

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

The Faculty Senate

October 1, 2015

The Faculty Senate will meet on Friday, October 9, 2015 at 2:10 p.m. in the State Room, 1957 E Street, 7th Floor

AGENDA

1. Call to order.
2. Approval of the minutes of the meeting held on May 8, 2015.
3. Approval of minutes of the meeting of September 11, 2015.
4. Introduction of Resolutions
5. **RESOLUTION TO IMPROVE FACULTY BENEFITS (16/7) (Harrington, ASPP)**
6. **Faculty Assembly – A RESOLUTION ON RECOMMENDED CHANGES TO THE FACULTY ORGANIZATION PLAN REGARDING FACULTY PARTICIPATION IN THE FACULTY SENATE (FA 16/1). (Wilmarth)**
7. **Response of the Administration to Senate Resolutions (Provost Lerman)**
8. **GENERAL BUSINESS**
 - a) **Nominations for election of faculty members to Senate Standing Committees:
Athletics & Recreation: Gregg Brazinsky, Chair
Professional Ethics & Academic Freedom: Art Wilmarth, Chair**
 - b) **Reports of Senate Standing Committees**
 - c) **Report of the Executive Committee: Charles A. Garris, Chair**
 - d) **Provost's Remarks**
 - e) **Chair's Remarks**
9. **Brief Statements (and questions)**
10. **Adjournment**
11. **Following the Senate meeting at 4:30 PM, there will be a Memorial Reception remembering Linda Sue Campbell which will be hosted by Provost Steven and Lori Lerman at the Alumnae House, 4535 W Street, NW. Shuttle buses will leave from 1957 E Street immediately following the Faculty Senate meeting. They will depart from Alumnae House at approximately 6:00 PM and return to GW's Foggy Bottom**

Campus. At the reception, there will be a memory box available for “Sue Stories,” cards, and photos.

Elizabeth A. Amundson

Elizabeth A. Amundson

Secretary

RESOLUTION TO IMPROVE FACULTY BENEFITS

- WHEREAS, concern has been expressed by the Faculty of The George Washington University that faculty benefits have eroded with respect to those provided by the Market Basket Schools as well as non-Market Basket schools in the Northeastern United States, and**
- WHEREAS, this concern was relayed to both the Appointments, Salaries, and Promotion Policies Committee (Including Benefits) (ASPP) and the Fiscal Planning & Budgeting Committee (FP& B) of the Faculty Senate, and**
- WHEREAS, the two committees agreed to commission a Joint Task Force (JTF) to investigate the available data regarding the accuracy of this concern, and to report back its findings to their respective committees, and**
- WHEREAS, the JTF analyzed data provided by the AAUP relating to aforesaid total benefits spending and made its process completely transparent, and**
- WHEREAS, the JTF reported that the data indicate that overall spending on fringe benefits provided to GW Faculty is lower than almost all of the market basket schools at almost all Faculty ranks in dollar terms, and**
- WHEREAS, even comparable schools outside the market basket with lower endowments-per-student resources than GW typically spend more on total benefits per faculty member than GW, and**
- WHEREAS, the President’s Task Force on Benefits likewise found in May that GW’s health benefits are “non-competitive”, and**
- WHEREAS, the new AAUP faculty compensation report released in September shows that GW’s spending on benefits compared to other similar schools has not changed significantly, and**
- WHEREAS, the University decreased the merit pool for salaries from 4% to 3% during the recession, thereby adding to the employees’ burden of increasing health care costs, and**
- WHEREAS, the ASPP committee received the JTF report and requested in its interim report that the University Administration respond to the recommendations of the JTF,**

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

- 1) The administration increase spending on benefits for fiscal 2017 and succeeding years by more than 3% to “catch up” to the health benefits paid by other comparable universities, and**
- 2) The administration not cut other benefits to pay for an increase in health benefits.**
- 3) The administration not reduce the annual salary merit pool increase below 3%.**

**TA RESOLUTION ON RECOMMENDED CHANGES TO THE
FACULTY ORGANIZATION PLAN REGARDING
FACULTY PARTICIPATION IN THE FACULTY SENATE (FA 16/1)**

