

COS Faculty Meeting Minutes

February 24, 2023, 12 pm - 1pm

Zoom Meeting: Zoom and EXPL 3301

Meeting recording information distributed via email.

Attendees listed in Appendix A

1. Call to order -12:01 pm
2. Approval of minutes of meeting from November 2022 (attached to this agenda) – 12:04 pm
3. Announcements
 - 3.1. General Faculty Meeting 2022 – 2023 was held on Wednesday 2/22 from 3:00 – 4:15 p.m. in Merten 1204 and via Zoom. Perspectives and anonymous feedback requested by the Faculty Senate on ChatGPT by **3/10**, https://chhs.co1.qualtrics.com/jfe/form/SV_abJdMj9EJrZ5QN0
 - 3.2. The last Compassionate Conversations Workshop Friday 2/24, 1-2:30pm, Zoom, led by Dr. Ericka Brown, Office of the DEI Inclusive Education Manager and Dr. Paula Danquah-Brobby, Director of AJEDI
 - 3.3. Women in STEM Event, Friday 2/24, 3-4:30pm, Mentorship Series: Start the mentor matching process, speaker Kelly Knight, panelists: Aarthi Narayanan, Andrea Cobb, Brandon Speed,
 - 3.4. Changes to Mason Core Synthesis and Capstone, new “Mason Apex” category. If faculty have any comments, they may contact David Wong (dwong2@gmu.edu) or any COS senator. https://resources.gmu.edu/facstaff/senate/FS_AGENDA_2023-03-01.pdf
 - 3.5. Society for Science Advocate Program, which provides a \$3,000 stipend for faculty mentors, March 5, 2023, <https://www.societyforscience.org/outreach-and-equity/advocate-program/>
 - 3.6. Professional Learning Communities Facilitators (PLCs), Tenured faculty interested in mentoring new faculty, virtual information session will be held from 12:00 – 1:00 p.m. on Thursday, March 9, sign up here: https://gmu.zoom.us/meeting/register/tJIodu2gpjkoGNFfQjooRQGUGYUj_DGodjVO
 - 3.7. Other COS Faculty meeting dates for this semester –3/24; 4/28
 - 3.8. 12th Annual College of Science Undergraduate Research Colloquium (<https://science.gmu.edu/events/12th-annual-cos-undergraduate-research-colloquium>) will be held virtually on Wednesday May 3, 2023, from 1:30-3:30pm. Students should submit abstracts by April 10 via https://gmu.az1.qualtrics.com/jfe/form/SV_ezJVMOmKw5lzDkG. Posters will be due April 25.
 - 3.8.1. If faculty is interested in being a judge for this event, please email Rebecca at rjones22@gmu.edu.
 - 3.9. New STEM Accelerator Director (full-time role), Dr. Mary Crowe (presently Prof. of Biology at Florida Southern College) starting July 5, 2023
 - 3.10. Please note the new start date of Fall 2023 semester – 21st August 2023. We will end the semester almost like in 2022.

