

**THE GEORGE WASHINGTON UNIVERSITY**  
**Washington, DC**

**MINUTES OF THE REGULAR FACULTY SENATE MEETING**  
**HELD ON SEPTEMBER 8, 2017**  
**AT 1957 E STREET NW/STATE ROOM**

Present: President LeBlanc, Provost Maltzman, Parliamentarian Charnovitz, and Registrar Amundson; Deans Dolling, Eskandarian, Feuer, Jeffries, and Morant; Executive Committee Chair Marotta-Walters; Professors Agca, Briscoe, Bukrinsky, Cline, Corry, Costello, Esseesy, Griesshammer, Gutman, Harrington, Khoury, Lewis, Lipscomb, Markus, McDonnell, McHugh, Parsons, Pelzman, Pintz, Rehman, Roddis, Rohrbeck, Sarkar, Schumann, Watkins, Wilson, Wirtz, Zara, and Zeman.

Absent: Deans Akman, Brigety, Choudhury, Goldman, and Vinson; Professors Agnew, Cordes, Cottrol, Dickinson, Galston, Nau, Sidawy, Tielsch, and Wallace.

CALL TO ORDER

The meeting was called to order at 2:20 p.m.

APPROVAL OF THE MINUTES

The minutes of the May 12, 2017, Faculty Senate meeting were approved unanimously without comment. President LeBlanc welcomed two new senators who were unable to attend the May meeting (Professors Briscoe and Pelzman) as well as one newly-elected senator from the School of Business (Professor Agca).

INTRODUCTORY REMARKS (Board of Trustees Chairman Nelson Carbonell)

The unanimous consent of the Senate was requested and granted to re-order the meeting agenda to add welcoming remarks from President LeBlanc prior to Chair Carbonell's remarks.

Chair Carbonell introduced the new president to the Senate by first summarizing the search process, which was based on three core elements of the institutional profile developed for GW as the foundation of the search. Specifically, GW sought a leader who would enhance the stature and distinction of GW as a university, generate resources to invest in this distinction, and enable a culture of service. GW received many nominations and applications for the position, resulting in a broad, deep, and diverse pool. One candidate clearly emerged as the strongest: Dr. Thomas LeBlanc, who at the time of his consideration served as the Executive Vice President and Provost at the University of Miami. The Board of Trustees (BoT) unanimously elected Dr. LeBlanc to the GW presidency on January 6, 2017, after consulting with the Faculty Senate Executive Committee (FSEC) and the Faculty Consultative Committee (FCC). Aristide Collins led the transition working group that acclimated Dr. LeBlanc to the university, and Dr. LeBlanc met with a wide range of constituencies during the transition while completing his work in Miami.

Chair Carbonell noted that Dr. LeBlanc holds a B.S. in Computer Science from the State University of New York and a Master's & Ph.D. from the University of Wisconsin at Madison. He joined the

faculty of the University of Rochester and has since held just about every academic position imaginable, including research assistant, assistant professor, professor, department chair, dean, chief budget officer, and provost. Chair Carbonell formally introduced the 17<sup>th</sup> president of the George Washington University and welcomed him to the podium for his remarks.

### WELCOME REMARKS (President Tom LeBlanc)

President LeBlanc opened his remarks by noting that he has a great deal of respect for shared governance and comes to the Senate in that spirit. He noted that he would share some thoughts about his transition, indicating that his plans should be considered as tentative due to the fact that his engagement with GW is less than a year old. He began by noting that any decision to leave Miami would have to be for an especially compelling opportunity. GW provided that, and President LeBlanc noted that he already had some familiarity with GW after chairing the Middle States reaccreditation site visit team in 2007.

The president indicated that he thinks GW needs to have collective aspirations as opposed to simply following a new president's aspirations. With that said, he noted that it is the job of the president to collect as much information as possible and then articulate an aspiration for the institution that captures the collective will of the faculty, students, alumni, trustees, and the community and develop a plan to implement that aspiration. To that end, he outlined a carefully crafted operating statement of GW's aspirations as the basis for his remarks: "We aspire to preeminence as a comprehensive, global, research university." He explained that each word in the statement is carefully chosen to express the collective nature of the aspirations that keep the university moving forward toward preeminence, recognizing that comprehensive offerings, a global presence, and a strong research footprint are required elements of this forward movement.

President LeBlanc noted that each word in this statement has meaning beyond its rhetoric; each term has behind it a ranking system, a set of data, and metrics by which GW can measure progress. For example, if GW wants to know whether it is a true "research university," the Association of American Universities (AAU) website publishes qualifications for AAU membership, and an institution can compare its data to that of AAU members to see how it measures on those concrete standards. One standard asks how many members of the National Academy of Science, Medicine, and Engineering are on the faculty; this number should be readily known at a university. Another metric asks how much money a university receives through federal funding sources. Because of the emphasis on research at GW over the past decade, GW's AAU ranking on the research measure jumped from 114<sup>th</sup> to 83<sup>rd</sup>, with a good chance that GW will crack the top 80 this year. Taken together, these measures provide evidence of GW's commitment to progress in these areas.

The current presidential transition time is allowing Dr. LeBlanc to spend significant time seeking broad understanding on the meaning of this aspirational statement and broad agreement that he has captured the collective will of the institution. He has met with faculty, students, trustees, and the FSEC, among others.

This statement will now have to translate into action, and each word of the statement has consequences. One example of a potential misunderstanding of the statement relates to the word "comprehensive," which does not mean everything. GW had a dental school and closed it years ago; GW has never had a veterinary school. President LeBlanc has no plans to launch either one of these in the next ten years. Comprehensive is a lodestar, though, when one considers, for example, closing

the engineering school, as a respectable, comprehensive university would not take an action like that in this technologically-driven day and age. Similarly, GW cannot become a solely STEM institution given its history of strength in the arts and social sciences. “Global” is another overused word; this word does not relay an intent to open campuses around the world, as many other institutions have done. Many of these efforts have been extremely expensive and have not gone over well with faculty, and it is not clear that they have achieved anything close to the results envisioned by expansion plans. With that said, the president does believe that GW needs to offer a global education, which may mean expanding study abroad sites, drawing students from as many countries as possible, and ensuring that faculty are coming from many countries, and studying as many languages, cultures, and economic and political systems as possible. These examples show that there is a balancing act in each word of the aspirational statement; President LeBlanc made a clear statement that GW needs to have a clear, measurable aspiration.

The president noted that his efforts over the next few years will be focused on five areas that emerged repeatedly during the search and transition process. These will not be exclusive areas of focus, but they all need special attention:

1. Undergraduate student experience.

Students have, to a person, indicated to President LeBlanc how strongly they feel about GW and their time here; however, they also have a long list of stories about negative aspects surrounding the undergraduate student experience. GW faculty, administration, and staff do not live the student experience the way current undergraduates do. Without forums that collect this experience, decision-making made in isolation can be detrimental to students. This extends to all areas of student life, from the housing and food experience to academic programs. GW appears to students to be a very bureaucratic and transactional institution. Given the role of undergraduate tuition in GW’s resource base and undergraduate teaching as a primary mission, the university must be offering a first-rate undergraduate experience.

2. Development.

GW has just successfully completed a \$1 billion campaign. This is an extremely impressive accomplishment and places us in a small group of only 35 similar institutions; the institution now needs to consider the lessons learned from this campaign and how to structure its development organization to maximize involvement in the future.

