

**COS Faculty Meeting Minutes**  
Thursday September 8, 2022,  
12:30-2pm  
Zoom and EXPL 3301

Meeting recording information distributed via email.  
Attendees listed in Appendix A

1. Call to order – 12:32 pm
2. Approval of minutes from May 11, 2022
  - Group approval confirmed by emoji and thumbs up (in-person)
3. Upcoming Events updates by COS Faculty Chair Rebecca Jones
  - [Space Day](#), Sep 10, 2022, 4:00 - 9:00 PM, Hub Ballroom, Fairfax Campus, open to Mason and general public, all ages
    - Update by Peter Plavchan- Attractions include Astronaut (Col. Hopkins) visit, 1300 people and 24 organizations registered, Lunar Rover etc.
    - Kid friendly activities planned and also loads of information for adults too.
  - [New COS Faculty Welcome, Tuesday 9/28, 12-1:30pm, EXPL 3301](#)
  - [Mason Science Series - The Romance of Reality](#), Sep 28, 2022/4:00 - 6:00 PM, Country Club of Fairfax
  - [2022 Innovations in Teaching & Learning Conference](#), Sep 30, 2022, 9:00 AM - 3:00 PM, Fairfax Campus, George Mason University
    - Rebecca would be happy to publicize for any interested COS speakers for this event
  - State of the College Address now scheduled for Oct 19, 2022; 1pm
    - Register here: [https://gmu.az1.qualtrics.com/jfe/form/SV\\_2aBI9BJq1PzOnH0](https://gmu.az1.qualtrics.com/jfe/form/SV_2aBI9BJq1PzOnH0)
  - Future COS Faculty Meetings Fall 2022, all in EXPL 3301 and Zoom, with refreshments
    - 3.6.1 Thursday, October 6, 2022, 12:30-1:30pm, formally informal
    - 3.6.2 Thursday, November 10, 2022, 12:30-2pm, with agenda
    - 3.6.3 Monday, December 12, 2022, 12:30-1:30, formally informal

“Formally informal” means that there will be no agenda distributed for the meeting. The idea is to just get together and chat as colleagues, something that we have been missing in the last couple of years.

Meetings will be hybrid, have break-out rooms for informal chatting

In-person will have refreshments.
  - 3.7 [ScienceConnect 2022](#) - Tracy Mason, Director of Marketing and Communications
    - 3.7.1 Sep 13, 2022, 12:30 - 4:30 PM, Exploratory Hall, Fairfax Campus
    - 3.7.2 Sep 15, 2022, 11:30 AM - 1:30 PM, Katherine Johnson Hall, SciTech Campus
      - It is an annual faculty-staff and student connect event

- All departments will present information about their academic and research programs
- 20 different student organizations will be represented
- Other campus resources like Library, OSCAR, CAPS will also be represented
- Student groups will be at the Atrium of Exploratory Hall; Departments will be at the Main lobby of the Exploratory Hall
- Need to register to attend
- Dean, Fernando Miralles-Wilhelm will be opening the event on both the campus.
- Dean's update: Open to everyone. Encourage everyone to come and enjoy the event.

#### 4. Report from COS HR Project Manager Stephanie Ann Flores

- P&T Guidelines for this AY
- Study Leave Process

##### Updates

- Weblinks and additional documents were shared last week by Rebecca Jones to all COS faculty
- Everything is ahead in terms of timeline.
- College reviews cases first for completeness before advancing them to faculty committees
- Faculty with questions or changes should reach out to Stephanie
- Tenure track cases have not been released to faculty yet.
- Due end of November
- Links were shared in chat which show all the timelines for various processes.
- Feedback and suggestions are welcome.