- WHEREAS,** In 2014, the University’s Board of Trustees established four working groups on university governance, and the working group on faculty participation (“Working Group”) recommended changes to the *Faculty Organization Plan* regarding faculty participation in the Faculty Senate;
- WHEREAS,** The Faculty Senate’s Executive Committee, Committee on Professional Ethics and Academic Freedom, and Committee on Appointment, Salary and Promotion Policies (collectively, the “Senate Committees”) carefully reviewed the proposals by the Working Group for changes to the *Faculty Organization Plan* with regard to faculty participation in the Faculty Senate;
- WHEREAS,** In May 2015, the Senate Committees proposed Substitute Resolution 16/4, which would expand the categories of faculty members eligible for service in the Faculty Senate to include the following categories of faculty with at least three years of full-time service at the University: (1) tenured faculty members and (2) Regular, full-time faculty members without tenure who have attained the rank of associate professor or higher;
- WHEREAS,** Substitute Resolution 16/4 also provided that, in order to ensure the independence of the Faculty Senate from undue influence by the Administration, at least half of the Senators from each school would be required to hold tenured appointments, because tenured faculty members are more likely to engage in robust dialogue with senior members of the Administration and to disagree with the policy preferences of the Administration without fearing for their future job security;
- WHEREAS,** At the Faculty Senate’s meeting on May 8, 2015, the Faculty Senate postponed Substitute Resolution 16/4 for further consideration at its meeting on September 11, 2015;
- WHEREAS,** On June 18, 2015, the Board of Trustees adopted a resolution proposing amendments to the *Faculty Organization Plan* (the "Proposed Board Amendments") with regard to the participation of faculty in the Faculty Senate;
- WHEREAS,** The Proposed Board Amendments incorporate the recommendations of the Working Group that (1) all non-tenured, full-time faculty members who have attained the rank of associate professor or higher, including Specialized faculty, should be eligible to serve in the Faculty Senate, and (2) there should not be any limitation on the number of non-tenured, full-time faculty members who may represent their respective schools in the Faculty Senate;
- WHEREAS,** In a separate resolution adopted on June 18, 2015, the Board of Trustees approved numerous amendments to the *Faculty Code*;
- WHEREAS,** The amendments to Article I of the *Faculty Code* approved by the Board of Trustees did not place any limitation on the number or percentage of Specialized faculty in any school;

WHEREAS, The amendments to Article I of the *Faculty Code* approved by the Board of Trustees did not follow the recommendation made by the Faculty Senate in Substitute Resolution 16/2 adopted on May 8, 2015, which proposed that the number of Specialized faculty within a school should not exceed 25% of the total full-time faculty of that school (with exceptions for the School of Medicine and Health Sciences and the School of Nursing, in view of their special clinical teaching models, and the College of Professional Studies, in view of its different academic model and unique status under the *Faculty Code*);

WHEREAS, Under Article I.C. of the *Faculty Code*, as amended by the Board of Trustees, Specialized faculty do not engage in all of the three core faculty activities of research, teaching, and service, and instead are responsible for only one or two of those activities;

WHEREAS, Many Specialized faculty are appointed on year-to-year contracts, and many Specialized faculty receive "soft money" appointments supported by external grants (with the result that their positions are not renewed if supporting external grants are not renewed);

WHEREAS, Many Specialized faculty with "soft money" appointments are contractually obligated under external grants to dedicate all of their working time and effort to grant-related activities and are therefore prohibited from devoting time and effort to the Faculty Senate or other University service;

WHEREAS, Due to the short terms and highly contingent nature of many of their appointments, Specialized faculty are significantly more vulnerable to pressure from administrative officials of the University in comparison with Regular full-time faculty, who hold tenured, tenure-accruing, or longer-term, non-tenured appointments and therefore have greater job security and stronger protections under their contracts of appointment and the *Faculty Code*;

WHEREAS, The Faculty Senate believes that it is unlikely that most Specialized faculty would feel able, if they were members of the Faculty Senate, to engage in robust dialogue with senior members of the Administration or to disagree with the policy preferences of the Administration without fearing for their future job security;

WHEREAS, At its meeting on September 11, 2015, the Faculty Senate adopted Revised Substitute Resolution 16/4, which recommends amending the *Faculty Organization Plan* to (1) expand the categories of faculty members eligible for service in the Faculty Senate to include the following categories of faculty with at least three years of full-time service at the University: (A) tenured faculty members and (B) Regular, full-time faculty members without tenure who have attained the rank of associate professor or higher; and (2) require that at least half of the Senators from each school must hold tenured appointments;

WHEREAS, Following the Faculty Senate's meeting on September 11, 2015, the Faculty Senate Executive Committee requested that the Board of Trustees postpone any submission of the Proposed Board Amendments to the Faculty Assembly and negotiate with the Faculty Senate to reach agreement on a consensus resolution to

amend the *Faculty Organization Plan*, so that the Faculty Assembly could avoid a meeting that would be likely to create confusion, disagreement and disunity within the Faculty Assembly as the result of its consideration of inconsistent and competing resolutions from the Board of Trustees and the Faculty Senate;