3. Research.

The university implemented the Office of the Vice President for Research under President Knapp and now needs to determine better ways to use the infrastructure to support research at the university.

4. Partnership between the GW Hospital and United Healthcare, Medical Faculty Associates (MFA), and the School of Medicine and Health Sciences (SMHS).

This three-way partnership evolved out of a single entity two decades ago. The structure of this partnership was designed to last fifty years and includes an 80/20 equity distribution with the management company and the university respectively. However, health care has changed dramatically, and changes over the past twenty years mean that the structure of this partnership is currently such that GW cannot achieve preeminence in medicine or with the faculty practice plan without exploring ways to adjust to the new realities of health care delivery systems.

5. Institutional Culture.

President LeBlanc noted that he received a large number of questions about institutional culture during the search and transition processes. One reason for this is that he led an effort

on institutional culture at the University of Miami and has a great deal of experience in this area. A second reason is that there is a pervasive sense on campus that GW's collective culture isn't as strong as its individuals. The GW culture is too risk-averse across the board, from top-level strategic decisions all the way down to individual responses to transactions. Related to this is the culture of responding to requests in the negative due to stated concerns about money. While funding is important, not every decision should be about dollars. A culture of saying the university has no money is not accurate or helpful. Finally, despite reports to the contrary, GW does have a service-oriented culture when viewed at the individual level; however, the institution has become accustomed to an inefficient, outdated system of services at the collective level, and it is here that improvements can and should be made.

None of these areas of focus will be “done” this or next year. Resetting culture in these ways is a long-term project. There are many things—particularly in the area of student service—that can be done quickly. Some of these improvements will require faculty assistance and work; for example, working together to create programs that work for students' academic aspirations.

Professor Griesshammer agreed with the president's assessment that decisions at the university are driven by finances and expressed his concern that academia doesn't drive the decision process at GW due in part to financial decision-makers who do not report through academic channels. He noted that the value of research cannot be measured by the dollar-amount brought in. First, only 2% of GW's income comes from indirect cost recovery, and these stand against research related expenditures (offices, personnel, support, etc.) that are even larger. Second, research comes in many facets, from being a TV expert to writing books to artwork to performing experiments. All these raise GW's profile.

President LeBlanc clarified that “research” means scholarship in all its varieties at a comprehensive research university, not just funded or STEM research but also arts, humanities, and legal (among other areas) grants and publications. He further noted that research dollars coming into the university cost, on average, twenty cents on the dollar. Large grants bring enhanced reputation to the university but do not actually help the financial foundation of the university. Higher education, in general, tends to focus on research dollars because universities know how to count that; the impacts of many other forms of scholarship are not as easily measured. The president noted that he asked the Vice President of Research about non-NSF-ranking, non-indirect cost-related, non-grant-related scholarship activity occurring at GW. He noted that the question was simple but has deep implications with regard to what GW spends on research annually. The largest expense associated with research is the faculty time that we allow all faculty to do scholarship. Not counting this undersells the faculty and misunderstands the economics of research. Finally, he noted that the Vice President of Research reports to the President; the nuance in Professor Griesshammer's question may relate to the office of research and its placement in the administrative structure. However, he noted that a university president is an academic for a reason and that he did not come to GW to report to a CFO.

#### REMARKS (Board of Trustees Chairman Nelson Carbonell)

Chair Carbonell began his discussion of Board of Trustees goals for this year by noting that President LeBlanc's openness and transparency is something that the Board would like to emulate in its operations. The Board's June retreat led to a decision to become much more transparent, open, and inclusive in the shared governance model beyond single projects such as the presidential search and

faculty code revisions. Rather, the Board would like to implement changes that stay with GW institutionally into the future because those changes will make GW better.

Board meetings will now consist of an open session covering all matters except personnel and legal matters that require confidentiality. There will no longer be an agenda divided into an open and closed session. The dynamics of Board operations will change in a few key ways:

1. Faculty and student representatives will now actively participate in Board committees. For example, at Committee on Academic Affairs meetings, the chair of the Senate Executive Committee and the president of the Student Association will now sit at the table and participate in the discussions rather than sitting to the side or arriving just for their respective presentations and then departing.
2. The Board will support President LeBlanc's five priorities but will focus its energies on three of those areas to ensure they are actively supported:
  - a. Medical: The Medicine and Clinical Partnerships Committee (chaired by Trustee Ellen Zane) will continue to work on financial, governance, and other issues to ensure GW can be advantaged as new arrangements in health delivery are explored.
  - b. New task forces: The task force model functions differently than a Board committee, where only Board members can vote. Student and faculty participants in these two task forces will be able to vote.
    - i. Student experience: To be chaired by Trustee Ave Tucker
    - ii. Volunteer engagement: To be chaired by Trustee Roslyn Brock, this task force will work to connect post-campaign with alumni and others who are invested in the institution.
3. The annual Board dinner with invited faculty will be held in February 2018 instead of its usual October date due to the fact that the fall Board meetings this year conflict with parents/alumni weekend. The dinner will be larger this year to allow for more interaction between Board members and faculty.
4. Bylaws reviews by all schools should be completed as soon as possible.

Professor Wirtz noted that he is glad to hear about all of the Board's initiatives and thankful for its engagement. Noting that the Board plays an unusually active role in GW's day-to-day activities, he wondered whether the Board's initiatives are on a collision course with those of the President. He suggested that the Board might best engage within the context of offering help to the president with his priorities. Chair Carbonell responded that the Board will support the president in his five priorities. The new task forces exist so that the Board will be familiar and comfortable with proposed changes as they are being derived and therefore able to approve them quickly when they're brought to the full Board for a vote. He noted that GW operates in shared governance with the faculty, the administration, and the Board and that Board and presidential priorities must be collaborative.

Professor Parsons noted that the president may not fully understand that the disharmony that arose over the Science and Engineering Hall (SEH) construction was not over the soundness and value of the engineering field but rather over the administrative decisions to invest so comprehensively in this area without serious or regular faculty input. These decisions led to a strategic plan that could not be fully funded as a result of resources being diverted to the SEH.

Professor Bukrinsky expressed his sense that giving faculty an opportunity to meet with the Board and potential donors is a good strategy for development. He noted that he and many other faculty

have never been asked to present their research to the board or to donors and that this should change in order to support future development.

Professor Griesshammer asked that the Board document the presidential search for future such needs, as this information would eliminate having to reinvent the process. (Chair Carbonell noted that a paper on the GW presidential search will be presented at the upcoming Association of Governing Boards meeting.) Professor Griesshammer expressed his hope that broader inclusion of faculty in Board operations would include Faculty Senate involvement regarding decisions about which faculty members would participate. Chair Carbonell indicated that he has asked for and received, Executive Committee Chair Marotta-Walters' recommendations regarding task force participation.

Provost Maltzman responded to Professor Parsons's earlier comments on the SEH by recalling a good debate among the faculty and at the Senate, which at the time indicated that the SEH was its highest construction priority. While faculty did not unanimously support construction of the SEH, it resulted from a good dialogue. The Provost noted that the Board has been extremely supportive of university decisions; it has asked challenging questions and does its due diligence but has not overturned university plans. He noted that it is important to keep the Board well informed of plans that are in progress so that the Board is not caught unawares by plans and decisions. More unusual at GW is the fact that the Board doesn't just communicate through the administration but also directly through faculty (via the faculty dinner, town hall meetings during presidential search, a Board retreat dedicated to discussion of the strategic plan; regular reports to Senate, etc.). He stated that the presence and solicitation of direct faculty input (and direct communication with faculty) by the Board shouldn't be confused with Board micromanagement.

