GEORGE MASON UNIVERSITY
AGENDA FOR THE FACULTY SENATE MEETING
MARCH 4, 2020
Robinson Hall B113, 3:00 – 4:15 p.m.

I. Call to Order

II. Approval of the Minutes of February 5, 2020 and February 12, 2020

III. Conversation with Interim President Holton

IV. Committee Reports
   A. Senate Standing Committees
      Executive Committee
         Resolution: Proclaim – March 31, 2020 – EQUAL PAY DAY
      Academic Policies
      Budget and Resources
      Faculty Matters
      Nominations
      Organization and Operations
         Apportionment of Senate Seats 2020-21
         Attachment B
   B. Other Committees/Faculty Representatives
      Faculty Handbook Revision Committee – Suzanne Slayden
      Mason Core Committee – Melissa Broeckelman-Post
         The Mason Core Committee will be sending out an email with a link to a survey about the future of the Mason Core. Please share your feedback on this survey and encourage your colleagues to complete the survey when it is sent out.
      Effective Teaching Committee – Tom Wood
      Update regarding pilot of new student evaluation of teaching instrument
      Faculty Conduct Working Group – Lester Arnold and Girum Urgessa
      Update on Working Group policy development
      Attachment C

V. Unfinished Business
   Housing and Resident Life Faculty Fellows – Aysha R.C.Puhl, Associate Director of Residential Student Education and Engagement
   Attachment D

VI. New Business
   SACSCOC Reaffirmation Update – Matt Smith and Oscar Barton
   Threat Assessment – Sergeant Jared Hagenow, George Mason University Police
   Attachment E

VII. Announcements
   Provost Wu
VIII. Remarks for the Good of the General Faculty

IX. Adjournment
Attachment A
Re: Proclaim - March 31, 2020- EQUAL PAY DAY

Action:

WHEREAS, 57 years after the passage of the Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, according to the U.S. Census Bureau, women working full time, year-round in 2019 typically earned 82% of what men earned, indicating little change or progress in pay equity; and

WHEREAS, according to The Simple Truth (updated Fall, 2019) a research report by the American Association of University Women (AAUW), the gender pay gap is evident one year after college graduation, even after controlling for factors known to affect earnings, such as occupation, hours worked, and college major; and

WHEREAS, according to one estimate, college-educated women working full time earn more than half million dollars less than their male peers do over the course of a lifetime; and

WHEREAS, nearly four in 10 mothers are primary breadwinners in their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families’ economic security; and

WHEREAS, a lifetime of lower pay means a woman has less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

WHEREAS, according to the American Association of University Women’s State Road Map, Virginia ranks #30 out of the 50 states and the District of Columbia, with only 3 provisions to close its 21% pay gap; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and the private sectors; and

WHEREAS, fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, Tuesday, March 31, symbolizes the time in 2020 when the wages paid to American women catchup to the wages paid to men from the previous year,

NOW, THEREFORE, BE IT RESOLVED that George Mason University Faculty Senate does hereby proclaim March 31, 2020 as Equal Pay Day, and

BE IT RESOLVED that the George Mason University Faculty Senate urges the members of the George Mason University community to recognize the full value of women’s skills and significant contributions to the labor force, and
BE IT RESOLVED that the George Mason University Faculty Senate further encourages the University administration to conduct an internal pay evaluation to ensure women are being paid fairly.
Attachment B

Allotment of Senate Seats 2020-21

<table>
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<tr>
<th>Faculty Senate Allotments</th>
<th>2019 FTE FullTime Faculty</th>
<th>2019 FTE Part Time Faculty</th>
<th>2019 FTE TOTAL</th>
<th>% of total Instructional Faculty</th>
<th>x 50 Seats</th>
<th>x 50 Seats (weighted) 2020-2021</th>
<th>Previous Allocation 2019-2020</th>
<th>Change</th>
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<td>Antonin Scalia Law School</td>
<td>45</td>
<td>17.7</td>
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<td>57.2</td>
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<td>125.5</td>
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<td>8</td>
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Attachment C
Faculty Handbook Revision Committee
Mar. 4, 2020

Proposed Revisions to the Faculty Handbook

The proposed revisions to the Faculty Handbook Sections 2.6 (Annual Review of Faculty and Post Tenure Review) and 3.2 (Salary Increases) have been approved by the Faculty Handbook Revision Committee and the Provost.


