.

- Senator requested if the data could be disaggregated to allow examination of data by sub-groups such as “resident students”, “non-resident students”.

Sr. VP Kissal: There is a lot of detailed data available. The dashboard is intended for general use by community. With too much detail, it can become a little confusing. She expressed willingness to take some of the input and further streamline the way data is reported.

- Regarding Kallaco contract review, Senator requested that inquiry include answer to “what system was in place on our end in the Mason side of that contract to monitor Kallaco’s decisions regarding the test kits that were then eventually sent to our students. Those test kits included the throat swab test from Thermo Fisher, that was not FDA approved for home sample collection and self-administration.”

Sr. VP Kissal: Thanked for the suggestion and assured that all of these questions are being looked into.

- Re COVID dashboard, Senator asked if it would be possible to make anonymized raw data available for whoever wanted to do an analysis?

Sr. VP Kissal: Indicated she was unsure because it could contain some private information. She believes that the dashboard is sufficient and is unsure what it is lacking. She also asked to communicate any concerns to her and she would look into correcting it.

Senator followed up with an example “commuting students are very different from the ones that are residents on Campus. Graduate students are different because they do not live on campus.”

Sr. VP Kissal urged the Senator(s) to join the Audit Committee call tomorrow to learn about the details of the protocols.

Chair Davis thanked Sr. VP Kissal, Whitney and David.

*Academic Policies* – Suzanne Slayden, Chair

- Proposed Change to the Spring, 2021 Academic Calendar [Appendix](#)  
The administration has asked the Faculty Senate to consider changes to the Spring 2021 Academic Calendar. Academic Policies Committee presented these proposals on the agenda with the calendar dates. The main change would be to eliminate spring break. The Academic Policies Committee presents these proposals for consideration, discussion, and would very much appreciate getting to know faculty’s opinion.
- (1) Early Finish Model: to start is previously scheduled, the Tuesday after Martin Luther King Day. It would eliminate spring break, so we would end one week earlier.
  - (2) Late Start Model: to delay the start by one week starting the Monday after Martin Luther King Day. We would get out at about the same time.
  - (3) Normal Start + Patriot Days: After people had first heard these two proposals, they groaned about spring break, and after talking about it and looking at what other universities might be doing. We have a proposal to incorporate Patriot days throughout the semester so that over the semester we would miss one weekday. And so that would constitute overall five weekdays of breaks throughout the semester. Lots of reasons to consider this proposal included giving a little extra time for projects that students might be doing; the wear and tear on the soul for having to do online teaching, whatever reasons there might be as you look at Normal Start + Patriot Days Monday’s Patriot Day is MLK Day; Friday’s Patriot Day would be the trailing Friday of the term. The other three Patriot Days that are sprinkled throughout March mainly are not predetermined. Some people suggested perhaps we would have one in February one in March and other one in April.

Discussion:

- Senator sought clarification if proposed calendar change relates to disease containment and to discourage travel?

Senator Slayden: Yes. The main reason for eliminating spring break is so that discourages both students and faculty from traveling and thus bringing back the possibility of contagion.

Senator followed up by noting that may be a long winter break would likely allow them to unplug and recover before start of Spring than at the end of Spring.

- It was noted that Patriot Days could be confusing and cause disruption for class schedules. For faculty teaching multiple classes, this may not materialize in any meaningful relief. Also, it has potential for creating more work and stress on part of faculty who may be coordinating multiple sections and courses.
- Senator noted that spring break allows students to take mid-semester assessment of all their courses and their performance. Taking away this opportunity could negatively influence the outcomes.
- There was discussion of potentially seeking input from broader faculty before voting on this. It was noted that the decision regarding the calendar would need to be made soon to allow timely incorporation before registration for Spring 2021 begins.
- A Senator noted that the advantage of keeping spring break is that it brings back normality. However, it would require the ability to ensure safety of students and provide activities that they can safely engage in.

Provost Ginsberg requested an opportunity to make few comments:

- Acknowledging the importance of break for the students, he noted that one of our primary responsibilities as leaders at the university and as faculty members is to ensure a safe environment as well as an enriching environment for our students.
- The advice from public health teams from around the country has been that to cancel spring break to minimize the risk of amplification.
- He also observed that many universities have already canceled the spring break, and he believes that all Virginia public institutions will be doing something similar.
- He strongly recommended the faculty make the most responsible decision, which in his view is, the delayed start is probably the best thing to do.

University Registrar Doug McKenna:

- Clarified that programs running with Wiley are 100% online and will not be affected.
- Registration for Spring 2021 opens November 4<sup>th</sup> and decision regarding the calendar for Spring 2021 needs to be made before then.
- Later clarified that all programs that are designed for 100% online, the calendars will not be changed. More specifically, the discussion of the calendar is limited to classes that are offered using traditional semester calendar.

An informal poll was conducted in which Faculty Senators voted yes or no on each individual option.

Option 1: Early Finish: 11 yes, 30 no

Option 2: Late Start/On-time finish: 33 yes, 6 no

Option 3: Patriot Days: 1 yes, 41 no



Chair Davis shared that from the informal poll only one option appears to resonate with faculty. She requested Senator Slayden refer the matter back to the Academic Policies Committee along with the opinions.

**A motion to adjourn the meeting till October 14<sup>th</sup> was made, seconded, and approved.**

The administration is proposing three options for a change to the Spring, 2021 Academic Calendar. The proposal appears below, with accompanying documentation in the linked spreadsheet.

### **Proposal for Modifications to the Spring 2021 Academic Calendar**

The ongoing COVID-19 pandemic continues to affect university operations including the delivery of classes. Acknowledging the public health concerns related to COVID-19, and the increased potential for community exposure if the campus observes the traditional spring break, the following proposals seek to minimize risk to the campus community as well as ensure a smooth educational experience for students, faculty, and staff during spring 2021.

**Each of the options eliminates the traditional spring break.** The three options presented are:

1. Start as previously scheduled, eliminate spring break. The spring semester would end a week earlier. This is the “Early Finish” model on the accompanying spreadsheet.
2. Delay the start by one week, eliminate spring break. The end of the spring semester would be adjusted slightly. This is the “Late Start” model on the accompanying spreadsheet.
3. Start as previously scheduled, eliminate spring break BUT incorporate “Patriot Days” throughout the semester, one for each day of the week. Monday’s Patriot Day is MLK Day, and Friday’s Patriot Day would be the trailing Friday of the term. The other three days would be distributed through March. The end of the semester would be adjusted slightly. This is the “Normal Start + Patriot Days” model on the accompanying spreadsheet. [Note: The “Patriot Days” dates are given as an example only. If this option is chosen, the actual dates will be determined afterwards.]

The specific dates for each option are included below and on the linked [Spring 2021 Date Options](#) spreadsheet. The currently approved Spring 2021 Academic Calendar dates are included on a separate tab for ease of reference.

#### **Additional Considerations**

The final exam period requires at least six days to schedule. Final exams are not scheduled on Sundays. No final exams are scheduled on the same day as the spring commencement ceremony. A minimum of one reading day should be in place prior to the beginning of the final exam period.

Starting late on January 25 does not enable an even allocation of teaching periods per day of the week if we incorporate any Patriot Days because of the way the final exam period must be scheduled.

In either of the scenarios where classes begin on Tuesday, January 19, 2021, the end of the semester scheduling can be adjusted slightly as there are several days between the proposed end of final exams, spring commencement ceremony, and the start of the summer sessions.

	First Day of Classes		Tentative		Patriot Days (No Classes)
	Last Day of Classes				Degree Conferral Date
	Final Exam Period				First Day of Summer

Normal Start- Early Finish						
SUN	MON	TUE	WED	THUR	FRI	SAT
17-Jan	18-Jan	19-Jan	20-Jan	21-Jan	22-Jan	23-Jan
24-Jan	25-Jan	26-Jan	27-Jan	28-Jan	29-Jan	30-Jan
31-Jan	1-Feb	2-Feb	3-Feb	4-Feb	5-Feb	6-Feb
7-Feb	8-Feb	9-Feb	10-Feb	11-Feb	12-Feb	13-Feb
14-Feb	15-Feb	16-Feb	17-Feb	18-Feb	19-Feb	20-Feb
21-Feb	22-Feb	23-Feb	24-Feb	25-Feb	26-Feb	27-Feb
28-Feb	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar	6-Mar
7-Mar	8-Mar	9-Mar	10-Mar	11-Mar	12-Mar	13-Mar
14-Mar	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar	20-Mar
21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar	27-Mar
28-Mar	29-Mar	30-Mar	31-Mar	1-Apr	2-Apr	3-Apr
4-Apr	5-Apr	6-Apr	7-Apr	8-Apr	9-Apr	10-Apr
11-Apr	12-Apr	13-Apr	14-Apr	15-Apr	16-Apr	17-Apr
18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr	24-Apr
25-Apr	26-Apr	27-Apr	28-Apr	29-Apr	30-Apr	1-May
2-May	3-May	4-May	5-May	6-May	7-May	8-May
9-May	10-May	11-May	12-May	13-May	14-May	15-May
16-May	17-May	18-May	19-May	20-May	21-May	22-May

Normal Start - Patriot Days Included						
SUN	MON	TUE	WED	THUR	FRI	SAT
17-Jan	18-Jan	19-Jan	20-Jan	21-Jan	22-Jan	23-Jan
24-Jan	25-Jan	26-Jan	27-Jan	28-Jan	29-Jan	30-Jan
31-Jan	1-Feb	2-Feb	3-Feb	4-Feb	5-Feb	6-Feb
7-Feb	8-Feb	9-Feb	10-Feb	11-Feb	12-Feb	13-Feb
14-Feb	15-Feb	16-Feb	17-Feb	18-Feb	19-Feb	20-Feb
21-Feb	22-Feb	23-Feb	24-Feb	25-Feb	26-Feb	27-Feb
28-Feb	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar	6-Mar
7-Mar	8-Mar	9-Mar	10-Mar	11-Mar	12-Mar	13-Mar

