



Faculty Senate

The Faculty Senate will meet on Friday, May 11, 2018, at 2:10pm
in the State Room (1957 E Street NW).

AGENDA

1. Call to order
2. Approval of the minutes of the meeting held on April 13, 2018
3. Introduction of New Senators for 2018-2019
4. REPORT: University Budget Model (Forrest Maltzman, Provost, and Joe Cordes, Chair, Fiscal Planning and Budgeting Committee)
5. REPORT: Policy Updates (Forrest Maltzman, Provost)
 - Policy on Prohibited Relationships with Students
 - Sexual and Gender Based Harassment and Interpersonal Violence Policy
6. Introduction of Resolutions
7. GENERAL BUSINESS
 - a) Nominations for election of new chairs and members to Senate standing committees (see attached)
 - b) Approval of the 2018-2019 Senate calendar
 - c) Reports of Standing Committees
 - a. Appointment, Salary, & Promotion Policies: revised annual report
 - d) Report of the Executive Committee: Professor Sylvia Marotta-Walters, Chair
 - e) Provost's Remarks
 - f) Chair's Remarks
9. Brief Statements and Questions
10. Adjournment

Elizabeth A. Amundson
Secretary

New Senate Members 2018-2019 Session

CCAS

Holly Dugan (English)
Dan Schwartz (History)
Tony Yezer (Economics)

GSEHD

Shaista Khilji (Human & Organizational Studies)
Abe Tekleselassie (Education Administration)

**Faculty Senate
Master Standing Committee List
2018-2019 DRAFT ROSTERS**

Appointment, Salary, & Promotion Policies

Chair: Cynthia Rohrbeck (CCAS)

FSEC Liaison: Robert Harrington (SEAS)

Member	Affiliation	Voting Status
Abravanel, Eugene	CCAS	Voting
Anbinder, Tyler	CCAS	Voting
Berberovic, Jelena	CCAS (Staff)	Non-Voting
Biles, Brian	GWSPH	Voting
Bracey, Chris	Faculty Affairs	Non-Voting
Briggs, Linda	SON	Voting
Cordes, Joseph	CCAS	Voting
Gupta, Murli	CCAS	Voting
Hayes, Carol	CCAS	Voting
Houghtby-Haddon, Natalie	CPS	Voting
LeLacheur, Susan	SMHS	Voting
Lipscomb, Diana	CCAS	Voting
Maltzman, Forrest	Provost	Non-Voting
McAleavey, David	CCAS	Voting
McLeod, Dale	HR	Non-Voting
Owens, Richard	CCAS (Staff)	Non-Voting
Plack, Margaret	SMHS	Voting
Rau, Pradeep	GWSB	Voting
Schanfield, Moses	CCAS	Voting
Shea, Mafona	HR	Non-Voting
Storberg-Walker, Julia	GSEHD	Voting
Young, Heather	GWSPH	Voting
Zara, Jason	SEAS	Voting

Athletics

Chair: Hugh Agew (ESIA)

FSEC Liaison: Hugh Agnew (ESIA)

Member	Affiliation	Voting Status
Baker, Robert	CCAS	Voting
Caras, Allison	CCAS	Voting
Darcy-Mahoney, Ashley	SON	Voting
Gutman, Jeffrey	LAW	Voting
Julien, Andre	Athletics	Non-Voting
Linebaugh, Craig	NCAA Liaison	Non-Voting
McHugh, Patrick	GWSB	Voting
Tuckwiller, Beth	GSEHD	Voting
Vogel, Tanya	Athletics	Non-Voting
Young, Heather	SMHS	Voting

Educational Policy
Chair: Phil Wirtz (GWSB)
FSEC Liaison: Phil Wirtz (GWSB)