4. Vote on candidates for COS Faculty representative to Grading Process Task Force was held.
 - 4.1. The two nominees were **Elisabeth Epstein**, Assistant Professor, Biology Department and **Maction Komwa**, Assistant Professor, Geography & Geoinformation Science Department. Their background and introductions were shared earlier and during the meeting.
 - 4.2. A vote was held. In-person attendees voted on paper, online attendees voted on Zoom, and two votes were received via email.
 - 4.3. **Elisabeth Epstein**, Assistant Professor, Biology Department was elected to serve in the committee as the COS representative. We thank her, in advance, for her contribution for COS
5. Latest updates on COS AJEDI initiatives, Paula Danquah-Brobby. Slides from Paula's presentation are attached to the minutes as **Appendix B**. Slides are self-explanatory.
 - 5.1. Main takeaways:
 - 5.1.1. 3K \$ per department allocated for AJEDI activities. If your department has not formulated a plan yet to utilize this, please do so as soon as possible.
 - 5.1.2. If you want to contribute to the Affinity Month Blog Series, please connect with Zander Leon; who is spearheading this program. Please share your journey.
 - 5.1.3. If you are interested in adding some questions or points to Paula's meet and greet with students, please send it via email to pdanqua@gmu.edu ; by end of Spring break. Paula will share the results of the questions with you, after the event.
 - 5.1.4. Paula's team is looking COS faculty to work with the VALHEN academy (3D/2N residential training), to provide interactive, hands-on STEM sessions for the high school students. COS faculty can also participate in other student programs.
 - 5.1.5. Paula and Myisha Washington, COS Director of Human Resources, will provide more details, on hiring search process, in our March Faculty meeting.
 - 5.1.6. Paula may reach out to some of you to be a part of the search committees.
6. Report from COS Chief Business Officer, Meghan St. George
 - 6.1. Strategic planning process
 - 6.1.1. Kicked off the process for the College in last Fall with Attain Partners. Several stakeholders have been interviewed. Fall session was used for information gathering; Spring 2023 will see useful insights from the information collected- Mission/Vision Statements
 - 6.1.2. On 6th April 2023, it will be brought forward to a larger audience, during a TownHall meeting.
 - 6.1.3. More information in Peter Plavchan's presentation below
 - 6.2. FY24 Budget Process
 - 6.2.1. Started the process for the college. This is earlier than usual, but done to match the University Budget cycle.
 - 6.2.2. Projecting a flat growth across college for enrolment. Focusing our efforts to best allocating our resources to achieve objectives.
 - 6.3. University Strategic Initiatives Update
 - 6.3.1. University has pulled together funds that were contributed by all the units across the

university

6.3.2. 26 proposals were submitted. Narrowed to three that were submitted to the University. Some proposals were merged to make those three.

6.3.3. Focus areas of the three proposals submitted were: High performance computing, climate and space exploration

6.3.4. Proposals were submitted in January. Not yet heard back from the University. Likely one proposal will be funded.

6.4. AP faculty performance review process

6.4.1. Administrative and Professional (AP) Faculty is different from I/R (Instructional and Research) faculty

6.4.2. University shifting the AP faculty review to Spring. Self-review portal open

6.4.3. Please reach out to Myisha Washington, for more details about this process.

6.5. IT director search

6.5.1. Search in Fall 2022 failed. Reposted the search. Open till 3rd March 2023. References welcome

Q from Rebecca Jones: President Washington mentioned that there could be potential raises forthcoming – around July 1- some 5% raise last year; additional raises. So what happened in January and what is planned for July?

A: January increases was mostly focused on the I/R faculty – for those who were below the minimum range – should be brought up atleast to the minimum. Some funding allocated for AP faculty also – but guidance towards ranges not there.

Summer increase – Expecting another merit increase. Don't know if that is going to be across the board.

Q. from Erdal Yigit: How is the April evaluation going to be used?

A from Rebecca Jones: April evaluation is only for AP faculty and not I/R faculty. May not apply to majority. If you still have issues about your evaluation – please connect with Myisha Washington

Q. from Erdal Yigit: If the potential summer increase is a merit increase, what is it going to be based on? Timeframe?

A : Don't know. But last summer – It was based on rating. Unless you had a performance issue – everyone got a raise?

Q from Joel Schnur: What financial team reorganization has occurred at the college level or university level?

A: Quite a bit of the reorganization. A communication was shared by the President about it. Several promotions happened. Senior VP has not been hired.

Q from Peter Plavchan: How should we be updated about what is happening at the Richmond level? Maybe updates were made at faculty senates or board meetings. Can we get an update in the next meetings?

A: Sure. We have updates in the faculty senate meetings. Please check out the recordings.

Q: Range of 5-10% (total) raise across board, based on performance.

A: Thank you for the information.

Comment from Rebecca: The COS Faculty leaders will meet with Cody Edwards soon to discuss about

annual evaluation process. We will update everyone about the discussion, in the next meeting(s).

