

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D.C.

MINUTES OF THE REGULAR MEETING  
OF THE FACULTY SENATE HELD ON  
SEPTEMBER 14, 2012 IN THE STATE ROOM

Present: President Knapp, Provost Lerman, Registrar Amundson, and Parliamentarian Charnovitz; Deans Dolling, Feuer, Goldman, Guthrie, and Johnson; Professors Acquaviva, Brazinsky, Briscoe, Castleberry, Cordes, Dhuga, Dickson, Dickinson, Fairfax, Garris, Harrington, Helgert, Kim, Lantz, McAleavey, Parsons, Rehman, Shesser, Simon, Stott, Williams, Wirtz, and Yezer

Absent: Interim Dean Akman, Deans Berman, Brown, and Eskandarian;  
Professors Barnhill, Brand-Ballard, Greenberg, Newcomer, Sidawy, and Swaine

CALL TO ORDER

The meeting was called to order by President Knapp at 2:15 p.m.

APPROVAL OF THE MINUTES

The minutes of the meeting held on May 11, 2012 were approved as distributed.

INTRODUCTION OF NEWLY-ELECTED AND RE-ELECTED SENATE MEMBERS

President Knapp introduced newly-elected and re-elected faculty members. Newly-elected members present at the meeting were Professors Acquaviva, Brazinsky, Briscoe, Dickinson, Dhuga, Kim, Lantz, and Stott. Professor Swaine was absent. Re-elected members present were Professors Cordes, Harrington, Helgert, McAleavey, Wirtz, and Yezer. Professor Charnovitz was re-appointed as Parliamentarian for the 2012-13 session.

RESOLUTION 12/3, "A RESOLUTION TO CONFIRM THE SENATE EXECUTIVE COMMITTEE'S EMERGENCY APPROVAL OF AN INTERIM UNIVERSITY SEXUAL HARASSMENT POLICY"

On behalf of the Senate Executive Committee, Professor Charles Garris introduced Resolution 12/3. The Resolution seeks confirmation by the Senate of an emergency action by the Executive Committee to approve an Interim Sexual Harassment Policy, effective at the beginning of the academic year 2012-13.

Professor Garris noted that the University's Policy on Sexual Harassment was developed to meet requirements of Title IX, which had its origins in the Civil Rights Act of 1964, which prohibited discrimination on the basis of race, religion, or national origin. In the early 70's, discrimination on the basis of sex was prohibited, and other amendments, many of them applying to educational institutions, were adopted, including one which addressed parity in sports for women.

Professor Garris said he thought that the current thinking about Title IX is comprehensively presented on the Department of Education's website under the Office of Civil Rights, and there is a special section on sexual harassment. This makes clear that unless the University, as an educational institution, has a proper policy and mechanism for dealing with this sort of behavior, it will be held responsible for acts of harassment or sexual violence that occur within the University.

In 2005 the Faculty Senate approved the University's Policy on Sexual Harassment. The Policy was extensively vetted, and a central concern was balancing the rights of the accused and the accuser. The Policy adopted has continued in use until the present.

In recent years, Department of Education (DOE) staff have been regularly reviewing sexual harassment policies in place at educational institutions. Over a little more than a year, the University Administration has been working with the DOE to develop a revised policy that is consistent with new DOE guidelines. Professor Garris said it was the Executive Committee's understanding that, in August, the University and DOE attorneys finally came up with acceptable revisions to the University's Policy.

The reason for the emergency approval for an Interim Policy was that the Executive Committee agreed with the Administration's view that it would be sensible to adopt an Interim Policy at the beginning of the academic year, rather than in November, when changes to the Policy are required. The Executive Committee agreed with this, and pursuant to the authority granted in Section 5(b)(6) of the *Faculty Organization Plan*, granted emergency approval of the Interim Policy, as it was not feasible to call a special Senate meeting before the beginning of the academic year. Such decisions are subject to confirmation by the full Senate at its next regularly scheduled meeting, and confirmation of this decision is what is sought in Resolution 12/3.

Professor Garris noted that a complete analysis of the Interim Policy was not conducted by the Executive Committee, nor was it vetted by Senate Committees. Rather, the Interim Policy was reviewed with a view toward determining if it met general policy requirements set forth in the third Whereas Clause of Resolution 12/3. During the academic year 2012-13, appropriate Committees of the Senate will review in detail all of the provisions of the Interim Policy, report their recommendations to the full Senate, and the Senate will have an opportunity to amend the Policy if that is deemed necessary.

Discussion followed. Provost Lerman said that every University must have a Policy that is revised and compliant with DOE guidelines by November, 2012. He confirmed that, with students arriving on campus in August, changing the Policy mid-year would create confusion about the Policy in place. He added that the Administration is trying to recognize and acknowledge that there is a perfectly appropriate role for shared governance in the development of the final Policy, and that he appreciated the Executive Committee's willingness to move on this expeditiously under the circumstances.

