

College of Humanities and Social Sciences

CHSS Faculty Assembly

September 21, 2022



Agenda

Call to Order

Approval of minutes from Wednesday, May 4, 2021 (5 minutes)

3:05-3:45. Announcements

From the Dean

From the Chair

New Business

Committee reports (if any)

Upcoming elections. Nominations from the floor

Comments for the Good of the Faculty

4:15. Adjournment

Approval of Minutes

May 4, 2021

Announcements from the Dean



CHSS Faculty Assembly

Wednesday, September 21, 2022

Dean's Remarks



College of Humanities
and Social Sciences

CHSS's governance documents – bylaws, RPT guidelines, teaching load standards, workload policy docs – are guidewires for the college's shared governance

- They set expectations regarding both process and performance
- They set frameworks for accountability
- They articulate our values
- and they are, *always*, framed in the context of university-level shared governance documents and policies

CHSS has taken important steps in the right direction over the last several years to update Faculty Assembly bylaws and strengthen our practices of shared governance and our culture of civility and inclusive excellence....

But there is still more work to do....



CHSS Value Statements – to socialize as we continue to work on strengthening the college’s culture of shared governance, civility, and inclusive excellence

- Faculty can contribute differently to the college’s teaching, research, and service mission—and our success overall depends on excellence in all three arenas [**this is ONE integrated mission, not “separate missions”**]
- Faculty may (should?) contribute differently to the college’s teaching, research, and service mission at different stages of their career
- Workload assignments can change year-to-year and over longer periods of time—but need, *always*, to be managed equitably by LAUs and monitored carefully by the college
- The work of mentoring students (undergrad as well as grad) on independent research projects and in research labs can extend over multiple years – but both of these kinds of out-of-classroom mentoring need to be visible in annual workload assignments, and assessed in annual faculty evaluations as well as in reviews for contract renewal, promotion, and/or promotion and tenure

Timeline – University and College-level faculty affairs policy actions

2014: "Indispensable but Invisible" -- report on GMU adjuncts and term faculty (2012-13 data)

2015: **University Adjunct Task Force established**

2016: **Mason achieves R1 (VHR) Carnegie classification**

2017: **University Term Faculty Task Force established**

University Research Council ad hoc group develops policy on university vs. college research center chartering processes

CHSS RPT guidelines approved

CHSS Teaching Load Standards policy approved (Spring)

Dean Boehm-Davis tasks RLTP Committee with reviewing the CHSS workload policy and making recs regarding how out-of-classroom mentoring can better be accounted for (Fall)

2018: CHSS RLTP issues preliminary report (Spring); Dean Ardis tasks RLTP with research center (re)chartering reviews (Fall)

Mason R1 (VHR) Carnegie classification renewed

Timeline – University and College-level faculty affairs policy actions (cont.)

2019: CHSS RLTP submits revised report; Dean Ardis requests continuation of research center review work
Harvard COACHE survey

CHSS Term Faculty working group established; issues preliminary recs

2020: CHSS bylaws revised/approved

CHSS RPT guidelines revised/approved; CHSS Term Faculty Affairs Committee established

Dean Ardis asks Sr. Leadership and RLTP Committees to consider 2019 RLTP and Term Faculty Affairs Committee recs

Provost's Office reminds LAUs that “unsatisfactory” performance has to be defined clearly and utilized in annual

appraisal process and 3-year teaching workload reviews

2021: CHSS Term Faculty Affairs Committee drafts workload guidelines

CHSS Sr. Leadership/RLTP Committees issue report

Faculty Senate approves first-round of Faculty Handbook revisions addressing term faculty issues



Timeline – University and College-level faculty affairs policy actions (cont.)

AY 2021-22:

Harvard COACHE survey #2

Faculty Senate Working Group on Re-Imagining Faculty Roles and Rewards established

Study leave opportunities for term instructional faculty established

CHSS working group charged with finalizing college workload guidelines (approved Spring 2022)

CHSS RPT guidelines updated to accommodate process changes required by Interfolio

CHSS Term Faculty Affairs Committee develops a review process for term faculty study leaves

AY 2022-23:

Faculty Annual Evaluation Work Group established

Mason Chairs Forum charter developed

AY 2022-23 CHSS shared governance refinement projects

1. Develop local academic unit workload guidelines

- that pertain to instructional term faculty as well as tenure-track and tenured faculty;
- include the nuances of workload assignments recognized in the AY21 CHSS Term Faculty Affairs Committee draft guidelines; and
- incorporate DEI objectives, address out-of-classroom mentoring and advising activities, and provide opportunities for local academic units to engage their national professional organizations' recommendations on workload guidelines in unit-level governance

Timeline: Fall 2022-Spring 2023

Workload Workshop Series: Representatives from each department/program met in August to review new guidelines and to establish a learning community to lead LAU work. Additional meetings tentatively scheduled for November and February.