REPORT: MIDDLE STATES REACCREDITATION UPDATE (Professor and Reaccreditation Committee Co-Chair Paul Duff)

Professor Duff's update on the Middle States Committee on Higher Education (MSCHE) reaccreditation process may be found in the attached presentation.

Professor Briscoe asked whether a list of the working groups and their chairs is available and how membership was determined. Co-Chair Cheryl Beil responded that this listing is available on the Provost website at <https://provost.gwu.edu/self-study-2017-18>. The Steering Committee roster and Working Group listings are also attached to these minutes. The Provost responded that volunteers were solicited; Professor Duff added that membership was sought among people who have institutional history and who would be able to commit to doing the work required. The self-study draft report will be placed online to invite input from the university community prior to its being finalized. Dr. Beil added that each working group is co-chaired by a faculty member.

Professor Wilson asked how individual school accrediting processes impact the MSCHE reaccreditation process. Professor Duff responded that individual accrediting bodies impact the MSCHE self-study the most in the section on assessment of student learning. Schools with their own accrediting bodies are referred to in the MSCHE self-study, while a method to measure student learning must be created for schools without individual accreditation requirements.

Professor Roddis asked whether faculty members who are also administrators and serve on administrative committees are truly providing faculty representation on those committees. Professor Duff responded that, in the case of the MSCHE process, he is himself a faculty member without an

administrative appointment. He noted that working group chairs were given full leeway to include faculty and no one turned away any faculty volunteers.

Professor Costello asked how online programs factor into the self-study. Professor Duff referred to the question to Dr. Beil, who responded that, while there is no section of the self-study devoted to online programs or requesting a listing of programs, online programs are included in portions of the self-study assessment. In addition, the visiting committee can assess online programs at a more granular level during their assessment and campus visit.

## INTRODUCTION OF RESOLUTIONS

None.

## GENERAL BUSINESS

- I. Nomination for election of GWSB representative to the Executive Committee:  
Due to Professor Griffin's departure from GW for a new faculty position elsewhere, the Executive Committee nominated Professor Wirtz as the GWSB representative on the Executive Committee. No other nominations were presented from the floor and Professor Wirtz was elected by unanimous voice vote.
- II. Nominations for election of new members to Senate Standing and Administrative Committees (rosters attached to these minutes):
  - a. Senate Standing Committees: After soliciting additional nominees for committee chairs (none brought forward), a vote was called for the committee chairs; all were approved by unanimous voice vote. After soliciting additional nominees for committee members (none brought forward), a vote was called for the committee rosters and passed by unanimous voice vote.
  - b. University Administrative Committees: All rosters were approved by unanimous voice vote.
  - c. Dispute Resolution Committee: The roster was approved by unanimous voice vote.
- III. Reports of Senate Standing Committees:  
The annual report from the Honors & Academic Convocation Committee is attached to these minutes.
- IV. Report of the Executive Committee: Professor Sylvia Marotta-Walters, Chair:  
Please see the attached full report of the Executive Committee presented by Professor Marotta-Walters. Professor Marotta-Walters highlighted the following pieces of her report:
  - Professor Marotta-Walters made a public commitment to her Senate colleagues and all in attendance that she is already the beneficiary of President LeBlanc's initiative to be transparent in his activities as a member of the president's university leadership council. She noted that she will share matters covered there and will solicit items to bring to the council on behalf of the faculty. She also expressed her thanks to Chair Carbonell, who has been very

inclusive and transparent in his interactions with the senate executive committee.

- Today is President LeBlanc's birthday, and Professor Marotta-Walters invited the Senate to mark the occasion by singing to the president. The Senate body obliged.
- At her report to the Board Committee on Academic Affairs in May 2017, Professor Marotta-Walters highlighted Resolution 17/4 (on Academic Freedom). The Committee appreciated the resolution and the proactive measures it takes.
- The Faculty Code requires consultation with FSEC to bring the school bylaws into conformity with the 2015 revision of the Code. This work continues and is nearing the halfway point.
- The Provost is developing a decanal review process that will provide uniformity in the process for all the schools. Input from a faculty survey was used to craft the faculty portion of the evaluation process, and the FSEC will continue to consult with the Provost as this process is further defined.
- There are currently four grievances (one each in GWSPH, GWSB, CCAS, GSEHD); all are in the early stages of mediation. The FSEC reviewed four non-concurrences over the spring and summer (two in SEAS and one each in MISPH and CCAS). The FSEC convened review groups and made recommendations to the president for each case; three final rulings by President Knapp supported FSEC recommendations. There were fewer non-concurrence cases in the second year of the revised process; in another year, there should be adequate data to begin reporting on trends.
- Any proposed resolutions for the October Senate meeting need to be submitted to the FSEC by September 15 (one week prior to the FSEC's September 22 meeting).

V. Provost's Remarks:

- The Provost thanked the faculty for its efforts in bringing in quality students and in getting new students acclimated at the beginning of the fall term. Precise numbers of students will not be available until census, but early numbers indicate that projections will be met.
- On September 7, the Provost participated in the ribbon-cutting ceremony at the new STEMworks center at Gelman Library, which provides individual and group tutoring as well as workshops. The new STEMworks director, Katherine Schroer, began work this summer.
- P.B. Garrett has been named Senior Associate Dean for Innovative Teaching and Learning; her appointment followed a search by a committee that included members of the Senate. She has long demonstrated a strong ability to work with faculty on a wide variety of technology and learning dimensions.
- Colonial Inauguration (CI) was done differently this year, implementing more and smaller sessions that provided advisors opportunities to work with students during CI sessions. In his presentations to incoming students, the Provost urged students to take healthy risks and try things outside their academic discipline of focus, get involved in the community, and meet students from different backgrounds. When students do this, they sometimes



trip and fall, and faculty members need to be there to help them right themselves. The Provost noted that, at the president's Town Hall meeting on September 7<sup>th</sup>, a student made note of the new freshman forgiveness program, which allowed this student to navigate a tough year and take some academic risks. This new policy is a direct result of work by the Educational Policy committee and the Senate in conjunction with the Student Association.

- Finally, the Provost noted that the possible impending revocation of the DACA program impacts many GW students. GW accepts students without requiring documentation of their citizenship and therefore doesn't know how many students are attending GW under DACA. Some students have self-identified and are very nervous. The Law School has volunteered service through their immigration clinic, and administrative units are working to help students experiencing trauma from this experience (counseling, financial aid, etc.). The Provost asked that faculty recognize what these students are going through and assist when possible.

VI. President's Remarks:

- The President noted that the role of Board of Trustees Chair is a thankless task and asked the Senate to join him in thanking Chair Carbonell for his tireless work on behalf of the university.
- Finally, the President asked for an initial affirmation that, generally speaking, there is a sense that the aspirational statement he presented earlier in the meeting is indeed accurate and that he is on the right track. A verbal affirmative response followed.

BRIEF STATEMENTS AND QUESTIONS

Professor Costello asked whether the 2015 Faculty Code revision has resulted in non-concurrences occurring as a result of moving benchmarks during the tenure clock. The Provost responded that, in general, expectations during the tenure-accrual period have been well set and communicated to faculty.

ADJOURNMENT

The meeting was adjourned at 4:11 pm.