Professor Yezer noted that the document distributed to the Senate with the meeting agenda was 95 pages in length. He also said he thought it would be helpful going forward if some comparison could be made between the University's policy and procedures, and those of other institutions. Professor Castleberry said that he thought the University probably has a better policy than many other institutions. In any case, institutional experience with the new DOE guidelines will be quite recent as these were issued in April of 2011.

Vice Provost Reed clarified that, when revisions were made to the Policy, the Administration was working from a letter from the DOE, referred to as the "dear colleague" letter, which was sent to every university in the country. This letter lays out changes DOE wants made to harassment policies, and these changes are referred to as "guidance." The urgent need for a compliant policy is because if a concern or complaint about sexual harassment or violence is raised with the DOE, the University would be evaluated based on compliance with the guidance issued in April of 2011.

Further discussion followed. Professor Helgert said he would have thought some sort of template would be provided by the DOE to facilitate the necessary changes, and asked if this had been done. Vice Provost Reed said that it had not; the DOE determined that institutions were interpreting the requirements of Title IX in different ways. The guidance provided was not a change in regulations, but rather, the standardization of policies and procedures so that DOE enforcement can be done in the same manner at every institution. The dialogue between the DOE and the University has taken place over a long period of time. Two examples of items under discussion were the determination that DOE will in future adjudicate cases at the standard of a preponderance of the evidence. Another was a determination of what a reasonable time period would be for resolving these cases.

Professor Harrington said he had not had the opportunity to review the full Interim Policy, but he noted that in Appendix C, starting on page 16, underlined text indicates a good deal of new material in the Interim Policy. Professor Castleberry agreed, but said that the Executive Committee did not see anything in the Interim Policy that raised a red flag. Confirmation of the Executive Committee's emergency action to approve the Interim Policy protects not only the University, but the Senate's opportunity to review and approve the final Policy. Vice Provost Reed said the underlined portion of the section Professor Harrington was referring to outlined student procedures that normally appear in the University's *Code of Student Conduct (CSC)*. These procedures were inserted into the Interim Policy to ensure uniformity between the *CSC* and the Interim Policy.

Before calling for a vote on the Resolution, the President noted that the word "constitute" in the third Whereas Clause should read, "constitutes." The Senate agreed to this amendment. A vote was taken, and Resolution 12/3 was adopted with 22 in favor, one opposed, and no abstentions. (Resolution 12/3 as adopted by the Senate is included with these minutes.) The accompanying appendices were distributed with the September 14<sup>th</sup> meeting agenda and can be found at this link:

[http://www.gwu.edu/%7Efacsen/faculty\\_senate/pdf/Agenda9-14-12.pdf](http://www.gwu.edu/%7Efacsen/faculty_senate/pdf/Agenda9-14-12.pdf)

## INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

## RESPONSE OF THE ADMINISTRATION TO SENATE RESOLUTIONS FOR THE 2011-12 SESSION

There were no questions about the Administration's responses. The tabulation of resolutions and the administration's responses were distributed with the September 14<sup>th</sup> meeting agenda. It should be noted that the Administration's response includes its approval of Senate Resolution 12/1 (changes to the University's Policy on Conflicts of Interest), adopted at the first meeting of the 2012-13 Senate session on May 11<sup>th</sup>.

## UPDATE ON THE UNIVERSITY'S STRATEGIC PLAN

Provost Lerman began by saying that when he first introduced the planning process, he had laid out a timeline for the work. Work proceeded according to that timeline, however, it did not indicate that the work product would be a draft. This draft plan will be presented and made available for conversation at the Faculty Assembly on October 2.

The Administration has continued to conduct a wide range of consultations about the Plan. The Plan was the only topic of conversation at the Board of Trustees' retreat in June. Beginning early in September, the Provost said he started a series of ten one and a half-hour luncheon meetings, to which were invited various department Chairs to get a mix at each meeting in terms of schools and departments. Feedback from faculty has been a valuable source of input in developing the Plan.

A number of briefings for various groups have also been held. The Provost said he had recently talked to Chairs in Columbian College, to faculty at the Elliott School faculty meeting, and to faculty in the School of Nursing. Discussions such as these will be continued on an ongoing basis with other schools.

Provost Lerman then described the basic outlines of the draft Plan. It will begin with a Preamble that introduces core principles and goals. There will be a section that talks about the University's strengths and weaknesses and the environment it is in, as well as the opportunities and complexities the University may confront in connection with possible in the region, nation and world.

There will also be a section on themes, a subject about which much discussion has occurred in various forums. The idea is this is a Plan that is designed to emphasize those things that unite the University and that draw strength from the different schools and fields together to move toward synergies that would not otherwise be possible from units working alone. The last Strategic Plan chiefly focused on how the University could build great strength via strategic investments in achieving excellence in discrete departments and other units. The draft Plan will articulate how these units can work together around shared common interests and themes.

