

## **Minutes | CHSS Faculty Assembly Meeting**

**Wednesday, September 21, 2022 | 3:00-4:15**

- **Call to Order**
  - Welcome to 1<sup>st</sup> meeting of Fall semester
  - Call for objections to record meeting (because no secretary)
    - request to delete minutes after minutes created; granted
  - Call to order, second
- **Approval of Minutes of May 4, 2021**
  - No comments
  - Move to approve, second
- **Announcements from the Dean (Congratulations on her renewal)**
  - Major agenda items for Faculty Assembly this year, welcome new faculty
  - All CHSS governance documents are guidewires for the college's shared governance
  - CHSS Value Statements
    - 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 since 2014—uni 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

- 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
    - a. that pertain to instructional term faculty as well as tenure-track and tenured faculty;
    - b. include the nuances of workload assignments recognized in the AY21 CHSS Term Faculty Affairs Committee draft guidelines;
    - c. 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.
  2. College bylaws changes
    - a. CHSS RPT committee constituted in entirety or majority by full professors? (Provost has requested consideration)
    - b. 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)

- a. AbuSulayman Center for Global Islamic Studies
    - b. Center for Social Science Research
    - c. Center for Mason Legacies • Institute for Immigration Research
    - d. Watershed Lit: Center for Literary Engagement and Publishing Practice
    - e. proposals for new research centers?

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

- 2. Term Faculty Affairs Committee: develop term faculty promotion guidelines? (Potentially a Year 1 goal of Faculty Roles and Rewards Working Group)

- 3. Begin consideration of updates to RPT guidelines

- a. “Bottom-up” process for considering substantive updates:
      - i. Who: working group
        - 1. Focus group work with constituents + research on national peer practices
      - ii. Possible scope of work “themes”:
        - 1. elimination of book-based vs. article-based discipline distinction?
        - 2. refinement of collaborative authorship guidelines?
        - 3. consideration of born-digital scholarly projects and peer review processes?
        - 4. consideration of Spring ‘21 editorial work survey results;
        - 5. DEI and community-based research?
        - 6. public humanities research, scholarship, and creative activity
    - b. 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

- **New Business**

- The Chair reviewed the current CHSS Committees, committee membership eligibility and period of service

- Chair requested nominations for two vacancies—CHSS Faculty Assembly Vice Chair and CHSS Faculty Assembly Secretary, describing each role briefly (and terms)
  - no nominations from floor
- 22-23 Faculty Assembly Meeting Dates
  - 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**
  - Some Q&A about the vacancies; Chair states he will circulate more information
- **Adjournment**
  - Motion, second

Minutes respectfully submitted by Deborah E. Rupp, CHSS Faculty Secretary