14-Mar	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar	20-Mar
21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar	27-Mar
28-Mar	29-Mar	30-Mar	31-Mar	1-Apr	2-Apr	3-Apr
4-Apr	5-Apr	6-Apr	7-Apr	8-Apr	9-Apr	10-Apr
11-Apr	12-Apr	13-Apr	14-Apr	15-Apr	16-Apr	17-Apr
18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr	24-Apr
25-Apr	26-Apr	27-Apr	28-Apr	29-Apr	30-Apr	1-May
2-May	3-May	4-May	5-May	6-May	7-May	8-May
9-May	10-May	11-May	12-May	13-May	14-May	15-May
16-May	17-May	18-May	19-May	20-May	21-May	22-May

Late Start - No Breaks						
SUN	MON	TUE	WED	THUR	FRI	SAT
17-Jan						
24-Jan	25-Jan	26-Jan	27-Jan	28-Jan	29-Jan	30-Jan
31-Jan	1-Feb	2-Feb	3-Feb	4-Feb	5-Feb	6-Feb
7-Feb	8-Feb	9-Feb	10-Feb	11-Feb	12-Feb	13-Feb
14-Feb	15-Feb	16-Feb	17-Feb	18-Feb	19-Feb	20-Feb
21-Feb	22-Feb	23-Feb	24-Feb	25-Feb	26-Feb	27-Feb
28-Feb	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar	6-Mar
7-Mar	8-Mar	9-Mar	10-Mar	11-Mar	12-Mar	13-Mar
14-Mar	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar	20-Mar
21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar	27-Mar
28-Mar	29-Mar	30-Mar	31-Mar	1-Apr	2-Apr	3-Apr
4-Apr	5-Apr	6-Apr	7-Apr	8-Apr	9-Apr	10-Apr
11-Apr	12-Apr	13-Apr	14-Apr	15-Apr	16-Apr	17-Apr
18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr	24-Apr
25-Apr	26-Apr	27-Apr	28-Apr	29-Apr	30-Apr	1-May
2-May	3-May	4-May	5-May	6-May	7-May	8-May
9-May	10-May	11-May	12-May	13-May	14-May	15-May
16-May	17-May	18-May	19-May	20-May	21-May	22-May

**GEORGE MASON UNIVERSITY**  
**DRAFT MINUTES OF THE FACULTY SENATE MEETING**  
**OCTOBER 14, 2020**  
**Continuation of Sept. 30, 2020**  
**Electronic Meeting\* , 3:00 – 4:15 p.m.**

**Total number of attendees: 189**

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

**Senators Absent:** Robert Baker, Alok Berry, Henry Butler, James Conant, Rick Davis, , Germaine Louis, Fernando Miralles-Wilhelm, Alpaslan Özerdem, Mark Rozell, Joseph Scimecca.

**Visitors:** Julie Adams (Adjunct Faculty – UNIV 100), Quentin Alexander (Senior Director, Undergraduate Education/Provost Office), Antonios Anastasopoulos (Assistant Professor, Computer Science), LaShonda Anthony (Director, Academic Integrity), Lester Arnold (VP – Human Resources and Payroll), David Atkins (Executive Director of Licensing, Marketing and Administrative Business Services), Rhonda Barton (Director, Business Development, Executive Programs, School of Business), Kathleen Bell (Head, Assessment and Planning, University Libraries), Colin Billings (Faculty Senate Liaison – Student Senator), Kevin Borek (VP and CIO, Information Technology Services), Lisa Breglia (Senior Associate Dean, CHSS), Emily Brennan-Moran (Assistant Professor, Department of Communication), Alecia Bryan (Associate Director of Development, CHSS), Andrew Bunting (Executive Director of Enrollment Services, Enrollment Management), Thomas Butler (Senior Associate Registrar), Shanti Chang (Assistant Professor, School of Nursing), Aurali Dade (Interim VP for Research, Innovation and Economic Impact), Carol Dennis (Employment Verification Specialist, HR and Payroll), Deb Dickenson (VP for Finance, Fiscal Services), Fatou Diouf (Term Assistant Professor / ISOM), Edward Dittmeier (University Auditor), William Dracos (AVP, Business Services), Gesele Durham (Associate Provost for Institutional Enhancement and Planning), Lynn Eaton (Director, Special Collections, University Libraries), Kosi Pierre Eklou (Term Assistant Professor, CHSS), David Farris (Exec. Dir. Safety & Emergency Management), Kimberly Ford, Director of Personnel Operations, Office of the Provost), Joyce French (Director, Office of Risk Management), Erin Geiger (Assistant Director, Child Development Center), Fred Geldon (Adjunct Professor/Computer Science Department), Marcy Glover (Operations Manager, Academic Initiatives and Services, Office of the Provost), Brooke Gowl (Associate Director of Research Development, CHSS Dean's Office), Renate Guilford (Associate Provost for Academic Administration), Angelina Harmon (Assistant Professor, School of Nursing), Kimberly Hoffman (Lead Science and Technology Team and Mercer Library, University Libraries), Caitlin Horan (Director of Graduate Academic Services, School of Business), Joy Hughes (Professor, VSE and Senior Advisor – East Asia), Lisa Kahn (Associate Dean for Research/Graduate Studies, CVPA), Ibrahim Kargbo, Julie Choe Kim (Director of Graduate Student Life, University Life), Maoria Kirker (Chair, Librarians Council– University Libraries), Sr. VP Carol Kissal, Laura Kosoglu (Associate Department Chair and Associate Professor / Civil and Environmental Engineering Department), Charles Kreitzer (Mason Online), Misty Krell (Director of Academic Affairs, School of Integrative Studies), Jaime Lester (Associate Dean, CHSS), Eduardo Lopez (Assistant Professor, Computational

and Data Sciences), Kim MacVaugh (Librarians Council Secretary, University Libraries), Christopher Magee (University Libraries/Librarian/LRE), Faisal Mahmud (Director for Digital Learning, Stearns Center), Doug McKenna (University Registrar), Anne Melville (Education Librarian/Fenwick Library), Linda Monson (Distinguished Service Professor and Director, Sid and Reva Dewberry Family School of Music), Janette Muir (Associate Provost, Academic Initiatives and Services), Cheryl Oetjen (Associate Professor, Graduate Program Division Director, School of Nursing ), Whitney Owen (Director, University Business Consulting), Bonny Paez (FT Faculty, INTO Mason, Academic Integrity Task Force), Cindy Parker (Term Associate Professor), Rose Pascarell (Vice President, University Life), Christy Pichichero (Associate Professor of French and History), Cathy Pinsky (Capital Program Director, Facilities), Erion Plaku (Associate Professor, Computer Science), Peter Plavchan (Associate Professor, Physics and Astronomy), Claudia Rector ( Honors College), E Shelley Reid (Stearns Center for Teaching and Learning), Shelley Reid (Director for Teaching Excellence, Stearns Center for Teaching and Learning), Lauren Reuscher (Chair, Staff Senate, and Community Manager, University Information), Marguerite Rippy (Associate Dean, Graduate Academic Affairs, CHSS), Joyce Rose (Administrative Faculty/Operations Manager/Volgenau School of Engineering), Michael Sanders (Associate VP, Communication), Sheena Serslev (Associate Director, Institutional Assessment, OIEP), Amarda Shehu (Professor, Computer Science), Pam Shepherd (Communications Director, Office of the Provost), Swabir Silayi (Faculty/Computational Research Specialist, Research Computing), Matt Smith (Director of Accreditation/Office of the Provost), Marilyn Smith (Senior IT Adviser), Paula Sorrell (Associate VP, Office of Research Innovation and Economic Development), Jasmine Spitler (Assessment Librarian, University Libraries), Amy Springfloat (Finance and Administration Manager, Safety, Emergency, and Enterprise Risk Management), Amy Sullivan (Preservation Librarian, University Libraries), Nusrat Sultana (Director of Financial Reporting, Fiscal Services), Sammi Tuckermann, Girum Urgessa (Associate Professor, Civil, Environmental and Infrastructure Engineering), Bethany Usher (Associate Provost – Undergraduate Education), Ken Walsh (Chief of Staff, Office of the President), Tobi Walsh, (Assistant VP, Capital Strategy and Planning, Office of the Sr. Vice President), DaFran Ware, (Academic Advising Coordinator, VSE), , Eleanor Weis (CHSS Development), Caroline West (Term Assistant Professor, Honors College), Preston Williams (Presidential Communications Manager, Office of Communications), Cathy Wright (Faculty Senate representative to the Academic Integrity Advisory Committee), Andy Yao (Assistant Professor, ISOM, School of Business), Andrea Zach (Assistant Professor – INTO Mason, Modern and Classical Languages), Michael Zdanovich, Julie Zobel (Safety, Emergency, & ERM)

**Call to Order:** Chair Shannon Davis called the continuation meeting to order at 3:01pm, opening discussion on the Spring 2021 calendar, the topic being discussed when the September 30 meeting was adjourned to October 14, 2020.

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

##### **B. Senate Standing Committees**

*Academic Policies* – Suzanne Slayden, Chair

Proposed Change to the Spring, 2021 Academic Calendar– ACTION ITEM

A report from the committee to the Faculty Senate at the Sept. 30, 2020 meeting appears [below](#). After discussion, the Senate determined that at the Oct. 14 continuation meeting it would vote to approve one of the two most highly rated proposals to modify the Spring 2021 academic calendar. In the meantime, a message from the Faculty Senate to the general faculty would be sent urging faculty to express their opinions to their Senators.

**The Academic Policies Committee recommends the Faculty Senate approve one of these modifications:**

1. Early Finish: Begin classes Tues., Jan 19th; eliminate spring break; end classes on Monday, April 26.
2. Late Start: Begin classes Mon., Jan 25; eliminate spring break; end classes on Friday, April 30.

Discussion:

- Senators shared feedback from colleagues that there was majority support for late start.
- A Senator noted students would like Early Finish, most faculty Late Start.
- Chair Davis shared that she received an email from GAPSAs (Graduate and Professional Students Association): Two-thirds wanted to start on time, Early Finish, also some other options. Fifteen programs wanted to have some break.
- Senator shared that many faculty members feel they desperately need a break. Students are done when exams done. Faculty need to grade exams, weariness in terms of class prep and ability to do a good job in the spring, (need) extra week.
- Senator shared that from perspective of pandemic from a public health perspective, delayed start is better option to minimize dual risk of flu and COVID. January is at the peak of flu season; overlap with COVID would make risks worse. Safety as main concern, one week (later) in the highest risk season would be safer option.
- Colin Billings, Student Senator and Liaison to the Faculty Senate: The Student Government ran their own poll between two options. Students favored Early Finish, Late Start was right behind.
- Billings observed that in their survey there was no option asking what influenced decisions, noting that it was likely that Student Senate would agree if it was safer to have a late start.