## GW'S ACCREDITATION PROCESS FOR THE MIDDLE STATES COMMISSION ON HIGHER EDUCATION (MSCHE)

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Paul Duff, Co-Chair  
September 8, 2017

### MIDDLE STATES ACCREDITATION

Currently, on a 10-year cycle, every accredited institution of higher education in MSCHE's jurisdiction:

- ▶ Creates a self-study
- ▶ Is visited by a team of academics and administrators from other institutions who have read the self-study (MSCHE is currently creating that group)
- ▶ Is informed of its accreditation status by MSCHE

## MIDDLE STATES ACCREDITATION

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MSCHE accreditation applies across the university, regardless of whether individual schools or programs have their own accreditation processes.

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## SELF-STUDY

THE GEORGE  
WASHINGTON  
UNIVERSITY  
WASHINGTON, DC

What does the self-study include?

- ▶ The institution is judged on 7 standards
- ▶ The standards are new (vs. 14 standards in the past)
- ▶ GW is the second group to be evaluated according to the new standards

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## STANDARDS OF EVALUATION

THE GEORGE  
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- ▶ Standard 1: Mission and Goals
- ▶ Standard 2: Ethics and Integrity
- ▶ Standard 3: Design and Delivery of Student Learning Experience
- ▶ Standard 4: Support of Student Learning Experience
- ▶ Standard 5: Educational Effectiveness Assessment
- ▶ Standard 6: Planning, Resources, and Institutional Improvement
- ▶ Standard 7: Governance, Leadership, and Administration

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## STANDARDS OF EVALUATION

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WASHINGTON  
UNIVERSITY  
WASHINGTON, DC

Translation:

- ▶ An accredited institution of higher education must demonstrate that it:
  - ▶ Has an appropriate mission (standard 1)
  - ▶ Is ethical in its actions (standard 2)
  - ▶ Delivers an effective student learning experience (standard 3)
  - ▶ Supports the overall student experience (standard 4)
  - ▶ Assesses its own educational effectiveness (standard 5)
  - ▶ Uses planning and its resources to ensure institutional improvement (standard 6)
  - ▶ Is characterized by effective governance, leadership, and administration (standard 7)

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## SELF-STUDY

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Finally, the self-study needs to verify that the institution is in compliance with accreditation-relevant federal regulations.

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## BRIEF TIMELINE (TO PRESENT)

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### Fall 2015

- ▶ MSICHE Self-Study Institute

### Spring 2016

- ▶ Steering committee and 8 working groups formed
- ▶ Self-Study Design document created

### Spring 2016-Spring 2017

- ▶ Working groups begin their analyses

### Spring 2017

- ▶ First drafts of working group reports critiqued by the steering committee; final reports turned in to co-chairs

### Summer 2017

- ▶ Co-chairs edit the working group reports and send them back to working groups for comments and corrections

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## **BRIEF TIMELINE (FUTURE)**

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### Fall 2017

- ▶ Compete self-study draft made available to the GW community for comments

### Late Fall 2017

- ▶ Final version of self-study will be completed and sent to visiting team

### Spring 2018

- ▶ Visiting team will come to campus

### June 2018

- ▶ MSCHE determines accreditation action

## **QUESTIONS?**

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## Self-Study Steering Committee

- Elizabeth Amundson, Registrar and Associate Provost
- Charles Barber, Deputy General Counsel
- Cheryl Beil, Associate Provost for Academic Planning and Assessment (Co-Chair)
- Sarah Baldassaro, Associate Vice-President, External Relations
- Jeffrey Brand, Associate Dean for Graduate Studies, CCAS; Associate Professor of Philosophy
- Elizabeth Chacko, Associate Dean for Undergraduate Studies, CCAS; Professor of Geography
- Steve Charnovitz, Associate Professor of Law
- Joseph Cordes, Associate Director, TSPPPA; Professor of Economics, Public Policy and Public Administration
- Julie DeLoia, Associate Dean, MISPH Professor of Exercise and Nutrition Science
- Paul Duff, Professor of Religion (Co-Chair)
- Geneva Henry, University Librarian and Vice-Provost
- Pamela Jeffries, Dean, SON
- Laurie Kohler, Vice Provost, Enrollment Management
- Raymond Lucas, Associate Dean for Faculty Affairs and Professional Development; Associate Professor of Emergency Medicine
- Mike Mochizuki, Associate Professor of Political Science and International Affairs
- Terry Murphy, Deputy Provost
- Bhagi Narahari, Associate Dean of Undergraduate Affairs and Programs, SEAS; Professor of Engineering and Applied Science and of Engineering Management and Systems Engineering
- Rene Stewart O'Neil, Vice-Provost of Budget and Finance, Office of the Provost
- Barbara Porter, Chief of Staff, President's Office
- Liesl Riddle, Associate Professor of International Business
- Paul Wahlbeck, Vice-Dean for Programs and Research (CCAS); Professor of Political Science
- One or more student representatives, TBD
- A member of the Board of Trustees, TBD

## **Middle States Working Groups**

### **Standard 1: Mission and Goals**

Jeffrey Brand  
Liesl Riddel  
(Cheryl Beil, ex-officio committee member)

### **Standard 2: Ethics and Integrity**

Steve Charnovitz  
Raymond Lucas  
(Paul Duff, ex-officio committee member)

### **Standard 3: Student Learning Experience**

Julie Deloia  
Geneva Henry  
(Cheryl Beil, ex-officio committee member)

### **Standard 4: Support of Student Experience**

Laurie Kohler  
Bhagi Narahari  
(Paul Duff, ex-officio committee member)

### **Standard 5: Educational Effectiveness Assessment**

Elizabeth Chacko  
Mike Moshizuki  
(Cheryl Beil and Paul Duff, ex-officio committee members)

### **Standard 6: Planning, Resources, and Institutional Improvement**

Joe Cordes  
Rene O'Neal  
(Cheryl Beil, ex-officio committee member)

### **Standard 7: Governance, Leadership, and Administration**

Charles Barber  
Paul Wahlbeck  
(Paul Duff, ex-officio committee member)

### **Requirements of Affiliation:**

Beth Amundson  
Pamela Jeffries  
(Cheryl Beil, ex-officio committee member)



**Senate Standing Committee Rosters 2017-2018**

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Appointment, Salary, and Promotion Policies  
(Including Fringe Benefits)

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<b>Role</b>	<b>Name</b>	<b>Affiliation</b>	<b>Senate Member</b>
Co-Chair	Rohrbeck, Cynthia	CCAS	x
Co-Chair	Gupta, Murli	CCAS	
EC Liaison	Harrington, Robert	SEAS	x
Voting	Agca, Senay	GWSB	
Voting	Anbinder, Tyler	CCAS	
Voting	Abravanel, Eugene	CCAS	
Voting	Biles, Brian	GWSPH	
Voting	Briggs, Linda	SON	
Voting	Cordes, Joseph	CCAS	x
Voting	Dickinson, Laura	LAW	x
Voting	Hayes, Carol	CCAS	
Voting	LeLacheur, Susan	SMHS	
Voting	Lipscomb, Diana	CCAS	x
Voting	Maring, Joyce	SMHS	
Voting	Mohamed, Mohamed	SMHS	
Voting	Pittman, Delishia	GSEHD	
Voting	Plack, Margaret	SMHS	
Voting	Rau, Pradeep	GWSB	
Voting	Schanfield, Moses	CCAS	
Voting	Williams, James	ESIA	
Voting	Zara, Jason	SEAS	x
Non-Voting	Bracey, Christopher	Faculty Affairs	
Non-Voting	Fulmer, Kimberly	SON Staff	
Non-Voting	Gullo, Pallavi	LAW Staff	
Non-Voting	Katz, Louis	EVP&T	
Non-Voting	Maltzman, Forrest	Provost	
Non-Voting	McLeod, Dale	HR	
Non-Voting	Shea, Mafona	Gelman	