A fourth section will focus on funding issues and the resources needed to achieve the Plan goals. A financial plan will be included in this section.

The fifth section will be about implementation, i.e. how the University moves from a statement of what it wants to accomplish to concrete action on these ideas.

The draft Plan to be distributed will set in motion a whole series of implementation processes. It is anticipated that many of the Committees of the Faculty Senate will be called upon to work on finalizing these implementation processes. There will be many things in the Plan, for example, that call for new curricula, that will require Senate input as part of its shared governance role in the management of the University. In cases where there are no obvious Senate Committees to provide input through the Senate, faculty working groups will be created.

Some of the ideas in the draft Plan will be things that can be implemented fairly quickly. Others will unfold probably over the next two to four years (for example, plans for use of the “shell space” in the Science and Engineering Hall now under construction).

Provost Lerman emphasized that the Plan is something that is going to unfold over time. It may be, after consultation with the working groups, Senate Committees and the Senate, that not every idea in the plan necessarily will ultimately be implemented. There will undoubtedly be new things that will come forward from faculty and other groups that will be done that are not in the Plan. It is meant to be a living document, not a blueprint that the University will follow slavishly. In addition to presenting the draft Plan to the Assembly, the Administration will present it to the Trustees at the upcoming October meeting. What is gained from further consultation will be folded back into the draft. The Administration expects and hopes to have the “final” version, which is the version of record that the University commits to as an institution, by the end of the calendar year, 2012.

Provost Lerman concluded by saying work on the Plan has been a gratifying process to be part of. It does not mean everybody agrees on everything. What it does mean is that faculty are deeply committed to thinking about the future of the University, and each faculty member brings his or her own perspectives to the task. The Plan’s Steering Committee has listened to as many different viewpoints as possible, integrating those things into the draft Plan that reflect a common shared view. With appropriate revisions, the hope is that, as much as one Plan for one period of time can be, the result will be transformational for the University. The Provost added that he would welcome additional faculty input, and encouraged faculty who wish to participate in further conversations that will occur throughout the fall semester to contact him so they can be included in these luncheon or dinner meetings.

## GENERAL BUSINESS

### I. NOMINATIONS FOR ELECTION OF CHAIRS AND MEMBERS OF FACULTY SENATE STANDING COMMITTEES FOR THE 2012-13 SESSION

Professor Castleberry nominated Richard Stott as a member of the Educational Policy Committee. There were no nominations from the floor. Professor Stott was elected.

## II. NOMINATIONS FOR APPOINTMENT BY THE PRESIDENT OF THE FOLLOWING FACULTY MEMBERS TO ADMINISTRATIVE COMMITTEES

Professor Castleberry nominated these faculty members for election to Administrative Committees: Committee on the Judicial System: Bruno Petinaux; University Hearing Board: Michael Seneff; Joint Committee of Faculty and Students: Jennifer Frey as Faculty Co-Chair ; Student Grievance Review Committee: Joan Butler, Jennifer Halvaksz, Vivek Jain, Maureen Kuletz, and Catherine Turley. The entire slate was approved.

## III. NOMINATIONS FOR APPOINTMENT OF FACULTY MEMBERS BY THE BOARD OF TRUSTEES TO THE FOLLOWING TRUSTEES' COMMITTEES:

Professor Castleberry nominated Jennifer Frey, , the newly elected Faculty Co-Chair of the Joint Committee of Faculty and Students to the Trustees' Committee on Student Affairs. Professor Frey's nomination was approved.

## IV. REPORT OF THE EXECUTIVE COMMITTEE

Professor Castleberry presented the Report, which is included with these minutes. Also included with these minutes is the ASPP report on fringe benefits distributed electronically to Senate members several days before the meeting.

In response to Professor Castleberry's remarks about nonconcurrences, Professor Yezer asked for more information. Professor Castleberry said what the Executive Committee seeks to do is anticipate problems down the road it might be possible to avoid. In the last four years, more than half of the deans of Schools have been recruited, so there has been quite a change in leadership at that level. At the same time the University aspires to raise the quality of research and scholarship at GW. Departments and schools need to be talking in a very meaningful way about how this affects their promotion and tenure processes as these affect expectations for faculty that they hire. These expectations need to be presented to faculty in a meaningful way so no guesswork or supposition on their part about what to do is necessary. Professor McAleavey commented that this is not a unique moment at the University where it is undergoing a process of change and improvement. The salient issue is there really are quite a number of new players at present.

Professor Parsons said he thought more serious thought needs to be given to the promotion packages that the best and brightest of the people promoted are receiving as these are abysmally low.