Member	Affiliation	Voting Status
Amundson, Beth	Registrar	Non-Voting
Arcieri, Michelle	Financial Aid	Non-Voting
Aviv, Eyal	CCAS	Voting
Beil, Cheryl	Assessment	Non-Voting
Beveridge, Scott	GSEHD	Voting
Cohen, Michael	CPS	Voting
Feuer, Michael	GSEHD	Non-Voting
Ganjoo, Rohini	SMHS	Voting
Garrett, PB	Academic Technologies	Voting
Golden, Catherine	SMHS	Voting
Hufford, Terry	Biological Sciences	Voting
Johnson, Candace	GWSPH (Staff)	Voting
Koutroulis, Ioannis	SMHS	Voting
Kristensen, Randi	GSEHD	Voting
Maltzman, Forrest	Provost	Non-Voting
Minaei, Ashley	GWSPH	Voting
Murphy, Terry	Provost	Non-Voting
Nau, Henry	ESIA	Voting
Packer, Randall	CCAS	Voting
Pelzman, Joe	ESIA	Voting
Phillips, Robert	CCAS	Voting
Posey, Laurie	SON	Voting
Price, Marie	CCAS	Voting
Rau, Pradeep	GWSB	Voting
Robinson, Lilien	CCAS	Voting
Schumann, Mary Jean	SON	Voting
Schwartz, Lisa	SMHS	Voting
Seavey, Ormond	CCAS	Voting
Siczek, Megan	CCAS	Voting
Street, Oliver	Retention	Non-Voting
Wyche, Karen	SON	Voting
Zara, Jason	SEAS	Voting

Fiscal Planning & Budgeting
Chair: Joe Cordes (CCAS)
FSEC Liaison: Christine Pintz (SON)

Member	Affiliation	Voting Status
Bachnack, Will	GWSB	Voting
Baker, Sumera	CPS (Staff)	Voting
Berberovic, Jelena	CCAS (Staff)	Voting
Biles, Brian	GWSPH	Voting
Bosque-Pardos, Alberto	SMHS	Voting
Dimri, Goberdhan	CCAS	Voting
Freund, Maxine	GSEHD	Voting
Gabaldon, Thomas	LAW	Voting
Henry, Geneva	Libraries	Non-Voting
Hopkins, Benjamin	ESIA	Voting
Kayes, Christopher	GWSB	Voting
Kim, Mikyong	GSEHD	Voting
Koutroulis, Ioannis	SMHS	Voting
Lang, Roger	SEAS	Voting
Linebaugh, Craig	CCAS	Voting
Maltzman, Forrest	Provost	Non-Voting
Mance, Rebecca	SON	Voting
McCorvey, Ann	EVP&T	Non-Voting
Mellen, Nicholas	Academic Technologies	Voting
Mohamed, Mohamed	SMHS	Voting
Murphy, Terry	Provost	Non-Voting
O'Neal, Rene Stewart	Provost	Non-Voting
Owens, Richard	CCAS (Staff)	Voting
Parsons, Donald	CCAS	Voting
Schumann, Mary Jean	SON	Voting
Tielsch, James	GWSPH	Voting
Wargotz, Eric	SMHS	Voting
Wilson, Arthur	GWSB	Voting
Yezer, Anthony	CCAS	Voting

Honors & Academic Convocations
Chair: Scheherezade Rehman (GWSB)
FSEC Liaison: Miriam Galston (LAW)

Member	Affiliation	Voting Status
Bracey, Chris	Faculty Affairs	Non-Voting
Friedman, Leonard	GWSPH	Voting
Ingraham, Loring	CCAS	Voting
Peller, Michael	External Relations	Non-Voting
Plack, Margaret	SMHS	Voting

Libraries
Chair: Holly Dugan (CCAS)
FSEC Liaison: Tony Sidawy (SMHS)