**Faculty Senators voted using electronic poll:**

- **36 votes for Late Start and on-time finish**
- **9 votes for Early Start and early finish**

*Budget and Resources – no report*

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

- Faculty Evaluation of Administrators survey
  - Faculty should have received the survey earlier in the day.
  - It is very brief because: the president and provost are not eligible, and the College of Science and College of Education and Human Development have new/interim dean (who are also not eligible).
  - The survey is due October 30.
  - Encouraged everyone to provide comments and assured that the committee preserves anonymity of the responders.
- Faculty Matters (FM) is currently looking into workload issues. In particular, FM is looking into CHHS policy (currently in revision) and has found it to be in conflict with the Faculty Handbook. FM has sent a letter to the dean of CHHS.
- FM is also working on annual faculty evaluation particularly during COVID. Requested faculty to share their thoughts, ideas on good models to adopt.

- The Term Faculty Committee is also expected to submit their recommendations to the Faculty Handbook Committee.

*Nominations* – Melissa Broeckelman-Post and Richard Craig, Co-chairs

Presented nominations for:

**Writing Across the Curriculum Committee**

Suzanne de Janasz (Carter School)

No further nominations were made from the floor, and the nominee approved.

**QEP Development Committee**

Meagan Call-Cummings (CEHD)

Meagan shared that she was formally invited by President Washington to serve on this committee.

After some discussion, floor was open for nominations.

- **Richard Craig (CHSS) nominated himself to serve.**
- **Meagan Call-Cummings (CEHD) removed herself from consideration.**

Without objections, nominations were closed.

Senate voted to approve the nomination of Richard Craig.

**Faculty Senate of Virginia** (must be members of the External Academic Relations Committee)

Rebecca Sutter (Senator- 3-year term)

Jatin Ambegaonkar (CEHD- Elected Representative, 1-year term)

Linda Monson (CVPA- Elected Representative, 1-year term)

Alok Berry (VSE- Elected Representative, 1-year term)

*Organization and Operations* – Lisa Billingham, Chair

- Ombuds Position:
  1. Along with Chair Davis, had a very positive meeting with Ken Walsh and Lester Arnold. As a follow up – has submitted a report including all of the requested materials.
- Committee’s focus in the fall and spring is to look at Faculty Senate and University Standing Committee charges. Work for two committees has been completed and anticipates bringing it to Faculty Senate meeting in November.

**C. Other Committees/Faculty Representatives**

[Appendix B](#)

Academic Appeals Committee

Effective Teaching Committee

Faculty Equity and Inclusion Committee

Intellectual Property Committee

Mason Academic Assessment Council

Mason Core Committee



Master Plan Steering Committee\*  
Recreation Advisory Council  
Technology Policy Committee  
Undergraduate Council  
University Naming Committee

Chair Davis acknowledged the long agenda. It is her objective to provide transparency and ensure accountability by providing room in agenda for faculty who are serving on various university committees. At times when the representatives need to speak and/or share additional information – it would provide for a place for them to share that information and get some feedback.

#### Master Plan Steering Committee

Senator Zachary Schrag presented updates:

- The consultants working on the master plan have made two important empirical findings.
  1. The expected growth will be slower than previously anticipated. Earlier projection of 50,000 students by 2029, has been revised to 43,000 students by 2040.
  2. There is possibility of growth by several million square feet on the Fairfax campus. This growth could come from: a) conversion of large surface parking lots into buildings, and b) replacing several old buildings that are in poor condition with taller buildings.
- Together, keeping with these two trends (lower growth and more space availability on Fairfax campus), the consultants are developing three scenarios of Locate growth either primarily on: a) Prince William Campus, b) Arlington Campus (possibly requiring additional land purchases), or c) Fairfax Campus.
- Greater details will be presented at the December Town Hall.

Senator Zachary Schrag asked Senators to consult with their units and initiate conversations about the implications for the students and faculty of the unit, as well as broader community and its impact on teaching, research, and university life. He impressed on the Senators and faculty to attend the December Town Hall.

#### Discussion:

- Senator noted particular concern about moving Volgenau School of Engineering from Fairfax campus, and the resulting loss of cohesion between the programs and others other units on campus.
- Senators suggested that master planning committee also consider merits of relocating administrative functions to other campuses rather than academic units.
- Chair Davis emphasized that all Senators engage with their respective units and attend the December town hall and engage in the conversation.

## **V. New Business**

**President Greg Washington:**

Chair Davis invited President Washington to address the senate and engage in Q&A discussion. Dr. Washington thanked for the opportunity to engage with the Faculty Senate and opened with remarks summarized below.

- He stated that there is no plan to move Volgenau School of Engineering to Arlington Campus, and believes it to be a misinterpretation. Dumont-Janks is constructing several different options for campuses of the future for further discussion and exploration, but no decisions have been made.
- He shared his view that the COVID 19 pandemic provides a rare opportunity to incorporate and inform our planning for the future of the campus that better serves students, faculty, and the broader campus community.
- He stressed that Mason has received a state funding of \$250 million for its commitment to grow enrollment to 40,000 – 50,000. The required growth of 7,000 – 10,000 students cannot be physically accommodated on Fairfax campus. This growth in enrollment can be accomplished across different campus, growth in online offerings, and from partnerships with community colleges through expansion of ADVANCE program.
- Accompanied with the increase in enrollments, a corresponding growth in faculty and staff is also expected. A growth of 300 to 500 in faculty strength will be needed to support the planned growth in enrollment. Accounting for retirements and departure of current faculty over the next 10 years, the composition would be fundamentally different.
- With the expected changes, it is important to frame the guiding principles for transformation of our campus. He shared that being Virginia's largest public university, the goals included *The Virginia Plan for Higher Education* could serve as a basis for informing Mason's plans. Example of goals Mason can position itself to contribute to 70% educational attainment (post-secondary degree or credential) for Virginians who are 25-64 years old. He also expressed importance of working with other educational institutions (K-12 and higher education) to identify ways for enabling broadband access for underprivileged groups. Another promising and broadly applicable framework worth considering was adoption and adaptation of UN sustainability goals for higher education.
- He expressed the importance of rethinking how we educate our students. With historically highest unemployment rate for college graduates and a rapidly changing economy and job market – he stressed on the importance of our need to rethink on how to best prepare and position our graduating students for the transformed job market that will emerge post COVID crisis.
- Over next 10 years, a billion dollars of investment in the campus is expected. Along with all the changes expected – the most important thing to get it right is what do we want to focus on?
- He concluded with highlighting the success in managing the COVID crisis and attributing the success to the strong partnership between faculty and administration in developing the Safe Return to Campus protocol.

Discussion with President Washington:

- Senator: In recognition of the central role that teaching plays, in addition to research pathway Faculty Handbook has established an explicit pathway to tenure for teaching. However, many colleges including College of Health and Human Services have told their assistant professors that there is no teaching pathway for tenure, and that they can only go up for tenure under the genuine excellence in research track in explicit violation of the Faculty Handbook. Senator sought commitment from President Washington to supporting the current Faculty Handbook language that provides a teaching pathway to tenure.

Dr. Washington expressed his support for teaching pathway to tenure. He qualified his support with the express need to arrive at common definition for genuine excellence in teaching. In his view, this extends beyond excellent teaching in classroom and includes pedagogical aspect of teaching, scholarship on new and innovative ways of teaching and being nationally recognized as a leader in teaching. Such definition should allow for a true co-equivalency with genuine excellence in research. He also shared that in his experience often times the very best of researchers are also very best of teachers; and they are not opposites.

- Senator expressed appreciation for President Washington’s commitment for students receiving cross-disciplinary education in humanities and STEM. Senator inquired about President Washington’s opinion about how his vision aligns (or not) with the undertakings by Mason Core.

Dr. Washington: Our students will be faced with the Grand Challenges that have resulted from actions of earlier generations. To meet these challenges, we need to equip them the requisite tools to manage and deal with these challenges. Mason Core is a good foundation for building cross-disciplinary education would better equip our students enabling them to solve the problems that run the gamut of science, technology, economics, history, law, psychology, and other disciplines. He expressed his belief that this will not only raise our profile in research but also produce students to be greater functioning members of our society.

President Washington expressed his hope for further engagement opportunities and expressed his openness to having faculty engage in direct communication and discussion with him. Chair Davis thanked President Washington.

### **Senator Danny Menascé – Motion**

Chair Davis invited Senator Danny Menascé to present the motion brought to the floor. Senator Menascé read the motion (*italicized below*):

*Whereas the United States is going through a very critical period in which our Democracy is in the balance, our collective health is in peril, hundreds of thousands of people have died of*

*COVID-19, millions of people lost their jobs, many businesses closed for good, and social unrest has left its mark on many cities,*

*Therefore be it resolved that the Faculty Senate encourages the entirety of the university community, including its students, faculty, administrators, and staff to (1) uphold transparency and the truth as core community values; (2) support, help, and comfort those in our community who are feeling anxiety due to a toxic social environment; (3) fight to keep our Democracy whole; and (4) vote in the 2020 election.*

The motion was seconded and Chair Davis opened it for discussion.

Discussion:

- **Suggestion for considering revisions to make it more inclusive. Underage and non-citizens are eligible to participate in the election rather but not vote.**
- **It was proposed to amend the motion by changing “vote” to “participate” in the 2020 election.**
- **There was further discussion on making the motion more inclusive.**

Discussion was closed and amended motion was presented.