WHEREAS, Notwithstanding the foregoing request, the Faculty Senate Executive Committee currently understands that the Proposed Board Amendments will be presented by the President to the Faculty Assembly for consideration at the Faculty Assembly's next scheduled meeting on October 6, 2015;

WHEREAS, The Faculty Senate believes it is essential that the Faculty Assembly receive the advice and recommendations of the Faculty Senate before the Faculty Assembly votes on the Proposed Board Amendments;

WHEREAS, The Faculty Senate is greatly concerned that the Proposed Board Amendments, if adopted by the Faculty Assembly, would severely undermine the independence of the Faculty Senate as well as the Senate's ability to carry out its vital role in the shared governance of the University without undue influence from the Administration, in view of (1) the limited scope, short terms and highly contingent nature of the appointments of many Specialized faculty and their greater vulnerability to pressure from administrative officials, (2) the absence of any limitation on the number of Specialized faculty in any school under Article I of the *Faculty Code* as recently amended by the Board of Trustees, and (3) the absence of any limitation on the number of Specialized faculty or non-tenured Regular faculty who could serve in the Faculty Senate under the Proposed Board Amendments;

WHEREAS, The Faculty Senate is concerned that Specialized Faculty members have not had an adequate opportunity to consider and express their views on the question of whether they would favor an amendment to the *Faculty Organization Plan* granting them eligibility to serve in the Faculty Senate even if such an amendment might impair their existing potential rights to engage in collective bargaining under the National Labor Relations Act;

WHEREAS, The Faculty Senate strongly believes that the amendments to the *Faculty Organization Plan* recommended in Revised Substitute Resolution 16/4 and set forth on Exhibit A attached to this Resolution should be adopted by the Faculty Assembly because those amendments are consistent with the best interests of the University and all of its constituencies and stakeholders (including the Faculty) and would help to maintain an effective system of shared governance at the University;

WHEREAS, The Faculty Senate is convinced that its recommended amendments to the *Faculty Organization Plan* set forth on Exhibit A attached to this Resolution are essential to ensure the independence of the Faculty Senate from undue influence by the Administration;

WHEREAS, The Faculty Senate recommends, for all of the foregoing reasons, that the Faculty Assembly should reject the Proposed Board Amendments and should adopt the amendments to the *Faculty Organization Plan* set forth on Exhibit A attached to

this Resolution; **WHEREAS,** The Chairman of the Faculty Senate Executive Committee was directed, at the next meeting of the Faculty Assembly, to move the adoption of the amendments to the Faculty Organization Plan set forth on Exhibit A attached to this Resolution as alternatives for the amendments to the Faculty Organization Plan proposed by the Board of Trustees in its resolution of June 18, 2015; and,

WHEREAS, On behalf of the Faculty Senate, the Chairman of the Faculty Senate Executive Committee has requested that the President place this Resolution on the agenda for the Faculty Assembly's next scheduled meeting on October 6, 2015, as an alternative to the Proposed Board Amendments;

NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY ASSEMBLY OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the *Faculty Organization Plan* be amended as set forth on Exhibit A attached to this Resolution.
- (2) That the President is hereby requested to submit the amendments to the *Faculty Organization Plan* set forth on Exhibit A attached to this Resolution to the Board of Trustees for final approval pursuant to Article IV of the *Faculty Organization Plan*.

Faculty Senate, September 11, 2015

Faculty Senate Executive Committee, September 25, 2015

EXHIBIT A to “A Resolution to Recommend Changes to the *Faculty Organization Plan* Regarding Faculty Participation in the Faculty Senate”

(Approved by the Faculty Senate, September 9, 2015)

1. Membership in Faculty Senate

Faculty Organization Plan, Article III, Section 2(a)(3) [final two sentences]:

"...The faculty members of the Faculty Senate shall have completed at least three years of full-time academic service at the University and shall be either (1) tenured faculty members or (2) regular, full-time faculty members without tenure who have attained the rank of associate professor or higher. Vice presidents, associate vice presidents, assistant vice presidents, vice provosts, associate vice provosts, deans, associate deans and assistant deans shall be ineligible for election as faculty members of the Senate. At least half of the faculty members of the Senate from each school shall be tenured faculty members.

2. Election of Faculty Members

Faculty Organization Plan, Article III, Section 3(3):

“All members of the faculty in full-time service shall be eligible to vote with the exception of visiting faculty.”