Member	Affiliation	Voting Status
Acquaviva, Kimberly	SON	Voting
Caras, Allison	CCAS	Voting
Cohen, Michael	CPS	Voting
Griesshammer, Harald	CCAS	Voting
Harizanov, Valentina	CCAS	Voting
Henry, Geneva	Libraries	Non-Voting
Linton, Anne	Himmelfarb	Non-Voting
Marginean, Ioannis	CCAS	Voting
McCorvey, Ann	EVP&T	Non-Voting
McGuire-Kuletz, Maureen	GSEHD	Voting
Pagel, Scott	Law Library	Non-Voting
Rodriguez, Ken	LAW	Voting
Ruckert, Elizabeth	SMHS	Voting
Smith, Andrew	CCAS	Voting
Thoma, Kathleen	SMHS	Voting
Wallace, Tara	CCAS	Voting

Physical Facilities
Chair: Kim Roddis (SEAS)
FSEC Liaison: Anne Markus (GWSPH)

Member	Affiliation	Voting Status
Amundson, Beth	Registrar	Non-Voting
Anderson, Catherine	CCAS	Voting
Dent, David	EVP&T	Non-Voting
Gallo, Linda	CCAS	Voting
Gastwirth, Joseph	CCAS	Voting
Halliday, David	GWSB	Voting
King, Michael	CCAS	Voting
Murphy, Terry	Provost	Non-Voting
Neumann, Laura	GWSPH (Staff)	Voting
O'Neal, Rene Stewart	Provost	Non-Voting
Robinson, Robbie	CCAS	Voting
Saliba, Zeina	SMHS	Voting
Traub, John	CCAS	Voting
Ullman, Dan	CCAS	Voting
Whitlow, Malinda	SON	Voting
Wright, Dan	Academic Technologies	Voting

Professional Ethics & Academic Freedom

Chair: Jeff Gutman (LAW)

FSEC Liaison: Sylvia Marotta-Walters (GSEHD)

Member	Affiliation	Voting Status
Alexander, Lisa	SMHS	Voting
Biles, Brian	GWSPH	Voting
Bracey, Chris	Faculty Affairs	Non-Voting
Cseh, Maria	GSEHD	Voting
Darr, Kurt	GWSPH	Voting
Driskell, Quardricos	CPS	Voting
Garris, Charles	SEAS	Voting
Gibson, Delores	GSEHD (Staff)	Voting
Houghtby-Haddon, Natalie	CPS	Voting
Kepic, Marcela	GSEHD	Voting
Kim, Mikyong	GSEHD	Voting
Leslie, Mayri	SON	Voting
Loew, Murray	SEAS	Voting
Malliarakis, Kate	SON	Voting
Marginean, Ioannis	CCAS	Voting
Orenstein, Dara	CCAS	Voting
Patel, Ashesh	SMHS	Voting
Robinson, Lilien	CCAS	Voting
Rodriguez, Ken	LAW	Voting
Sen, Sabyasachi	SMHS	Voting
Sinatora, Francesco	CCAS	Voting
Teitelbaum, Joel	GWSPH	Voting
Weitzner, Richard	General Counsel	Non-Voting
Wilmarth, Arthur	LAW	Voting
Zara, Jason	SEAS	Voting

Research
Chairs: Karen McDonnell (GWSPH) & Kausik Sarkar (SEAS)
FSEC Liaison: Bill Briscoe (CCAS)

Member	Affiliation	Voting Status
Applebaum, Kate	GWSPH	Voting
Banik, Debarati	Post-Doc	Voting
Bukrinsky, Michael	SMHS	Voting
Cohen-Cole, Jamie	CCAS	Voting
El-Ghazawi, Tarek	SEAS	Voting
Freund, Maxine	GSEHD	Non-Voting
Griesshammer, Harald	CCAS	Voting
Harizanov, Valentina	CCAS	Voting
Hsu, Stephen	SEAS	Voting
Kay, Matt	SEAS	Voting
Korman, Can	SEAS	Non-Voting
Kouveliotou, Chryssa	CCAS	Voting
Kusner, Linda	SMHS	Voting
Leftwich, Megan	SEAS	Voting
Lohr, Gina	Research	Non-Voting
Mallinson, Trudy	SMHS	Non-Voting
Maltzman, Forrest	Provost	Non-Voting
Merluzzi, Jennifer	GWSB	Voting
Miller, Robert	SMHS	Non-Voting
Norlen, Tova	ESIA	Non-Voting
Perry, Melissa	GWSPH	Non-Voting
Rimal, Rajiv	GWSPH	Voting
Roche, Katy	GWSPH	Voting
Rong, Yongwu	CCAS	Non-Voting
Schultheiss, Katrin	CCAS	Voting
Streitwieser, Bernhard	GSEHD	Voting
Tuckwiller, Beth	GSEHD	Voting
Zhou, Qiuping (Pearl)	SON	Voting