Professor Garris commented that the principle behind nonconcurrency procedures contained in the *Faculty Code* is that knowledge and understanding of a faculty member's discipline best resides within the faculty of a department, and its judgment constitutes the required faculty recommendation when it comes to determinations about promotion and tenure. The *Faculty Code* also makes it clear that faculty recommendations are to be deferred to because of the department's superior knowledge of the faculty member's field and because of its intimate knowledge of the community outside the University.

A Dean is not authorized to second-guess the departmental faculty and come to a *de novo* determination about a faculty candidate's suitability for promotion and tenure. The Dean, and for that matter, the Executive Vice President for Academic Affairs, must provide compelling reasons for disregarding faculty [i.e. departmental faculty] recommendations.

Discussion followed. Provost Lerman said he thought that reasonable people could disagree about when a compelling reason was truly compelling. Nonconcurrency in promotion and tenure matters is very much the exception rather than the rule in the many such cases that come forward each year at the University. The vast majority of these are cases in which there is a shared view amongst the department, the Dean, Academic Affairs, and when necessary, the President. With reference to the promotion and tenure process rather than to specific nonconcurrences heard this year, Professor Castleberry said he thought, in a period of changing expectations of what the University demands from faculty members, it is important to conduct candid discussions within and between departments, APT Committees, and Deans about how to maintain an equitable and open process so that expectations will be clear. Professor Wirtz agreed that this is an important issue and made several observations. The first was that this is likely to be a short-term problem, as changing expectations become integrated into the fabric of the institution. Secondly, there is a dilemma because deans want to move ahead, recognizing that part of their mandate in being hired lies in setting a higher bar. However, when an individual has been given uniformly good reviews throughout their entire probationary period and then, due to a change in personnel all of a sudden receives an unfavorable review right at the end, it is obviously very alarming to the individual whose career is ended, and also to the morale of the school. This result needs to be avoided, and Professor Wirtz said he agreed with Professor Castleberry's call for a dialogue to take place in the schools as outlined.

For the information of all present, President Knapp clarified details of the nonconcurrency procedure, that is, when there is disagreement about promotion and tenure between a department and a Dean, a further layer of review takes place, which includes advice from the Faculty Senate Executive Committee. It then goes to the Provost and at the end of these processes, the department can appeal to the President or to the Board of Trustees.

#### ANNUAL REPORTS OF SENATE STANDING COMMITTEES

The Annual Report of the Committee on Professional Ethics and Academic Freedom was distributed with the September 14<sup>th</sup> meeting agenda and is included with these minutes.

#### PROVOST'S REMARKS

Provost Lerman commented that the fall semester is off to a great start. The latest cohort of new faculty is extraordinary, and the group arriving each fall is better than the last, with the first he had met three years ago being spectacular. The University has to continue to create a supportive and challenging environment in which these faculty members have resources to pursue their own interests. That is going to be a significant and growing challenge as these young, talented faculty begin to make national and international reputations.

Another promising area is the quality of GW's students. The Provost said he had had an opportunity to interact with students by joining them in the Freshman Day of Service, now a

deeply embedded tradition at the University. It was incredibly rewarding to join students on one of their service projects, which involved painting and other improvements at a high school in Washington D.C.

Recently at Lisner Auditorium, close to 1,000 people came to hear from Sebastian Younger, the author of War. Over 100 freshmen wrote essays this year about this book, and four winning freshman were invited to dinner with the author. The Provost said that Mr. Younger was incredibly graceful and charming throughout his interactions with the students. Provost Lerman said he was impressed by the quality of the students' questions, the way in which they comported themselves and the maturity of their thinking. The more the University can create experiences like this, the better the University will be.

### CHAIR'S REMARKS

President Knapp seconded the Provost's comments about GW students. He said he is often asked what he found most surprising when he first arrived at GW, and that he often responds by saying it is the sophistication, the articulate expressiveness of GW students, and their engagement that continually surprises him.

The President also agreed it was quite a start to the year. Last year, the threat of a hurricane caused the cancellation of the Opening Convocation, and this forced the combination of the Convocation with the Freshman Day of Service. This turned out so well that this format will be continued. Thus, the opening of the academic year began with the formal Convocation, and following that ceremony, academic regalia was swiftly traded for more casual garb as administrators joined 2,400 students deployed on 40 buses and made their way to 14 schools and numerous parks across the District of Columbia to perform service projects.

On that same weekend, the University partnered with the Milken Institute and the National Institutes of Health to host a Celebration of Science. The Institute's program, called "Faster Cures" is an effort to bring medical treatments more quickly to market. This event brought 1,200 scientific, political and industry leaders to campus on Friday and Sunday. Among the group were Nobel laureates including James Watson, directors of both the NIH and the National Science Foundation, the head of the Food and Drug Administration, and a number of philanthropists. The event included the majority leader of the Senate, Senator Reed, and Congressman Cantor, both appearing together to support the effort to advance science. Both of these individuals are GW alumni.