---

*Whereas the United States is going through a very critical period in which our Democracy is in the balance, our collective health is in peril, hundreds of thousands of people have died of COVID-19, millions of people lost their jobs, many businesses closed for good, and social unrest has left its mark on many cities,*

*Therefore be it resolved that the Faculty Senate encourages the entirety of the university community, including its students, faculty, administrators, and staff to (1) uphold transparency and the truth as core community values; (2) support, help, and comfort those in our community who are feeling anxiety due to a toxic social environment; (3) fight to keep our Democracy whole; and (4) ~~vote~~ **participate** in the 2020 election.*

---

**The motion as amended was approved.**

Chair Davis summarized a number of items on the agenda that could not be adequately discussed because of time:

- **ASSESSMENT STRATEGIES THAT SUPPORT ACADEMIC INTEGRITY WHEN TEACHING ONLINE**– LaShonda Anthony, Director, Academic Integrity and Charlie Kreitzer, Executive Director, Online Operations  
Issue of academic integrity and how we engage with academic integrity protecting our students, protecting our assignments, protecting the class. LaShonda Anthony and Charlie Kreitzer have been engaged in working on this, both with the Instructional

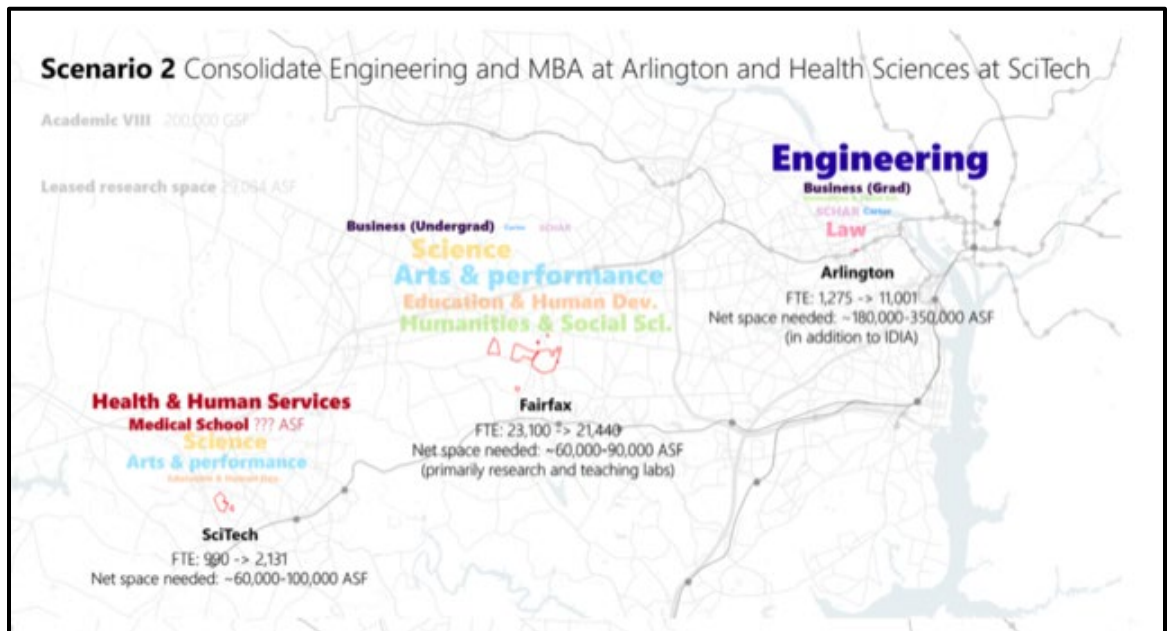
Continuity Working Group as well as with the Stearns Center for Teaching and Learning. They are expected to submit a short report so that faculty can get access to additional resources and trainings and ideas about how to think differently about assessment in distance learning environment.

- *FACULTY SUCCESS INITIATIVE*

[Appendix A](#)

## VI. Announcements

- Alessandra Luchini (COS) will be the jointly appointed Faculty Representative to the Intellectual Property Committee
- Background Check Report (FY 2020) – Carol Dennis, Human Resources [Appendix C](#)
- Honor Code Updates – LaShonda Anthony Director, Academic Integrity [Appendix D](#)
- Mason Nation Thriving Together Virtual 5K - Chair Davis encouraged everyone to participate and show support.
- Senator Zachary Schrag shared the [map](#) of one of the scenarios that envisions consolidating all of engineering in Arlington, and encouraged everyone to participate in the town hall scheduled in December 2020.



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

Chair Shannon Davis thanked her faculty colleagues and her appreciation for everyone's patience. She recognized faculty for their hard work in building and rebuilding their classes, staying engaged with the students, and maintaining the professionalism, integrity and scholarship in such difficult circumstances.

## VIII. Adjournment: The meeting adjourned at 4:22 p.m.

Respectfully submitted,  
Kumar Mehta  
Secretary

The administration is proposing three options for a change to the Spring, 2021 Academic Calendar. The proposal appears below, with accompanying documentation in the linked spreadsheet.

### **Proposal for Modifications to the Spring 2021 Academic Calendar**

The ongoing COVID-19 pandemic continues to affect university operations including the delivery of classes. Acknowledging the public health concerns related to COVID-19, and the increased potential for community exposure if the campus observes the traditional spring break, the following proposals seek to minimize risk to the campus community as well as ensure a smooth educational experience for students, faculty, and staff during spring 2021.

**Each of the options eliminates the traditional spring break.** The three options presented are:

1. Start as previously scheduled, eliminate spring break. The spring semester would end a week earlier. This is the “Early Finish” model on the accompanying spreadsheet.
2. Delay the start by one week, eliminate spring break. The end of the spring semester would be adjusted slightly. This is the “Late Start” model on the accompanying spreadsheet.
3. Start as previously scheduled, eliminate spring break BUT incorporate “Patriot Days” throughout the semester, one for each day of the week. Monday’s Patriot Day is MLK Day, and Friday’s Patriot Day would be the trailing Friday of the term. The other three days would be distributed through March. The end of the semester would be adjusted slightly. This is the “Normal Start + Patriot Days” model on the accompanying spreadsheet. [Note: The “Patriot Days” dates are given as an example only. If this option is chosen, the actual dates will be determined afterwards.]

The specific dates for each option are included below and on the linked [Spring 2021 Date Options](#) spreadsheet. The currently approved Spring 2021 Academic Calendar dates are included on a separate tab for ease of reference.

### **Additional Considerations**

The final exam period requires at least six days to schedule. Final exams are not scheduled on Sundays. No final exams are scheduled on the same day as the spring commencement ceremony. A minimum of one reading day should be in place prior to the beginning of the final exam period.

Starting late on January 25 does not enable an even allocation of teaching periods per day of the week if we incorporate any Patriot Days because of the way the final exam period must be scheduled.

In either of the scenarios where classes begin on Tuesday, January 19, 2021, the end of the semester scheduling can be adjusted slightly as there are several days between the proposed end of final exams, spring commencement ceremony, and the start of the summer sessions.

	First Day of Classes		Tentative		Patriot Days (No Classes)
	Last Day of Classes				Degree Conferral Date
	Final Exam Period				First Day of Summer

Normal Start- Early Finish						
SUN	MON	TUE	WED	THUR	FRI	SAT
17-Jan	18-Jan	19-Jan	20-Jan	21-Jan	22-Jan	23-Jan
24-Jan	25-Jan	26-Jan	27-Jan	28-Jan	29-Jan	30-Jan
31-Jan	1-Feb	2-Feb	3-Feb	4-Feb	5-Feb	6-Feb
7-Feb	8-Feb	9-Feb	10-Feb	11-Feb	12-Feb	13-Feb
14-Feb	15-Feb	16-Feb	17-Feb	18-Feb	19-Feb	20-Feb
21-Feb	22-Feb	23-Feb	24-Feb	25-Feb	26-Feb	27-Feb
28-Feb	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar	6-Mar
7-Mar	8-Mar	9-Mar	10-Mar	11-Mar	12-Mar	13-Mar
14-Mar	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar	20-Mar
21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar	27-Mar
28-Mar	29-Mar	30-Mar	31-Mar	1-Apr	2-Apr	3-Apr
4-Apr	5-Apr	6-Apr	7-Apr	8-Apr	9-Apr	10-Apr
11-Apr	12-Apr	13-Apr	14-Apr	15-Apr	16-Apr	17-Apr
18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr	24-Apr
25-Apr	26-Apr	27-Apr	28-Apr	29-Apr	30-Apr	1-May
2-May	3-May	4-May	5-May	6-May	7-May	8-May
9-May	10-May	11-May	12-May	13-May	14-May	15-May
16-May	17-May	18-May	19-May	20-May	21-May	22-May

Normal Start - Patriot Days Included						
SUN	MON	TUE	WED	THUR	FRI	SAT
17-Jan	18-Jan	19-Jan	20-Jan	21-Jan	22-Jan	23-Jan
24-Jan	25-Jan	26-Jan	27-Jan	28-Jan	29-Jan	30-Jan
31-Jan	1-Feb	2-Feb	3-Feb	4-Feb	5-Feb	6-Feb
7-Feb	8-Feb	9-Feb	10-Feb	11-Feb	12-Feb	13-Feb
14-Feb	15-Feb	16-Feb	17-Feb	18-Feb	19-Feb	20-Feb
21-Feb	22-Feb	23-Feb	24-Feb	25-Feb	26-Feb	27-Feb
28-Feb	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar	6-Mar
7-Mar	8-Mar	9-Mar	10-Mar	11-Mar	12-Mar	13-Mar

14-Mar	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar	20-Mar
21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar	27-Mar
28-Mar	29-Mar	30-Mar	31-Mar	1-Apr	2-Apr	3-Apr
4-Apr	5-Apr	6-Apr	7-Apr	8-Apr	9-Apr	10-Apr
11-Apr	12-Apr	13-Apr	14-Apr	15-Apr	16-Apr	17-Apr
18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr	24-Apr
25-Apr	26-Apr	27-Apr	28-Apr	29-Apr	30-Apr	1-May
2-May	3-May	4-May	5-May	6-May	7-May	8-May
9-May	10-May	11-May	12-May	13-May	14-May	15-May
16-May	17-May	18-May	19-May	20-May	21-May	22-May

Late Start - No Breaks						
SUN	MON	TUE	WED	THUR	FRI	SAT
17-Jan						
24-Jan	25-Jan	26-Jan	27-Jan	28-Jan	29-Jan	30-Jan
31-Jan	1-Feb	2-Feb	3-Feb	4-Feb	5-Feb	6-Feb
7-Feb	8-Feb	9-Feb	10-Feb	11-Feb	12-Feb	13-Feb
14-Feb	15-Feb	16-Feb	17-Feb	18-Feb	19-Feb	20-Feb
21-Feb	22-Feb	23-Feb	24-Feb	25-Feb	26-Feb	27-Feb
28-Feb	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar	6-Mar
7-Mar	8-Mar	9-Mar	10-Mar	11-Mar	12-Mar	13-Mar
14-Mar	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar	20-Mar
21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar	27-Mar
28-Mar	29-Mar	30-Mar	31-Mar	1-Apr	2-Apr	3-Apr
4-Apr	5-Apr	6-Apr	7-Apr	8-Apr	9-Apr	10-Apr
11-Apr	12-Apr	13-Apr	14-Apr	15-Apr	16-Apr	17-Apr
18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr	24-Apr
25-Apr	26-Apr	27-Apr	28-Apr	29-Apr	30-Apr	1-May
2-May	3-May	4-May	5-May	6-May	7-May	8-May
9-May	10-May	11-May	12-May	13-May	14-May	15-May
16-May	17-May	18-May	19-May	20-May	21-May	22-May



## Appendix A

### Faculty Success Initiative

How can we prepare faculty to be successful in the post pandemic university? Any initiatives must be faculty centric and faculty driven. The initiative will build on existing data regarding supports for and structural constraints to success (e.g., evidence from COACHE survey and Summer 2020 QWL pulse survey) but will also collect additional community input with the goal of shaping action plans. The initiative will determine the most pressing concerns from faculty and will create a mechanism by which the Senate holds the administration accountable to addressing at least the top five concerns within a reasonable amount of time.