AY 2022-23 shared governance refinement projects (cont.)

2. College bylaws changes

- CHSS RPT committee constituted in entirety or majority by full professors? (Provost has requested consideration)
- CHSS representation on Mason Chairs Forum executive committee and election process – update needed to CHSS Faculty Assembly Chairs and Directors Committee charge

Work Ahead with Faculty Assembly Committees This Year

1. Research Center review for re-chartering/chartering (Resources and Long-Term Planning Committee)

- AbuSulayman Center for Global Islamic Studies
- Center for Social Science Research
- Center for Mason Legacies
- Institute for Immigration Research
- Watershed Lit: Center for Literary Engagement and Publishing Practice
- proposals for new research centers?

For a complete listing of current CHSS-chartered research centers, see: <https://chss.gmu.edu/research/chss-research-centers>; for a complete listing of University institutes and research centers, see: <https://www2.gmu.edu/research/institutes-and-centers>

2. Term Faculty Affairs Committee: develop term faculty promotion guidelines?

(Potentially a Year 1 goal of Faculty Roles and Rewards Working Group)



Work Ahead with a CHSS Faculty Assembly Working Group This Year?

Begin consideration of updates to RPT guidelines

“Bottom-up” process for considering substantive updates:

Who: working group

- Focus group work with constituents + research on national peer practices

Possible scope of work “themes”:

- elimination of book-based vs. article-based discipline distinction?
- refinement of collaborative authorship guidelines?
- consideration of born-digital scholarly projects and peer review processes?
- consideration of Spring ‘21 editorial work survey results;
- DEI and community-based research?
- public humanities research, scholarship, and creative activity

Tentative timeline: Spring ‘23 “discovery process”; Fall ‘23 engagement of standing RPT committee? first review by Faculty Assembly at first mtg, Spring ‘24; presentation for vote at 2nd mtg of Spring ‘24? Implement AY24-25?



Save the dates:

9/28 10-11 am
State of the College

9/28 CHSS 4:30-5:30 pm – Core Campus Ampitheater
Happy Hour

11/1 11:00-12:00 pm
CHSS Inclusive Excellence Townhall



CHSS Events



College of Humanities and Social Sciences George Mason University

Mason's R1 (VHR) classification

- 4-year or above
- Public
- Student population: 35,984 (Fall 2017)
- Doctoral university/very high research activity [awards at least 20 research/scholarship doctoral degrees and has at least \$5M in total research expenditures (NSF HERD Survey)]
- Balanced arts & sciences/professions
- High graduate coexistence
- Research doctoral: comprehensive; no medical/veterinary school
- Enrollment profile: high undergraduate
- Undergraduate profile: four-year, full-time, more selective; higher transfer-in
- Size and setting: four-year, large, primarily residential [25-49% live on campus OR 50+% attend full-time]

<https://carnegieclassifications.iu.edu/>

Announcements from the Chair

New Business

Committee Reports

CHSS Committees

Senior Leadership Committee

Resources and Long-Term Planning Committee

Intellectual Life of the College Committee

Curriculum Committee

Governance and Nominations Committee

Term Faculty Affairs Committee

Promotion and Tenure Committee

Faculty Grievance

Student Policies and Appeals Committee

Faculty Senate

Undergraduate Council Representatives

Graduate Council Representatives

Committee membership

a. Eligibility. All faculty who will have completed at least one year of full-time teaching in the college by the beginning of the proposed term of service are eligible for election to committees. Department chairs are considered full-time teaching faculty, for the purposes of this section, as are interdisciplinary program directors and faculty members with appointments in interdisciplinary programs.

b. Period of Service. Committees will normally begin to serve two weeks prior to the beginning of the Fall semester and serve until June 30; however, all committees are expected to function as necessary throughout the year

The Promotion and Tenure Committee and the Grievance Committee are open only to tenured faculty.

Other New Business

Nominations from the Floor

CHSS Faculty Assembly Vice Chair

CHSS Faculty Assembly Secretary

2022-2023 Faculty Assembly Meetings

Wednesday, September 21: 3:00pm – 4:15pm

Wednesday, November 30: 3:00pm – 4:15pm

Wednesday, February 15: 3:00pm – 4:15pm

Wednesday, May 3: 3:00pm – 4:15pm

Comments for the Good of the Faculty

Adjournment