The opening discussion, which took place in the Jack Morton Auditorium, was an interview of a two-person panel that consisted of Dr. Tony Fauci, who is the head of the National Institute for Allergy and Infectious Diseases, and Magic Johnson. Of particular interest was hearing someone speaking from the scientific perspective, and the other from the patient perspective. The group spent Saturday on the NIH campus. President Knapp said that he moderated a panel on STEM education on Sunday morning. Overall, the President said this was a very positive event and provided a valuable opportunity for both faculty and students to interact with members of the scientific community.



Lastly, the President reported that this year marks the eleventh year that GW students have held a vigil on the University yard in remembrance of the anniversary of the terrorist attacks on September 11, 2001. He said it was remarkable that GW students, who would have been quite young children at the time of this event, come out in support of this memorial vigil each year.

#### BRIEF STATEMENTS (AND QUESTIONS)

Professor Yezer reminded the Senate that at the May Senate meeting, a Resolution was adopted seeking additional IT support for Sponsored Research, along with enhancements in tracking grants, proposals, and purchasing for principal investigators.

He reported that the Administration is looking into this and will be making improvements in processes over the next twelve months. Professor Yezer said he wanted to reach beyond the members of the Senate, and invite additional faculty members to provide their complaints about existing processes and ideas for improvement to the current IT systems supporting research. He said he would welcome not only accounts of unfortunate instances where support was inadequate or could be improved, but success stories as well, and examples of successful systems at other universities. Professor Yezer said he and members of the Senate Research Committee would review all of these comments, and invited faculty to send them to him at his e-mail address: yezer@gwu.edu.

#### ADJOURNMENT

There being no further business before the Senate, the meeting was adjourned at 3:26 p.m

*Elizabeth A. Amundson*

Elizabeth A. Amundson  
Secretary

**A RESOLUTION TO CONFIRM THE EMERGENCY ACTION OF THE FACULTY SENATE EXECUTIVE COMMITTEE APPROVING AN INTERIM POLICY AND PROCEDURES FOR SEXUAL HARASSMENT AND VIOLENCE FOR THE 2012-13 ACADEMIC YEAR (12/3)**

WHEREAS, in Resolution 05/1, adopted on May 13, 2005, The Faculty Senate endorsed the Policy and Procedures for Sexual harassment which was proposed by the *Ad Hoc* University Committee on the Sexual Harassment Policy and Procedures; and

WHEREAS, in Resolution 05/1, the Faculty Senate determined that the endorsed Sexual Harassment Policy and Procedures satisfied the following objectives: (i) prohibiting sexual harassment by any student, staff member, faculty member, or other persons in the University community; (ii) encouraging reporting of sexual harassment before it becomes severe or pervasive; (iii) identifying persons in the University Administration to whom incidents of sexual harassment may be reported; (iv) prohibiting retaliation against persons who bring sexual harassment complaints; (v) assuring confidentiality to the full extent consistent with the need to resolve complaints of sexual harassment appropriately and fairly; (vi) assuring that allegations of sexual harassment will be properly, thoroughly, and impartially addressed with appropriate regard for the interests of the persons involved and principles of fairness and due process; and, (vii) providing for appropriate corrective action to be taken against persons who have engaged in sexual harassment; and,

WHEREAS, the current policy has been determined to be deficient following guidance provided by attorneys from the Department of Education regarding procedures universities must follow under TITLE IX. Specifically, the policy is required to: (i) convey the kinds of conduct that constitutes sexual harassment, including sexual assault and other forms of sexual violence; (ii) clarify that requiring the parties to mediate is not an option for resolving sexual assault complaints; (iii) provide equitable processes for both parties, including similar and timely access to any information used at a hearing; and, (d) designate reasonable but specific time frames for the major stages of the complaint; and,

WHEREAS, a working group in consultation with Provost Lerman, Vice President and General Counsel Nolan, and Executive Vice President Katz has developed a Sexual Harassment and Sexual Violence Policy and Procedures and recommends adoption on an interim basis effective immediately; and,

WHEREAS, Provost Lerman has requested that the Faculty Senate approve this Interim Policy for the 2012-13 academic year, effective immediately; and,

WHEREAS, adopting this Interim Policy immediately will: (i) ensure that all cases appearing in the current academic year may be adjudicated under the Interim Policy; (ii) provide ample time for Faculty Senate Committees to review the final Policy before its approval by the Faculty Senate (iii) respond affirmatively to Department of Education guidance; and,

WHEREAS, the Executive Committee of the Faculty Senate on August 28, 2012, pursuant to its authority under Section 5(b)(6) of the Faculty Organization Plan, "to act on behalf of the Senate in emergencies on matters requiring immediate action when it is not feasible to call a special meeting of the Senate, such action to be reported to the Senate for confirmation at its next regular meeting" approved the Interim Policy for the remainder of the 2012-13 academic year, with the proviso that the Faculty Senate would confirm that decision at the next regular meeting;

**NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:**

1. That the action of the Senate Executive Committee of August 28, 2012 granting emergency approval for implementation of the "SEXUAL HARASSMENT AND SEXUAL VIOLENCE INTERIM POLICY AND PROCEDURES" for the 2012-2013 Academic Year, is confirmed by the Faculty Senate, and, further,
2. That the final Policy is understood to be subject to review and recommendations by appropriate Faculty Senate Committees which will take place over the current academic year, followed by final consideration of these recommendations by the Faculty Senate.