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Athletics and Recreation

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<b>Role</b>	<b>Name</b>	<b>Affiliation</b>	<b>Senate Member</b>
Co-Chair	Agnew, Hugh	ESIA	x
Co-Chair	Delpy-Neirotti, Lisa	GWSB	
EC Liaison	Agnew, Hugh	ESIA	x
Voting	Barron, Mary	SMHS	
Voting	Cline, Eric	CCAS	x
Voting	Darcy-Mahoney, Ashley	SON	
Voting	Esseesy, Mohssen	CCAS	x
Voting	Marsh, Toni	CPS	
Voting	McHugh, Patrick	GWSB	x
Voting	Westerman, Beverly	SMHS	
Voting	Wiersma, Gretchen	SON	
Voting	Young, Heather	SMHS	
Voting	TBD	Student Liaison	
Non-Voting	Delaloy, Robin	Gelman	
Non-Voting	Julien, Andre	Athletics	
Ex Officio	Linebaugh, Craig	CCAS	

Educational Policy

<b>Role</b>	<b>Name</b>	<b>Affiliation</b>	<b>Senate Member</b>
Chair	Wirtz, Philip	GWSB	x
EC Liaison	Lewis, Jannet	SMHS	x
Voting	Aviv, Eyal	CCAS	
Voting	Beveridge, Scott	GSEHD	
Voting	Blackmon, Olivia	CPS	
Voting	Carter, Geoffrey	CCAS	
Voting	Dobrydneva, Yuliya	SMHS	
Voting	Ganjoo, Rohini	SMHS	
Voting	Golden, Catherine	SMHS Staff	
Voting	Johnson, Candice	GWSPH Staff	
Voting	Koutroulis, Ioannis	SMHS	
Voting	Lipinski, Lisa	CSAD	
Voting	Nau, Henry	ESIA	x
Voting	Nelson, Sydney	Student Liaison	
Voting	Pelzman, Joe	ESIA	x
Voting	Phillips, Robert	CCAS	
Voting	Price, Marie	CCAS	x
Voting	Rau, Pradeep	GWSB	
Voting	Robinson, Lilien	CCAS	
Voting	Rubino-Hallman, Silvana	CCAS	
Voting	Schumann, Mary Jean	SON	x
Voting	Seavey, Ormond	CCAS	
Voting	Siczek, Megan	CCAS	
Voting	Yezer, Anthony	CCAS	
Voting	Young, Heather	GWSPH	
Non-Voting	Amundson, Beth	Registrar	
Non-Voting	Beil, Cheryl	Acad Planning & Assessment	
Non-Voting	Feuer, Michael	GSEHD	
Non-Voting	Konwerski, Peter	Dean of Students	
Non-Voting	Maltzman, Forrest	Provost	
Non-Voting	Murphy, Terry	Deputy Provost	
Non-Voting	Street, Oliver	Retention Office	

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Fiscal Planning and Budgeting

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<b>Role</b>	<b>Name</b>	<b>Affiliation</b>	<b>Senate Member</b>
Chair	Cordes, Joe	CCAS	x
EC Liaison	Pintz, Christine	SON	x
Voting	Bachnack, Will	GWSB Staff	
Voting	Dimri, Goberdhan	CCAS	
Voting	El-Banna, Majeeda	SON	
Voting	Gabalton, Theresa	LAW	
Voting	Hopkins, Benjamin	ESIA	
Voting	Kayes, Christopher	GWSB	
Voting	Lang, Roger	SEAS	
Voting	Linebaugh, Craig	CCAS	
Voting	Mance, Rebecca	SON	
Voting	Mellen, Nicholas	AT Staff	
Voting	Packer, Randall	CCAS	
Voting	Parsons, Donald	CCAS	x
Voting	Tielsch, James	GWSPH	x
Voting	Wilson, Art	GWSB	x
Voting	Yezer, Anthony	CCAS	
Non-Voting	Freund, Maxine	GSEHD	
Non-Voting	Henry, Geneva	Gelman	
Non-Voting	Maltzman, Forrest	Provost	
Non-Voting	McCorvey, Ann	EVP&T	
Non-Voting	TBD	Development	
Non-Voting	O'Neal, Rene Stewart	Provost	
Non-Voting	Murphy, Terry	Provost	

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Honors and Academic Convocations

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<b>Role</b>	<b>Name</b>	<b>Affiliation</b>	<b>Senate Member</b>
Chair	Rehman, Scheherazade	GWSB	x
EC Liaison	Galston, Miriam	LAW	x
Voting	Friedman, Leonard	GWSPH	
Voting	Ingraham, Loring	CCAS	
Voting	Plack, Margaret	SMHS	
Voting	TBD	Student Liaison	
Non-Voting	Peller, Michael	External Relations	
Non-Voting	Bracey, Christopher	Faculty Affairs	

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Libraries

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<b>Role</b>	<b>Name</b>		<b>Senate Member</b>
Chair	Wallace, Tara	CCAS	x
EC Liaison	Briscoe, Bill	CCAS	x
Voting	Acquaviva, Kimberly	Son	
Voting	Ahlquist, Karen	CCAS	
Voting	Esseesy, Mohssen	CCAS	x
Voting	Friedland, Elise	CCAS	
Voting	Harizanov, Valentina	CCAS	
Voting	McGuire-Kuletz, Maureen	GSEHD	
Voting	Ryder, Phyllis	CCAS	
Voting	Storberg-Walker, Julia	GSEHD	
Non-Voting	Henry, Geneva	Gelman	
Non-Voting	Linton, Anne	Himmelfarb	
Non-Voting	McCorvey, Ann	EVP&T	
Non-Voting	Pagel, Scott	Law Library	

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Physical Facilities

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<b>Role</b>	<b>Name</b>		<b>Senate Member</b>
Chair	Roddis, Kim	SEAS	x
EC Liaison	Briscoe, Bill	CCAS	x
Voting	Anderson, Catherine	CCAS	
Voting	Gallo, Linda	SMHS	
Voting	Gastwirth, Joseph	CCAS	
Voting	King, Michael	CCAS	
Voting	Persaud, Ajay	Student Liaison	
Voting	Robinson, Robbie	CCAS	
Voting	Traub, John	CCAS	
Voting	Ullman, Dan	CCAS	
Voting	Whitlow, Malinda	SON	
Non-Voting	Amundson, Beth	Registrar	
Non-Voting	Dent, David	EVP&T	
Non-Voting	McCorvey, Ann	EVP&T	
Non-Voting	Murphy, Terry	Provost	

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Professional Ethics and Academic Freedom