University & Urban Affairs
Chair: Robert Cottrol (LAW)
FSEC Liaison: Anne Markus (GWSPH)

Member	Affiliation	Voting Status
Alexander, Lisa	SMHS	Voting
Bennett, William	SMHS	Voting
Cassar, Linda	SON	Voting
Catalanotti, Jillian	SMHS	Voting
Conroy, Fiona	CPS	Non-Voting
Dawn, Karen	SON	Voting
LeLacheur, Susan	SMHS	Voting
Melton, Najeebe Danielle	SMHS	Voting
Orenstein, Dara	CCAS	Voting
Saliba, Zeina	SMHS	Voting
Schwartz, Dan	CCAS	Voting
Thomas, Marjorie (Eileen)	Athletics (Staff)	Non-Voting
Whitlow, Malinda	SON	Voting
Wyche, Karen	SON	Voting

**FACULTY SENATE CALENDAR
2018-2019 Academic Year**

EXECUTIVE COMMITTEE MEETINGS

**Begin at noon ~ Executive
Committee Members Only
Held in Duques 650 except as noted**

FACULTY SENATE MEETINGS

**Begin at 2:10pm ~ Held in 1957 E
Street/State Room (7th floor)**

August 24, 2018

September 21, 2018

October 26, 2018 (Duques 553)

November 16, 2018

December 14, 2018

January 25, 2019

February 22, 2019

March 22, 2019

April 26, 2019*

May 11, 2018

September 7, 2018

October 12, 2018

November 9, 2018

December 7, 2018

January 11, 2019

February 8, 2019

March 1, 2019

April 12, 2019

May 10, 2019**

*Joint meeting of the old and new Executive Committees

**First meeting of the 2019-2020 Academic Year session

The 2017 Faculty Assembly will be held on Wednesday, October 24, 2018, at 4pm in the Jack Morton Auditorium at 805 21st Street NW (School of Media & Public Affairs Building).

NOTE: To permit compliance with the rules requiring seven days notice of Senate meetings, the Executive Committee prepares the agenda two weeks in advance of the regular Senate meetings.

The George Washington University
FACULTY SENATE COMMITTEE
on
APPOINTMENT, SALARY, AND PROMOTION POLICIES
Annual Report (2017-18)

ASPP Committee was quite active this year. The committee held seven meetings during this academic year: three in the fall and four in spring. Here are the major issues considered this year:

Benefits: This is the second year where the administration has committed to holding down health care costs for faculty and staff. Our co-chair, Cynthia Rohrbeck, serves on the Benefits Advisory Committee (BAC) and is able to report the BAC deliberations to ASPP membership and to the Senate on a timely basis; other members of ASPP and BAC are Tyler Anbinder and Joseph Cordes. We note the importance of continuing to urge the GWU administration to sever the connection between the average salary increase and the GWU employer contribution to health insurance costs (the “3% rule.”). At our March meeting, it was reported that the administration will be providing larger than 3% increase to the benefits pool.

ASPP committee now has two staff representatives (Jelana Berberovic and Richard Owens) who have requested us to present a list of staff suggestions on benefits to the BAC. These included enlarged health insurance choices, free access to Lerner HWC, VSTC shuttle timings, transit subsidies, longer maternity leave, and performance review process. The committee has prioritized these requests and a smaller list will be presented for action to BAC and the administration.