**ATTACHMENTS:** SEXUAL HARASSMENT AND SEXUAL VIOLENCE INTERIM POLICY AND PROCEDURES (including redline version).

Faculty Senate Executive Committee, September 6, 2012

Adopted as amended September 14, 2012

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THE GEORGE  
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WASHINGTON, DC

# 2013 Benefits Update

ASPP Meeting  
September 7, 2012

# 2013 Changes

## 2013 Changes

### Active Contributions:

- Implement 4-tier rates
- Bring contributions more in-line with market
- Increase salary band threshold from \$30,000 to \$35,000

### Prescription Drug Changes:

- Implement copay changes
- Implement maintenance mail order program (Employees will get 3x supply (90 days) at CVS / mail order and only spend 2.5x retail cost)

Dental Plan: remove preventive care from annual maximum

Vision Plan: add enhanced plan option

EAP Vendor Change

### Healthy Campus Initiatives:

- Smoking / tobacco cessation program
- UHC's Healthy Pregnancy Program

# Market Benchmarking

## 2012 Annual Employee Contributions

	Public and Private Colleges and Universities	Washington DC/Baltimore 1,000+ Employees	GW Choice Plus Blue
Employee-Only	\$1,128	\$1,440	\$1,056
Family	\$5,280	\$5,172	\$4,836

Data sources: College and University Professional Association for Human Resources (2012 Benefits Survey), 2012 Greater Washington Employer Benefits Survey

# Active Medical and Rx Plans

- 2012 Projected Cost: \$33.4M
- 2013 Projected Cost without any plan or contribution changes: 8% increase over 2012
- 2013 Projected Cost with drug and contribution changes: 5.1% increase over 2012

	Before Changes	After Changes
Market	6% - 10%	4% - 7%
GW – Total Cost Increase for 2013	8.0%	5.1%

# 2013 Medical Contribution Strategy

- Implement 4-tier rates and contributions
  - EE Only
  - EE + Spouse/Domestic Partner
  - EE + Child(ren)
  - Family / Two Adults + Child(ren)
- Increase salary band from \$30,000 to \$35,000
- Most employees will see a contribution increase of \$4 - \$50 per month over the prior year depending on the plan and number of dependents.  
*Please note there will be no reductions in the coverage or services provided.*
- Extended Network continues



# 2013 Contribution Increases

2012 Monthly				2013 Monthly								
Full Time with Base Salary \$30,000+				Full Time with Base Salary \$35,000+			Dollar Change			% Change		
	Rates	Employee Contrib.	GW Contrib.	Rates	Employee Contrib.	GW Contrib.	EE	GW	Total Cost	EE	GW	Total Cost
<b>Choice Plus Blue - PPO</b>												
EE	\$340.53	\$68.11	\$272.42	\$370.93	\$88.00	\$282.93	\$19.89	\$10.51	\$30.40	29%	4%	9%
EE+SP/DP	\$647.01	\$226.45	\$420.56	\$778.96	\$267.00	\$511.96	\$40.55	\$91.40	\$131.95	18%	22%	20%
EE+ Child(ren)	\$647.01	\$226.45	\$420.56	\$686.23	\$242.00	\$444.23	\$15.55	\$23.67	\$39.22	7%	6%	6%
Family	\$1,055.64	\$369.47	\$686.17	\$1,149.89	\$403.00	\$746.89	\$33.53	\$60.72	\$94.25	9%	9%	9%
<b>Choice Plus Buff - POS/PPO</b>												
EE	\$485.03	\$113.85	\$371.18	\$501.37	\$131.00	\$370.37	\$17.15	(\$0.81)	\$16.34	15%	0%	3%
EE+SP/DP	\$921.56	\$324.46	\$597.10	\$1,052.88	\$372.00	\$680.88	\$47.54	\$83.78	\$131.32	15%	14%	14%
EE+ Child(ren)	\$921.56	\$324.46	\$597.10	\$927.54	\$328.00	\$599.54	\$3.54	\$2.44	\$5.98	1%	0%	1%
Family	\$1,503.61	\$529.39	\$974.22	\$1,554.25	\$554.00	\$1,000.25	\$24.61	\$26.03	\$50.64	5%	3%	3%
<b>Choice - HMO</b>												
EE	\$683.32	\$147.71	\$535.61	\$661.53	\$162.00	\$499.53	\$14.29	(\$36.08)	(\$21.79)	10%	-7%	-3%
EE+SP/DP	\$1,298.32	\$454.41	\$843.91	\$1,389.21	\$491.00	\$898.21	\$36.59	\$54.30	\$90.89	8%	6%	7%
EE+ Child(ren)	\$1,298.32	\$454.41	\$843.91	\$1,223.83	\$459.00	\$764.83	\$4.59	(\$79.08)	(\$74.49)	1%	-9%	-6%
Family	\$2,118.30	\$741.40	\$1,376.90	\$2,050.74	\$748.00	\$1,302.74	\$6.60	(\$74.16)	(\$67.56)	1%	-5%	-3%
Annual Total	\$33,432,000	\$9,768,000	\$23,664,000	\$35,148,000	\$10,716,000	\$24,432,000	\$948,000	\$768,000	\$1,716,000	9.7%	3.2%	5.1%
% Contribs		29%	71%		30%	70%						