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<b>Role</b>	<b>Name</b>		<b>Senate Member</b>
Co-Chair	Gutman, Jeff	LAW	x
Co-Chair	Darr, Kurt	Emeritus	
EC Liaison	Marotta-Walters, Sylvia	GSEHD	x
Voting	Biles, Brian	GWSPH (Em)	
Voting	Cseh, Maria	GSEHD	
Voting	Frey, Jennifer	GSEHD	
Voting	Garris, Charles	SEAS	
Voting	Gibson, Delores	GSEHD Staff	
Voting	Khoury, Dina	CCAS	
Voting	Kyriakopoulos, Nicholas	SEAS	
Voting	Loew, Murray	SEAS	
Voting	Malliarakis, Kate	SON	
Voting	Marginean, Ioan	CCAS	
Voting	Marotta-Walters, Sylvia	GSEHD	x
Voting	Mazumder, Raja (on leave 2017-2018)	SMHS	
Voting	Patel, Ashesh	SMHS	
Voting	Robinson, Lilien	CCAS	
Voting	Roth, Katalin	SMHS	
Voting	Smith, Dolsy	Libraries Staff	
Voting	Steinhardt, Ralph	LAW	
Voting	Teitelbaum, Joel	GWSPH	
Voting	Wilmarth, Art (Spring 2018)	LAW	
Non-Voting	Maltzman, Forrest	Provost	
Non-Voting	Bracey, Christopher	VP Faculty Affairs	
Non-Voting	Vinson, Ben	CCAS	
Non-Voting	Weitzner, Richard	OGC	

Research

Role	Name		Senate Member
Chair	Sarkar, Kausik	SEAS	x
EC Liaison	McDonnell, Karen	GWSPH	x
Voting	Briscoe, William	CCAS	
Voting	Bukrinsky, Michael	SMHS	x
Voting	Casey, Andrea	GSEHD	
Voting	Cutler, Andrew	SEAS	
Voting	Dimri, Goberdhan	CCAS	
Voting	El-Ghazawi, Tarek	SEAS	
Voting	Engel, Laura	GSEHD	
Voting	Harizanov, Valentina	CCAS	
Voting	Hsu, Stephen	SEAS	
Voting	Imam, M Ashraf	SEAS	
Voting	Kouveliotou, Chryssa	CCAS	
Voting	Kusner, Linda	SMHS	
Voting	Lambert, Sharon	CCAS	
Voting	Larsen, Michael	CCAS	
Voting	Lunsford, Beverly	SON	
Voting	Roche, Katy	GWSPH	
Voting	Streitwieser, Bernhard	GSEHD	
Voting	Tyagi, Mudit	SMHS	
Voting	Woolstenhulme, Josh	SMHS	
Voting	Zhou, Qiuping (Pearl)	SON	
Non-Voting	Vinson, Ben	CCAS	
Non-Voting	Chalupa, Leo	OVPR	
Non-Voting	Dolling, David	SEAS	
Non-Voting	Merrigan, Kathleen	Sustainability	
Non-Voting	Denieu, Michael	Post-Doc	

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University and Urban Affairs

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Role	Name		Senate Member
Chair (Sabbatical Fall 2017)	Cottrol, Bob	LAW	x
Interim Chair (Fall 2017)	Newcomer, Kathryn	TSPPPA	
EC Liaison	Harrington, Robert	SEAS	x
Voting	Cassar, Linda	SON	
Voting	Catalanotti, Jillian	SMHS	
Voting	Chiappinelli, Katherine	SMHS	
Voting	Cline, Diane Harris	CCAS	
Voting	Cseh, Maria	GSEHD	
Voting	Jacobson, Leslie	CCAS	
Voting	LeLacheur, Susan	SMHS	
Voting	Morrison, Emily	CCAS	
Voting	Pulcini, Joyce	SON	x
Voting	Squires, Gregory	CCAS	
Voting	Wetenhall, Tanya	CCAS	
Voting	Mausser, Grace	Student	
Non-Voting	Cannaday Saulny, Helen	Student & Acad Support Svcs	
Non-Voting	Cohen, Amy	Civic Engagement	
Non-Voting	Konwerski, Peter	Dean of Students	
Non-Voting	McCorvey, Ann	EVP&T	



**Administrative Committee Appointments  
2017-2018**

**Committee on the Judicial System**

Mary Barron	GWSPH	<a href="mailto:mjbarron@gwu.edu">mjbarron@gwu.edu</a>	continuing	1-year term
Gutman, Jeffrey	LAW	<a href="mailto:jgutman@law.gwu.edu">jgutman@law.gwu.edu</a>	new	2-year term

**University Hearing Board**

Majeda El-Banna	SON	<a href="mailto:melbanna@gwu.edu">melbanna@gwu.edu</a>	new	1-year term
James Sexton	CCAS	<a href="mailto:jsexton@gwu.edu">jsexton@gwu.edu</a>	new	1-year term
Bethany Cobb Kung	CCAS	<a href="mailto:bcobb@gwu.edu">bcobb@gwu.edu</a>	new	1-year term

**Student Grievance Review Committee**

Majeda El-Banna	SON	<a href="mailto:melbanna@gwu.edu">melbanna@gwu.edu</a>	continuing	1-year term
Jeffrey Gutman	LAW	<a href="mailto:jgutman@law.gwu.edu">jgutman@law.gwu.edu</a>	continuing	1-year term
Mikyong Kim	GSEHD	<a href="mailto:kimmi@gwu.edu">kimmi@gwu.edu</a>	continuing	1-year term
Susan LeLacheur	SMHS	<a href="mailto:slela@gwu.edu">slela@gwu.edu</a>	continuing	1-year term
Mohamed Mohamed	SMHS	<a href="mailto:mmohamed@gwu.edu">mmohamed@gwu.edu</a>	continuing	1-year term
John Artz	GWSB	<a href="mailto:jartz@gwu.edu">jartz@gwu.edu</a>	continuing	1-year term
Art Wilson	GWSB	<a href="mailto:ajw1@gwu.edu">ajw1@gwu.edu</a>	continuing	1-year term
Ashley Darcy-Mahoney	SON	<a href="mailto:adarcymahoney@gwu.edu">adarcymahoney@gwu.edu</a>	continuing	1-year term
Linda Cassar	SON	<a href="mailto:lcassar@gwu.edu">lcassar@gwu.edu</a>	new	1-year term
Martin Zysmilich	CCAS	<a href="mailto:mgz@gwu.edu">mgz@gwu.edu</a>	new	1-year term

**Joint Committee of Faculty & Students (faculty members)**

Mikyong Kim	GSEHD	<a href="mailto:kimmi@gwu.edu">kimmi@gwu.edu</a>	continuing	1-year-term
Beverly Lunsford	SON	<a href="mailto:bklunsfo@gwu.edu">bklunsfo@gwu.edu</a>	continuing	1-year-term
Keith Mortman	SMHS	<a href="mailto:kmortman@gwu.edu">kmortman@gwu.edu</a>	continuing	1-year-term
Ashesh Patel	SMHS	<a href="mailto:patelad@prodigy.net">patelad@prodigy.net</a>	continuing	1-year-term
Joan Kester	GSEHD	<a href="mailto:jkester@gwu.edu">jkester@gwu.edu</a>	continuing	1-year-term
Katherine Wasdin	CCAS	<a href="mailto:kwasdin@gwu.edu">kwasdin@gwu.edu</a>	new	1-year-term

\*Chair

**Dispute Resolution Committee  
2017-2018**

**Joan Schaffner, Chair**

<b>May 2015-April 2018</b>	<b>Note</b>
Achrol, Ravi	GWSB
Doroslovacki, Milos	SEAS
Kyriakopoulos, Nicholas	SEAS
Marotta-Walters, Sylvia	GSEHD
Swiercz, Paul	GWSB

  

<b>May 2017-April 2019 (abbreviated to stagger terms)</b>	
Harrington, Robert	SEAS
Dickson, Bruce	ESIA
Junghenn, Hugo	CCAS
Khilji, Shaista	GSEHD Jan 18-Apr 19
Selmi, Michael	LAW

  

<b>May 2017-April 2020</b>	
Pulcini, Joyce	SON
Seavey, Ormond	CCAS
Garris, Charles	SEAS
Abrams, Lowell	LAW
Kennedy, Katherine	SMHS

**SENATE REPORT: Senate Com on Honors and Academic Convocations for AY2016-2017.**

In AY 2016-17, ten candidates were considered (2 of them were denied, 8 were approved). In the end, U.S. Sen. Tammy Duckworth, Lt. Gen. Nadja West and Washington Post Executive Editor Marty Baron received honorary degrees at The George Washington University Commencement on May 21, 2017.

