

**COS Faculty Meeting
Minutes**

December 3rd, 2020, 3-4pm

Meeting Recording:

<https://gmu.zoom.us/rec/share/ZweBkqylbjuEEJywu815wbn0MT4u0lbyfvLFT9I9ztgTFp7SyMNSal-1RRxDunj.UtxCIUqdCs7Qeaik>

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 detracts 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.
 - 4.6.2. But still: Very welcome. Maryland seems like a distance past.
 - 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”.
- 4.12. Question: Pritha Roy: Where do we fit in the Vaccine schedule. Are we considered teachers? A: Not sure but will find out.
- 4.13. Q: Igor Mazin: Where is the most-cited faculty list found? A: https://www.researchgate.net/publication/345921476_World's_Top_2_Scientists_by_Stanford_University
- 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.
 - 5.5.6.1. List of codes: <https://nces.ed.gov/ipeds/cipcode/browse.aspx?y=55>
 - 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

A. Aguirre	Esther Peters	Patrali Banerjee
Ali Andalibi	Fadi Tahan	Patrick Gillevet
Alessandra Luchini	Feras A Batarseh	Paul Houser
Alexandra Masterson	Fernando R Miralles	Pritha Roy
Aman Ullah	Gerald Weatherspoon	Rebecca M Jones
Amanda N Haymond	Greta Ann Herin	Ruixin Yang
Amy Macrina	Gwendolyn Lewis	Suzanne Slayden
Andre Z Clayborne	Hamdi Kavak	Taylor Anderson
Andrea Cobb	Igor Griva	Tim Leslie
Andrea Nikoi	Igor I Mazin	Tina Bell
Andreas Züfle	Iosif Vaisman	Tracy C Mason
Anthony Falsetti	Jason Kinser	Ute Shaw
Arie Croitoru	Jessica Rosenberg	Ute Shaw
Assad Khan	Joel Schnur	Ute Shaw
Audrey G Kelaher	John Qu	William J Hahn
Ben Dreyfus	Julia Nord	Yali Kong
Benoit Van Aken	Karen Louise Akerlof	Yoonsung Kim
Brett Froelich	Kelly Knight	
Catherine Sausville	Kenneth W Foreman	
Catherine Sausville	Kerin Hilker-Balkissoon	
Chi Yang	Kimberly A Rule	
Dale Pokorski	Lee Andrew Solomon	
Dale Scott Rothman	Mariaelena Pierobon	
Dan Taggart	Matt Rice	
Dann Sklarew	Megan Erb	
David Wong	Mikell Paige	
Deborah Polayes	Natalie J Burls	
Dhafer Marzougui	Neil Epstein	
Edward John Oughton	Olga Gkountouna	