

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

MINUTES OF THE REGULAR FACULTY SENATE MEETING
HELD ON SEPTEMBER 9, 2016
AT 1957 E STREET NW, STATE ROOM

Present: President Knapp, Provost Maltzman, Registrar Amundson, and Parliamentarian Charnovitz; Deans Akman, Feuer, and Goldman; Executive Committee Chair Garris; Professors Agnew, Briscoe, Cline, Cordes, Corry, Downes, Galston, Griesshammer, Harrington, Hopkins, Khoury, Kohn, Lewis, Markus, McDonnell, McHugh, Newcomer, Packer, Perry, Pintz, Price, Rice, Roddis, Rohrbeck, Sidawy, Watkins, Wilmarth, and Wirtz.

Absent: Deans Brigety, Dolling, Eskandarian, Jeffries, Livingstone, Morant, and Vinson; Professors Costello, Cottrol, Griffin, Hawley, Jacobson, Parsons, Pulcini, Rehman, Sarkar, and Zeman.

CALL TO ORDER

The meeting was called to order at 2:19 p.m. President Knapp welcomed two new Senate members, Laurie Kohn (Law School) and Christine Pintz (School of Nursing).

APPROVAL OF THE MINUTES

The minutes of the May 6, 2016, Faculty Senate meeting were approved unanimously without comment.

INTRODUCTION OF NEW VICE PROVOSTS

Provost Maltzman introduced two new Vice Provosts; both selections are the result of the work of faculty search committees. Chris Bracey, of the Law School, is the new Vice Provost for Faculty Affairs; he previously served as Senior Associate Dean in the Law School. Vice Provost Caroline Laguerre-Brown is the new Vice Provost for Diversity, Equity, and Community Engagement; she joins GW from Johns Hopkins.

NOMINATION FOR ELECTION OF JENNIFER GRIFFIN AS THE GWSB REPRESENTATIVE TO THE EXECUTIVE COMMITTEE (Executive Committee Chair Charles Garris)

Professor Garris requested and received unanimous consent to bring the nomination of Professor Jennifer Griffin to the Executive Committee to the floor. When a member of the Executive Committee departs prior to the end of his or her term, the Executive Committee is authorized under the Faculty Organization Plan to elect a substitute. Upon Professor Barnhill's retirement, the Executive Committee selected Professor Griffin to take his seat on the Executive Committee. The Executive Committee now asks the Senate to approve Professor Griffin's appointment for the remainder of the 2016-2017 Senate session. Unanimous consent was granted, and the appointment was approved unanimously.

RESOLUTION 17/1: A Resolution to Establish Procedures for Electing Additional Members of the Faculty Consultative Committee (Executive Committee Chair Charles Garris)

Professor Garris requested and received unanimous consent to introduce Senate Resolution 17/1, which represents the outcome of the Special Faculty Assembly held earlier in the day regarding the election of the Faculty Consultative Committee (FCC) that will consult with the Board of Trustees on the presidential search.

Two resolutions were presented at the Assembly. The first, FA 17/1, elected nine members to the Faculty Consultative Committee under the procedures set out in 1986 when President Elliott retired. This procedure, laid out in Senate Resolution 86/1, specified that each school elect a representative to the FCC. The schools' elections resulted in a slate of nine candidates; the slate passed in the Assembly vote.

FA 17/2 was developed with the intent of expanding participation in the FCC. This proposed expansion grew from the tendency of the schools to elect senior, tenured faculty to the FCC, leaving other categories of faculty, such as research, teaching, clinical, non-tenure-track, etc. faculty, underrepresented on the FCC. Additional concerns grew from a lack of representation on the Presidential Search Committee (PSC) for the humanities and social sciences. The intent of FA 17/2 was therefore to enhance FCC representation for these populations.

However, any change in the FCC composition methodology has to be approved by the Faculty Assembly. Given the pace of the search, the FCC needs to be elected quickly in order to have a consultative voice throughout the search. The Executive Committee therefore moved quickly in preparing FA 17/2 for the Assembly's consideration. In this resolution, the Faculty Assembly authorizes the Faculty Senate to select an additional seven members to the FCC, focusing on inclusion of faculty members from the humanities and social sciences as well as additional faculty ranks beyond tenured and tenure-track. The resolution passed, and following the Assembly, the Executive Committee met and prepared the current Senate resolution, which sets out a process by which a slate of seven additional FCC candidates will be developed by the Executive Committee and then voted upon by the Senate by email in order to finalize the FCC roster as quickly as possible.

The resolution outlines the process by which this will happen. Specifically, nominations for service will be solicited from the faculty via an online survey. The Senate will, via this resolution, charge the Executive Committee to develop a slate of seven candidates that can be considered by the Senate for election as additional members of the FCC. Once the Executive Committee has developed the slate, the Senate will receive the slate electronically, and an email vote will be conducted on the entirety of the slate.

If the slate is approved, the seven will be immediately added to the existing nine members of the FCC. The FCC will then convene, elect a chair, and begin its work. If the slate is not approved, the FCC will convene with the original nine members elected under FA 17/1.

Professor Wilmarth asked to clarify the process should the slate vote fail in the Senate: as the Assembly directed the election of seven additional members, a failed vote would require that the Senate take up the election at its October 14 meeting. If this is indeed the case, the resolution clause concerning a failed vote would need to be amended; specifically, the fourth clause would be add "and the election of the seven additional members of the FCC shall be placed on the agenda for the next regular meeting of

the Faculty Senate on October 14, 2016” following the reference to “17/1.” The revision was treated as a friendly amendment and passed unanimously.

Professor Cordes asked whether a failed email vote would bring the same slate back to the Senate for consideration at the October meeting. President Knapp responded that the election itself would return to the Senate, with the Senate determining how to proceed with that election given the failed passage of the slate.

Professor Corry spoke in favor of the resolution and added two questions: first, whether faculty may self-nominate, and second, what defines approval of the slate (e.g., a simple majority). Professor Garris confirmed that faculty may self-nominate and that this information will be included in the memo and survey soliciting nominations. He also noted that approval is a majority of the votes cast on the slate.

Professor Roddis noted that, despite a concern raised at the special Assembly about the democratic nature of the FCC election process in the schools, the process overall was indeed democratic, with perhaps some “irregularities in a few outlying precincts that don’t affect the total outcome of the election.” She continued, however, that a delay of another week or two would be worth it for a more transparently democratic process within the schools to determine their nominees for the additional slate, particularly for the College of Professional Studies (CPS), which does not currently have any representation on the FCC. She noted her concern that approving an entire slate as opposed to individual candidates removes the choice from the election process. She suggested an amendment to the resolution that would require a poll from CPS to nominate candidates and to look at non-elected nominees from the humanities and social sciences.

Professor Garris responded that, in the case of CPS, Resolution 86/1 (which provided the methodology for the FCC composition process) was very explicit that the FCC representatives had to be from schools that have senators. As CPS does not have senators, they were not included. FA 17/2 was determined to be an avenue through which CPS could obtain FCC representation. Dean Eskandarian is polling the CPS faculty now to obtain a nominee.

Professor Hopkins encouraged the Executive Committee to be transparent about its reasons for putting forward the slate it will eventually present to the Senate for a vote.

Professor Price noted that the Executive Committee felt an up or down vote on the entire slate was preferable to putting forward a larger group from which seven would be elected as the result might actually be less representative of the desired diversity than a hand-picked slate presented for one vote.

Professor Newcomer expressed that transparency and a selection vote could be handled in such a way as to ensure diversity; e.g., voting senators would choose a candidate from the non-tenured pool, another from the research faculty pool, etc. Professor Cline voiced support for this potential plan.

Professor Wirtz noted first that, during the special Assembly, a GWSB faculty member claimed that the school had not followed the democratic process and that this was completely false. Everyone was entitled to run, two faculty members chose to run, and one pulled out of the election at the last moment.

He then noted that the Senate is constrained by the action of the Faculty Assembly, which gives leeway only for seven faculty members to be added to the FCC. Anything short of that number cannot be considered under the resolution passed by the Assembly.

Finally, Professor Wirtz expressed the opinion that the slate selection process is best left to the Executive Committee. Once the slate is presented, the Senate can opt to make modifications.

Professor Rohrbeck noted her concern that the Senate and the Executive Committee are now tasked with choosing faculty members for the FCC who do not have representation on the Senate.

Professor Roddis put forward an amendment to the resolution that would allow the Senate to vote separately on each of the seven individuals presented by the Executive Committee, with the Executive Committee providing rationales for each nomination. The amendment did not receive a second.

Professor Costello commented that the question is less about individual people than about groups lacking representation on the FCC. President Knapp responded that a cover memo from Professor Garris presenting the slate could address this by including a description of how the representational question was handled.

Professor Wilmarth added that anything more than an up and down vote on the slate would be more difficult to handle by email and that a decision to vote by individual candidates would be better run through the October meeting. This would naturally slow down the convening of the full FCC.

A vote was taken on the amended resolution and passed with two opposed.

REPORT: CURRENT STATUS AND DIRECTIONS IN THE SCHOOL OF MEDICINE AND HEALTH SCIENCES (Dean Jeffrey Akman)

Dean Akman (presentation slides attached) indicated that he would speak about the MD programs, the health sciences programs, some research issues, and some of the school's major initiatives. He noted that a new SMHS strategic plan, based on the university's strategic plan, was created about three years ago. He noted that SMHS, founded in 1824, is the eleventh oldest medical school in the country and the oldest in Washington, DC. The school has over 3000 faculty, 1100 of whom are full-time. About 900 are employed at Children's National Medical Center (CNMC) and the Medical Faculty Associates (MFA), not at GW. There are 2000 clinical and adjunct faculty. Clinical faculty are limited service and voluntary faculty; "Full-time clinical" faculty are those employed by CNMC and the MFA.

SMHS's major clinical partners include GW Hospital, which is a 400-bed hospital with a level one trauma center and a level three NICU. The comprehensive stroke and cardiac care programs are excellent, and the cancer center is being build now. The hospital is an 80/20 percent partnership with Universal Health Services and the hospital. The MFA is a separate nonprofit; it is the largest independent physician group in the city. It includes 51 specialties and primary care and has over 750 providers (approximately 400 are full-time faculty).

Dean Akman reported that SMHS has four basic science departments, three health sciences departments, and fourteen departments in the MFA. Two departments are in CNMC, including the school's largest department, Pediatrics. CNMC also has residency fellowship programs and approximately 560 faculty.

The current class was chosen from the largest group of applicants to date for the MD program. For 177 positions, SMHS received over 14,000 applications. The current class is 60% female; the average age is

almost 24. The class is also very diverse. The top majors are biology and neuroscience; a change in the MCATs to include more psychosocial information has led more psychology majors to apply, as well.