# Maintenance Mail Order

- Current prescription drugs are 25% of total claims vs. benchmark of 15-20%
- In 2011, GW filled 11.6% of prescriptions at mail order pharmacy, a 5.7% decrease from 2010
  - CVS/Caremark benchmark: 21% at mail order
- Encourage members to fill maintenance medications at CVS pharmacies or mail order for same 90-day copay
- Members will pay a higher co-pay for continuing to fill 30-day maintenance prescriptions at retail after 3 refills (additional \$15 generic / \$20 formulary brand / \$35 non-formulary brand)

# Prescription Drug Copays

	2012 Current	2013	Market Comparison
<b>Retail – 30 Days Supply</b>			
<b>Generic</b>	\$5	\$10	\$10
<b>Brand Formulary</b>	\$20	\$25	\$30
<b>Brand Non-Formulary</b>	\$35	\$45	\$50
<b>Mail Order – 90 Days Supply</b>			
<b>Generic</b>	\$12.50	\$25	\$25
<b>Brand Formulary</b>	\$50	\$62.50	\$75
<b>Brand Non-Formulary</b>	\$87.50	\$112.50	\$125

# Maintenance Mail Order cont'd

Options to fill Maintenance Prescription	Fill 90 day prescription at CVS Pharmacy	Fill 90 day prescription through Mail-Order	Continue to fill <i>monthly</i> at retail*
Generic Drug Copay	\$25	\$25	\$75 (\$25/month)
Preferred Brand Copay	\$62.50	\$62.50	\$135 (\$45/month)
Non-Preferred Brand Copay	\$112.50	\$112.50	\$240 (\$80/month)

# New for 2013

- Dental preventive care will no longer count against the annual maximum benefit paid by the plan.
- Add enhanced vision plan as additional option
- Change Employee Assistance Program vendor from Cigna Behavioral to ComPsych
- Add smoking cessation coaching and nicotine replacement benefit for all faculty, staff and household members
- Add financial incentive for participation in UnitedHealthcare's Healthy Pregnancy Program

# 2013 Additional Updates

- Health Care FSA – IRS limit decreased to \$2,500
- Unum Life/AD&D and Disability Plans
  - Slight increases to the supplemental employee and spouse/domestic partner life insurance rates for those under age 39
  - Voluntary Short-Term Disability (VSTD) rates will be decreasing
  - Rates for Long-Term Disability (LTD) Buy Up plan will be increasing

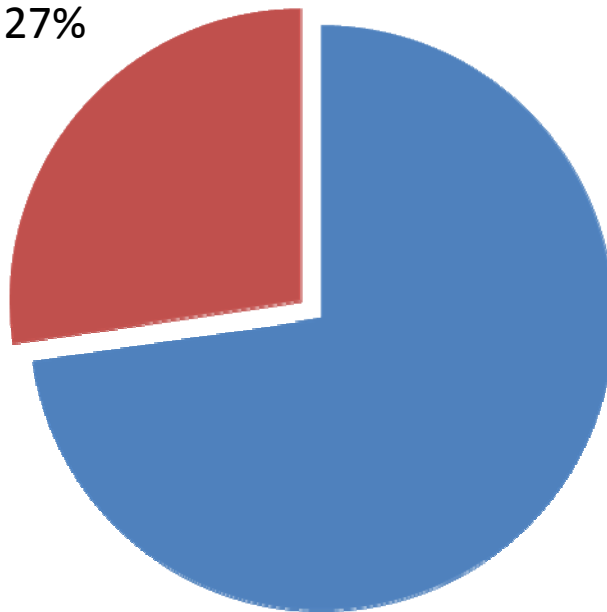
# 2013 Additional Updates

- The following benefit plans continue to be offered in 2013, with no change to rates or plan design:
  - Unum Basic Life and AD&D Insurance Plans
  - GW Paid Short-Term Disability (STD)
  - Unum Long-Term Disability (LTD)
  - PayFlex Dependent Day Care Flexible Spending Account
  - Legal Resources

