COS Faculty Meeting
Minutes
December 3rd, 2020, 3-4pm

Meeting Recording:
https://gmu.zoom.us/rec/share/_ZweBkqylbjuEEJywuu815wbn0MT4u0lbyfvlFT9l9zgTfp7SyMNsal-1RRxDunj.UtxC1UqdCs7Qeak
Access Passcode: Decemb@r2020
Attendee List in Appendix A

1. Call to order
   1.1. 3:02

2. Approval of minutes from Oct 7th, 2020 (Appendix A)
   2.1. Dann Sklarew: Move
   2.2. Susanne Slayden: Second
   2.3. Approved unanimously

3. Announcement
   3.1. Drs. Ali Andalibi, Lance Liotta and Virginia Espina will now be leading our testing operations and overseeing an in-house surveillance testing analysis at the Mason CAP/CLIA laboratory. See President Washington’s email 12/1/20
   3.1.1. Rebecca: Shoutouts and Kudos.
   3.2. Tim Leslie: Grading mode changes for Spring 2021, Summer 2021, and retroactively for Summer 2020
   3.2.1. Tim: Senate did approve alternative grading mode for Spring 2021 and Summer 2021 and retroactively for Summer 2020 for students that have not yet graduated.
   3.2.1.1. Deadline Summer 2020: Before the first day of Spring 2021
   3.2.1.2. Students will see their grades for Summer and Fall before they can make their decision. Students already notified.
   3.2.1.3. Fun fact: It is now possible for a student to have taken a full program with only alternative grades.
   3.2.1.4. Please ensure to inform your students about the alternate grading system, especially if it detrims their GPA otherwise
   3.2.1.5. Q: Lee Andrew Solomon: How proactive should we be about alternative grading? A (Tim): It’s a merciful option, and that’s the intent. Very permissive.
   3.2.1.6. Q: Patrali Banerjee: Is it our responsibility to tell you students? No, but it does not harm to remind our students. (-> Not our responsibility but part of advising)
   3.2.1.7. Idea: Look for the marginalized student and communicate with those that you are worried about.

4. Dean’s Updates, Dr. Fernando Miralles-Wilhelm
4.1. Shoutouts to all faculty navigating the semester quite well.

4.2. Cases on the rise – yet, it’s very comforting that were doing great. Thanks to all of us.

4.3. Update on Budget
   
   4.3.1. Numbers moving very quickly. So no numbers, but general directions
   
   4.3.2. Good news: Fall enrollment was strong. Increase. Able to navigate overall budget cuts without effects on operations (salaries)
   
   4.3.3. Not so good news: Unable to engage new faculty according to growth in students. Increase in demand but supply not catching up.
   
   4.3.4. Spring 2021: Registrations for Spring 2021 are much lower than anticipated.
      
      4.3.4.1. My hunch: Will catch up and have a strong Spring 2021.
      
      4.3.4.2. Hard to tell with current projections.
   
   4.3.5. Budget numbers for Spring still iffy.
   
   4.3.6. Will have better prediction January.
   
   4.3.7. Looking forward to make investments into the college.
   
   4.3.8. Light at the end of the tunnel: Vaccines coming.
   
   4.3.9. Summary: Stay tuned for updates.

4.4. University engaging in an Inclusive Excellence Plan
   
   4.4.1. We are starting a process of engagement with faculty.
   
   4.4.2. Serious opportunity to reinvent/redefine our college
   
   4.4.3. Please be engaged with lots of participation.
   
   4.4.4. This is an issue that President Washington has expressed. Also important to us.
   
   4.4.5. Team working with university members will engage our faculty in months to come.
   
   4.4.6. Linked to anti-racism / equity efforts.
   
   4.4.7. Again: Stay tuned for updates in the next months

4.5. Take the upcoming break seriously.
   
   4.5.1. Take a break and unplug. Stay healthy!
   
   4.5.2. Spring 2021 will likely look like Fall 2020.
   
   4.5.3. If you don’t take a break now, it will be tough!
   
   4.5.4. Seek emotional/physical/mental health – whatever you need.

4.6. Summary after 6 months as dean.
   
   4.6.1. Not been able to meet most people in person.
   
   
   4.6.3. Happy as a dean, happy to lead the group.
   
   4.6.4. Shoutouts and Thank you for our accomplishments.
4.7. Next Tuesday: Celebration of Success with Awards.
   4.7.1. Daunting task of picking awards. High quality.
   4.7.2. Please attend. Will be fun!
4.8. Q: Rebecca: Do we need to register? A: Tracy: Yes. Also for Raffles!!
4.9. Tracy: Other events. Book Reading, Door decorating contest and more. Please register for all events!
4.10. Link: https://science.gmu.edu/celebrationofsuccess
4.11. Dann Sklarew: Are term faculty contract renewals for AY21-22 fiscally at risk? Answer (Fernando): Term Faculty are a priority. When I look at our budget – undoubtedly, our income is mainly driven by student population. Term faculty serve the student population and that’s why they are priority. I will work very hard to keep the budget going and keep positions funded. Additional comfort: “I am on that camp”.
4.14. Q: Dann Sklarew: Priorities for the COS strategic plan. Short period of time. Will there be other times to insert priorities? A (Fernando): Absolutely. From president Washington: “Forget about strategic planning for now – the crisis has priority”. Strategic planning will take the better part of next year. 2021 will be a fun period for COS. Fun discussions about where we want to see Mason 5 years from now. No need to rush conversations. Looking forward to inputs even at a later time.
4.15. Rebecca: COS Leadership: Suggest to discuss strategic planning as COS faculty during future faculty meetings.