Dean Akman noted that SMHS is in the midst of revising its MD curriculum, which is paperless and very integrated with current technology. This revision focuses on integrating basic sciences with clinical information and adding public health into the curriculum. Lecture time has been reduced in favor of active and team-based learning. The new curriculum includes early and longitudinal clinical experiences and a strong emphasis on professional development, which is an important element for accreditation. SMHS leverages its Washington location well, including presentations to White House aides on HIV prevention and visits to the Holocaust Museum as part of the medical ethics curriculum.

This year, SMHS had a very successful MD program accreditation visit, receiving a full eight-year accreditation term. This outcome is especially welcome given that, eight years ago, SMHS was placed on probation. The school was noted to be in compliance with all accreditation standards and was lauded in many areas, including students and faculty.

SMHS has 39 accredited residency programs, including fellowships. This translates to 450 residents and fellows at the school. These programs bring in the school's other major teaching affiliates, which include the VA Hospital, Holy Cross Hospital, and INOVA Fairfax.

Dean Akman noted that the health sciences programs are a very important part of the school's strategic vision and are very robust and highly regarded. SMHS has 57 degree programs and certificates in health sciences, ranging from bachelor's to master's to professional doctorates as well as a new PhD program in Translational Health Sciences.

Research in SMHS has been growing. The school has recruited some excellent faculty over the past few years and has nearly doubled the amount of new awards. Recruitment continues to improve as the school invests in infrastructure and labs. The eighth floor of the Science and Engineering Hall has just been opened for the cancer research program. The school is also strategically enhancing its focus on clinical and translational science so that new basic sciences faculty can be linked to clinical faculty. Dean Akman highlighted some major grants in SMHS, including an NIH Program Progress Grant on Pediatric Dysphasia and a grant to research a cure for HIV that could total over \$26million.

REMARKS: REPORT ON EXECUTIVE COMMITTEE SUMMER WORK IN RESPONSE TO PROPOSED BENEFITS CHANGES (Executive Committee Chair Charles Garris)

Please see the attached remarks read to the Senate by Executive Committee Chair Charles Garris regarding the work done over the summer by the Executive Committee, the Fiscal Planning and Budgeting Committee, and the Appointment, Salary, and Promotion Policies Committee in response to the university's proposed benefits changes for the 2017 calendar year.

REPORT: BENEFITS CHANGES FOR 2017 (Interim Vice President for Human Resources Dale McLeod)

Mr. McLeod affirmed Professor Garris' report that the goal of the benefits changes for calendar year 2017 is to ensure that GW has a benefit plan structure that is equitable and that passes as much savings on to the employee as possible in order to achieve the 75% cost share between the university and the employee; 73% was achieved for 2017.

Mr. McLeod began his overview with the projected benefit costs. The overall plan cost decreases 4.9%, and employee contributions will decrease 22.8% on average. This decrease is due to a merging of two currently offered plans into one, resulting in two plan options for employees. Other benefits costs are largely unchanged in 2017.

GW currently offers two preferred provider organization plans, the basic and medium preferred provider organization (PPO) plans. The plans are very comparable in nature (just a few actuarial points apart), but there is a sizable difference in the amount of premiums that are passed on to the employee. GW opted to merge these plans to normalize the premiums for this type of plan and has no plans to remove the PPO plan from the health care offerings. Both options – the PPO and the health savings account – are important so that employees can choose what makes the most sense for their circumstances. GW expects to be able to hold these plans relatively static going forward, with changes hopefully largely limited to premium adjustments.

The current high deductible plan will now be known as the Health Savings Plan. It will still include a plan with higher deductibles and will permit employees to save funds in a Health Savings Account (HSA). Unlike the Flexible Spending Account (FSA), HSA funds can roll over from year to year. GW provides a limited match for employee contributions to the HSA currently, and this match will increase in 2017.

The new PPO plan has a 10% higher premium cost than the current basic plan and a 20-25% lower premium cost than the current medium plan. The new PPO plan includes a decrease in in-network deductibles and urgent care copays but an increase in primary office visit copays. Emergency visits will now be handled by co-insurance, and there is a decrease in pharmacy out-of-pocket maximums.

In order to provide better transparency around health care costs, GW will pilot Castlight, a tool that permits the employee to review what costs will look like when seeking care with a particular doctor for a particular reason. The tool is designed to provide the employee with options and cost estimates prior to seeking care.

Mr. McLeod concluded by noting that open enrollment will be in effect October 3-21, and all benefits will take effect, as usual, on January 1. Open enrollment fairs and benefit briefings will be held as well, and he encouraged all to attend to obtain more detailed information.

Professor Griesshammer noted that the process by which the new plans were developed and finalized made for a very unpleasant summer for many, in particular the faculty serving on the Senate Executive Committee and the Benefits Advisory Committee. He referenced the agreement Professor Garris spoke of in his remarks regarding how benefits changes will be vetted going forward. He remarked that he and others have become disillusioned with HR on the benefits issue. He therefore asked whether the procedural changes could be outlined and formalized in writing so that they can potentially be codified as Senate resolution and there are no misunderstandings about the agreements reached this summer in future years.

Deputy Vice President & Treasurer Ann McCorvey spoke to the question, noting the administration's desire to have a collaborative relationship with the faculty and staff on benefits procedures, in which both groups understand each other's concerns and challenges. The result of this collaboration will be a final product that is acceptable, reasonable, and within the university's fiduciary responsibility. Ms. McCorvey noted that this agreement can and will be put in writing.

Professor Hopkins noted his appreciation for the work that has been put into faculty meetings with the administration. He expressed concern, however, that there is a strong sentiment within at least parts of the faculty that there is a substantive disagreement over the amount of resources being dedicated to benefits. President Knapp responded that the decision over available resources for benefits comes from the Board of Trustees and cannot be adjusted by Ms. McCorvey, Mr. McLeod, or any member of the human resources staff.

President Knapp noted that concerns about this issue may continue to be raised via Senate resolutions. The Board will comment that GW is in a situation where compensation is being increased annually by 3% in an era where university revenues are not growing at a matching pace. The primary revenue source is tuition, with a small revenue contribution from fundraising and research indirect costs. Undergraduate tuition is fixed, so undergraduate tuition increases only represent an increase in revenues from the incoming freshman class.

Professor Cordes noted that part of the reason why discussions about this process are time-consuming and ongoing is that any new funding allocated to benefits will require adjustments in other areas of the budget.

Professor Galston reiterated Mr. McLeod's statement that the decision to merge the basic and medium plans, which are very similar, was due to the disproportionately higher premiums that were being paid by those employees choosing the medium plan. However, she noted that the new merged plan means that while premiums will decline, exposure to deductibles and other costs could increase to \$7000. By merging the plans, the university can indeed say that there is aggregate savings. However, this removes the choice those employees previously had regarding their exposure to those costs.

Mr. McLeod responded that one of the guiding principles of this type of change includes looking at this type of impact. He noted that about 90% of the overall population never hit the deductible for the plan in which they were enrolled. Therefore, raising the deductible doesn't have a true impact in the majority of cases.

Professor Wirtz noted that the process followed in determining benefits changes this year was the same as it has been for the past four years; he commented that this is precisely the process to which the faculty object. It provides far too short of a timeline for reasonable consideration and decisions regarding plan changes. Ms. McCorvey responded to this comment by noting that the timeline is made more difficult by the fact that the university budgets on a fiscal year, but the benefits are set up on a calendar year. Backing up the timeline to obtain the required actuarial estimates about premiums leaves a short window for making plan decisions in time for an October open enrollment.

Professor Wirtz asked President Knapp whether, in future budgetary discussions between the Faculty and the administration, **all** budgetary line items are on the table, including, for example, student financial aid. He asked whether there are any budgetary elements, such as student support, that would be taken off the table as possible areas of reduction when looking at adding funds to university benefit contributions.

Provost Maltzman responded that the demand for financial aid is indeed increasing; this is a national trend. GW will need to continue to determine the best way to respond to this increased demand, and discussions about this occur with the Fiscal Planning & Budgeting Committee. President Knapp noted that GW could move away from being a selective university or from recognizing financial need toward only enrolling students who are able to pay full tuition. These would be radical strategic decisions and

inconsistent with what has been GW's educational philosophy, but these are possibilities. He encouraged the Senate to streamline its processes so it can spend more time looking at serious strategic questions like the nature of the student body that GW tends to recruit, the understanding of GW's educational mission, and GW's balance of research and instruction. The Senate, as an academic body, has every reason to take on these questions and to further take control of its destiny by making arguments and engaging the Board in these kinds of discussions.

Professor Wilmarth explained that the faculty has become very dissatisfied and tremendously concerned as a result of the Administration's decisions to eliminate health insurance benefit plans and to shift a much greater percentage of health care costs to the faculty and staff over the past several years. He described his understanding of the agreement that the Administration has made to establish a more collaborative process with the faculty in making benefits decisions in the future. The Administration has also made a good faith commitment that the PPO plan at GW will be preserved over the longer term. He noted that, based on the data presented by Mr. McLeod, only 17% of employees have chosen to enroll in the high deductible HSA plan, which clearly shows that most employees do not want that plan as their only health care insurance option at GW.

As Professor Wilmarth also explained, the Administration has stated that there will be no change to GW's health care plans in 2018, so that the university a full year to see what the actual cost experience will be under the new set of plans. The Administration has also agreed that the reorganized Benefits Advisory Committee (with five faculty members and five staff members) will begin to meet in October of each year and will be given quarterly updates on the performance and actuarial projections of the plans. However, Professor Wilmarth warned, unless the Administration fulfills its commitment to this new collaborative process of communication and deliberation, the same problems with a short decision window and inadequate information will arise again next year and will create further distrust between the faculty and the Administration on the question of health care benefits.

Professor Wilmarth asked that Professor Cordes, as chair of the Fiscal Planning & Budgeting Committee, provide to the Senate an analysis of the balance between the University's capital and operating budgets, including a discussion of whether the Administration intends to change its pattern of very capital-heavy expenditures over the past several years, which have placed great strains on the academic budgets of the schools. He raised an additional question for Professor Cordes' committee, which relates to the new commercial development that is being constructed on Square 77 on the south side of Pennsylvania Avenue. Professor Wilmarth asked whether any of the projected new revenues from Square 77 will be applied to support GW's academic programs. President Knapp responded that he was not aware of any decision having been made about the use of funds generated by Square 77 or any of the other commercial real estate properties.

Professor Rohrbeck asked why the name of the high deductible plan is changing, given that such name changes can be confusing for consumers. Mr. McLeod responded that the "health savings plan" name aligns with industry benchmarks; the components of the plan remain the same. Professor Rohrbeck followed up with a question clarifying that deductibles are increasing at both the individual and family levels, which Mr. McLeod confirmed.

Professor Griesshammer raised several points. First, he noted that GW Today reported on the controversy surrounding the benefit plan changes, highlighting to him the difficulty of the present healthcare situation. He then requested that Professor Garris enter the agreement between the faculty and the administration or a memorandum of understanding between the Senate Executive Committee,

the various Senate Committees, and Human Resources into the meeting minutes. Third, he noted his surprise that, in late June, the option of keeping benefits as they were in 2016 had not been priced out.