7. Report from COS Curriculum Committee, Jennifer Bazaz Gettys
 - 7.1. The COS Curriculum committee is faculty driven and it meets once every month to discuss various proposed courses or status of courses
 - 7.2. There is representative of every department, led by Dr. Ramin Hakami.
 - 7.3. To introduce a new course, you must first channel it through the department. After the department chair approves it, the Curriculum committee discusses the details, and then it will proceed to Undergraduate/Graduate Council. When they are approved by this council, they are adopted and put in the University Catalog.
 - 7.4. Jennifer has facilitated this committee for almost 10 years, and she is always available for any queries and concerns. Happy to meet anyone who has suggestions or comments.
8. Report from Faculty Representative for COS Strategic Planning Initiative in College of Science, Peter Plavchan, Chair Pro term
 - 8.1. Peter's presentation slides are attached to the **Appendix C**
 - 8.2. Group was formed last Fall. Attain partners are the external team that is facilitating this process
 - 8.3. Key stakeholder interviews and Focus groups and surveys were rolled out last Fall
 - 8.4. Team met in January. The report provided SWOT analysis of the University and College. Report is not yet public.
 - 8.5. Draft Mission and Vision Statements of the University and COS have been formulated.
 - 8.6. Steering committee reviewed these statements. Working group is finalizing them. Townhall in Apr will open all this to the public.
9. Discussion
 - 9.1. COS Faculty Senator Alexandra Masterson is recruiting people to help analyze COACHE (<https://coache.gse.harvard.edu/>) data
 - 9.1.1. Survey results for COACHE is in. <https://oiep.gmu.edu/data-analytics-research/survey-results/coache/>
 - 9.1.2. Dr. Masterson is looking for interested faculty who would work with her to analyze the data of the survey results. The results will be used by the leadership to decide their next courses of action.
 - 9.1.3. If interested, please send her an email at amaster2@gmu.edu
 - 9.2. Tracy Mason would like to update in the next meeting – about OUP involvement in the strategic planning. How Mason is Branding itself? How can we do better? We will include this the planning. Funding received for promotion and advertising. Will be used for branding w.r.t. strategic planning objectives. Feedback is highly appreciated @ tmason11@gmu.edu
 - 9.3. COS Dean Fellow, Dr. Chaowei (Phil) Yang was appointed to investigate innovation and industrialization potentials and strategies. Dr. Yang has completed a report. He will be presenting more details soon. If you have any comments; please email him at cyang3@gmu.edu https://gmuedu-my.sharepoint.com/:w:/g/personal/cyang3_gmu_edu/EWgsbztsUd5NkNqKMCN8EUcBwUR1luMtrebZNa7Nutec-g?e=MSVn2v

- 9.4. New RAMP grant system, issues and challenges. If you have faced issues, please reach out to Peter (pplavchan@gmu.edu) or Rebecca (rjones22@gmu.edu)

10. Adjournment at 1:04 pm

Appendix A

In-person attendees

1. Alexandra Masterson
2. Joel Schnur
3. Phil Yang
4. Peter Plavchan
5. Elisabeth Epstein
6. Ferah Munshi
7. Erdal Yigit
8. Tina Bell
9. Sarah Ward
10. Patrali Banerjee
11. Rebecca Jones

Zoom Attendees

1. Aarthi Narayanan
2. Andrea Cobb
3. Alexandra Luchini
4. Amanda O'Connor
5. Andre Z Clayborne
6. Ben Dreyfus
7. Bill Kennedy
8. Catherine Sausville
9. Chaowei Yang
10. Chi Yang
11. Chris Lockhart
12. Dmitri Klimov

13. Ed Oughton
14. Edward Oughton
15. Estela Blaisten
16. Fernando Camelli
17. Gabriele Belle
18. Geraldine Grant
19. Liping Di
20. Jason Kinser
21. Jennifer Bazaz
Gettys
22. Jess Callus
23. Jessica Rosera
24. jessicarosenberg
25. Kelly Knight
26. Kenneth W Foreman
27. Kerin Balkissoon
(She/Ela/Ella)
28. Ianceliotta
29. Lee Andrew
Solomon
30. Lori
31. Maction Komwa
32. Mariaelena Pierobon
33. Megan Erb
34. Meghan St. George
35. Mikell Paige
36. Myisha Washington

37. Patrali Banerjee
38. Patrick Gillevet
39. Paul So
40. Paula Danquah-
Brobby
41. Peter Plavchan
42. Pritha Roy
43. Ruixin Yang
44. Sharmin Abdullah
45. Suzanne M Gantar
46. Taylor Anderson
47. Tim Leslie
48. Tracy C Mason
49. Valerie Olmo
50. Walter L. McLeod
51. Wendy Lewis
52. William Hahn
53. Yuntao Wu

COS February AJEDI Updates

Paula Danquah-Brobby, Director of DEI (AJEDI)

It's NOT too Late to Register! Click [HERE!!](#)



Compassionate Conversations Workshop

**Friday, February 24th
1:00 p.m. to 2:30 p.m.**

Join Dr. Erikca Brown, Office of DEI Inclusive Education Manager, and, Dr. Paula Danquah-Brobby, Director of AJEDI for a faculty and staff workshop on Compassionate Conversation - the skillful way that people communicate with others to feel understood and understand one another.