At this meeting of the Faculty Senate, the Committee will present the revisions and ask for discussion. Afterwards, the Committee will amend the revisions if necessary. At the Apr. 1, 2020 Faculty Senate meeting, the Committee will ask that the proposed revisions be voted on without further change. If they are approved by the Faculty Senate, they will be submitted to the Board of Visitors for final approval.

The Committee welcomes comments and suggestions before and after the Faculty Senate meeting.
Attachment D

Housing and Resident Life Faculty Fellows - Aysha R.C.Puhl, Associate Director of Residential Student Education an Engagement

Housing and Residence Life – Residential Faculty Fellows Program – 2020-2021

Housing and Residence Life (HRL), a department within University Life, is committed to collaborating with Mason faculty to foster co-curricular learning, enhance the residential student experience, provide opportunities for meaningful interaction with students outside of the classroom, and support faculty innovation and research.

To advance this commitment, HRL is excited to launch the Residential Faculty Fellows Program to work with four of Mason’s Living Learning Communities (LLCs): Honors College, Volgenau School of Engineering, Business & Entrepreneurship, and Arts. Fellowships are open to term, tenure-track, and tenured instructional faculty.

**Why a Residential Faculty Fellows Program?**

Faculty matter – and research proves it:
- "Interactions between faculty members and students have long been shown to improve the quality of students’ learning and their educational experiences" (Kezar & Mazzei 2014)
- "For most students, most of the time, the more interaction with faculty the better" (Astin 1993, Kuh 2003, Kuh & Hu, 2001)

When students engage with faculty outside of the classroom, specifically with "purpose, depth and quality" (Kezar 2014), evidence indicates there is a direct, positive impact on:
- Graduation & completion rates
- Learning & development of critical thinking
- Self-confidence & sense of worth
- Research & mentoring

**What is a Living Learning Community?**

LLCs are partnerships between an academic unit/university department and HRL. Working together, LLCs help integrate a student’s academic major and interests with their residential experience. LLC students engage in curricular and co-curricular initiatives that support their academic and personal development, sense of belonging, and connection to their passions and future goals. By fall 2020, Mason will house over 1400 students in nineteen LLCs that include partnerships with almost every single college/school at Mason. Our LLCs provide students an opportunity to discover, explore, and apply knowledge through multidisciplinary projects, programs, and coursework in a wide array of different themes.

Mason LLC students outperform their non-LLC peers in both retention and graduation rates (Mason OHEP 2018). In addition, our academic partners report that LLCs are a great recruitment and retention tool for students, especially out of state students. In alignment with Mason’s strategic goals, LLC students create connections to their academic work in new and creative ways, receive additional academic and social support, and engage in transformative experiences through:
- Collaborative courses to foster and advance learning with peer mentorship
- On and off campus projects and field trips with faculty and staff
- Faculty mentorship and interaction
- Networking opportunities with alumni and employers
- Access to academic tutors in a wide-array of different subjects

**Residential Faculty Fellows Core Opportunities**

- Engage with LLC students outside of the classroom via events and initiatives at least three times per semester, six times per year for the term of the fellowship.
- Support and mentor LLC students during their collegiate journey by serving as a visible and available resource within the residence halls.
• Collaborate with Living Learning Community and Housing & Residence Life staff to develop innovative programs and services to enhance student learning in the residence halls.
• Offer content expertise to support student learning outside of the classroom through both social and academic engagement opportunities
• Engage with student leaders (Resident Assistants) within the Living Learning Communities to foster leadership and upper-division student growth and engagement in their major and area of interest
• Examples of Past Faculty-Led Initiatives Include:
  o Dinner, Play and Discussion at the Kennedy Center
  o In the Kitchen series – faculty cook with students in the halls and share their passions
  o Cinema Suppers – dinner, movie, and discussion
  o Tour of the FBI or Off-Campus Business/Employer
  o Eco Tour of Mason Neck State Park
  o Tour of a Cruise Ship for Engineers
  o Community Engagement/Service Off Campus
  o Hikes in Shenandoah National Park
  o Conducting research with students and supporting yearlong LLC topic-specific projects

Resources Available to Residential Faculty Fellows

“Partnership has its benefits” – Housing and Residence Life supports the co-curricular opportunities (field trips, guest speakers, makerspaces, supplies, programs, etc.) of each LLC both financially and administratively. In addition, we provide our Residential Faculty Fellows with:
• $4,000 to be distributed as either a stipend or professional development funds for the 2020-2021 Academic Year
• Up to 20 meal swipes per year to engage students in the dining halls
• Space in the residence halls for classes and programs
• Administrative and financial support to plan, promote, and execute events and initiatives in the residence halls (you come up with the idea, we help with the planning and execution)