Finally, Professor Griesshammer expressed concern for the 10% of employees who do reach their deductibles and will therefore be exposed to even higher costs when the deductible levels increase in 2017. He expressed his worry that this change disproportionately impacts GW's lowest-income and least healthy employees and asked whether Human Resources can reach out to these populations. Mr. McLeod responded that the tiered structure for premiums helps to address this issue. Mr. Kosky noted that individuals cannot be identified in this way through the health plan management structure. Professor Cordes noted that staff members will be invited to participate in the fiscal planning and budgeting process in order to bring their perspectives into closer consideration.

INTRODUCTION OF RESOLUTIONS

None.

GENERAL BUSINESS

- I. Faculty Assembly Update
The regular Faculty Assembly will take place on October 25 at 4pm in the Jack Morton Auditorium and at the Virginia Science & Technology Campus (VSTC). Holding the meeting in dual, concurrent locations avoids the prohibition on remote voting in the Faculty Organization Plan and will better allow VSTC-based faculty to participate. This year's Assembly will include the usual agenda items as well as Senate Resolution 16/6, passed in February, which would amend the Faculty Organization Plan to authorize non-tenured regular faculty in two schools (SMHS and SON) to serve on the Faculty Senate.
- II. Nominations for election of new members to Senate Standing Committees:
Committee rosters (attached) were presented and approved for Libraries and Physical Facilities, and one additional member was presented for Research. The remaining committee roster (Athletics & Recreation) will be approved at the October Senate meeting.
- III. Nominations for appointment to university administrative committees:
Committee rosters (attached) were presented and approved for the Student Grievance Review Committee, the University Hearing Board, the Committee on the Judicial System, and the Joint Committee of Faculty and Students.
- IV. Reports of Senate Standing Committees:
An interim report for Research (attached) was distributed.
- V. Report of the Executive Committee: Professor C.A. Garris, Chair:
Please see the attached report of the Executive Committee presented by Professor Garris.
- VI. Provost's Remarks:
Provost Maltzman noted the very successful reaccreditation of the medical school. He then commented on enrollment, noting that GW met virtually all of its enrollment

targets with the new first-year class. The class is also more diverse than it has ever been in terms of international students, first-generation students, and underrepresented populations. U.S. students are coming from 49 states, and the quality of the class is very strong. Similarly, graduate enrollment seems to be very strong, especially within the online programs. In addition, on-campus enrollments have risen, resulting in GW reaching 99% of the DC-imposed on-campus cap.

Provost Maltzman concluded his remarks by reminding faculty that they are all welcome at tomorrow's convocation.

VII. Chair's Remarks:

President Knapp reiterated his hope that faculty members will attend the convocation. He then discussed tomorrow's Freshman Day of Service, the theme of which this year is "Tomorrow Together." It is focused on responding to the kinds of issues raised by Black Lives Matter and other movements in response to an increase in violence and divisiveness emerging in the country over the past several years. More than 2000 students will go out to all eight wards in the District and to some neighboring communities in Maryland and Virginia.

President Knapp then described the new Community Responder Program. He noted the previous manner of handling community complaints about parties and loud activities in the neighborhood, which entailed University Police officers visiting the site and requesting cooperation, whether the disturbance is coming from GW students or not. Two or three years ago, the Metropolitan Police Department (MPD) informed the university that this activity, taking place outside the boundaries of the Foggy Bottom and Mount Vernon campuses, was regarded as being outside the scope of the University Police Department's authority. The neighbors were disappointed that they were no longer able to engage the university when these issues arose.

GW has therefore created a program that has 15 responders who will work on ten selected weekends during the year when potentially disruptive activities are concentrated. The responders will, in response to a neighbor's call, go to the site and observe the situation and attempt to ascertain what or who is causing the issue. If necessary, they will then call MPD.

President Knapp spoke next about research, as the scale of research at GW continues to grow. Since January, GW has received 275 new awards totaling more than \$102million in new funding. Just this week, three new grants were announced on the same day: 1) Dr. Kevin Pelphey, the head of the new Autism and Neurodevelopmental Disorder Institute, received a \$2.25million award; 2) Dr. David Nagel from the School of Engineering and Applied Science, received a \$2.6million award to work on semi-conductive device technology; and 3) Dr. Elizabeth Thom, in the Biostatistics Center, received a \$9.4million award for work on pulmonary complications in newborns.

President Knapp commented on the wide spread of disciplines represented by these awards. He noted that the same level of sponsorship obviously doesn't exist for all the work done at GW; the humanities and social sciences do not enjoy this level of support. To the extent possible, GW does therefore subsidize research in the disciplines with less available external funding.

President Knapp then spoke about the priorities he will be focusing on during his final year as president. First and foremost among these is supporting the deans as the university moves to closure of its \$1 billion campaign. Thus far, just over \$880 million has been raised toward this goal. He noted that he is hoping to accelerate some of the donations that have been in the cultivation stage.

Next, he noted that he will continue to focus on Access to Success, an initiative designed to ensure that there is broader representation of the American population in higher education, which has been very disparate between ethnic and socioeconomic groups. In support of this, President Knapp noted that he convened a task force to investigate ways of responding to this call. A number of ideas came from that task force, including the test optional recommendation, which has enabled GW to garner more applications from a much more diverse population. The next steps are ensuring that the students who come to GW succeed and graduate.

The last priority President Knapp raised is his commitment to building a lifelong community of alumni. He plans to travel both domestically and internationally in support of this effort.

BRIEF STATEMENTS AND QUESTIONS

Professor Cordes asked how faculty searches will be handled with the imminent retirement of Annie Wooldridge. Vice Provost Bracey responded that searches for the current year have already been authorized. Provost Maltzman added that an interim plan for this office will be implemented shortly; this plan will be in place while a full search is underway for Ms. Wooldridge's replacement.

Professor Hopkins asked about the status of the situation with the men's basketball coach. Provost Maltzman noted that the university is in the midst of an extensive investigation using outside counsel. He noted that the investigation will result in full knowledge of what occurred, and the university will do the right thing.

ADJOURNMENT

The meeting was adjourned at 4:47.p.m.

**A RESOLUTION TO CONFIRM THE ELECTION OF SCHOOL REPRESENTATIVES AS
MEMBERS OF THE FACULTY CONSULTATIVE COMMITTEE (FA 17/1)**

- WHEREAS,** On June 7, 2016, President Knapp announced that he would not seek a third term and would step down as University President on July 31, 2017; and
- WHEREAS,** Immediately after President Knapp's announcement, the Chair of the Senate Executive Committee initiated discussions with the Board of Trustees regarding a robust faculty role in the Presidential search process; and
- WHEREAS,** On June 30, 2016, after consultation with the Faculty Senate Executive Committee, the Board of Trustees named a 19-person Presidential Search Committee that includes six University faculty;
- WHEREAS,** In 1986, the Faculty Assembly adopted Resolution 86/1 (FA 86/1), which established procedures for electing a Faculty Consultative Committee (FCC) to participate in a University Presidential search pursuant to Part C.5 of the *Procedures for the Implementation of the Faculty Code*; and
- WHEREAS,** Article III, Section 3(5) of the *Faculty Organization Plan* authorizes the Faculty Senate Executive Committee to act on behalf of the Senate in emergencies, and such action was needed here in view of the fact that neither the University's Faculty Senate nor the University's Faculty Assembly could meet during the summer of 2016 to participate in the planning and organization of the Presidential search; and
- WHEREAS,** Soon after the Board of Trustees commenced the planning process for the Presidential search, the Faculty Senate Executive Committee became engaged in developing a plan for the Faculty Assembly to elect the members of the FCC as early as possible in the Fall 2016 semester; and
- WHEREAS,** The procedures specified in FA 86/1 direct each of the Schools to elect a faculty representative to serve on the FCC, subject to confirmation by the Faculty Assembly, and also describe the role of the FCC in a Presidential search; and
- WHEREAS,** The Faculty Assembly followed the procedures specified in FA 86/1 in electing the FCC for the 2006 Presidential search; and
- WHEREAS,** The Faculty Senate Executive Committee has invited the nine Schools (with Senate representation) to elect faculty representatives for the FCC in accordance with FA 86/1, and to do so in advance of a Special Meeting of the Faculty Assembly to be convened on September 9, 2016; and
- WHEREAS** The nine Schools have elected faculty representatives to serve on the FCC and have reported the results of their elections to the Chair of the Faculty Senate Executive Committee; and

WHEREAS, In view of the benefits of diverse faculty participation in the search process, the Senate Executive Committee plans to propose to the Assembly an expansion of the FCC; **NOW, THEREFORE**

BE IT RESOLVED BY THE FACULTY ASSEMBLY OF THE GEORGE WASHINGTON UNIVERSITY

1. That the following nine faculty members, having been duly elected by their respective Schools in accordance with Faculty Assembly Resolution 86/1, are hereby confirmed by the Faculty Assembly and declared to be elected members of the FCC in the search for a new President pursuant to Part C.5 of the *Procedures for the Implementation of the Faculty Code*:

Dina Khoury/CCAS
Nathan Brown/ESIA
Diana Burley/GSEHD
Jennifer Griffin/GWSB
George Gray/GWSPH
Roger Schechter/LAW
Can Korman/SEAS
Vincent Chiappinelli/SMHS
Carol Lang/SON

2. That this action by the Faculty Assembly shall be reported to the Chair of the Board of Trustees by the Chair of the Executive Committee of the Faculty Senate, who shall also proceed to carry out Resolving Clause II(A) of FA 86/1 by convening the first meeting of the FCC.