Please see all the candidates considered below:

	<b>Honoree Name</b>	<b>Title</b>	<b>Affiliation</b>	<b>Nominated by</b>
1	Martin "Marty"	Baron	Executive Editor	The Washington Post
2	Lonnie G.	Bunch III	Founding Director	The National Museum of African American History and Culture
3	Barbara "Bobbie" G.	Kilberg	President & CEO	Northern Virginia Technology Council
4	Steven V.	Roberts	Journalist, Author	CNN, Washington Post
5	Emad	Salah	Certified "Contractor Quality Control Systems Manager"	US Army Corps of Engineers
6	Alyce Faye	Wattleton	Managing Director	Alvarez & Marshal
7	General Nadja Y.	West	44th Surgeon General of the US Army	US Army
8	Alex	Nyerges	Director	Virginia Museum of Fine Arts
9	Tammy	Duckworth	Senator (D-IL)	US Senate
10	Michael	Kahn	Artistic Director	Shakespeare Theatre Company

There are 4 voting members on this committee as per faculty senate records:

- *Chair: Rehman, Scheherazade S., International Business and International Affairs*
- *Friedman, Leonard, Health Services Management and Leadership*
- *Ingraham, Loring J., Professional Psychology*
- *Plack, Margaret, Physical Therapy*

**Please note the votes and the voting process is only open for Senate voting members and is confidential.**

**The 4 member Senate Voting Committee reviews the nominations and recommends whether the nominee MEETS THE CRITERIA for an honorary degree at GW. This is NOT A VOTE on whether they should get the honorary degree or not, but rather if they meet the criteria (i.e. are they eligible).**

Can each of the voting members please vote (YES or NO) on each candidate based on the criteria as described below.

The Senate Committee vote is tallied and resent to the Committee for further discussion or approval (depending on the vote distribution and comments). All votes are confidential. There is no restriction on the number of nominees that can be deemed to have successfully met the criteria.

Once we are done, we send that information to Michael Peller transmission to the Committee on Academic Affairs of the Board of Trustees.

**CRITERIA:**

**1) What is the nature of the nominee's professional achievements? Is the nominee at the summit of his/her career? In general, "summit" has nothing to do with the age of the candidate (a scientist is generally at the summit of her career when she's in her 60's or 70's while a professional athlete is generally at the summit of his career when he's in his 20's or 30's) but with the general level of achievement.**

**2) Has the nominee made a contribution to the public good outside of his/her profession? This is a very broad category. Generally, the nominee must have done some sort of public service (Darrell Green, a former member of the Washington Redskins, started an organization to help underprivileged children improve their reading skills) but any sort of contribution will do (William H. Rehnquist, the late Chief Justice of the Supreme Court, was an amateur historian who wrote several books on the Court's history).**

**3) Does the nominee have a connection to GW? This is also a broad category. Any connection--from being an alumnus to giving one lecture several years ago--will do.**

**To be sent forward from the Senate Committee, a nominee must score highly in two of the above three categories. What this really means is that we take it for granted that everyone will score highly on professional achievement (#1) and we'd like them to score highly on public service (#2); depending on the make-up of the Senate Committee, a good GW connection (#3) often doesn't count for much if evidence of public service (#2) is lacking.**

**The only people who can't receive an honorary degree are current faculty, administrators, and trustees. Once these people become former faculty, administrators, and trustees, they become eligible (if nominated).**

**Report of the Faculty Senate Executive Committee (FSEC)**  
**September 8, 2017**  
**Sylvia A. Marotta-Walters, Chair**

At this second meeting of the Senate Academic Year, I also want to add my welcome to our new President Thomas LeBlanc as he begins his tenure as the 17<sup>th</sup> President of the George Washington University. I also welcome all the newly-elected senators and the re-elected senators from their respective schools. Thank you to all those Senators who have agreed to serve as Committee Chairs and Co-Chairs for the coming year. The work done in committee forms a strong foundation for shared governance activities from the perspective of the faculty.

*Annual Reports from Senate Committees*

There is one annual report that was received over the summer, from the Honors and Convocations Committee. Copies are available at this meeting.

*Summary Report of Senate Resolutions, AY 2016/2017*

In the transition between chairs of the executive committee, the complete chart of resolutions passed by the Senate was inadvertently overlooked and not sent to the Board of Trustees as is our custom. The resolutions were presented to the Academic Affairs Committee in the form of PowerPoint slides. A chart is being prepared and will be submitted to the Trustees in the next few weeks.

*Faculty Governance Matters over the Summer*

On May 18 and May 19, 2017 I presented to the Academic Affairs Committee and to the Full board of Trustees a summary of senate activities during academic year 2016/2017. These included

A Resolution Proposing a Limited First Year Academic Forgiveness Policy (Faculty Senate Resolution 17/2)

A Resolution to Improve Faculty Compensation to the Median of GW's Market Basket Schools (Faculty Senate Resolution 17/3)

A Resolution Recommending the Adoption of Guidelines for Exercising and Defending Academic Freedom (Faculty Senate Resolution 17/4)

Two Resolutions of appreciation for the service of the outgoing chair of the faculty senate, Charles Garris (17/5) and President Steven Knapp (17/6).

The Academic Affairs Committee asked that I highlight one or two of the items in the report and I discussed Resolution 17/4 on the guidelines for exercising and defending academic freedom. The trustees expressed their appreciation for our work.

On May 25, 2017, the FSEC met with President Elect LeBlanc to discuss aspects of shared governance from the GW perspective as well as from his experience as Provost at the University of Miami. This meeting was his third with the Executive Committee, and all of these meetings resulted in strong discussions about ways to implement change in areas of mutual concern to the faculty as well as to the administration. Some of the topics of this discussion, including raising the profile of the university as a comprehensive research university using the membership indicators of the Association of American Universities (AAU), were sent to the various senate committees to add to their agendas for this academic year.

President LeBlanc has enhanced collaboration between the faculty and administration through the newly constituted University Leadership Council, and his appointment of the FSEC Chair as one of its members.

### *Update on University Bylaws*

The Faculty Code requires that the Provost must approve all school bylaws in consultation with the FSEC. The schools have been working on their bylaws to bring them into compliance with the 2015 Faculty Code. The FSEC in collaboration with the Provost set up a working group consisting of the Chair of FSEC, a member of FSEC who is a representative of the school whose bylaws are being reviewed, the person involved in writing the bylaws for the particular school, the University Parliamentarian, and the Provost's office. To date, the subcommittee has reviewed five of the 10 schools and will continue its work until all schools have rules that are in compliance with the Code.