5. Update on Salary Compensation Tool, Rebecca Jones
5.1. First meeting with Segal group (https://www.segalco.com/about-us) on 11/4/20
   5.1.1. Meeting included 5 faculty and folks from Segal HR, as well as Mason HR
   5.1.2. COS is the first college to go through this transition of using this tool.
   5.1.3. Segal showed a draft of the tool and metrics.
   5.1.4. Purpose two fold: New faculty offers and existing faculty adjustments.
   5.1.5. Idea: Compare salaries to 25 peer institutions on the market selected by SCHEV.
   5.1.6. Column existing for gender and ethnicity. But not included in calculations. Encouraged to include.
   5.1.7. Also not included: Cost of living. Encouraged to include.
   5.1.8. Expand the peer institutions. Why only 25? What about other R1s?
5.2. Developing Excel spreadsheet with calculations for new faculty offers and existing faculty salary adjustments, with comparison to “market data”.
5.3. 25 peer institutions as defined by SCHEV

5.4. Next meeting, 12/10, 20

5.4.1. Will keep us posted on news/updates

5.5. Fernando: Problem of going first: We have to work on getting it right, and other colleges will benefit from us. Intense work to get it right.

5.5.1. -> Important for the dean. Want us to be well-compensated. Top priority.

5.5.2. University and President Washington has also been mentioning this many times.

5.5.3. Let’s do this well. Only way to do it: Participate!

5.5.4. Arie Croitoru: How would the work/category of individual be determined.

5.5.4.1. Answer Rebecca: They have specific topics, like “Inorganic Chemistry”.

5.5.4.2. Decision to be made: Should we use the detailed or general categories.

5.5.5. Pritha Roy: Prior work experiences? A: There is a field for it. But not clear how it is used in calculations.

5.5.6. Tim Leslie: Do individuals in the same department possibly have different codes? A: Yes.


5.5.6.2. (alternative link): https://research.schev.edu/info/Glossary/Classification-of-instructional-programs-CIP-code

5.5.7. Rebecca: The system does not account for interdisciplinary faculty.

5.5.8. Pat: Note: These seems to be CIP-codes for courses, not for fields. A: It seems that these codes are used for degree programs. Tim Leslie: It’s for degrees, not courses.

5.5.9. Mikell Page: Advantage of our approach: Able to check with our own societies. Rebecca: Used Chemistry Society data and asked to include that.

6. Hamdi Kavak: Q: Wouldn’t it be better if the faculty gets periodic updates about this initiative to give our feedback? Since an external company is involved, I am not sure if our voice will be heard collectively. A (Rebecca): faculty can email me if they have input and I will assure their concerns are raised. Updates given to the faculty as this process goes on.

7. Undergraduate Council shuffle, Rebecca Jones

7.1. New members: Aarthi Narayanan from SSB, Georgia Williams from FRSC

7.2. Jennifer Salerno (ESP), elected Chair of Executive Council at first meeting on 11/16/20

8. Update on Executive Council Activities, Jennifer Salerno

8.1. Discussed high enrollment gateway courses that could use additional support.

8.2. Survey faculty to identify mechanisms for support.

8.3. Next thing: With Donna Fox take proactive and reactive to the issue of academic integrity and increase of cheating in online courses. Things that we can do to mitigate these issues.

8.4. February meeting: Will provide result of the survey to help guide is. Thanks for your responses.

9. Discussion of lessons learned from the fall semester
9.1. Ben Dreyfus: I encourage everyone to stop by the virtual Learning Assistant poster session on Monday! Register at https://gmuscience.co1.qualtrics.com/jfe/form/SV_6WIkU1OCqP63zNz

9.2. Pritha Roy: Student per lab session was limited to 6 max and that worked to keep the social distancing aspect.

9.3. Andrea Cobb: my learning assistant helped with technology, breakouts, and attendance during class

10. New Business
   10.1. No new business
   10.2. Rebecca Jones wishes all a good finals week and winter break.

11. Adjourned at 4:03pm
**Appendix A: Participant List**

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<th>Name</th>
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<td>A. Aguirre</td>
<td>Esther Peters</td>
<td>Patrali Banerjee</td>
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<td>Ali Andalibi</td>
<td>Fadi Tahan</td>
<td>Patrick Gillevet</td>
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<td>Alessandra Luchini</td>
<td>Feras A Batarseh</td>
<td>Paul Houser</td>
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<td>Alexandra Masterson</td>
<td>Fernando R Miralles</td>
<td>Pritha Roy</td>
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<td>Aman Ullah</td>
<td>Gerald Weatherspoon</td>
<td>Rebecca M Jones</td>
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<td>Amanda N Haymond</td>
<td>Greta Ann Herin</td>
<td>Ruixin Yang</td>
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<td>Amy Macrina</td>
<td>Gwendolyn Lewis</td>
<td>Suzanne Slayden</td>
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<td>Andre Z Clayborne</td>
<td>Hamdi Kavak</td>
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<td>Anthony Falsetti</td>
<td>Jason Kinser</td>
<td>Ute Shaw</td>
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<td>Arie Croitoru</td>
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<td>Brett Froelich</td>
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<td>Dann Sklarew</td>
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