Executive Committee of the Faculty Senate
September 9, 2016

**A RESOLUTION TO PROVIDE FOR THE COMPOSITION OF AN EXPANDED
FACULTY CONSULTATIVE COMMITTEE (17/2)**

- WHEREAS,** On June 7, 2016, President Knapp announced that he would not seek a third term and would step down as President of the University on July 31, 2017; and
- WHEREAS,** The procedures specified in Faculty Assembly Resolution 86/1 (FA 86/1), adopted pursuant to Section C.5 of the *Procedures for the Implementation of the Faculty Code*, direct each of the Schools to elect a faculty representative to serve on the Faculty Consultative Committee (FCC), subject to confirmation by the Faculty Assembly; and
- WHEREAS,** Article III, Section 3(5) of the *Faculty Organization Plan* authorizes the Faculty Senate Executive Committee to act on behalf of the Senate in emergencies, and the Executive Committee has moved expeditiously to call for elections in each of the nine schools prior to the special meeting of the Faculty Assembly scheduled for September 9, 2016; and
- WHEREAS,** In view of the composition of the Presidential Search Committee (PSC) announced by the Board of Trustees on June 30, 2016, the Faculty Senate Executive Committee believes that the procedures specified in FA 86/1 should be supplemented to provide for a larger FCC that would include adequate representation from the humanities, the social sciences, the sciences, and non-tenure track regular and specialized faculty, and would appropriately reflect the diversity within the University's faculty; and
- WHEREAS,** Article II, Section 4(2) of the *Faculty Organization Plan*, provides that the Faculty Assembly may "direct the Senate" ... "to take such other action as may be appropriate with respect to any matter of concern to the Assembly;" and
- WHEREAS,** A more robust and effective faculty role in the Presidential Search process will be made possible if the Faculty Assembly delegates to the Faculty Senate responsibility for expanding the faculty membership on the FCC;

NOW, THEREFORE

**BE IT RESOLVED BY THE FACULTY ASSEMBLY OF THE GEORGE
WASHINGTON UNIVERSITY**

1. The Faculty Assembly hereby delegates to the Faculty Senate, pursuant to Article II, Section 4(2) of the *Faculty Organization Plan*, the Faculty Assembly's authority to elect members of the Faculty Consultative Committee (FCC) under Part C.5 of the *Procedures for the Implementation of the Faculty Code*;
2. That, in deciding on the election of additional members of the FCC, the Senate should assure that the FCC in combination with the PSC includes adequate participation by faculty with a concentration in a discipline from the humanities, faculty with a concentration in a discipline from the social sciences, faculty with a concentration in the sciences, faculty who are non-tenure track; and faculty who are classified as specialized faculty
3. That the Senate shall elect seven additional faculty members to the FCC;
4. That this delegation of authority terminates on January 1, 2017; and
4. That the adoption of this Resolution by the Faculty Assembly shall be reported to the Chair of the University Board of Trustees and to the Presidential Search Committee.

Executive Committee of the Faculty Senate

September 9, 2016

As Amended by the Faculty Assembly on September 9, 2016

**A RESOLUTION TO ESTABLISH PROCEDURES FOR ELECTING ADDITIONAL
MEMBERS OF THE FACULTY CONSULTATIVE COMMITTEE 17/1**

- WHEREAS,** On June 30, 2016, the Board of Trustees announced a search for the next President of the University and named a 19-person Presidential Search Committee (PSC), which includes six faculty members; and
- WHEREAS,** On September 9, 2016, the Faculty Assembly approved a resolution (FA 17/1), which confirmed nine members of the Faculty Consultative Committee (FCC) who were selected by their respective schools pursuant to Faculty Assembly Resolution 86/1; and
- WHEREAS,** On the same day, the Assembly also approved a second resolution (FA 17/2), which authorizes and directs the Faculty Senate to elect seven additional members of the FCC in order to assure that the FCC, in combination with the PSC, provides for adequate participation in the Presidential search by faculty with a concentration in a discipline from the humanities, faculty with a concentration in a discipline from the social sciences, faculty with a concentration in a discipline from the sciences, faculty who hold non-tenure track appointments, and faculty who are classified as specialized faculty; and
- WHEREAS,** Time is of the essence in electing additional members of the FCC to ensure that the FCC will have a meaningful opportunity to provide timely advice to the Board of Trustees during the Presidential search; **NOW THEREFORE**

**BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON
UNIVERSITY**

1. That the Faculty Senate Executive Committee act quickly to invite recommendations from members of the Faculty Senate and from all faculty for additional faculty to serve on the FCC.
2. That, after receiving and considering such recommendations, the Executive Committee shall nominate a slate of seven faculty members to be considered by the Faculty Senate for election as additional members of the FCC.
3. That, in accordance with Article III, Section 4(e) of the *Faculty Organization Plan* and notwithstanding Section 6 of the Bylaws of the Faculty Senate, the Executive Committee is hereby authorized and directed to conduct a vote of the Faculty Senate by email to approve the Executive Committee's slate of nominees, in view of the urgent need to elect additional members of the FCC at the earliest possible time.
4. That, if the Executive Committee's slate of nominees is not approved by an email vote of the Faculty Senate, the Chair of the Executive Committee shall proceed to convene the FCC with the nine faculty elected under FA Resolution 17/1, and the election of the seven additional members to the FCC shall be placed on the October 14 2016 Faculty Senate agenda.

School of Medicine
& Health Sciences

THE GEORGE WASHINGTON UNIVERSITY



Current Status and Directions in SMHS

Jeffrey S. Akman, M.D.

Vice President for Health Affairs

Walter A. Bloedorn Professor of Administrative Medicine
Dean, GW School of Medicine and Health Sciences

M.D. Programs
Health Sciences Programs
Research
Major Initiatives

SMHS.GWU.EDU



At nearly two centuries old, SMHS is the 11th oldest medical school in the country and the first in the Washington, D.C.



State-of-the-art facilities and world-renowned faculty



Graduates are well-trained, compassionate health care professionals with exceptional leadership skills



Top-tier residency and fellowship programs



Extensive on-going collaboration with government, non-governmental, humanitarian organizations in Washington, D.C., and abroad



GW Hospital	GW Medical Faculty Associates	Children’s National Health System
<p>385-bed tertiary care, academic medical center</p> <p>Level I Trauma Center and a Level III NICU</p> <p>Recognized for cardiac care, cancer care, neurosciences care, women’s health, and advanced surgery, including robotic and minimally invasive surgery</p> <p>80%/20% Partnership with University</p>	<p>Largest independent physician group in the Metropolitan Washington area</p> <p>Home to 14 clinical departments</p> <p>Primary care and 51 specialties</p> <p>More than 750 providers Over 450 physicians are regular academic faculty</p> <p>Separate non-profit</p>	<p>Premier pediatric care provider in the Washington, D.C., metropolitan area</p> <p>Home to the SMHS Department of Pediatrics and the Department of Integrative Systems Biology</p> <p>Residency and fellowship programs at Children’s National</p> <p>564 Regular, Visiting, Research faculty affiliated with CNHS</p>



12,393 completed applications

Largest completed # of applications to date



Entering Class Snapshot:

177 students

60% Female, **40%** Male

Average age of **23.8** years, ranging from 21 to 41 years of age

Diverse racial and ethnic backgrounds

Majors/Areas of Study: approximately **60%** of class major in science

Top majors: Biology, Psychology, Neuroscience, Biochemistry,
English, Anthropology & History

**Integration of Basic Sciences,
Clinical, and Public Health**

Active Learning

**Early and Longitudinal Clinical
Experiences**

Professional Development

D.C. Advantage

Integration of Technology – iPads



Site visit: February 2016

Full report: June 2016

The medical education program leading to the M.D. degree continues with full accreditation for an **8 year term**

The school is in compliance with all accreditation standards with two standards determined to be in "compliance with a need for monitoring"

Highly Successful Visit!



Top Specialties

- Internal Medicine (43)
- Pediatrics (26)
- Anesthesiology (14)
- Emergency Medicine (12)
- Radiology-Diagnostic (12)
- Obstetrics-Gynecology (8)
- General Surgery (7)
- Psychiatry (6)



Top 5 States Where Graduates Matched

- New York-31
- District of Columbia-28
- Pennsylvania-22
- California-22
- Maryland-15



39 ACGME-accredited programs

450 residents and fellows

Other major affiliates:

DC Veterans Affairs Hospital

Holy Cross Hospital

INOVA Fairfax Hospital



57 Degree Programs/Certificates

Physician Assistant Studies	Physical Therapy	Ph.D. in Translational Health Sciences (VSTC)	Medical Laboratory Sciences	Health Sciences
Clinical & Translational Research	Clinical Management & Leadership	Clinical Research Administration	Emergency Medical Services	Bioinformatics (VSTC)
Post-Baccalaureate Pre-Medicine (VSTC)	Health Intervention & Disaster Response	Integrative Medicine	Occupational Therapy	Regulatory Affairs
PA/MPH Joint Programs	Health Care Quality	Military Affiliated & Contract Programs	Medical Informatics	Future: Continued Growth in Health Sciences...

Nearly doubled the amount of new awards
Increased research faculty recruitment
Increased research infrastructure and labs
Increased direct expenditures and
indirect cost recovery



Specific focus on:

Clinical/Translational science

Commercializing research to make new therapeutics available for patients and improving the health of individuals

Addressing disease burden in our local, national, and global communities

Clinical and Translational Science Award (CTSA) given to GW and Children's National in 2010 to establish the Clinical and Translational Science Institute at Children's National (CTSI-CN)

CTSA was renewed in **July 2016**

The **five strategic goals** of the renewed CTSI-CN are:

Workforce Development

Collaboration and Engagement

Integration

Methods and Processes

Informatics

National CTSI Consortium

CTSA Consortium is approximately **60 medical research institutions** linked together to energize the discipline of clinical and translational science.

Each component of the CTSA program is crucial in supporting the mission:
Accelerating Discoveries Toward Better Health.

GW PPG: Solving Pediatric Dysphagia



Prestigious Program Project Grant (PPG) \$6.2M from The Eunice Kennedy Shriver National Institute of Child Health and Human Development (NIH) to solve pediatric dysphagia – a chronic difficulty with feeding and swallowing in children

Dysphagia is found in **35 to 80 percent** of newborns with neurodevelopmental disorders.

An interdisciplinary group of researchers from SMHS and Children's National, led by **Anthony Samuel LaMantia, Ph.D.**, director of the GW Institute for Neurosciences and professor of pharmacology and physiology at SMHS, and **Sally Moody, Ph.D.**, interim chair of anatomy and regenerative biology at SMHS, serves as associate director



Five-year Martin Delaney Collaboratory grant from the NIAID/NIH to apply immunotherapy advances in order to create a novel HIV cure strategy - PI is **Doug Nixon, M.D., Ph.D.**, the Walter G. Ross Professor of Basic Science Research, Chair of Microbiology, Immunology and Tropical Medicine

First year funding = **\$5.7M**

Total funding over **\$26M**

Their innovative cell therapy approach will focus on making individuals' immune systems work better in eliminating HIV reservoirs

GW will collaborate with **17 different medical sites** on this important research



Established July 1, 2015

Our vision is to become a leading innovator in basic, population, and clinical research and a premier destination for personalized cancer care.

GWCC Founding Director: Eduardo Sotomayor, MD

Future Goals for GW Cancer Center:

NCI-designation and comprehensive status

Destination for world-class scientists and clinician investigators

Destination for patients for state of the art treatment, clinical trials and precision medicine

Enhanced graduate programs and opportunities for students and fellows

The nationally-recognized leader in cancer policy

Demonstrable impact on cancer disparities in Washington, D.C.



Kidney Education Campaign

Established the **Ron and Joy Paul Kidney Center** in Nov. 2015 in Partnership with the **GW Hospital Transplant Institute** and **GW MFA** – under the leadership of Medical Director **Keith Melancon, M.D.**, who has performed **71** transplants since January 2015

Goal of educating the Washington, D.C. community about kidney disease, reducing disparities in kidney disease, and promoting the living donor transplantation list – **GWKidney.org**

Community Events and a Multimedia Ad Campaign with focus on DC Wards 7 & 8 and Princes Georges County, MD

YOU WON'T NOTICE 1/3 OF OUR PASSENGERS MAY HAVE KIDNEY DISEASE. SADLY, NEITHER WILL THEY.