#### 5. Report from the Dean, Fernando Miralles-Wilhelm

- Major indicators for Fiscal year 2022 (that ended in June 2022)
  - Enrolment growth continues. Not as good as it used to be pre-pandemic, but we are getting better. Increase in enrolment is a reflection of the teaching, programs and research of the various departments. This is a very positive trend
  - Research expenditure also grew by 10% between 2021 and 2022
  - Fund raising: Reached \$1.9M. Very important because the University is starting a campaign in fund raising. Goal is to reach 1 billion \$ in 5 years,
- Making great strides in AJEDI
- Digital presence in communications have significantly improved.
- Launching a network for strategic planning of the college of science with alignment with the strategic planning of the University. Opportunity to visualize ourselves today and in the future. Encourage everyone to participate.
- Budget for FY 2023 is in flux. We should have it set normally by July, but we do not have it set in September because a) uncertainty in contribution from the state b) decisions in increase in tuition (need state approval).
- Budget priority is compensation for faculty and staff; investment in student advising esp for enrollment; investment in A-JEDI
- Brakes on new faculty hires. More updates on this will be provided in the State of the College Address

Questions:

(Peter Plavchan) : There has been a lot of changes in the Dean's Office. What is the status of personnel in the Dean's Office?

(Answer by Dean): Changes are ongoing. Personnel changes and changes in allocation of responsibility. Cody Edwards is now permanent. More updates when things are finalized.

(Peter Plavchan): Question to confirm the enrollment statistics

(Dean) : Yes, they are up at the last minute.

(Peter Plavchan): Confirming on - No new hires? No new replacement hires?

(Dean): Yes. We have received requests from various departments, yes to no new hires, as of now

(Patrick Vora): Has the University's strategic plan been made public?

(Dean): It is in the final stages of production. Maybe by Sept. Retained a firm, so we should see a copy very soon

(Patrick Vora): Important to align COS strategic plan with the University.

(Dean): Yes. University is taking the faculty compensation very seriously. Very productive process AJEDI and student services will be a priority. Investments in research will also be a priority. These are the broad strokes.

(Natalie Burl): Can we provide GRA and GTA's in-state tuition waivers?

(Dean): We are dealing with the issue right now. I support it but we have to see how much we can support.

(Peter Plavchan): In Spring 2022, we heard that there will be market adjustments over summer. That did not happen. We got a 5% across the board raise. What is the current plan from the University?

(Dean): The College can only submit their recommendations. We have already done that. College does not make the increases in compensation. The University however wants to be consistent all across. We don't have a definite answer yet. We will and have delivered the message. It is an important issue for us.

(Peter Plavchan): So we got a 5% increase in Summer. We will get another 5% increase next year, and 1000\$ bonus in December, but we did not get a market adjustment. However the market has completely changed over the last two years.

(Dean): Yes I agree

## 5.1 Budget update from Meghan St George, Chief Business Officer

## Budget Updates

### FY22 Year-End Budget Summary – University

- **Enrollment trends** among the eleven schools/colleges varied widely, with **four schools/colleges higher** than last year and **seven schools/colleges lower**
- Although total **headcount increased**, there is a continuing pattern of student's enrollment for fewer credit hours, resulting in an overall **total credit hour decline of 2%** in comparison to FY21
- Mason saw **significant stress in in-state** undergraduate and graduate enrollments
- Despite the enrollment volatility, there are some bright spots. **Out-of-state enrollment**, particularly graduate enrollment, is **helping to offset declines in in-state enrollment** growth; out of state student credit hours increased by 21% for graduate programs. Credit hours remained stable for out of state undergraduate programs

## Budget Updates (cont.)

### FY22 Year-End Budget Summary – COS

- Net revenue decreased in FY22, primarily driven by a **decrease in IS enrollment**, somewhat **offset by an increase in graduate IS enrollment**
- **UG tuition and credit hours declined** in FY22, while **graduate IS tuition and credit hours increased**
  - *Note: FY23 budget reflects FY22 credit hours activity at FY23 tuition rates*
- COS FY22 fund balance increased as **COS spent about \$4M less than budget, offsetting the \$3.5M net loss**
- **Expense per credit hour** has continued to **increase**