Timeline & Next Steps for Consideration

• Submit a letter of interest to the Living Learning Community Coordinator for your community of interest by March 31, 2020.
• Components required for the letter of interest:
  o Name & Contact Information
  o College & Department
  o Area of research and interest
  o Courses taught
  o Reasons why you are interested in serving as a Residential Faculty Fellow
  o Specific projects, areas of interest, or ideas that you would implement within the role
• A letter of support from the Chair is required
• An additional letter of support from a Dean or Director is preferred and encouraged

<table>
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<tr>
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<th>Telesia Taylor</th>
<th><a href="mailto:taylor03@gmu.edu">taylor03@gmu.edu</a></th>
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<td>Business &amp; Entrepreneurship LLC</td>
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<td>Lauren Wagoner</td>
<td><a href="mailto:hwagiero@gmu.edu">hwagiero@gmu.edu</a></td>
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For questions and/or learn more about the opportunity, please contact Ayesha Pohl, Associate Director of Residential Student Education & Engagement, Housing & Residence Life at apohl@gmu.edu or 703-993-8910.
Attachment E

SACSCOC REAFFIRMATION PROCESS – QEP TOPIC SELECTION
FACULTY SENATE UPDATE MARCH 4, 2020

GEORGE MASON UNIVERSITY

REAFFIRMATION LEADERSHIP TEAM - BLT

- Dr. Matthew Smith - Director of Accreditation
- Dr. Oscar Barton, Jr. - SACSCOC Faculty Fellow
- Dr. Gesele Durham - Associate Provost for Institutional Effectiveness and Planning
- Dr. Kim Eby - Associate Provost for Faculty Affairs and Development
- Mr. Doug McKenna - University Registrar
- Dr. Janette Muir - Associate Provost for Academic Initiatives and Services
- Dr. Bethany Usher - Associate Provost for Undergraduate Education
QEP Topic Proposal 1

- “Undergraduate Learning Assistants as Leaders for Active Learning”

- **Synopsis**
  This plan supports training, funding, and oversight to expand the use of undergraduate learning assistants (LAs) to enhance educational experiences across Mason through in-class and out-of-class peer consultation. Introductory STEM courses, large courses in new active learning classrooms, and high-impact Mason Core classes would be prioritized for support from LAs, with others to follow. Nationwide and locally, LA programs demonstrably increase student retention and engagement, provide undergraduate leadership opportunities, and improve faculty satisfaction in teaching.
MARCH PRESENTATIONS

QEP Topic Proposal 2

• "Strategic Skill Building: A Necessity for Graduate Student Professional Development and Career Readiness"

• Synopsis
In order to be career-ready in today's job market, Mason graduate students need relevant professional development support to cultivate strategic skills that complement their subject-area expertise. This QEP proposes to develop a university-wide initiative to prepare graduate students across disciplines for long-term academic and non-academic career success. Through an integrated approach, we will provide our students with tools and training to advance their professional growth and ensure their personal well-being.

GEORGE MASON UNIVERSITY - QEP TOPIC SELECTION

MARCH PRESENTATIONS

QEP Topic Proposal 3

• "From Campus to Community: Cultivating Civically-Engaged Leaders"

• Synopsis
Cultivating civically engaged leaders aims to foster a culture of engagement at Mason where students and faculty make connections between multi-disciplinary knowledge and community change to understand their role as citizens of the world and act to address challenging global problems, all in partnership with community. This aim will be accomplished by embedding civic engagement into the curriculum and student experience, increasing funding for community engaged research and teaching, and building an infrastructure to support sustained engagement.

GEORGE MASON UNIVERSITY - QEP TOPIC SELECTION
QEP Topic Proposal 4

- “Closing the Gap”

- **Synopsis**
  The university’s mission falls short when students perceive a gap between classroom learning and their post-graduation aspirations. This QEP resources faculty to more fully integrate career readiness throughout the curriculum through high impact, meaning-making methods. This intentional and accessible plan places emphasis on strengthening students’ ability to articulate their learning in terms of skills and maximize existing experiential learning opportunities. Success will result in greater student engagement in the academic experience, satisfaction and career outcomes.