Don't wait. Get tested today.

CALL 202-715-4330

VISIT GWKidney.org

Ron and Joy Paul
Kidney Center

THE GEORGE WASHINGTON UNIVERSITY



Transplant Institute
THE GEORGE WASHINGTON UNIVERSITY HOSPITAL



GW



School of Medicine
& Health Sciences

THE GEORGE WASHINGTON UNIVERSITY

smhs.gwu.edu

**Report to the Faculty Senate
on
Senate Activities Concerning CY 2017 Health Benefits**

September 9, 2016

Charles A. Garris, Chair
Executive Committee of the Faculty Senate

As you all know, every year we have an open enrollment period for our Benefits programs in October. This year, the Open Enrollment period is from **October 3-21, 2016**. For many years, in anticipation of this, we have scheduled a presentation from the HR department on new developments in our benefits programs. This year, Interim Vice President for Human Resources Dale McLeod has kindly agreed to give us a presentation on the changes for Calendar Year 2017.

As there has been much Senate activity over the summer, before we proceed with Vice President McLeod's presentation, the Executive Committee has requested that I give you a brief summary of the actions of the Senate.

President Knapp's Benefits Task Force produced a "Long Term Report" in December 1, 2015, which expressed the financial problem that GW faces with health care benefits:

"...since 2010, the university's budgeting approach for employee benefits has been to cap increases to benefits spending at 3 percent of benefits eligible compensation each year. The tension between this cap and underlying increases in the cost of fringe benefits, presents a stubborn long-term challenge that must be addressed to bring balance between the institution and employees. As benefit costs continue to rise above 3 percent each year, driven primarily by increasing healthcare costs, the importance of finding long-term solutions rises. While the factors driving cost increases largely lie outside the university's ability to control, the importance of its response to the challenge cannot be overstated because of the consequences for employees."

Current GW Health Plans (2016 CY)

Choice Plus – BASIC (Individual In-Network Deductible \$850.)
Choice Plus – MEDIUM (Individual In-Network Deductible \$500.)
Choice Plus – HIGH DEDUCTIBLE (Individual In-Network Deductible \$1,500.)

Recent Faculty Senate Actions

The summer has been extremely active. I prepared a chronological accounting of the meetings that were conducted and the outcomes, and it extended to over 4 pages. Rather than go through all that, I would like to highlight some important events.

- On April 8, 2016, ASPP put forth the following resolution: A RESOLUTION ON THE CONTRIBUTION OF THE UNIVERSITY TO STAFF/FACULTY HEALTH INSURANCE COSTS (16/8) (Resolution passed Unanimously) The resolving clauses were:
 1. That the GWU contribution for health insurance costs, including premiums in 2017 and future years, should be no less than 75% of total health insurance costs;

2. That the necessary funds to increase future GWU contributions for health insurance benefits not be derived from reduction in covered health services, increased out-of-pocket health costs including deductibles and co-insurance, other staff/faculty compensation, other staff/faculty benefits, or academic activities;
 3. That any planning for the expansion of the high deductible health plan should not replace or, as a consequence, disadvantage any of the other plans.
- On May 13, 2016: Board of Trustees approves Operating Budget. 3% increase in total compensation (salary + fringe) approved.
 - On May 21, 2016: Benefits Advisory Council Meeting
 - Introduced new 2-option Health Benefit model
 - Throughout June, there were several meetings and communications of the BAC and a Senate Working Groups. The Working Group included: Ann McCorvey, John Kosky, Dale McLeod, Robert Harrington, Tyler Anbinder, Ben Hopkins, Philip Wirtz, Art Wilmarth, Charles Garris, Miriam Galston, Joseph Cordes, Brian Biles. The 2-option policy and a possible moratorium were discussed extensively.

Problems Encountered by the Working Group

1. Creation of an unbalanced BAC in January 2015 with almost 10 staff members and only 6 faculty members. Faculty members felt marginalized and outvoted whenever they tried to raise objections to proposed changes in our health insurance benefits.
2. A very rushed decision-making process, which took place mainly during the summer, when many faculty are not present on campus and the Faculty Senate can't meet. The ASPP and Executive Committees were very active this summer in supporting the faculty members of the BAC who requested and received various analyses of the data. The administration argued that they were confined by many constraints and had to make decisions, while the faculty felt that there was not adequate opportunity to arrive at a consensus.
3. Elimination of the Medium plan, after eliminating the High-Benefit plan only 2 years ago. As a result, GW will have only 2 plans for 2017 (HD/HSA and PPO), and many faculty were greatly concerned that the PPO plan will be eliminated in the near future, leaving only a single plan and no choice for faculty and other employees.
4. Faculty did not understand the need for the rapid-fire series of changes in our health insurance plans over the past several years, with major changes occurring almost every year and no sense of stability going forward. The administration argued that these changes were all made to reduce the size of the premiums.

Subsequent Activities

- On July 1, 2016: The Executive Committee sent a Memo to President Knapp & Provost Maltzman expressing the above issues and requesting a moratorium on changes to the health benefit programs. Calculations showed cost of continuing for another year the current three-option program was within the 3% allocated by the Board.
- On July 10, 2016: President Knapp & Provost Maltzman responded very positively. They emphasized that they wish to ensure greater input of the stakeholders into the design of our

benefit plan and in evaluating the trade-offs that are inevitable in crafting benefit plans. They have asked Deputy VP&T Ann McCorvey and her team to work with us on this.

- Following up throughout July, we had meetings with Provost Maltzman and Deputy VP&T Ann McCorvey. Ms. McCorvey also met with a group faculty from FP& B to explore ways of dealing with the longer-run budget problem of financing health care benefits.
- The administration had decided not to adopt a moratorium, but proceed with the new program having the three options of CY 2016 merged into two options. Vice President McLeod will describe it in further detail. However, we noted that the new program:
 - While not meeting the requirement of Senate Resolution 16/8 that the University contribution be no less than 75% of the total health care costs, the University is moving from 67%/33% contribution in CY2016 to 73%/27% in CY 2017, which is a good trend.
 - Employee premiums under the new plan will decline by 22.75%.
 - The University contribution to health plans will increase by 3.93%
- On September 7, 2016: Professor Wilmarth and I met with Deputy VP&T Ann McCorvey and we had a very productive meeting which addressed many of concerns and laid the groundwork for better collaboration between faculty, staff, and administration in resolving many of the outstanding issues:
 - The BAC will be reorganized. The new BAC will have 5 faculty members appointed by the Senate, and the staff will have 5 members.
 - A major effort will be made to make decisions in a timely manner. Several possibilities for improving the system were discussed, such as moving the open enrollment period up to November, having quarterly meetings of BAC with running actuarial data available.
 - We received assurance that there is no foreseeable intention to further eliminate options and that the CY 2017 PPO Program will not be eliminated, absent significant changes in applicable laws and a financial emergency.
 - It was agreed that Executive Vice President McCorvey and Vice Provost Rene O-Neal would work with the Senate Fiscal Planning and Budget Committee and members of the ASPP Committee to explore budgetary options for addressing the gap between the annual growth of health insurance costs and annual increases in the employee fringe benefit pool. The Fiscal Planning and Budgeting Committee will in fact take this up at its first meeting on Sept. 16.

In conclusion, I believe there has been an enormous amount of interaction between faculty and administration on this very difficult and complex issue that has produced positive results. We have a good working relationship with Deputy VP&T Ann McCorvey and her team and we will be able to move forward. I will be happy to answer any questions on the Senate activities over the summer. However, please hold your questions on the specific details of the new program for Vice President McLeod who now follows me.

I know that a substantial number of faculty members and some Senators remain very unsatisfied with the current situation and do not believe that the Administration is willing to act in a more consultative and collaborative manner going forward. Our new agreement with the Administration certainly needs to be tested and must produce more positive outcomes in terms of collaboration and consensus. I am hopeful that this will occur if the Faculty Senate and the Administration work together in good faith and with the welfare of the University and all of its employees firmly in mind.

Thank you.

2017 BENEFITS CHANGES

Changes will take effect in 2017; open enrollment begins Oct. 3.

September 9, 2016

Faculty Senate

2017- Projected Benefits Cost

As of 8/22/16

The table below shows the final fringe pool costs for 2017 assuming the active medical plan designs move from 3 plans to 2 plans and implementation of a private health insurance exchange for post-65 retirees.

Cost Projection		CY2016 Spending Projection	CY2017 Spending Projection	CY2017 Share / Increase
Medical and Prescription Benefits				
1	Gross Plan Cost	\$43,846,000	\$41,715,000	-4.9%
2	Employee Contributions (Premiums)	\$14,443,000	\$11,157,000	-22.8%
3	GW Contributions (Plan Cost, Net of Premiums)	\$29,403,000	\$30,558,000	3.9%
Other GW Contributions				
4	FICA, Unemployment, Workers' Compensation	\$39,000,000	\$40,170,000	3.0%
5	Retirement Investment Plans	\$38,000,000	\$39,140,000	3.0%
6	Tuition Programs	\$14,700,000	\$15,141,000	3.0%
7	Other Active Employee Programs & Benefits	\$4,553,000	\$4,540,000	-0.3%
8	Retiree Programs & Benefits	\$63,000	\$63,000	0.0%
9	Subtotal	\$96,316,000	\$99,054,000	2.8%
Total Net GW Contributions – All Plans & Benefits		\$125,719,000	\$129,612,000	3.1%

