

The George Washington University
Faculty Senate Committee on
Appointment, Salary, and Promotion Policies (including Fringe Benefits)

Friday April 7, 2017

Annual Report

The ASPP committee has met on 5 occasions during the session 2016/2017.

At our October meeting we discussed the following:

- (i) The Chair gave the Committee an update on the ongoing discussions with Human Resources regarding the new Health Benefits for the coming Calendar Year 2017 and the proposed composition of the Benefits Advisory Committee (BAC). Vice President McLeod responded with a detailed discussion of the role of the BAC and its new faculty and staff composition. There followed a lengthy discussion on the faculty membership of the BAC and the concern was expressed that there were too few female members. The recommendation finally agreed was that the composition of the faculty members should be increased to 6 and the Executive Committee should present to the Faculty Senate at its next meeting a full slate including the previously agreed ex-officio members. These were: the chair of the ASPP committee, the chair of the FP&B committee and the liaison member of the executive committee to the ASPP committee. The ASPP committee recommended that two of the remaining members to be appointed by the Faculty Senate could be Professor Anbinder & Galston. This proposal to expand the faculty membership of the BAC to 6 was passed by vote 8Y,1N.**
- (ii) Professor Rice then gave the ASPP committee an update on the state of Non-Concurrences. It was noticed that the final determinations mostly followed the Dean's recommendations.**

At our meeting in December we discussed the following:

- (i) The chair of the ASPP committee summarized the faculty composition of the Benefits Advisory Committee (BAC). Vice President McLeod gave a short explanation of the new approach the BAC would be taking in future meetings which was well received by the ASPP committee. Much of the work of the BAC would rely on the previous year activities as there was general agreement that the Benefits would be kept for at least two years.**
- (ii) Professors Anbinder and Cordes produced a brief summary report on the state of benefits in comparison to the GW Market Basket Schools. A more detailed report would be forthcoming to possibly enable the ASPP committee to draft a resolution to the Faculty Senate at a later meeting.**

At our meeting on February 3 we discussed the following:

- (i) Vice President Dale Mcleod and Kara Flack gave an update on the new configuration of the Benefits Advisory Committee (BAC) which had held its first meeting in January. Concentration at the meeting had been on Wellness Benefits as the Health Benefits were currently being held at their previous calendar year level. Subsidizing gym membership had been a suggestion. The President's Task Force on benefits had asked the BAC to survey GW employees regarding benefits and this would be shared with the BAC once completed. There was general agreement that the reformed BAC was operating well. The next meeting of the BAC would be on March 3 in room SEH 2000.**
- (ii) The draft resolution prepared by Professors Anbinder & Cordes was discussed at length. This was as a result of the report on GW's place within the list of schools provided. More data was required from Associate Provost Beil to establish the Salaries per School estimates as this would be helpful in determining GW's place within the Market Basket School list on a GW School basis. The report would be finalized shortly and be presented along with the resolution. Professor Galston agreed to lead a group of ASPP members comprised of Professors Anbinder, Biles and Cordes to address the concerns of the ASPP committee and perhaps those of the Executive Committee regarding the resolution. As the Trustees would be meeting in March, it was essential that the resolution be presented at the Faculty Senate meeting on March 3 together with the report on faculty compensation so that the Trustees would have an opportunity to respond to the resolution.**

At our meeting on February 17 we discussed the following:

- (i) The report drafted by Professor Anbinder was discussed as part of the presentation to the Faculty Senate on March 3 along with the resolution mentioned in the next section of the minutes. It had been agreed with the Executive committee that Provost Maltzman would give a report of averaged salaries across schools at GW, so the report herein mentioned would be particularly relevant following the presentation of the Maltzman report. Professor Anbinder mentioned that he had updated some of the compensation from more recent data.**
- (ii) The final version of the resolution prepared by Professors Anbinder & Cordes which had been further edited by the Executive Committee, was then discussed. Professor Galston had lead a group of ASPP members comprised of Professors Anbinder, Biles and Cordes to address the concerns of the Executive Committee regarding the resolution. As the Trustees would be meeting in March, it was essential that the resolution be presented at the Faculty Senate meeting on March 3 together with the report on faculty compensation so that the Trustees would have an opportunity to respond to the resolution. There was general satisfaction of this resolution by the ASPP committee.**

At our meeting on March 24 we discussed the following:

- (i) The report by Professor Anbinder and the presentation of the resolution regarding faculty compensation at the Faculty Senate meeting on March 3 were discussed. Professors Rohrbeck and Wirtz gave the committee an update on the reception these two items received. There were a number of questions by the faculty from the floor of the senate and President Knapp had been asked for his reaction to the resolution, which was that it was a budget issue. The resolution had been passed unanimously.**
- (ii) There followed a long discussion on the question of salary equity and the ASPP committee noted that there did not seem to be much impetus by the administration to pursue this matter. The ASPP committee felt very strongly that the salary equity committee designated by the administration should be reconvened and start afresh on both methodology and the current salary situation. Professor Tuch, the faculty co-chair of the Salary Equity Committee, should be asked to help in this. A subcommittee of the ASPP committee could also be constituted to look into this. It was pointed out that salary equity should be recognized as being separate from the ongoing activities the ASPP committee was committed to regarding faculty compensation. A resolution to put these ideas in motion could be formulated by the ASPP committee at a later meeting.**
- (iii) Professor Gupta very kindly agreed to provide the ASPP committee with updates on the top GW salaries for the most recent available IRS filings.**

The committee also commissioned subcommittees and task forces to work on matters of importance to the ASPP committee between meetings to identify the relevant issues for the many items of the agenda for specific meetings. This involved considerable time and effort on the part of the members of the committee serving on these small groups of faculty for which the entire ASPP committee is forever grateful.

Respectfully submitted,

Robert J. Harrington, April 7, 2017, Chair

Members of the ASPP committee, Faculty Senate year 2016/2017

Professors:

Abravanel, E. Professor Emeritus of Psychology,

Anbinder, T.G. Professor of History,

Biles, B.L. Professor Emeritus of Health Policy,

Briggs, L.A. Professor of Nursing,

Cordes, J.J. Professor of Economics,

Galston, M. Professor of Law,

Gupta, M.M. Professor of Mathematics,

Hayes, C. Professor of Writing

LeLacheur, S.F. Professor of Physician Assistant Studies,

Maring, J.R. Professor of Physical Therapy,

Mohamed, M.A. Associate Professor of Pediatrics,

Pelzman, J. Professor of Economics

Plack, M.M. Professor of Physical Therapy,

Rau, P.A. Professor of Marketing and International Business

Rice, E.K. Professor of Special Education and Disability Studies

Rohrbeck, C.A. Professor of Psychology,

Schanfield, M.S. Professor of Forensic Sciences and Anthropology

Wirtz, P.W. Professor of Decision Sciences and Psychology

Harrington, R.J. Professor of Engineering and Applied Science (Chair)

Staff:

Gullo, P.R. Director, Legal Clinics;

Administration:

Vice President Katz, Deputy Vice President McCorvey; Vice president McLeod, Associate Vice President Kosky; Vice Provost Bracey; Library HR Shea; UHR Flack