This initiative will be led by a three-member subcommittee from the Executive Committee (Shannon Davis, Solon Simmons, and Richard Craig) tasked with:

- Partnering with Office of Faculty Affairs and Development to review recent COACHE information and following up with faculty from across the university to triangulate their most pressing concerns (during Fall 2020).
- Partnering with Provost's Office to determine timeline and methods by which the administration will work to address the faculty concerns, including the accountability structure between the administration and the Senate (by April 2021).
- Creating a public-facing reporting/accountability structure for the Initiative.

## Appendix B

### Reports from University Committees/Faculty Representatives to Committees

#### **Academic Appeals Committee Report for September 2020**

Members: Tamara Harvey, Linda Merola, Carmen Rioux-Bailey, Pierre Rodgers, Aoi Yamanaka, Shanjiang Zhu

This year we will be working on revising our charge to better reflect how appeals currently reach our committee. We will be undertaking this work in consultation with the offices of the Associate Provosts of Undergraduate Education and Graduate Education.

#### **Effective Teaching Committee Report (Submitted by Tom Wood)** **George Mason University Faculty Senate Standing Committee**

2020-2021 Meeting Minutes

##### **Charge of the Committee**

The Effective Teaching Committee, a university standing committee, is charged with developing and helping implement procedures that encourage and reward effective teaching, enabling faculty to improve their teaching effectiveness independent of any evaluation procedures, and implementing procedures for evaluation of effective teaching.

The Committee is charged with recommending policy to the Faculty Senate and monitoring the use of such policy for the evaluation of teachers and courses, including the following:

- A. Review, improve, and provide guidance to the Office of Institutional Effectiveness and Planning (OIEP) on the course evaluation form and related procedures at least once every three years;
- B. Review existing policies relating to the faculty evaluation process, identify alternatives to these policies and recommend changes to the Faculty Senate;
- C. Work closely with the Stearns Center for Teaching & Learning to support the use of formative and self-assessment techniques and materials for promoting faculty professional growth and teaching effectiveness, including strategies for robust student feedback.

Fall 2020 ZOOM Meeting Schedule, alternate Wednesdays at noon. (We may add an additional meeting in November working around the Thanksgiving date TBD).

Sep 16, 2020 12:00 PM

Sep 30, 2020 12:00 PM

Oct 14, 2020 12:00 PM

Oct 28, 2020 12:00 PM

Nov 11, 2020 12:00 PM

Thanksgiving no meeting Nov 25, 2020 12:00 PM

Dec 9, 2020 12:00 PM

Please download and import the following iCalendar (.ics) files to your calendar system.

Weekly: <https://zoom.us/meeting/tJMudOisrDstGtfEC6LN3p0DYJxsvMxfAJIE/ics?icsToken=98tyKuCvrTgrHtaVtxmERowEA4jCd-jzpmJajbduTyZLw4AclPSD8halaRSCN7x>

Join Zoom Meeting

<https://zoom.us/j/97331420703?pwd=KzINR1ZMV2xLdy9YK2Q3bXEwSDdLdz09>

Meeting ID: 973 3142 0703

Passcode: 674158

One tap mobile

+13017158592,,97331420703#,,,,,0#,,674158# US (Germantown)

+13126266799,,97331420703#,,,,,0#,,674158# US (Chicago)

### September 16, 2020 Minutes

Call to order by 2019 Chair T. Wood: 12:00 PM

For the first meeting of the semester, all members were present. Welcome Gregory, Patrick and Kristien who are new to the committee. Assistant Provost Angela Detlev joined the meeting representing the Provost's OIEP (Office of Institutional Effectiveness and Planning).

Esperanza Roman-Mendoza <[eromanme@gmu.edu](mailto:eromanme@gmu.edu)>, Gabriele Belle <[gbelle@gmu.edu](mailto:gbelle@gmu.edu)>, Cheryl A Oetjen <[coetjen@gmu.edu](mailto:coetjen@gmu.edu)>, Kristien Zenkov <[kzenkov@gmu.edu](mailto:kzenkov@gmu.edu)>, Gregory W Grimsby <[ggrimsby@gmu.edu](mailto:ggrimsby@gmu.edu)>, Patrick E McKnight <[pmcknigh@gmu.edu](mailto:pmcknigh@gmu.edu)>, Thomas Wood (<[twood@gmu.edu](mailto:twood@gmu.edu)>) are elected members of the Committee with the following terms:

Gabriele Belle (COS – 2022)

Gregory Grimsby (CVPA – 2022)

Patrick McKnight (CHSS – 2022)

Cheryl Oetjen (CHSS – 2021)

**Esperanza Roman-Mendoza (CHSS -2022)            Senator**

**Tom Wood (CHSS – 2022)                            Senator**

Kristien Zenkov (CHED – 2022)

- 1) Introduced committee members
- 2) Reviewed the charge of the Committee (above)
- 3) Introduction of Angela Detlev, representing OIEP

Assistant Provost Detlev reviewed the status of “Blue by Explorance” online evaluation system and implementation and SET evaluations underway now. The University is committed to online course evaluation using this system

<https://oiep.gmu.edu/institutional-effectiveness/set/>

On this OIEP website, a general description and two videos introducing BLUE to faculty and students were introduced to the committee. This site was developed over the summer.

The current approved SET (previously administered on paper) is being used in the new online system. The Senate approved Pilot SET evaluation (developed by this committee) is on hold to allow the operational kinks with Blue to be resolved before conducting the Pilot.

- 4) Introduced the previous work of the committee and the BlackBoard Organization site where archived materials of the committee are stored.
- 5) Meeting Adjourned 1:00 PM

Unfinished Business: Election of Chair for 2020-21

### **Faculty Equity and Inclusion Committee (FEIC) Report (Submitted by Betsy DeMulder)**

September 8, 2020 Meeting Attendees: Xiaomei Cai, Betsy DeMulder, Sherrice Mojgani, Ricardo Vivancos-Perez

- **Schedule of meetings:** The FEIC Committee agreed to meet monthly, scheduled for the 3rd Friday of each month at 10am.
- **Committee chair election:** DeMulder and Vivancos-Perez were elected to co-chair the committee this year.
- **Discussion of agenda for the year:**
  - **2019-2020 annual report:** This committee generated a list of concerns and recommendations last spring that are detailed in the 2019-2020 annual report submitted to the Faculty Senate (see 2019-2020 FEIC annual report). We will continue to advocate for and work toward those goals for faculty equity and inclusion.
  - **Joining forces:** The FEIC committee will work closely to align our work with the President's Antiracist and Inclusive Excellence (ARIE) Task Force and committees. Currently, three members of the FEIC (DeMulder, Cai & Knight) are serving on ARIE committees. Vivancos-Perez also expressed an interest in serving on the ARIE and DeMulder has recommended his involvement to the ARIE chairs.
  - **Invitations & Collaborations:** The FEIC committee will continue to invite Mason colleagues who address faculty equity and inclusion issues to our FEIC meetings to share progress and strategize ongoing efforts. Millie Rivera (Director, Faculty Diversity, Inclusion and Well-being, Office of Faculty Affairs and Development) and Kyle Warfield (Equal Opportunity Specialist, Compliance, Diversity & Ethics) will attend our next meeting in October.
  - **Setting goals:** Committee members will brainstorm concerns and action items to bring to the next meeting for discussion and goal setting.

### **Intellectual Property Committee Report (Submitted by Tamara Maddox) – September 2020**

Eric, Aarthi and Tamara have had several email exchanges to try to understand the key issues from earlier town hall and IP discussions this past summer. We also plan to meet Friday, 9/25 to further clarify these issues.

Aarthi attended the September, 2020 meeting of the Intellectual Property Committee, which focused primarily on an overview of how the current IP policy relates to the university's technology transfer and possible revenue to the university, rather than policy issues

surrounding teaching materials and related concerns. (Meeting slides are attached - [Appendix E](#) )

The next meeting is in the process of being scheduled, probably in early October. We hope to begin to address faculty concerns at that time.

Senators who have questions or suggestions for us to bring before the IP Committee should feel free to forward them to one or all of us by email.

**Mason Academic Assessment Council Report (Submitted by Shannon Davis) – September 2020**

This academic year, the Mason Academic Assessment Council (MAAC) will engage in the process of “assessing assessment.” To be prepared for the SACSCOC reaffirmation process, MAAC members will not only be the first point of contact within the schools/colleges for **quantity of information** entered into TK20 but will also embrace a new role in evaluating the **quality** of what is entered by:

- **Serving as part of subgroups to evaluate units *outside of their own schools/colleges.***
- **Using a standard OIEP developed rubric to evaluate units**
- **Crafting feedback for programs and their college/school leadership**
- **Assisting with constructing assessment information for the SACSCOC reaffirmation**
- **Creating annual “Excellence in Institutional Effectiveness” recognition to highlight exemplars for some sort of ceremony/recognition event at the end of the year.**

The review process will be completed by December 2020. MAAC reviewers and OIEP staff will meet with units throughout Spring 2021. The institutional report will be finalized by May 2021 for inclusion and reference for SACSCOC; the recognition event will also be held in May 2021.