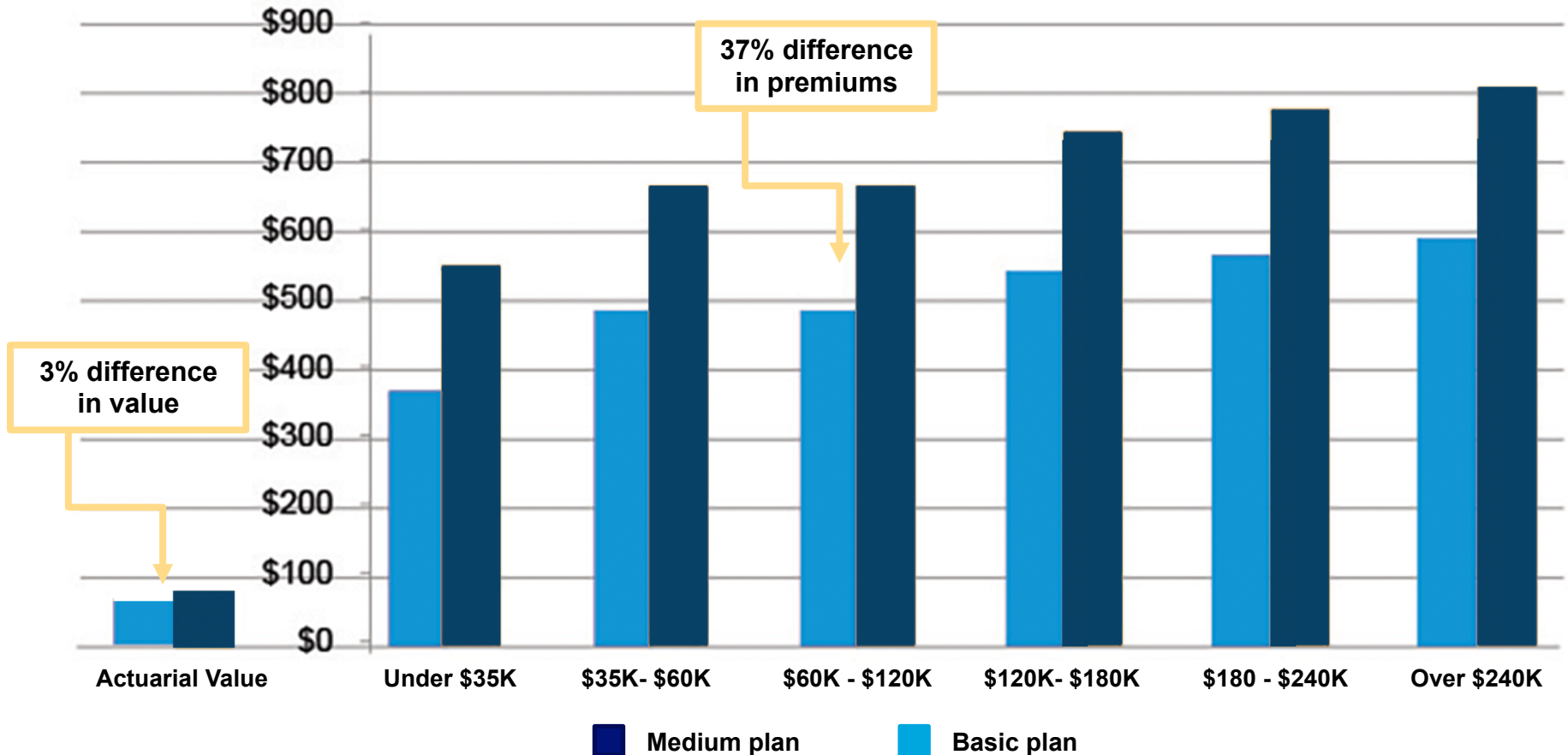
2017 health plans for active employees

Reason for the change

- The Basic and Medium plans are very **comparable in terms of value**, but the **premiums** for the Medium plan are substantially **higher** than the Basic plan.
- Merging PPO plans **aligns plan value with employee premiums and** assists employees in making informed decisions regarding their health benefits based on their individual and family needs

Rationale for new GW PPO plan – illustrative example

Basic & Medium plan actuarial values vs employee contributions



- The Medium and Basic plans are only 3% different in total plan value
- 37% difference for family coverage, 50% for individual coverage

Plan design comparison: 2016 v. 2017

Summary of Key Differences

GW Health Savings Plan compared with current HDHP plan

- No increase to employee premiums
- Increase to match to the health savings account
- Increase in the annual in-network deductibles

Plan design comparison: 2016 v. 2017

Summary of Key Differences

GW PPO compared with current Basic plan

- 10% increase in employee premiums across all salary bands
- Decrease in the annual in-network deductibles
- Increase in primary care office visit copay
- Decrease in urgent care office visit copay

Plan design comparison: 2016 v. 2017

Summary of Key Differences

GW PPO compared with current Medium plan

- 20-25% decrease in employee premiums
- In/out-of-network annual deductibles / out-of-pocket maximums increases
- Increase in primary care office visit copay
- Decrease in urgent care office visit copay
- Emergency room visit will change to coinsurance
- Decrease in Rx out of pocket maximum

Additional changes for 2017

Specialized Centers of Excellence	<ul style="list-style-type: none">• Optional specialized centers focusing on oncology and infertility.
Incentivize Telemedicine	<ul style="list-style-type: none">• Reduce copay for UHC Virtual Visits (telemedicine) from \$25 to \$10 for GW PPO Plan.
Health Transparency Tool	<ul style="list-style-type: none">• GW will pilot a new web-based tool to help employees on GW's medical plans shop for, learn about, and manage their pharmacy and medical care. Additional information will be released during Open Enrollment.
Acupuncture	<ul style="list-style-type: none">• Acupuncture will now be covered under both the HSP and PPO up to 20 visits per year combined in and out of network.
Healthcare FSA (HCFSA) for HSP	<ul style="list-style-type: none">• Offer HSP members who do not meet eligibility for HSA (ex. those enrolled in Medicare) the opportunity to enroll in the Healthcare FSA.
Dental Coverage	<ul style="list-style-type: none">• Aetna High and Low PPO plans will increase by \$1-\$3 per month.• There will be no change to employee contributions for the Aetna DMO plan.
Transgender Coverage	<ul style="list-style-type: none">• Cover surgery /commonly used medications for gender reassignment.
Retiree Healthcare	<ul style="list-style-type: none">• Beginning next summer, retirees over age 65 will move to a private Medicare exchange. The exchange will replace the current UHC Blue 65 plan.• Pre-65 retirees and dependents under age 65 will move to the HSP plan effective January 1, 2017.

Process moving forward

2017 and beyond

- Merging two PPO plans will allow us to create a plan design without the need for continuous annual adjustment.
 - Subject to regulatory or required changes.
- After merging PPO plans, GW prefers to hold the medical and Rx plan design changes (see handout) constant for at least 2 years.
- Benefits changes will be primarily limited to contribution increases based on claims experience.
- Administration would still proceed with evaluating the annual plan performance as part of our duty as the plan sponsor.

Open Enrollment 2017

Annual Open Enrollment period will begin Oct. 3 and run for three weeks through Oct. 21. The new benefits will take effect Jan. 1, 2017.

Open Enrollment Fairs:

Foggy Bottom in Grand Ballroom

Thursday, Oct 13, 2016 10am-3pm

Tuesday, Oct 18, 10am-3pm

Virginia Campus in Enterprise Hall

Tuesday, Oct 11, 10am-1pm

Flu shots will be offered at all fairs.

Benefits Briefing:

Mark your calendars for special Benefits Briefings on the benefits changes for 2017.

Foggy Bottom in Betts Theater

Tuesday, Sept 13, 12:30pm-1:30pm

Wednesday, Sept 21, 3pm-4pm

Virginia Campus in Exploration 101

Thursday, Sept 22, 12pm-1pm

A comprehensive guide with details of 2017 benefits offerings will be available in late-September.

Questions?



Comparison of current plans with 2017 plans

Benefit	2016 Medical Plan Summaries [Individual / Family]			2017 Medical Plan Summaries	
	HDHP (17%)	Basic PPO (47%)	Medium PPO (36%)	HSP	GW PPO
Medical Deductible	\$1,500/\$3,000 (\$3,000/\$6,000)	\$850/\$1,700 (\$2,000/\$4,000)	\$500/\$1,000 (\$750/\$1,500)	\$2,000/\$4,000 (\$3,000/\$6,000)	\$750/\$1,500 (\$2,000/\$4,000)
Coinsurance	80% (60%)	80% (60%)	85% (60%)	80% (60%)	80% (60%)
Med OOP Limit*	\$4,000/\$6,850 (\$6,000/\$12,000)	\$3,000/\$6,000 (\$6,000/\$12,000)	\$2,500/\$5,000 (\$5,000/\$10,000)	\$4,000/\$7,150 (\$6,000/\$12,000)	\$3,000/\$6,000 (\$6,000/\$12,000)
Office Visits (PCP/SCP)	80% after ded (60%)	\$25/\$50 copay (60%)	\$25/\$50 copay (60%)	80% after ded (60%)	\$30/\$50 copay (60%)
Inpatient Services	80% after ded (60%)	\$250 then 80% (60%)	\$250 then 85% (60%)	80% after ded (60%)	80% after ded (60%)
Outpatient Services	80% after ded (60%)	80% after ded (60%)	\$100 copay then 85% (60%)	80% after ded (60%)	80% after ded (60%)
Urgent Care	80% after ded (60%)	\$50 copay (60%)	\$50 copay	80% after ded (60%)	\$30 copay (60%)
Emergency Room	80% after ded	80% after ded	\$150 copay	80% after ded	80% after ded
Rx Out-of-Pocket Limit	Combined with Medical OOP Limit	\$3,600/\$7,200 (\$7,200/\$14,400)	\$4,100/\$8,200 (\$8,200/\$16,400)	Combined with Medical OOP Limit	\$3,600/\$7,200 (\$7,200/\$14,400)
Rx – Retail					
- Generic	80% after ded (60%)	10% / \$15 - \$30	10% / \$15 - \$30	80% after ded (60%)	10% / \$15 - \$30
- Brand Formulary	80% after ded (60%)	20% / \$30 - \$50	20% / \$30 - \$50	80% after ded (60%)	20% / \$30 - \$50
- Brand Non-Formulary	80% after ded (60%)	25% / \$60 - \$100	25% / \$60 - \$100	80% after ded (60%)	25% / \$60 - \$100
HSA match	Up to \$300/\$600	N/A	N/A	Up to \$600/\$1200	N/A
GW Share of Premium	83%	72%	61%	84%	71%
Aggregate Cost Share	67%/33%			73%/27%	

* Out-of-pocket limit includes deductible
(\$ and % in parentheses describe out-of-network benefits)

Comparison of current plans with 2017 plans

HSP compared with current HDHP plan

- Employee contributions held at the 2016 HDHP level
- HSA match increases from \$300/\$600 (single/family) to \$600/\$1,200 (single/family)
- In-network deductible increases from \$1,500/\$3,000 (single/family) to \$2,000/\$4,000 (single/family)
- Family in-network out of pocket limit increases from \$6,850 to \$7,150

GW PPO compared with current Basic plan

- For all salary bands, employee contributions increases 10% from 2016 level
- In-network deductible decreases from \$850/\$1,700 (single/family) to \$750/\$1,500 (single/family)
- Primary care physician (PCP) copay will increase from \$25 to \$30; Specialist copay remains at \$50
- Urgent care copay decreased from \$50 to \$30
- Addition of coverage for bariatric procedures and infertility (currently available only in the Medium plan)