**Learn more and to register:
science.gmu.edu/AJEDIconvo**





Mentorship Series: Start the mentor matching process

Sponsored by Women Leaders in STEM

Friday, February 24, 2023

From 3:00 to 4:30 p.m.

Exploratory Hall 3301 (third floor)

Fairfax Campus



Guest Speaker

Kelly Knight

Associate Professor
Forensic Science Program

Find a mentor or become one.

Over the course of this semester, Women Leaders in STEM will offer a series of mentorship workshops to help you learn ways to describe yourself and your value in a positive, powerful way and create a community in which everyone can thrive.

This is a learning experience for all identities, including allies. Every student, staff, and faculty member is welcome to participate to empower yourself and others. While this topic will be discussed from the lens of women in STEM, those who do not identify as women are welcome to attend.

Learn about:

- ▲ Why mentorship is important
- ▲ What types of mentors could benefit you
- ▲ Steps for identifying a mentor
- ▲ Tips for being a good mentor or mentee



To Register:

science.gmu.edu/WomenLeadersinSTEM

AJEDI LAU Professional Development Funds

- 3K set aside from AJEDI budget for **each LAU** (so far, only 3 LAUs have applied + 2 on the way)
- Funds meant for department-wide **AJEDI professional development** opportunities
- LAU AJEDI PD funds must be used by **6/1/23** (i.e., service must be purchased by this date)
- There should be faculty agreement on how funds are used
- Examples:
 - **AOES** was approved to have a consultant provide an in-depth workshop on ways to improve /strengthen their Broader Impacts statements (with a particular focus on historically minoritized and marginalized communities).
 - **Physics and Astronomy** will have the American Physics Society (APS) conduct a site visit that will lead to specific recommendations on a variety of AJEDI-related matters, including how they can foster a stronger, more inclusive and equitable culture for their faculty, staff, and students.
 - **ESP** will invite leaders from local indigenous communities to learn how their department can strengthen their relationships with said communities, and how they can make STEM education more accessible to and inclusive for indigenous students in the DMV.

AJEDI Graduate Application Fee Waivers

The purpose of the AJEDI Graduate Program Application Fee Waiver is to increase access to graduate school and STEM education for individuals belonging to marginalized or vulnerable populations. *Please note: This waiver is not granted due to financial hardship.*

- 100K approved by Dean FMW for Grad application fee waivers (**per IEP SMART Goals**)
- Working with Melissa Hayes and General Counsel on approvals (language, criteria, etc.)
- 75 waivers allotted for US residents & 25 waivers for international students
- Once final approval has come through, Melissa will flag and track in system and we will publicize widely (AJEDI web page, COS web page, etc.)
- AJEDI 2022-2023 Annual Report will highlight number of applicants requesting waivers, number of waivers granted, number of waiver applicants offered place in grad programs, and number of applicants that accepted (including number of FSDs that melted)

AJEDI Graduate Application Fee Waivers

George Mason University College of Science (Mason Science) is committed to advancing access, justice, equity, diversity, and inclusion (AJEDI) throughout our STEM community. At Mason Science, our values include fostering an organizational culture that promotes Anti-Racism, belonging, respect, and civility. We believe that a diversity of opinions, cultures, and perspectives is what provides vibrancy to an academic community. Diversity is a source of innovation, energy, and growth. By adopting an AJEDI mindset that prioritizes inclusive excellence in academics, teaching, research, and global engagement, we strive to attract a diverse pool of students, faculty, and staff who exemplify the Mason Science mission and vision.