# Cost Sharing

- Total cost share for health and welfare benefits including medical, prescription drug, disability, life/AD&D, EAP, etc:

\$10.7M, 27%



■ GW Payment

■ Employee Medical & Rx Contributions

\$28.5M, 73%



# Open Enrollment

- Open Enrollment begins October 8 and ends October 26, 2012
- All changes effective for 2013 plan year
  - \$2,500 Health Flexible Spending Accounts (FSA) cap
  - To participate in FSAs must enroll during Open Enrollment
  - All other elections will rollover to 2013
    - Medical, dental, life/AD&D insurance, disability

# Open Enrollment Benefit Fairs

Foggy Bottom	Thursday, October 11 10am – 3pm Marvin Center, Continental Ballroom
Virginia Science & Technology	Monday, October 15 10am – 1pm Enterprise Hall
Foggy Bottom	Wednesday, October 17 10am – 3pm Marvin Center, 3 <sup>rd</sup> Floor (Includes Work Life Fair with Colonial Community)

*Free flu vaccines at all fairs!*

# Questions?



## REPORT OF THE EXECUTIVE COMMITTEE

MICHAEL S. CASTLEBERRY, CHAIR

14 September, 2012

1. The Faculty Assembly is scheduled for October 2nd 2012. We remind the members of the Senate that there will be one resolution on the agenda: Resolution FA 12/1 to Amend the *Faculty Organization Plan* to Clarify the Allocation of Seats for Schools on the Faculty Senate We request attendance by the members of the Senate and encourage you to publicize the meeting with your faculties.
2. The charges to Faculty Senate Committees are being sent to Committee Chairs and it is our hope that each Committee will meet in October to formulate the work-scope for the academic year. There is much of substance before all of the Committees this year and we will be seeking to expand Committee presentations to the Senate as one means of keeping the members of this body informed on the work being done by the different groups.
3. Professor Gupta, Chair of the Appointment, Salary and Promotion Policies Committee, has forwarded a report on Open Enrollment/Benefits presented to the Committee on September 7. That report was distributed electronically to Senate members this week before today's meeting, and is included with this report for your information.
4. The members of the Executive Committee spent considerable time over the summer on matters related to nonconcurrences. While not related to specifics of any cases that were reviewed, the consensus of the group is shared on the following matters:

the period of adjustment in expectations for faculty performance will continue to be a topic of concern during the early stages in elevating standards for performance in accordance with the stated aspirations of the University community to raise the standard of scholarship and research. The committee reviewed the realities of the tenure/promotion process, e.g. four years in rank, annual reviews in most school by the ATP committees, with a dossier prepared and presented in the fall or the fifth year of service. The guidelines for Tenure and Promotion for a candidate are those in the school and department governance documents at the time of hire. The candidate has four years to develop their professional plan with review from mentors and/or APT committees. The Executive Committee has concerns that department faculty guidelines and guidance may be at odds with decanal views of 'excellence' as required by the *Faculty Code*. Absent discussion by department faculties, at the school level, and with the school administration, there exists the possibility that conflicting, variant, or confusing information could be provided to a candidate in process. To avoid such problems the members of the committee are encouraging departments, APT committees and deans to engage in discussions as to the specifics of their expectations of candidates given the stated guidelines that exist in governance documentation. Without some semblance of agreement during a period where standards are being raised there exists the possibility that a candidate

will be expected to have done something that they did not know was a demand or a standard that had to be met. There is no intent to micromanage the tenure and promotion process in any way since that is the right and responsibility of the faculty member seeking promotion. But, in the opinion of the members of the Executive Committee, there does need to be discussion and general agreement within departments and between departments, school APT committees, and deans, during this time when standards are being raised.

Accordingly, the Executive Committee will be asking PEAFF and ASPP to pursue these issues in committee. The Executive Committee has already begun and will continue discussion with the Provost and the President on these same matters. The goal of these conversations will be a greater clarity in the tenure and promotion process during a period of change that recognizes the reality of the guidance documents and procedures candidates were given to follow at the time of their original appointment.

### PERSONNEL MATTERS

The grievance from the School of Public Health and Health Sciences that I reported as being close to completion at the May meeting is still in process.

A nonconcurrence from CCAS that was presented at the May meeting but postponed has been reinstated and a hearing is being scheduled. There are no other grievances or non-concurrences to report at this time.

The Executive Committee heard three nonconcurrences during the summer months. Two were found to have met the compelling reason standard required by the Faculty Code for administrative nonconcurrence with faculty recommendations. In the third case the Executive Committee recommended reconsideration by the Dean and the Provost. At this time the Executive Committee has no official word on the final resolution of these nonconcurrences.

The next meeting of the Executive Committee is on 28 September. We request that you submit agenda items or resolutions prior to that time.