GW PPO compared with current Medium plan

- Contributions decreases 19% - 65% from 2016 level (depending on salary and tier of coverage)
- In-network deductible increases from \$500/\$1,000 (single/family) to \$750/\$1,500 (single/family)
- Out of network deductible increases from \$750/\$1,500 (single/family) to \$2,000/\$4,000 (single/family)
- In-network out of pocket limit increases from \$2,500/\$5,000 (single/family) to \$3,000/\$6,000 (single/family)
- Out of network out of pocket limit increases from \$5,000/\$10,000 (single/family) to \$6,000/\$12,000 (single/family)
- Primary care physician (PCP) copay will increase from \$25 to \$30; Specialist copay remains at \$50
- Urgent care copay decreased from \$50 to \$30 and emergency room office visit will change to 80% coinsurance (member responsible for 20% of the allowable amount after deductible)
- Rx out of pocket limit decreases from \$4,100/\$8,200 (single/family) to \$3,600/\$7,200 (single/family)
- Inpatient and outpatient services offered at 80% coinsurance (member responsible for 20% of the allowable amount after deductible)

2017 Active Full-Time Employee Contributions GW PPO

Basic and Medium to GW PPO – all salary bands

PPO Plans	2016 Basic Contributions	2016 Medium Contributions	2017 GW PPO Contributions	\$ Difference from Basic	% Difference from Basic	\$ Difference from Medium	% Difference from Medium
<\$35,000							
- Employee Only	\$36.00	\$114.00	\$39.60	\$3.60	10%	-\$74.40	-65%
- Employee + Spouse	\$231.00	\$358.00	\$254.10	\$23.10	10%	-\$103.90	-29%
- Employee + Child(ren)	\$194.00	\$295.00	\$213.40	\$19.40	10%	-\$81.60	-28%
- Employee + Family	\$370.00	\$552.00	\$407.00	\$37.00	10%	-\$145.00	-26%
\$35,000-\$60,000							
- Employee Only	\$106.00	\$159.00	\$116.60	\$10.60	10%	-\$42.40	-27%
- Employee + Spouse	\$321.00	\$448.00	\$353.10	\$32.10	10%	-\$94.90	-21%
- Employee + Child(ren)	\$284.00	\$385.00	\$312.40	\$28.40	10%	-\$72.60	-19%
- Employee + Family	\$486.00	\$667.00	\$534.60	\$48.60	10%	-\$132.40	-20%
\$60,000-\$120,000							
- Employee Only	\$106.00	\$159.00	\$116.60	\$10.60	10%	-\$42.40	-27%
- Employee + Spouse	\$321.00	\$448.00	\$353.10	\$32.10	10%	-\$94.90	-21%
- Employee + Child(ren)	\$284.00	\$385.00	\$312.40	\$28.40	10%	-\$72.60	-19%
- Employee + Family	\$486.00	\$667.00	\$534.60	\$48.60	10%	-\$132.40	-20%
\$120,000-\$180,000							
- Employee Only	\$118.00	\$177.00	\$129.80	\$11.80	10%	-\$47.20	-27%
- Employee + Spouse	\$359.00	\$500.00	\$394.90	\$35.90	10%	-\$105.10	-21%
- Employee + Child(ren)	\$317.00	\$430.00	\$348.70	\$31.70	10%	-\$81.30	-19%
- Employee + Family	\$543.00	\$745.00	\$597.30	\$54.30	10%	-\$147.70	-20%
\$180,000-\$240,000							
- Employee Only	\$124.00	\$185.00	\$136.40	\$12.40	10%	-\$48.60	-26%
- Employee + Spouse	\$374.00	\$522.00	\$411.40	\$37.40	10%	-\$110.60	-21%
- Employee + Child(ren)	\$331.00	\$449.00	\$364.10	\$33.10	10%	-\$84.90	-19%
- Employee + Family	\$566.00	\$778.00	\$622.60	\$56.60	10%	-\$155.40	-20%
\$240,000+							
- Employee Only	\$129.00	\$193.00	\$141.90	\$12.90	10%	-\$51.10	-26%
- Employee + Spouse	\$390.00	\$544.00	\$429.00	\$39.00	10%	-\$115.00	-21%
- Employee + Child(ren)	\$345.00	\$468.00	\$379.50	\$34.50	10%	-\$88.50	-19%
- Employee + Family	\$590.00	\$810.00	\$649.00	\$59.00	10%	-\$161.00	-20%

2017 Active Full-Time Employee Contributions GW HSP

HDHP to HSP – all salary bands

HSP Plan	2016 HDHP Contributions	2017 HSP Contributions	\$ Difference from HDHP
<\$35,000			
- Employee Only	\$15.00	\$15.00	\$0.00
- Employee + Spouse	\$84.00	\$84.00	\$0.00
- Employee + Child(ren)	\$63.00	\$63.00	\$0.00
- Employee + Family	\$142.00	\$142.00	\$0.00
\$35,000-\$60,000			
- Employee Only	\$60.00	\$60.00	\$0.00
- Employee + Spouse	\$174.00	\$174.00	\$0.00
- Employee + Child(ren)	\$153.00	\$153.00	\$0.00
- Employee + Family	\$258.00	\$258.00	\$0.00
\$60,000-\$120,000			
- Employee Only	\$60.00	\$60.00	\$0.00
- Employee + Spouse	\$174.00	\$174.00	\$0.00
- Employee + Child(ren)	\$153.00	\$153.00	\$0.00
- Employee + Family	\$258.00	\$258.00	\$0.00
\$120,000-\$180,000			
- Employee Only	\$67.00	\$67.00	\$0.00
- Employee + Spouse	\$194.00	\$194.00	\$0.00
- Employee + Child(ren)	\$171.00	\$171.00	\$0.00
- Employee + Family	\$288.00	\$288.00	\$0.00
\$180,000-\$240,000			
- Employee Only	\$70.00	\$70.00	\$0.00
- Employee + Spouse	\$203.00	\$203.00	\$0.00
- Employee + Child(ren)	\$179.00	\$179.00	\$0.00
- Employee + Family	\$300.00	\$300.00	\$0.00
\$240,000+			
- Employee Only	\$73.00	\$73.00	\$0.00
- Employee + Spouse	\$211.00	\$211.00	\$0.00
- Employee + Child(ren)	\$186.00	\$186.00	\$0.00
- Employee + Family	\$313.00	\$313.00	\$0.00

Libraries

Role	Name		Senate Member	Email
Chair	Sidawy, Anton	SMHS	x	ansidawy@gwu.edu
EC Liaison	Sidawy, Anton	SMHS	x	ansidawy@gwu.edu
Voting	Ahlquist, Karen	CCAS		ahlquist@gwu.edu
Voting	Friedland, Elise	CCAS		efried@gwu.edu
Voting	Harizanov, Valentina	CCAS		harizanv@gwu.edu
Voting	Lunsford, Beverly	SON		bklunsfo@gwu.edu
Voting	Robinson, Edward	CCAS		erobinso@gwu.edu
Voting	Thompson, Ayanna	CCAS		thompsona@gwu.edu
Voting	Stott, Richard	CCAS		rstott@gwu.edu
Non-Voting	Henry, Geneva	Gelman		genevahenry@gwu.edu
Non-Voting	Linton, Anne	Himmelfarb		alinton@gwu.edu
Non-Voting	McCorvey, Ann	EVP&T		amccorvey@gwu.edu
Non-Voting	Pagel, Scott	Law Library		spagel@law.gwu.edu

Physical Facilities

Role	Name		Senate Member	Email
Chair	Roddis, Kim	SEAS	x	roddis@gwu.edu
EC Liaison	Rice, Lisa	GSEHD	x	ehess@gwu.edu
Voting	Aldrich, Amy	ESIA Staff		aaldrich@gwu.edu
Voting	Anderson, Catherine	CCAS		catand@gwu.edu
Voting	Gallo, Linda	CCAS		llgallo@gwu.edu
Voting	Gudenius, Carl	CCAS		cfg@gwu.edu
Voting	King, Michael	CCAS		kingm@gwu.edu
Voting	Kusner, Linda	SMHS		lkusner@email.gwu.edu
Voting	Pericak, Arlene	SON		kaitlin19@gwu.edu
Voting	Robinson, Robbie	CCAS		robinson@gwu.edu
Voting	Ullman, Dan	CCAS		dullman@gwu.edu
Non-Voting	Amundson, Beth	Registrar		amundson@gwu.edu
Non-Voting	Dent, David	EVP&T		ddent@gwu.edu
Non-Voting	McCorvey, Ann	EVP&T		amccorvey@gwu.edu
Non-Voting	Murphy, Terry	Provost		tmurphy@gwu.edu
Non-Voting	TBD	Student Liaison		

Administrative Committee Appointments for September 2016 Senate approval

Committee on the Judicial System

Mary Barron	GWSPH	mjbarron@gwu.edu	continuing	1-year term
Gutman, Jeffrey	LAW	jgutman@law.gwu.edu	new	2-year term

University Hearing Board

Majeda El-Banna	SON	melbanna@gwu.edu	new	1-year term
James Sexton	CCAS	jsexton@gwu.edu	new	1-year term
Christine Magee	GSEHD	cmagee@gwu.edu	new	1-year term

Student Grievance Review Committee

Majeda El-Banna	SON	melbanna@gwu.edu	continuing	1-year term
Jeffrey Gutman	LAW	jgutman@law.gwu.edu	new	1-year term
Mikyong Kim	GSEHD	kimmi@gwu.edu	new	1-year term
Susan LeLacheur	SMHS	slela@gwu.edu	continuing	1-year term
Mohamed Mohamed	SMHS	mmohamed@gwu.edu	new	1-year term
John Artz	GWSB	jartz@gwu.edu	new	1-year term
Art Wilson	GWSB	ajw1@gwu.edu	new	1-year term
Beverly Lunsford	SON	bklunsfo@gwu.edu	new	1-year term
Ashley Darcy-Mahoney	SON	adarcymahoney@gwu.edu	new	1-year term

Joint Committee of Faculty & Students

Mikyong Kim	GSEHD	kimmi@gwu.edu	new	1-year-term
Beverly Lunsford*	SON	bklunsfo@gwu.edu	new	1-year-term
Keith Mortman	SMHS	kmortman@gwu.edu	new	1-year-term
Ashesh Patel	SMHS	patelad@gwu.edu	new	1-year-term
Joan Kester	GSEHD	jkester@gwu.edu	new	1-year-term

*Chair

Senate Research Committee Interim Report

Griesshammer, 08 September 2016

The senate's Research Committee met on 10 May and 2 Sep 2016.

We identified liaisons to the Senate's Library Committee and the Research Committees of CCAS, SEAS and SMHS, and organised into teams on the following issues:

- (a) HR support;
- (b) budgeting of external grants;
- (c) pre-award administration;
- (d) post-award administration;
- (e) internal funding;
- (f) patents and legal obligations.

We welcome the opportunity to increase the committee's diverse experiences by adding a representative of the GW Postdoc Association as voting member. We therefore ask the Senate to appoint Dr. Michael DeNieu to the committee.

On Friday, 7 October at 14:00, we will meet with VP Chalupa in SEH 2000. Committee sessions are open to the public. In preparation, the committee has sent a list of 14 questions to OVPR on a wide variety of issues ranging from OVPR's restructuring to consultation and information of faculty about policies and policy changes. It is available from hgrie@gwu.edu.