<b>Current Assessment Council Members</b>	
CEHD: Adrienne Sullivan and Ellen Rodgers	Volgenau: David Binning
CHHS: Bob Weiler and Wayne Adams	Business: Rick Hess
CHSS: Lisa Breglia and Marguerite Rippy	OIEP: Gesele Durham/Karen Manley/Exec Director/Sheena Serslev
COS: Jennifer Bazaz Gettys	Faculty Senate: Shannon Davis
CVPA: Lisa Kahn	Stearns Center: Ying-Ying Kuo
Honors College: John Woolsey	Undergraduate Education: vacant
Scalia Law: Annamaria Nields	Graduate Education: Pallavi Gullo

Schar: Thys Van Schaik	Accreditation: Matt Smith
Carter School: Julie Shedd	University Libraries: Ashley Blinstrub
Integrative Studies: Misty Krell	University Life: Eunkyong Park

**Mason Core Committee – September 21, 2020 (Submitted by Melissa Broeckelman-Post)**

The first Mason Core Committee meeting will be held on Thursday, September 24 (after the Senate agenda goes out), so we don't have anything new to report at this time. However, you can find our meeting schedule and deadlines online at <https://masoncore.gmu.edu/mason-core-committee/committee-schedule-deadlines/>, and a summary of the assessment work that was just completed online at <https://masoncore.gmu.edu/assessment/meeting-schedule/>.

Our agenda for the September 24 meeting is as follows:

1. **Introduction & orientation**
2. **Elect chair**
3. **Priorities for the year**
4. **Elect assessment task force**
5. **Review proposals**
  - a. **BAS 491: Applied Sciences Capstone (Capstone)**
  - b. **CDS 301: Scientific Information and Data Visualization (SBS)**
  - c. **ELED 257: Integrating Technology in PreK-6 (IT)**
  - d. **FRLN 331: Topics in World Cinema (GU)**
  - e. **NUTR 495: Nutrition and Food Studies Capstone (Capstone)**
6. **Preview upcoming conversations**

All meetings will be held via Zoom and are open to the public, and those who are submitting proposals are encouraged to join our meetings if you would like to be able to answer questions about proposals when they are being reviewed.

**Master Plan Steering Committee Report (Submitted by Shannon Davis, Zachary Schrag and David Wong) - September 11, 2020**

Previous report provided by this committee on August 19, 2020 already provided information about the operations and duties of the steering committee, relationship to university principles and goals, and empirical findings reported by the consultants. The previous report also indicates that the next step is scenario planning. The current report mainly summarizes the Steering Committee meeting on September 4, 2020.

The only agenda item on the September 4 Steering Committee meeting was the presentation of scenarios formulated by the consulting company, DUMONTJANKS. Dr. Janks presented four scenarios assigning different schools/colleges and programs across the three campuses: Fairfax, Arlington, and SciTech (at Prince William).

- *Scenario 1 SciTech becomes Engineering and Health Sciences campus (Engineering - CS and IT - has significant presence in Arlington)*
- *Scenario 2 Consolidate Engineering and MBA at Arlington and Health Sciences at SciTech*
- *Scenario 3A Rejuvenate Fairfax and locate research centers at SciTech (Engineering - CS and IT - has significant presence in Arlington)*
- *Scenario 3B Rejuvenate Fairfax and create bold new partnership with NOVA at SciTech (Engineering - CS and IT - has significant presence in Arlington)*

The presentation also lists the pros and cons of each scenario.

During and after the presentation, committee members raised a number of concerns: transportation infrastructure to support the needs to go between campuses, potential challenges to offer core courses on all campuses and the assistance from distance learning, and the formation of Mason identity, just to name a few.

Senate representatives on the Committee feel that the presented scenarios potentially may have significant effects on academic programs and their future developments, including their interconnectedness and dependence, but affected programs may not be aware that the ongoing Master Plan formulation process considers relocating academic units and programs. As Faculty Senate representatives, we would like to alert the entire Senate to the magnitude of the changes being considered.

**We encourage all Senators to gather information on the questions below (or some version of them that may be relevant to their units).** We ask that this information be collected and organized, and then shared with the faculty representatives (Davis, Schrag, and Wong) to provide feedback to the Steering Committee.

1. If your college is already fully or partially located in SciTech or Arlington, how has that location affected its teaching and research missions? What are the advantages and disadvantages of each location? What are the advantages and disadvantages of not being on the Fairfax campus? If your college is currently split between two campuses, how has that split affected its work?
2. What might your unit gain from a larger presence in SciTech or Arlington? What might it gain from consolidation in Fairfax?
3. How do students and faculty in your unit work with other units? Do undergraduate and graduate students from your unit take courses outside of your unit? Do students from other

units take courses in yours? Do students and faculty collaborate with colleagues in other colleges? What would be gained or lost if units others than yours moved away?

4. How would an expansion of health sciences at Mason affect your unit? If Mason launched a medical school and expanded its work in nursing and public health, would that offer new opportunities for your unit? Would those opportunities depend on location on the same campus?

We also strongly encourage all Senators (and interested faculty) to attend the next public engagement session for the master plan process.

### **Recreation Advisory Council (Submitted by Robert Pasnak)**

The Recreation Advisory Council met on Tuesday, Sept. 29, 2020

- 1) The RAC is open and undersubscribed at present. Faculty and Staff would need to make a reservation and wear a mask even when on treadmills. Those who persistently make appointments but do not keep them will eventually be barred.
- 2) The pool has 6 lanes open and is heavily subscribed in the very early morning. Appointments are needed. Changing rooms are closed.

### **Technology Policy Committee Report (Submitted by Catherine Sausville)**

The Faculty Senate Technology Policy Committee will be co-chaired this year by Catherine Sausville and Debra Sprague. Please send Catherine (csausvil@gmu.edu) any items or concerns that you or your coworkers may have regarding technology at the university.

### **Undergraduate Council Report (Submitted by Charlie Robison)**

Call to order at 3:30pm, Wednesday, September 16<sup>th</sup> via Zoom

Primary issues discussed

- **Academic Integrity**
- **Student Support Services**
- **Presentation of informational website “Developing and Modifying Academic Programs”**
- **Votes for creation, modification, and discontinuation of programs or courses**

#### *Academic integrity*

Dr. Lashonda Anthony serves as Director for Academic Integrity and Initiatives in University Life at Mason. She spoke to the UGC regarding the state of academic integrity since March. With the large increase in online education there has simultaneously been a large increase in academic integrity violations. Her office has received over 1000 references since March, and the rate of suspensions has doubled. Websites such as Chegg.com and Coursehero.com, where students can upload material from classes like quizzes and exams, are hubs for students to inappropriately share information. It seems that with the disruption of the pandemic, and accompanying pressure to remain on track academically, students are engaging in riskier academic behavior.



Faculty on the UGC mentioned that some academic units are not seeing increases in violations. Some pondered if the dishonest conduct was discipline-specific. Indeed, Dr. Anthony agreed that not all school and colleges at Mason are encountering the same rates of academic violations but she did not elaborate further.

The Stearns Center was recommended as a resource to help faculty re-address assessment methods and techniques for compelling students to conduct themselves honestly online.

**In my opinion, academic integrity seems like a major issue of concern. All faculty members should at minimum be aware of the Honor Code violation trend that is occurring. Local academic units should take action to mitigate this where appropriate.**

#### *Student Support Services*

Dr. Quentin Alexander is the Senior Director of Advising at Mason. He discussed his efforts to address SACS standard 12.1 Student Support Services. His office is searching through all of Mason's websites for information related to services available to students. The aim is to coalesce all student-centered services, specific for college/school offerings, into an excel file. The excel file should be available in October. The UGC largely applauded these efforts and agreed that this could be a valuable resource for those advising and mentoring undergraduates.

#### *Developing and Modifying Academic Programs*

Susan Woodruff is the Coordinator for Academic Program Development within the Office of the Provost. She spoke briefly and directed the UGC to the website for Developing and Modifying Academic Programs (<https://provost.gmu.edu/administration/academic-affairs/developing-and-modifying-academic-programs>). This website is designed as an informational resources for faculty as they engage in curricular development, including processes, forms and timelines for making significant adjustments.

#### *Votes for creation, modification, and discontinuation of programs or courses*

The following courses and programs were addressed by the committee, with little discussion of consequence.

#### Voted Items

MODIFIED PROGRAMS: APPROVED

CHSS Modified Program LA-BA-EVSS: Environmental and Sustainability Studies, BA

COS Modified Program SC-BS-PHYS: Physics, BS

INACTIVATED PROGRAMS: APPROVED

CHHS Inactivated Program HH-BS-NUTR: Nutrition, BS

NEW COURSES: APPROVED

COS New Course EVPP 465: Coral Reef Ecology, Health, and Conservation

COS New Course EVPP 466: Coral Reef Ecology, Health, and Conservation Lab/Field Experience

COS New Course EVPP 495: Undergraduate Seminar in Environmental Science

COS New Course PHYS 131: Introduction to Renewable Energy

Announcements: Approved

MODIFIED PROGRAMS:

COS Modified Program SC-BS-ASTR: Astronomy, BS

COS Modified Program SC-BS-NEUR: Neuroscience, BS

MODIFIED COURSES:

CHSS Modified Course LING 480: RS: First Language Acquisition

COS Modified Course PHYS 331: Physics of Renewable Energy

**University Naming Committee Report (Submitted by Karen Akerlof) September 10, 2020**

Meetings for the University Naming Committee are currently on hold; the committee is awaiting updates to its role.

## Appendix C

### Background Check Reports (FY 2020)



#### ■ PURPOSE

Ensure the safety of the Mason community.