AJEDI Graduate Program Application Fee Waiver

The AJEDI Graduate Program Application Fee Waiver aims to increase access to graduate school and STEM education for individuals belonging to marginalized or vulnerable populations. *Please note: This waiver is not granted due to financial hardship.*

To be eligible for this AJEDI graduate program application fee waiver, you meet at least one of the criteria below:

- Graduated from a Historically Black College / University (HBCU), Tribal College, Hispanic Serving Institution (HSI), or Minority Serving Institution (MSI);
- First generation college student;
- From a single parent household;
- Resides in a rural city or town;
- Acceptance to one of the following national fellowship programs (**See fellowship list below**);
- From a group underrepresented in student body;
- Individuals with a disAbility / different ability;
- Active Duty or Veteran of the US Armed Forces;
- Demonstrated commitment to diversity (**Requires essay; see prompt below**); or
- Experience overcoming adversity or challenges (**Requires essay; see prompt below**)

In addition, you must meet **both** of the following academic criteria:

- GPA 3.0 or higher
- Bachelor's degree from an accredited institution of higher education

Upcoming AJEDI / IEP Opportunities for Students :

- AJEDI fellowships (UG & Grad)
- Conference cost assistance (Grad)
- Publishing / writing workshops (Grad)
- Peer mentoring opportunities (Grad & UG)
- Service oriented, STEM-focused or multidisciplinary study abroad

Black History Month Faculty Spotlight

CCS Faculty Meeting Minutes 2-24-23

Dr. Gerald Weatherspoon

Affinity
Month Blog
Series

Dean's Blog: You Can Succeed

Feb 22, 2023

Dean Fernando Miralles-Wilhelm and Zander Leon

Last week, I referenced the importance of early career research and experiences shaping one's scientific success. To commemorate Black and African Heritage Month, as a part of our commitment to advancing access, justice, equity, diversity, and inclusion (AJEDI), I am delighted to share the story of our own [Dr. Gerald Weatherspoon](#), Chair, [Department of Chemistry and Biochemistry](#).

Humble beginnings

From the small town of Gloster, Mississippi, to the first African American Professor tenured in Chemistry at George Mason University, Dr. Gerald Weatherspoon has experienced an exciting journey, while paving the way for future scientists of all backgrounds.

Weatherspoon's initial upbringing occurred at a time and place where the Ku Klux Klan still passed out flyers and encircled school buses (in broad daylight) because they opposed desegregation in the south. After growing up and learning the ropes of farming, which left calluses on his hands, Gerald knew he was destined for something bigger. His ticket out of his small town was his enrollment to [Jackson State University](#), one of the largest Historically Black Colleges and Universities (HBCU) in the country. Weatherspoon's time at Jackson State instilled in him the importance of continuing his education.

Weatherspoon traveled and participated in internships throughout his undergraduate years. He explained being outside of Mississippi was incredibly eye-opening. "Seeing what it was like to be a serious minority and understanding what the students were going through there (Cornell University and Washington State University)."



Dr. Gerald Weatherspoon, Chair, Chemistry and Biochemistry. Photo by:

Page 12 of 23a/Creative Services.

Thank you Gerald
Natasha, Zander,
Laura, Tracy &
Fernando!

AJEDI Virtual Meet & Greet w/ COS Students

- Hosting 1-hour virtual Meet & Greet with both UG and Grad students
- Will take place week after spring break
- Collecting some qualitative data (via polling software) to get a general sense of their perceptions of COS and their college journey thus far
- **Are there questions that you'd like me to ask UG and Grad students (respectively)?**
 - If so, please send to me via email and I will include in polling questions

AJEDI Community Engagement : **STEAM Fest**

- The event will take place on Saturday, April 29th, 2023 from 10am to 1pm at the Hybla Valley Community Center (7950 Audubon Avenue Alexandria, VA, 22306).
- This event is an exciting outreach and recruitment opportunity. It is expected that President Washington, Dean Miralles, and/or other members of our executive administration will be in attendance. We are writing to ask COS departments to volunteer to host a booth at this year's Spring into STEM event. The booth will include information about your department's undergraduate and graduate offerings, any camps or outreach programs targeting K-12 students (if applicable), and with a hands-on STEM activity. Activities must be suitable for K-12 students and safe for indoor settings. Each department will directly engage faculty and student volunteers to work at your booth. Incentives and transportation support will be available for student volunteers.
- Please register for a COS table using this form:
<https://www.signupgenius.com/go/70A0B44AEAD2BA7FE3-spring>. **We ask that you complete your registration on or prior to March 1.**