The committee sees this meeting as a first step and anticipates to receive concrete information and updates from VP Chalupa. In our subsequent meetings, we will prioritise topics and consider responses, including requests for more information, evaluating conflicting evidence, or advocating specific policy changes.

We expect that VP Chalupa will be available for follow-up discussions in subsequent meetings and for a presentation to the Senate later in the Academic Year.

We look forward to work with VP Chalupa, OVPR and GW's administration on a number of issues, and to receive such information sufficiently in advance of important decisions to be able to provide sound, well-informed advice and recommendations, in compliance with Article IX section B of the Faculty Code.

REPORT OF THE EXECUTIVE COMMITTEE

Charles A. Garris, Chair

September 9, 2016

ACTIONS OF THE EXECUTIVE COMMITTEE

1. A RESOLUTION RECOMMENDING A PROCEDURE FOR AMENDING THE FACULTY CODE (16/7)

At the April 8 Faculty Senate meeting, Resolution 16/7 recommending a procedure for amending the Faculty Code was passed by the Faculty Senate. PEAFF Chair, Professor Arthur Wilmarth, PEAFF Chair and I were invited to discuss the resolution on May 12 with the Board Academic Affairs Committee with key representatives of the Board Governance Committee. We asked them to approve the resolution for implementation in the Faculty Code at their upcoming Board meetings. While the Board postponed approval of the requested changes in the *Faculty Code*, they amended the GWU By-Laws to the same effect by adding a new Article X, which states:

ARTICLE X. FACULTY CODE

The Board of Trustees shall have authority to adopt and amend a Faculty Code by an affirmative vote of two-thirds (2/3) of the individuals then serving as members of the Board of Trustees. The Board shall exercise this authority only after the Board is satisfied that there has been a process of considered consultation with the Faculty, including the Faculty Senate, and the President and Provost.

We believe that this is a good development for shared governance at GW. We may continue working with the Board to get this same language written into the *Faculty Code*.

2. A RESOLUTION ON THE CONTRIBUTION OF THE UNIVERSITY TO STAFF/FACULTY HEALTH INSURANCE COSTS (16/8)

Executive Committee had much discussion over the summer on health benefits. See earlier report. The Executive Committee has two concerns: i. Process for decision-making; ii. University contribution to funding for health costs. On the first issue, we have made progress in discussions with Provost Maltzman and Deputy VP & Treasurer McCorvey. On the latter issue, we will need to continue discussions.

3. Presentation to Board of Trustees

On May 13, I made a presentation to the Board on our Senate activities, and I highlighted Senate Resolution 16/8: **A RESOLUTION ON THE CONTRIBUTION OF THE UNIVERSITY TO STAFF/FACULTY HEALTH INSURANCE COSTS**

4. REVIEW OF SCHOOL RULES AND REGULATIONS (BY-LAWS)

In accordance with the revisions in the *Faculty Code*, the By-Laws of all schools are being revised to assure compliance.

Section A of the Procedures for the Implementation of the Faculty Code on Governance of Departments and Schools states that :

“All school procedures, rules, and criteria shall be approved by the Provost in consultation with the Faculty Senate Executive Committee.”

At the April 8 Faculty Senate meeting, we announced that a Special Subcommittee of PEAFF for the review of School By-laws was set up. As we previously announced, we expect to review 10 sets of by-laws. The Special Subcommittee has reviewed the By-Laws of the SMHS, and the ESIA.

5. FACULTY CODE GLITCH LIST

As we review the school by-laws, deal with tenure and promotion cases including nonconcurrences, dean searches, and the like, deficiencies in the language of the Faculty Code may become apparent and these deficiencies will find their way on our “Glitch List” which will probably be presented to the Faculty Senate in the form of a resolution in the spring after we deal with school bylaws.

6. OMBUDSMAN FOR CONCERNS IN UNIVERSITY COMMUNITY

Prof. Garris met with Interim Vice Provost for Diversity and Inclusion Vanessa Perry to discuss actions following the Black Lives Matter movement and incidents at University of Missouri, Yale, Columbia, and others. The issue was how do we respond effectively to concerns within the GW community before they become major issues. Part of the problem appears to be that victims, or perceived victims, are often reluctant to come forward. A possible measure that we discussed that might ameliorate the problem is to have a University Ombudsman that reports to the Faculty Senate, in a similar manner to the Senate’s administration of the Grievance Committee where the Chair of the Grievance Committee is an impartial person to which a grievant might discuss her/his grievance. We did follow up by discussing with the Provost’s Office.

7. ELECTION OF PROFESSOR JENNIFER GRIFFIN FOR SERVICE ON THE EXECUTIVE COMMITTEE

Section 5(b) of the FOP states:

"If at any time the Chairman of the Executive Committee or any other voting member of the Executive Committee is unable to serve temporarily or indefinitely, the Executive Committee shall elect a replacement or replacements to serve until the next regular meeting of the Senate, at which time the Senate shall elect a replacement or replacements to serve for the remainder of the term of the Executive Committee or pro tempore for the period of absence involved." Due to the retirement of Ted Barnhill in June, the Executive Committee elected Senator Jennifer Griffin to serve until today’s meeting.

8. STANDING COMMITTEES

The Executive Committee distributed electronic sign-up forms in the spring for our standing committees and administrative committees. In general, faculty can join committees at any time, so please continue beating the bushes for good committee members. We can add them at any time. The main requirement is that they be elected by you, the Senate. As you all know, shared governance is a lot of work, and we need dedicated faculty and staff to enable us to contribute to a better GW. If you know of anyone who would like to join at any time, please contact Liz.

9. PRESIDENTIAL SEARCH PROCESS

- a. June 7, 2016 – President Knapp informed Professor Garris of his resignation and the need for a presidential search.
- b. June 15, 2016 – Professor Garris met with Chair Carbonell to discuss general presidential transition process and the formation of the Presidential Search Committee and Faculty Consultative Committee.
- c. June 28, 2016 – Executive Committee met with Chair Carbonell and Board Academic Affairs Chair Jacobs to discuss presidential search process, composition and membership of the

Presidential Search Committee (PSC), and the role and formation of the Faculty Consultative Committee (FCC).

- d. Executive Committee worked with Parliamentarian Steve Charnovitz to develop Faculty Assembly Resolutions 17/1 and 17/2 for the election of the Presidential Search Faculty Consultative Committee as prescribed in the *Faculty Code*. Resolution FA 17/1 followed the procedures laid down in Senate Resolution 86/1 and was used in both the 1986 and 2006 presidential searches. In response to faculty and Board requests for more inclusion that just elected representatives from each school, the Executive Committee developed resolution FA 17/2 to expand participation to ensure representation from specific groups that were not present on the Presidential Search Committee.

10. MEETING WITH PROFESSOR CHRISTOPHER BRACEY AS CANDIDATE FOR VICE PROVOST FOR FACULTY AFFAIRS

- a. Due to the pending retirement of Professor Dianne Martin as Vice Provost for Faculty Affairs, the Executive Committee was asked, in accordance with the Faculty Code, to interview Professor Bracey and provide a recommendation. On August 17, the Executive Committee had a very cordial and informative meeting and fully supported his appointment. We welcome Vice Provost Bracey and we look forward to working with him.

FACULTY PERSONNEL MATTERS

11. Nonconcurrences

At the May 6, Faculty Senate meeting, I reported that the Executive Committee reviewed seven nonconcurrences for the 2015-2016 AY. Over the summer, an eighth nonconcurrency came before the Executive Committee. In this nonconcurrency, following the new system, the nonconcurrency was triggered by a disagreement between the School-wide Personnel Committee and the recommending department. The Executive Committee submitted its recommendation and the case is under final consideration by President Knapp.

12. Grievances

In May, I reported that there were two pending grievances – one from SMHS and one from GSEHD, both in mediation. The grievance in SMHS was concluded by a Final Settlement; the grievance in GSEHD is still in the mediation stage and is ongoing. A new grievance has been filed from SB and is currently under mediation.

13. Research Misconduct

On June 6, 2016, Professors Greisshammer and Garris met with Mr. Robert Donnally, Research Compliance Officer for OVPR, to discuss the formation of an inquiry committee for an allegation of research misconduct under the GW Policy and Procedures Regarding Allegations of Research Misconduct. Recommendations were provided.

ANY OTHER MATTERS

None.

ANNOUNCEMENTS

14. The Regular Faculty Assembly will take place on October 25, 2016 at 4:00 PM in the Jack Morton Auditorium AND on the Virginia Campus. Note that although the Faculty Organization Plan allows

votes by ONLY those present at a Faculty Assembly, it is permissible to conduct the meeting at more than one location. We therefore are making arrangements to conduct the October 25 meeting at the two locations. Faculty Senate Resolution 16/6: RESOLUTION TO AMEND THE FACULTY ORGANIZATION PLAN TO AUTHORIZE NON-TENURED REGULAR FACULTY IN TWO SCHOOLS TO SERVE IN THE FACULTY SENATE will be voted upon. This resolution, you recall, applies to SMHS and SON. Please attend and encourage your colleagues to attend and participate in this important vote.

15. Presidential Search Town Hall Meetings: Next week, the Board of Trustees will have a series of Town Hall Meetings for the campus and local community members to provide feedback and input into the selection of GW's 17th president. These conversations provide the opportunity for individuals to ask questions and give feedback about the search, offer suggestions about the opportunities and challenges facing the next president, and discuss the skills and attributes that the next president should exhibit. The schedule is on the search website (<https://presidentialexecutive.gwu.edu/>).
16. President Nominations: Faculty are encouraged to submit nominations for the presidency of GW. Details of how to submit nominations are on the website.
17. The next meeting of the Executive Committee is on September 30, 2016. Please submit any reports and drafts of resolutions to the committee one week before that date.
18. Freshman Convocation: On Saturday, September 10, 2016, 10:00 AM, the George Washington University will host the Freshman Convocation officially welcoming the Class of 2020 into the Colonials community! President Knapp, Provost Maltzman, faculty, staff, and student leaders will join the Class of 2020 at the Smith Center at 10:00 AM. Faculty are encouraged to attend. Remember that commencement is the end of a student's GW studies, but this event is the beginning and a faculty presence is important.
19. Honorary Degrees: Associate Vice President for Events Michael Peller has requested that faculty submit nominations for honorary degrees for the 2017 commencement.
20. The following are some tentative upcoming agenda items:
October 14, 2016
 - Report on Presidential Search: Board Chair Nelson Carbonell
 - Provost Forrest Maltzman – Developments in the New University Budget Model

On behalf of the Executive Committee, I would like to take this opportunity to welcome all of our new Senators and promise you an interesting upcoming year. One of the important opportunities for Senators is to participate in shared governance is through our Senate standing committees. Please do join at least one committee, and more if you wish.

Thank you.