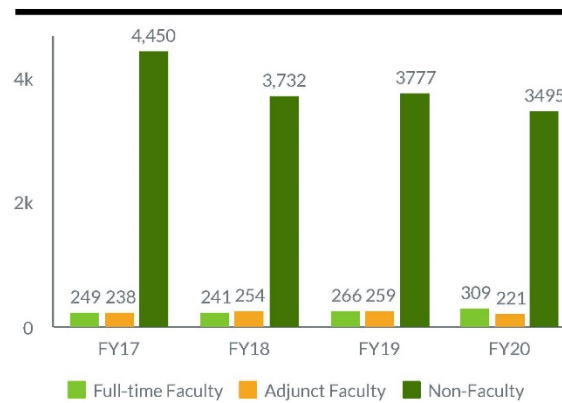
#### ■ POLICY

As a condition of hire, Mason requires a background investigation for all employees. Employees cannot begin work until the background check has been successfully completed. Additional information can be found in [University Policy 2221](#) or by connecting with Human Resources and Payroll via email at [bkground@gmu.edu](mailto:bkground@gmu.edu).

#### ■ PROCESS

- Background checks are completed through our vendor, Truescreen.
- Requests for new and rehired employees are initiated through the Mason Onboard process.
- Truescreen has an average turnaround time of 1.8 days beginning from their receipt of information.
- HR and Payroll will review the results. Note: Only authorized convictions appear on the report, which vary by state with jurisdiction over the conviction.
- If successful, the department will receive an email notification. If there is a potential problem, HR & Payroll will contact the employee to verify the results. The hiring manager will be contacted if necessary.

#### ■ Completed Background Checks



#### ■ Background Check Data

	FY17	FY18	FY19	FY20
Total Refusals	0	0	0	0
Faculty	0	0	0	0
Total Failed	0	3	2	1
Faculty	0	0	0	0
Total Terminations	0	3	2	1
Faculty	0	0	0	0
Total Violations of Confidentiality	0	0	0	0
Faculty	0	0	0	0
Cost	\$133,299	\$114,129	\$116,474	\$102,919

# Honor Code and System Updates 2020-2021 Academic Year



## Changes for 2020-2021

- Due to space constraints in SUB I Suite 4100 and the inability to maintain appropriate social distancing, OAI Operations will remain virtual during the Fall 2020 semester. Prehearing meetings, faculty consults, and “in-person” hearings will take place either via WebEx or Blackboard.
- SUB I will be open with a skeleton staff but no in person operations will be scheduled in the suite for the safety of our staff as well as students.



# Changes for 2020-2021

## Definition changes

### Cheating

Cheating encompasses the unauthorized use of, access to, or provision of academic work in an attempt to misrepresent a student's actual efforts. This includes, but is not limited to, submitting another individual's work as one's own, soliciting solutions/assignments from online websites, unauthorized collaboration, or failing to adhere to requirements **related to integrity** (verbal and written) established by the professor of the course. Subcategories of cheating include:

- Providing, using, or attempting to benefit from unauthorized academic material and/or assistance: This includes but is not limited to the posting or enabling of posting of homework assignments and/or exams or solutions on websites or allowing someone to complete material in your name.
- Duplicate use of a student's work, without prior authorization from the instructor
- Submission of another individual's work
- Violation of college, departmental, program, or course requirements regarding integrity: This includes syllabus violations as well as violations of instructions related to integrity that appear in the course.



# Changes for 2020-2021

## Definition changes

### Plagiarism

Plagiarism is defined as using another individual's ideas or words without attribution or credit. It also includes using one's own prior work that has been submitted for credit or published in another venue as a new submission without citation. Using the ideas of others without proper attribution or citation is unethical and a violation of the Honor Code. Subcategories of plagiarism include:

- Self-plagiarism: Intentionally or unintentionally using portions of one's old work for new assignments without attribution
- Failure to adequately quote and/or cite sources or material
- False citation: This includes but is not limited to referencing work that does not appear in the indicated source.

Plagiarism does not include mistakes in the format of a citation as long as the student has indicated the materials quoted or relied upon and the source of the materials.



# Changes for 2020-2021

## Definition changes

### Stealing

Stealing from an academic perspective means obtaining unauthorized access to educational materials. These materials might be tests or quizzes from faculty members, or they may be the work product of another student. Subcategories of stealing include but are not limited to:

- Removing an exam or other academic work from a classroom without authorization
- Taking photos of exams/academic work without authorization or permission
- Taking someone else's work without their knowledge

### Lying

Lying in an academic context refers to providing information known to be false as a way to bypass classroom expectations or gain an unfair advantage in completing academic work. Subcategories of lying include but are not limited to:

- Fabricating or providing false sources, data, information, documents, and/or official correspondence
- Providing a false excuse for missing a test or class



# Changes for 2020-2021

- Sanctions only review requests which are asking for a grade change, where a grade change is not supported by the reporting professor, will not move forward to a hearing.
- **Sanctions only hearings will now follow the same process as full expedited reviews where in the students sanction statement will be sent to the professor for response.**



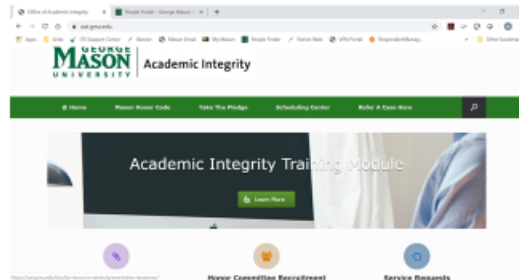
# Changes for 2020-2021

- Appeal committees previously would only set a new hearing, modify a sanction, or deny the appeal. Now they have the following options:
  - Affirm the original decision;
  - Remand the case for a new hearing with guidance for the new committee to consider;
  - Modify the findings;
  - Modify the sanctions; or
  - Modify both the findings and sanctions.
- This change is designed to address the endless appeal loophole that previously existed.



# Changes for 2020-2021

- Mason no longer has a license for the Avoiding Plagiarism Seminar. There is a GMU created plagiarism module available for import into Blackboard-you may email [oai@gmu.edu](mailto:oai@gmu.edu) for the SCORM package.
- The Academic Integrity Module has been renamed to the GMU Honor Code module and is available via SCORM for professor use.



## Appendix E

### Overview of Intellectual Property at Mason

- Introductions
- Basics of IP Protection
- Overview of Current Mason IP Policy
- Comparison of Mason's IP Policy to other U's
- Mason Office of Tech Transfer Process
- Trends in Mason research
- Goals for the future of Mason OTT and IP Management

### Introductions

- Paula
  - 4 University spin-outs, tech transfer program development, "Best Practices in Technology Commercialization"
- Hina
  - PhD NeuroScience, MBA



## Basics of IP Protection and How it is Used

- Protects the interests of faculty through patents and copyright
- Protects the university's investments
- Assists federal research impact on society as intended
- Licensing revenues go back to more research or IP protection costs

## Overview of Current Mason IP Policy

- **University Policy Number 4002- Copyright in University Work**
  - The creator of a traditional work holds the copyright in that work, subject to the exceptions
  - Exception apply

*The University can use the content*

- **University Policy Number 4003- Patenting University Inventions**
  - An invention made by an employee of the university in the course of fulfilling his or her employment responsibilities or with substantial use of significant university resources is generally owned by the university.
  - Exception apply

*The University will share half of revenues received from commercialization efforts with all involved University Inventors or Authors.*

Net Revenues from the transfer or commercialization of covered applicable IP shall be distributed as follows:

Author(s)/Inventor(s)	College(s)/School(s)	GMRP
50%	10%	40%

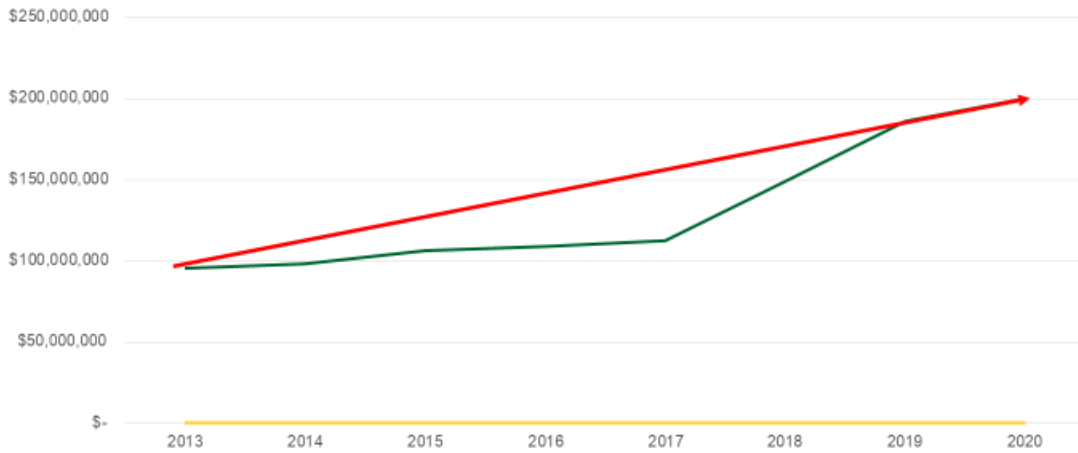
## Comparison of Mason's IP Policy to other U's

	R&D Expenditures \$ (2017 #s)	% of faculty royalties	# of staff
George Mason Public University	112,404,000	50%	2
Private Stanford	1,109,708,000	33%	
Private MIT	952,017,000	33%	
University of Public Michigan	1,530,139,000	30% - 50%	44
Public UVA	469,682,000	35%	12
Public Virginia Tech	522,425,000	50%	5
Virginia Commonwealth Public University	225,000,000		10
University of Public Maryland	548,885,000	40%	19
University of Rhode Public Island	101,871,000	35% - 40%	15
Rensselaer Private Polytechnic	104,797,000	35%	
University of Public Vermont	118,298,000	50%	
Private Cornell University	1,144,500,000	33%	