### *Update on Decanal Review Process*

The survey instrument that was developed by Vice Provost Bracey's office to provide developmental feedback to the deans during their review is now being piloted. The survey will provide faculty input on the dean's progress in implementing her or his vision for each school. The process is intended to be conducted for each dean at three year intervals.

### *Faculty Personnel Matters*

Grievances: There are four grievances at present. One each in the Milken Institute School of Public Health, School of Business, Columbian College, and Graduate School of Education and Human Development. All are in the early stages of mediation as of August and early September.

Non-Concurrences: Four non-concurrences were reviewed by the FSEC in spring and summer 2017. Two were in the School of Engineering and Applied Science (SEAS), one was from the Milken Institute School of Public Health (MISPH), and one was from Columbian College. When President Knapp reviewed the cases and the FSEC recommendations, three of the actions taken by the administration were supported by the FSEC recommendations, and one was not.

As compared to the academic year 2015/2016, the first year under which personnel decisions were made under the new Faculty Code, the four cases during 2016/2017 appear to show that the process of FSEC review is working well, with the non-concurrences clearly being based on the criteria for such that are outlined in the Code.

### *Senate Committees*

Today's vote on the Senate Committee Chairs and on the membership rosters for each committee completes the summer's work in staffing each committee in preparation for work during the present academic year. Thank you to Liz Carlson, the Faculty Senate Coordinator, who worked through the summer on completing the committees while also undertaking the move out of Old Main.

### *Calendar*

The next meeting of the Executive Committee will be on September 22, 2017. Please submit items for consideration no later than one week before that date.

# GW 2018 OPEN ENROLLMENT OCTOBER 9-27, 2017

## WHAT'S NEW AND WHAT'S CHANGING FOR 2018

### **NEW!** Applied Behavioral Analysis (ABA)

Beginning January 1, 2018, ABA therapy will be offered under both the GW PPO and GW Health Savings Plan (HSP). Participants will be eligible for coverage of ABA services for the diagnosis and treatment of autism spectrum disorders (ASD).

### **NEW!** CVS Health Transform Diabetes Care™

New to GW's pharmacy benefit offerings is CVS Health Transform Diabetes Care™, a total condition level management program designed to improve health outcomes and lower pharmacy costs. Program features include highly personalized support and coaching, comprehensive diabetes visits at MinuteClinic locations at no out-of-pocket cost (including A1c checks), and access to digital tools to reduce the complexity of daily disease management.

Note: Beginning January 1, 2018, diabetic medications and supplies **must** be filled through CVS Retail or CVS Mail Order.

### **NEW! FOR FALL 2017** Castlight

Castlight is a free service for GW employees who are covered through one of the university's medical plans. The easy-to-use integrated platform, accessible via mobile app or intuitive website, promotes healthcare transparency by providing employees a personalized and powerful way to shop for their healthcare. Castlight is your one-stop shop to making better healthcare decisions and managing your healthcare budget.

### **NEW!** Group Home & Auto

GW will expand its selection of voluntary benefits with the addition of Group Home and Auto coverage, through Liberty Mutual. Participants will receive preferred pricing on home and auto insurance packages, with premium rates that are often lower than the market place average!

### **NEW VENDOR** Life, Disability, & Family Medical Leave (FMLA)

In 2018, life, disability, and FMLA benefits will be administered through Liberty Mutual. The vendor change will result in overall program savings and improved leave administration.

### HSP Family Out-of-Pocket Maximum (OOPM)

GW's HSP family OOPM will be adjusted from \$7,150 to \$7,350.

### IRS Account Based Plan Limit Updates

#### Flexible Spending Accounts (FSA)

##### The FSA contribution limit

- The annual maximum for the Healthcare FSA will increase by \$50 to \$2,600.
- The annual maximum for the Dependent Daycare FSA plan will remain the same at \$5,000.

#### Health Savings Account (HSA)

##### The HSA contribution limit (employee + GW contribution)

- For those with individual HSP coverage, the limit will increase by \$50 from \$3,400 to \$3,450.
- For those with family HSP coverage, the limit will increase by \$150 from \$6,750 to \$6,900.
- There is no change to GW's HSA matching contribution: GW will continue to match up to \$600 for individuals who contribute at least \$600, and up to \$1,200 for those covering dependents who contribute at least \$1,200.

### Employee Contributions

#### Medical and Prescription

Keeping health plan costs manageable for you and the university is an ongoing challenge that is not unique to GW. While GW will continue to cover the majority of premium costs, modest increases are made to keep up with the increasing costs of healthcare.

For the GW PPO plan, employees with **Single** coverage can expect to pay \$1-\$8\* more in monthly premiums, while those with **Family** coverage can expect to pay \$12-\$37\* more per month. For the GW HSP, employees with **Single** coverage can expect to pay \$1-\$4\* more in monthly premiums, while those with **Family** coverage can expect to pay \$4-\$18\* more per month.

\*Monthly contributions are dependent on an employee's "salary" band. "Salary" is based on benefit-eligible salary, defined as the salary(ies) of your active benefit-eligible primary and secondary positions.

#### Dental

In 2018, DMO participants will see a 3% decrease in employee contributions, and High PPO and Low PPO participants will see a 3% increase in employee contributions.





# GW 2018 OPEN ENROLLMENT OCTOBER 9-27, 2017

## WHAT'S STAYING THE SAME FOR 2018

### Legal

GW will continue to offer a group legal program, provided by Legal Resources®. Program enrollees gain protection against high legal fees as well as access to a nationwide network of 11,000 professional attorneys. Your contribution will remain the same for 2018.

### Tuition Remission & Retirement Savings

GW's tuition remission and retirement savings programs will remain the same for 2018.

### Health Advocate

For hassle-free assistance with resolving healthcare and insurance issues, look no further than GW's Health Advocate program, which will continue to be a special benefit offering in 2018. By utilizing Health Advocate, you will gain personalized, prompt, and reliable expert help while reaping in savings in time and money.

### Freestanding Imaging & Labs

Prices vary significantly for imaging and lab work – even if you go in-network. The GW health plans will continue to offer a preferred network – including a lower coinsurance – when you use a freestanding network facility instead of a hospital for labs, X-rays, and major diagnostics.

### Vision

GW's Basic and Enhanced vision plans will remain the same for 2018, with no changes in plan coverage or employee contributions.

### UnitedHealthcare (UHC) Virtual Visits

Skip the waiting room with UHC's Virtual Visits, which will continue as a GW health plan offering in 2018. The convenient service allows you to connect with a doctor from your mobile device or computer without an appointment. Visits often take 10-15 minutes, during which time doctors can diagnose and treat a wide range of non-emergency conditions as well as write prescriptions (if needed), which you may subsequently pick up at your local pharmacy.

The cost for Virtual Visits will remain the same for 2018:

- **GW PPO:** \$10 co-pay (deductible does not apply)
- **GW HSP:** 20% coinsurance (after deductible)

### Centers of Excellence

GW will continue to offer UHC's Centers of Excellence for Cancer and Infertility. Centers of Excellence provide access to leading healthcare facilities, physicians, and services to support safe, specialized, and cost-effective care. UHC's nurse consultants provide the information you need to make decisions about your care and help guide you to a particular Centers of Excellence Networks program that meets your specific needs.

More information about 2018 benefits will be available as we approach the open enrollment period. For questions regarding any of GW's current employee benefits please contact the GW Benefits Call Center at (888) 4GWUBEN (449-8236) or [benefits@gwu.edu](mailto:benefits@gwu.edu) or visit <https://benefits.gwu.edu/>.