6. Report from Director of Diversity, Paula Danquah-Brobby

- 5-year AJEDI plan for COS is almost done.
- Plan will be shared with COS faculty a week before October (Informally formal) faculty meeting for discussions, review and comments
- AJEDI blackboard page will also be launched. Asynchronous AJEDI learning opportunities.
- AJEDI education topics are almost finalized. Some final work remains before it is launched.
- AJEDI advisory committee will be formed/subcommittees
- AJEDI website is being developed. Launch may be in October
- Valerie Olmo is pioneering an undergraduate mentorship program through BIO101 course. It will be a data driven mentoring model and tool-kit.
- Inclusive excellence plan (IEP) is being worked upon. Funds for the Graduate IEP plan are approved. For graduate fellowships – \$180K has been approved; \$60K for 20 mentors. \$30K for graduate conference attendance; \$10K for graduate public and writing workshops; \$10 K for 100 waivers.
- IEP for undergraduate program is also being worked upon.
- Paula will be working with other CDO's on an inclusive pedagogy toolkit.

Suggestion from Natalie Burls: The College of Science Grad coordinators and Program Directors should get together at least once in a semester to share ideas and information.

Question from Tracy for Natalie: When is it best to have that meeting?

Natalie: Something is better than nothing. Maybe anytime to share information.

Question from Rebecca: Will the website will have both internal and external focus? What will be the difference between the internal and external websites?

Paula: Mostly similar. If there is anything that is specific to college will be internal.

Tracy: Anything that is Mason related will be internal, have reviewed other university sites, will use as inspiration.

#### 7. Report from Tina Bell, Dean's Faculty Fellow

- Proposed to create a women's leadership program for undergraduate and graduate women in College of Science
- Purpose is to have a formal structure that trains women leadership skills and career skills and support
- Purpose is also to network
- Last Spring - formed a team called Women Leaders in STEM.
- Kickoff meeting on 23rd September 3 pm to 6 pm
- Anyone interested is invited to come to this meeting
- Could be a hybrid meeting

#### 8. New Business Deferred

#### 9. Adjournment: 1:34 pm followed by in-person networking and refreshments

## Appendix A

### Attendees in EXPL 3301

Patrali Banerjee  
Fernando Miralles-Wiljelm  
Sarah Ward  
Naralie Byurls  
David Wong  
Rebecca Jones  
Tracy Mason  
Patrick Vora  
Dale Rothman  
Geri Grant  
Ferah Munshi  
Tina Bell  
Peter Plavchan

### Zoom Participants

Alexandra Masterson  
Alireza Ermagun  
Aman Ullah  
Amanda Haymond  
Andrea Cobb  
Andrea Nikoi  
Audrey G Kelaher  
Ben Dreyfus  
Ben Dreyfus  
bhupp  
Brett Froelich  
Brittany Lynne Sutherland  
Chaowei Yang  
Chi Yang  
Chris Lockhart  
Cody W. Edwards  
Deborah Polayes  
Dmitri Klimov  
Estela Blaisten-Barojas  
Fadi  
Fatah Kashanchi  
Hamdi Kavak  
Igor Mazin  
Iosif Vaisman  
Jason Kinser  
Jie Zhang  
Joel Schnur

Julia Nord  
Kelly Knight  
Kenneth W Foreman  
Kimberly A Rule  
Kimberly's iPhone  
KL Akerlof  
Konrad J Wessels  
Larry Rockwood  
Lillian Virgil  
Ling Ren  
Lori  
Maria Emelianenko  
Mariaelena Pierobon  
Matt Rice (GMU)  
Megan Erb  
Meghan St George  
Mosissa Fayissa  
Neil Epstein (he#etc.)  
Padhu Seshaiyer  
Patrick Gillevet  
Paul Betka  
Paul Houser (GMU)  
Paula Danquah-Brobby

Pritha Roy  
Rachel E Pepin  
Rebecca M Jones  
Ruixin Yang  
Sharmin Abdullah  
Stephanie Flores  
Suzanne M Gantar  
Tim Leslie  
Val Olmo  
Ziheng Sun