Salaries: The administration reported the plan to again add 3% to the merit pool with 2% available for department chairs and 1% with the deans to make special adjustments. We agreed that it is important for the university to meet the 80% percentile goal of AAUP averages at all ranks, and 60% percentile floor in all schools. It is noted that two schools—CCAS and GSEHD—continue to lag below these goals and the administration is urged to make needed adjustments.

Salary Equity Committee: Several individuals involved in the last few rounds of the salary equity committee efforts have left the university or are on leave. Those changes, along with what might have been a complicated algorithm to identify discrepancies, and a double-blind format were mentioned as reasons for the lack of a timely response and adjustments. It has been decided move forward on this

initiative with a smaller committee so that needed adjustments can be made in “real time”.

We nominated three faculty members as members of the Salary Equity Committee: Senay Agca (Finance), Erin Chapman (History), and Dylan Conger (Public Policy). This committee has now been formed with three senior members to serve as advisors (Joseph Cordes, Miriam Galston, and Philip Wirtz). Vice-Provost Chris Bracey will chair the committee, with administration support from Joe Knop and Eric Yang. It is hoped that the initial round of reviews will go more quickly than in the past since it will be the Provost’s office that requests information from the Deans. The goal is to have feedback by the November 1 salary letters. Provost Maltzman is going to convene the first meeting of this committee in the near future. The salary equity committee will report to ASPP as a subcommittee of ASPP so its activities can be reported to the Faculty Senate on a timely basis.

Retiree Health Benefits: There have been concerns about the changes to health insurance for retirees. Those changes were previously discussed in the BAC, and reported to ASPP. Currently, retirees can stay on the GWU plan for 8 years post-retirement, at which point they must shift to another plan. It seems that other plans other than the GWU / Tower’s plan might be more favorable to our retirees (with larger pools, they may have lower rates).

Submission dates for tenure/promotion dossiers: As reported in our Interim Report, we discussed the difficulty for the School of Nursing in complying with GWU’s deadlines on dossiers for tenure and promotion because that school had August 1, 2017 deadline for submission of dossiers to their dean and the school wide personnel committee. It was noted that CCAS’s deadline for tenure dossier submission to the dean was December 2, 2017. The committee recommended to the School of Nursing to reconsider their procedures and revise their deadlines and rules.

TIAA Concerns: Some members brought up concerns regarding the practices of TIAA fund costs as published in several article in New York Times article. This is a topic that will be raised in the BAC meetings.

Endowed Chairs: We were asked by the executive committee to explore endowed professorships of market basket schools, including how they are created, the numbers, how the lines are developed and other issues relevant to possibly increasing such positions at GWU. After some discussion, we determined that these questions need to be clarified and asked the executive committee for

clarification. It was subsequently learnt that this issue has been referred back to the administration.

Respectfully Submitted,

Murli M. Gupta, Interim Chair and Cynthia Rohrbeck, Co-Chair
April 5, 2018

Members	
Agca, Senay	GWSB
Anbinder, Tyler	CCAS
Abravanel, Eugene	CCAS
Biles, Brian	GWSPH
Briggs, Linda	SON
Cordes, Joseph	CCAS
Dickinson, Laura	LAW
Hayes, Carol	CCAS
LeLacheur, Susan	SMHS
Lipscomb, Dianna	CCAS
Maring, Joyce	SMHS
Mohamed, Mohamed	SMHS
Pittman, Delishia	GSEHD
Plack, Margaret	SMHS
Rau, Pradeep	GWSB
Schanfield, Moses	CCAS
Williams, James	ESIA
Zara, Jason	SEAS

<i>Ex-officio</i>	
Berberovic, Jelena	CCAS Staff
Bracey, Christopher	Faculty Affairs
Fulmer, Kimberly	SON Staff
Harrington, Robert	SEAS
Katz, Louis	EVP&T
Maltzman, Forrest	Provost
McLeod, Dale	HR
Owens, Richard	CCAS Staff
Shea, Mafona	Gelman

The George Washington University
 Compilation of Top Administration Salaries; Comparisons with Average Faculty Salaries and Tuition Increases