AJEDI Community Engagement: **VALHEN STEM Academy**

- From July 26-28, the College of Science will host the Virginia Latino Higher Education Network (VALHEN) Hispanic STEM Academy.
- This three day, two night residential experience will provide an immersive STEM and sustainability-focused experience for rising high school sophomores and juniors across Virginia. We are looking for COS faculty to offer interactive, hands-on STEM sessions for the academy, or to volunteer to engage with the participants through other student programming.
- Faculty who design and lead a 110 minute STEM session will be compensated for their participation. **Please reach out to Kerin Hilker-Balkissoon at khilkerb@gmu.edu for more information.**

AJEDI Community Engagement

- **NSBE Conference:** March 22 -26, Kansas City, MO (Melissa Hayes team + CEC)
- **HBCU Initiatives:** Onsite Meet & Greet, Blandy Farm Experiment: AJEDI Workshop at UVA,
- **Good Trouble Festival / Rally:** Student Orgs Collective Activism; late April; TBA
- **Community Engagement Mission + Vision + Metrics**(broadly defined):
 - We'll request info from each department to be compiled in table
 - Will present CE infrastructure to community for feedback and finalization
 - AJEDI subcomm will further define, refine & ensure that we that we stay on track

AJEDI Academic & Student Affairs Updates

- Val Olmo's UG **peer-to-peer mentoring** pilot project
- Kelly Knight's **COS AJEDI STEM Course** (JS Tag + Inclusive Pedagogy)
- PDB compiling list of **National Graduate Fellowships** for incoming + current grad students
- Kerin Hilker-Balkissoon created list of **student resources** (on campus and locally) that will be uploaded to intranet and/or AJEDI web page

AJEDI Faculty & Staff Affairs Updates

- **AJEDI Advisory Committee:** Invites being sent out
- **Staff Advisory Committee:** Working group established and meeting
- **Updates to Hiring Search Processes:** Will present info during March 24th Faculty Meeting
 - We'll need majority of meeting so we may have to schedule a separate meeting (TBD)
- **ADSA Search:** Completed virtual interviews and committee will meet Tuesday, 2/28, to select candidates advancing to next round (i.e., on campus presentations and small group / 1:1 meetings)

General AJEDI Office Updates

- PMF & Job Description for **Diversity Associate** have been submitted to Central HR for approval
- Once approved, I'll compose search committee + chair and begin external search process (stay tuned!!)
- Next faculty meeting, I will provide progress updates on **AJEDI Strategic Inclusive Excellence Plan** (i.e., year 1 action items)

That's it folks!



Please do not hesitate to contact me if you have any questions, concerns, or need guidance with AJEDI-related matters.

THANK YOU!!!

College of Science Strategic Plan Update

Peter Plavchan, COS Chair Pro Tem

Physics & Astronomy

Process to Date Part 1

- The steering and working groups were formed last fall.
- 1:1 key stakeholder interviews, focus group interviews, and a faculty survey was conducted in the fall
- First, the steering and working groups were briefed on the results from the 1:1 interviews with key personnel, focus group interviews, and the survey that was sent out to all faculty. Key themes, values and priorities were identified as commonalities running through all the interviews and surveys, along with a SWOT analysis. This report assessed the current state of the college and frames the discussion for developing the strategic plan

Process to Date Part 2

- Attain partners is now pacing the steering/working groups through a standard strategic planning process they use with other clients, including the process that took place at the University level.
- Next, the planning process starts at the top and works its way down, specifically with a mission statement and a vision statement (future aims) for the college, which then flows down to values, priorities and the rest of the strategic plan
- The working group met to draft ideas for a mission statement, a vision statement, and key values statement. This draft was then circulated and discussed by the steering committee with feedback sent to the working group to finalize.
- Future meetings will then finalize the mission and vision statements for the college, as well as key values, and then the rest of the writing of the strategic plan will be centered on these values and priorities this spring.
- A town hall is being planned for all of COS in early April, details TBD, to present a preview of the work that has been done to date, and to solicit feedback. The meeting will be recorded