## How Offices of Tech Transfer Operate

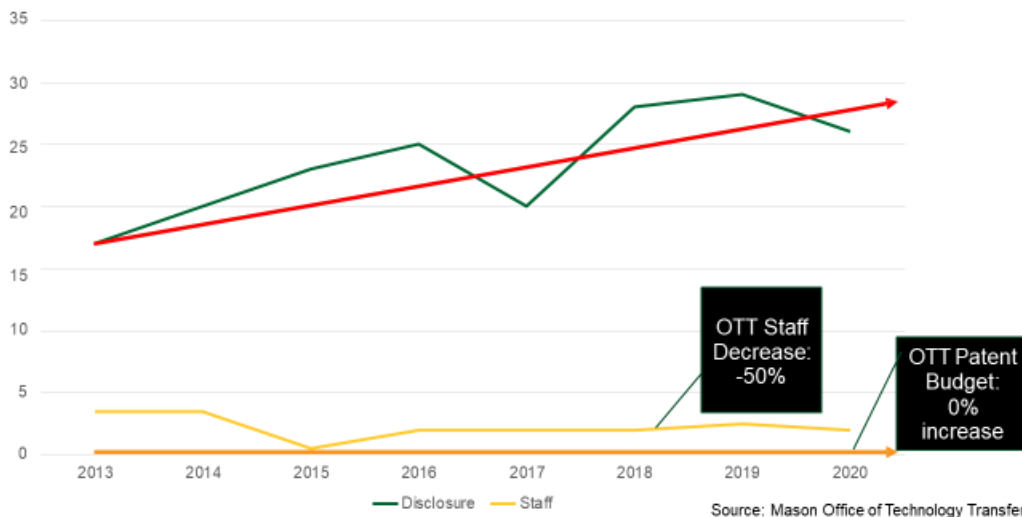
- Functions present in large OTT offices:
  - Corporate engagement center
  - Venture Center
  - Mentors in Residence
  - Licensing staff with vertical market expertise
  - Arrangements with attorneys for bulk work
  
- Very few Offices of Tech Transfer are Profitable. Examples of Profitable OTTs:
  - University of Florida – Gatorade
  - University of Wisconsin – Vitamin D, Coumadin
  - Michigan State University – Cisplatin
  
- Success rate = ~1 in 100

## Trends: Mason Research Funding Expenditures = 110% increase



Source: National Science Foundation and Mason communications

## Trends: Invention Disclosures = 53% increase



Source: Mason Office of Technology Transfer

## Interest in Translating Research

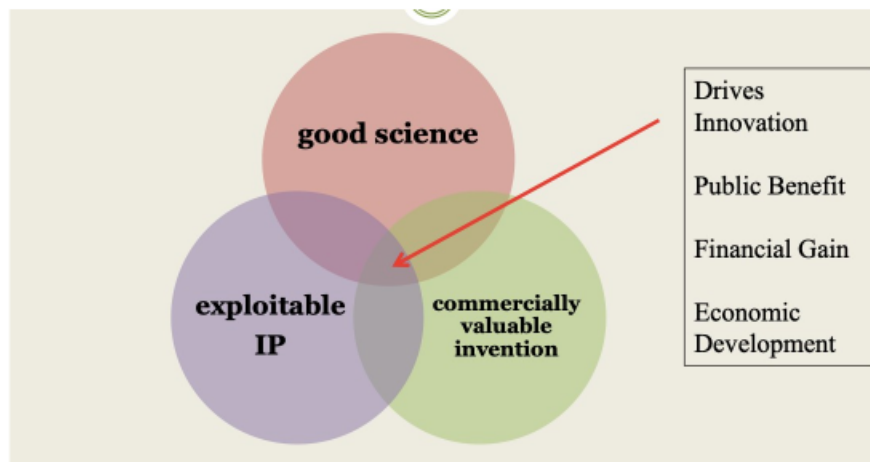
- I-Corps teams, faculty + students

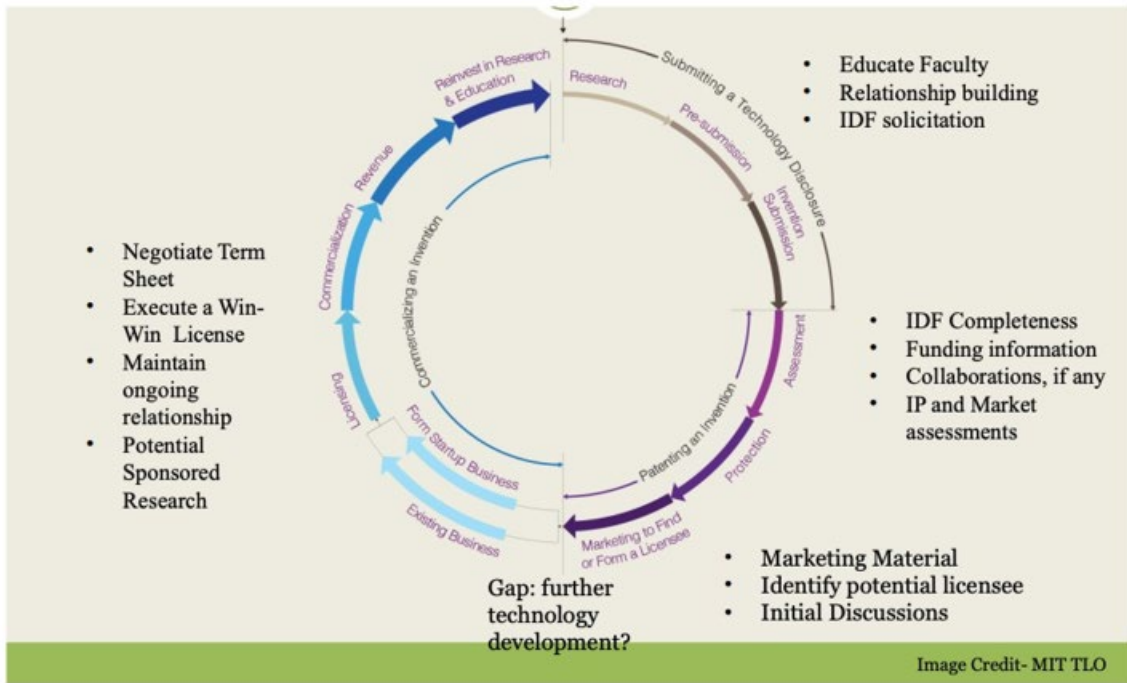
	GMU	17
	JMU	11
	ODU	6
	UVA	5
	VT	4
	VCU	3
	Radford	2
	Roanoke College	2
	VSU	1
	Hollins	1
	UMW	1
	Shepherd	1
	GW	1
	EVMS	1

← + 34 I-CAP teams

Source: Virginia Small Business Development Center, Mason HQ 2018-2020

## Screening & Selection



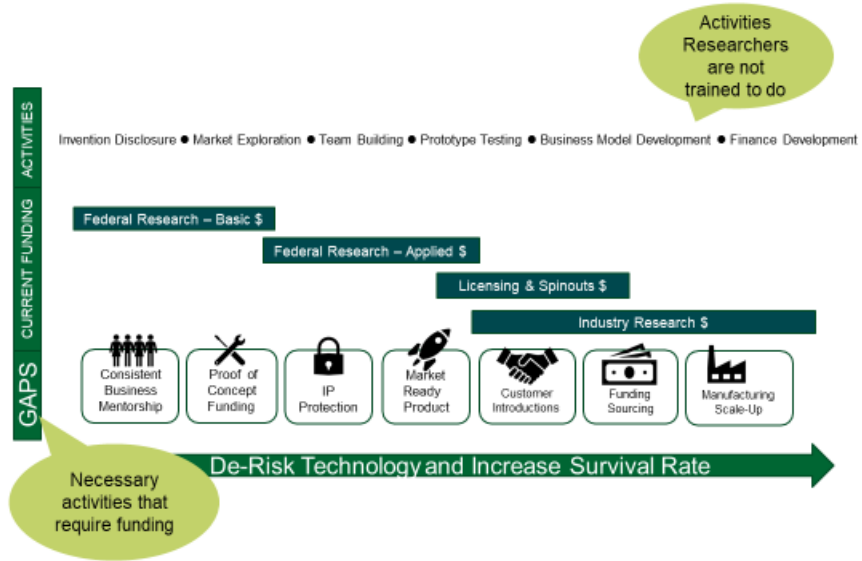


## Best Practices in Technology Commercialization: 59 Public U's

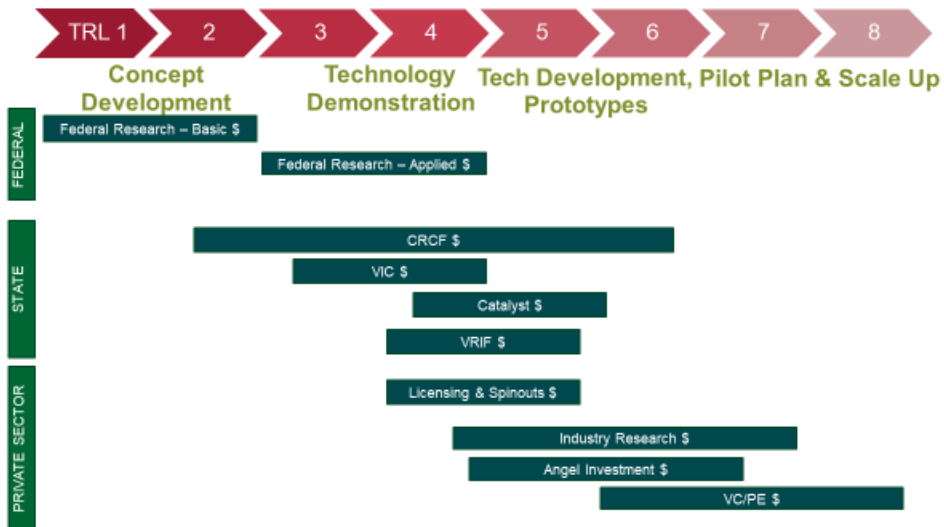


<https://economicgrowth.umich.edu/publications/maximizing-innovation-and-technology-commercialization-of-federal-research-investments/>

# Lab to Market Gaps



# Capital Continuum



## **The Mason Office of Tech Transfer Future Goals:**

- Encourage and inform faculty of IP transfer processes and opportunities
- Increase the amount of research that impacts society and changes lives
- Demonstrate to funders that Mason research impacts the public
- Increase awareness of and resources available to faculty
- Be responsive to the increasing number of researchers disclosing new inventions.
- Provide business support to address the business concerns and opportunities of Mason-owned IP for those who are interested
- Actively market Mason intellectual property
- Actively engage industry to bring new sponsored research opportunities, problems to solve to Mason research faculty
- Actively connect and secure funding that supports Mason faculty's translational research