April 25, 2018

GW Compensation Data from IRS Form 990 filed in May annually

Base compensation = W2/1099-MISC

Total Compensation = "Base compensation" + "Bonus and incentive compensation" + "Other compensation" + "Deferred compensation" + "Nontaxable benefits"

President and Vice Presidents

			Year Ending Jun-16	Year Ending Jun-15	1 year % Change 6/15-6/16	Year Ending Jun-14	2 year % Change 6/14-6/16	Year Ending Jun-13	3 year % Change 6/13-6/16	Year Ending Jun-12	4 year % Change 6/12-6/16
Compensation Type											
Steven Knapp	President	Base	\$1,124,075	\$1,069,414		\$991,036		\$1,180,534		\$961,781	
		Total	\$1,242,646	\$1,187,856	4.6%	\$1,108,695	12.1%	\$1,286,447	-3.4%	\$1,107,934	12.2%
Louis Katz	Exec VP & Treasurer	Base	\$1,005,040	\$950,109		\$875,935		\$1,381,110		\$810,842	
		Total	\$1,040,106	\$978,609	6.3%	\$903,935	15.1%	\$1,411,110	-26.3%	\$858,105	21.2%
Steven Lerman	Provost	Base	\$922,955	\$707,441		\$659,080		\$644,009		\$607,909	
		Total	\$1,049,153	\$866,793	21.0%	\$806,682	30.1%	\$790,557	32.7%	\$749,555	40.0%
Leo Chalupa	VP Research	Base	\$529,746	\$574,907		\$446,211		\$466,743		\$431,189	
		Total	\$570,702	\$615,563	-7.3%	\$498,494	14.5%	\$516,157	10.6%	\$480,235	18.8%
Beth Nolan	General Counsel	Base	\$638,155	\$590,162		\$557,808		\$623,234		\$508,055	
		Total	\$681,781	\$633,518	7.6%	\$596,799	14.2%	\$657,912	3.6%	\$561,229	21.5%
Average Senior Administration Increases:				Over 1 year:	6.5%	Over 2 years:	17.2%	Over 3 years:	3.4%	Over 4 years:	22.7%

Tuition and fees (New Undergraduates- fixed tuition rates)

<http://studentaccounts.gwu.edu/undergraduate-tuition>

	2018/19	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Annual Tuition Increase:	\$55,140	\$53,435	\$51,875	\$50,367	\$48,700	\$47,290	\$45,780	\$44,148	\$42,905
	3.19%	3.01%	2.99%	3.42%	2.98%	3.30%	3.70%	2.90%	
Total Increase in Tuition for New Undergraduates over 8 years (2010/11-2018/19):						28.52%			

Faculty Salaries Data (Average Regular Full Time Salaries, excludes School of Medicine)

Source: Core Indicators of Academic Excellence, Faculty Senate Minutes (March)

(Note: These are salaries only. Do not include benefits)

	Average Salaries 2016/17	Average Salaries 2015/16	1 year % Change 6/16-6/17	Average Salaries 2014/15	2 year % Change 6/15-6/17	Average Salaries 2013/14	3 year % Change 6/14-6/17	Average Salaries 2012/13	4 year % Change 6/13-6/17	Average Salaries 2011/12	5 year % Change 6/12-6/17
Professor	\$174,606	\$168,794	3.4%	\$163,483	6.8%	\$161,441	8.2%	\$156,361	11.7%	\$152,000	14.9%
Associate Professor	\$114,969	\$114,459	0.4%	\$109,919	4.6%	\$109,413	5.1%	\$106,097	8.4%	\$103,100	11.5%
Assistant Professor	\$92,677	\$90,816	2.0%	\$90,072	2.9%	\$87,452	6.0%	\$86,893	6.7%	\$84,200	10.1%
Average Faculty Increases:		Over 1 year:	2.0%	Over 2 years:	4.8%	Over 3 years:	6.4%	Over 4 years:	8.9%	Over 5 years:	12.2%