



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

Present: President LeBlanc, Provost Maltzman, Parliamentarian Charnovitz, and Registrar Amundson; Deans Feuer, Goldman, Morant, and Vinson; Executive Committee Chair Marotta-Walters; Professors Agca, Bukrinsky, Cline, Corry, Costello, Cottrol, Esseesy, Galston, Griesshammer, Harrington, Khoury, Markus, McDonnell, McHugh, Nau, Parsons, Pelzman, Pintz, Rohrbeck, Schumann, Sidawy, Watkins, Wilson, Wirtz, and Zeman.

Absent: Deans Akman, Brigety, Choudhury, Eskandarian, and Jeffries; Professors Agnew, Briscoe, Cordes, Dickinson, Gutman, Lewis, Lipscomb, Nau, Price, Rehman, Roddis, Sarkar, Tielsch, Wallace, and Zara.

CALL TO ORDER

The meeting was called to order at 2:21 p.m.

APPROVAL OF THE MINUTES

The minutes of the November 10, 2017, Faculty Senate meeting were approved unanimously without comment.

REPORT: Law School Update and Strategic Directions (Dean Blake Morant)

Dean Morant referenced the attached slides during his presentation. He began with an overview of the Law School, noting that it was founded in 1865 and is the oldest law school in the District of Columbia. The Law School currently enrolls 1669 JD students and 284 graduate (LLM and SJD) students and has 27,000 living alumni worldwide, holding positions in Congress, the judiciary, the cabinet, the foreign service, supreme courts around the world, and in business. The Law School has a rich curriculum with several signature programs, including Intellectual Property (IP), which began in 1891 and is deemed one of most renowned IP programs in world. The government procurement program is another well-established signature program, having begun enrollment in 1960. The Law School's international program includes many graduate and exchange programs and is one of the top ten international programs in the United States. Other key programs include Environmental and Energy Law as well as Business and Finance Law.s The Law School is one of top placers for individuals in major law firms around the country and has also placed students in clerkships on the federal circuit and the Supreme Court. Dean Morant noted that the Law School is augmenting the

study of law with a focus on the professional skills and overall professionalism of law school graduates, and area that has been a major criticism of law schools nationally.

The Dean noted that the national law school market was in flux when he began his tenure at GW. This was due in large part to the recession. To remain competitive, GW has leveraged its unique programming and externship opportunities in the District of Columbia, which provides opportunities not just for work experience but also for students to hone their professional skills at a high level. In addition, the school is expanding and looking more at academic offerings, focusing on a strong message that academics and professionalism are both very important for students' eventual success in the field. The Law School is also leveraging technology of law not only to enhance delivery of services but also in its curricular offerings, providing students with current technological skills related to the legal field.

Law school rankings are very important, and *US News and World Report (USN)* is the only publication ranking law schools in the nation. Regardless of the criticisms of legal education, the most pervasive challenge to law schools has been the influence of *USN* rankings. Major factors impacting a law school's ranking include:

- Reputation: Random surveys of peers and practitioners comprise this measure. It is therefore in GW's best interest to educate this population on what the Law School is doing in order to make its reputation known.
- Placement: The market has changed dramatically in terms of the demand for legal services and of employers looking for lawyers. After 2008, there was a seismic shift in demand for legally trained individuals. Due to its DC location, GW has weathered that storm but has not been immune to the forces impacting hiring nationally.
- Bar Passage: GW does well in this area. Bar exams change each year, and many law schools have a "blip" year in which they don't perform as well on the bar exam. Many bar examiners are tightening the restrictions on individuals passing the bar and how they're tested. To assist students preparing for the exam, the Law School has an associate dean at who looks exclusively at bar exam issues.
- Student Selectivity: The Law School's yield has been decreasing, a positive factor for rankings.
- Faculty Resources: Rankings are concerned with how much money is spent per student in order to educate them. *USN* rewards high spending levels without regard to the efficiency of that spending.

With regard to admissions, the Law School has seen an increase in applications during a time when many schools have seen the opposite. The Dean noted that demand may be returning, as many millennials want to be involved in a variety of social and political issues and recognize that they need legal training order maximize their impact on society. This will result in increased law school enrollment.

GW is in the top quartile of schools with regard to median GPA and LSAT numbers, with high numbers for both data points. A decrease in the number of overall students has accompanied a big decrease in the number of students in this top quartile, indicating that many of the best & brightest students don't see law school as a choice option. (The Dean noted that this has consequences not only for the legal profession but also for the functioning of democracies, which rely on strong legal minds.) The Law School purposely decreased the size of its last incoming class (by 9%) in order to

increase student quality. The Dean stressed that diversity remains very important; the Law School devotes many resources to maintaining and increasing diversity despite *USN* not giving any rankings credit for diversity measures. The Dean also noted that, in line with guidance from the American Bar Association's (ABA), the Law School may accept GRE scores in place of LSAT scores on a voluntary basis.

The Law School's discount rate currently stands at 40%, a challenge the school is meeting through budgetary precautions. The Dean noted that many peer schools have discount rates of 50-60%. The Law School continues to watch the national environment as well as its own costs when determining the discount rate.

Budget-wise, the Dean noted that, due to the Law School's tuition dependence, a smaller admitted class impacts the school's budget. Some cuts are needed, but the Law School is also planning to offer new programs that are in keeping with the school's mission and will bring in revenue. These include online programs (a government procurement online program will begin in the fall) as well as an international program and a new Masters Study of Law program, which offers a degree to those seeking legal skills as a way of maximizing their current professional placements. The Dean noted that competition for international LLM students has become very intense, and the school is redoubling its efforts to remain competitive in this area.

After tuition, the Law School is very reliant on philanthropy to support its mission. He reported that the school's Making History Campaign raised \$70 million for scholarships, professorships, and other programming to support students entering the legal market.

Dean Morant spoke about initiatives to support student success & performance at the Law School. These include:

- Wellness, Diversity, and Inclusion Program: This program based in the Law School Dean of Students Office serves students from a variety of backgrounds and with a variety of issues and needs. A full-time psychologist was hired to support this initiative two years ago, and the program also includes diversity and inclusion staffing.
- Academic Support Initiative: This initiative identifies students who might need academic support during their course of study, providing them with support and skills to navigate law school and the bar exam.
- GW Law Alumni Mentoring Program: This program ensures that any student can be paired with an alumna/alumnus for assistance navigating law school and the job market.

The Dean described several programmatic innovations underway at the Law School:

- Curriculum reform examination: This exercise considers whether the Law School is offering the types of courses and legal education that will prepare students when they leave law school to be ready to succeed in their placements. This includes coaching in areas such as collaboration and communication with the goal of helping students recognize the importance of professional skills in addition to legal knowledge to their success.
- NYC Business Law Program: New York City is second to DC in the number of GW Law School graduates. The Semester in New York program gives students the opportunity to work in externships, take classes, and engage in mentoring to become more familiar with the NYC market. Many alumni teach in this program.

- Foundations of Practice Program: This program provides an intense focus on professionalism. Students are divided into smaller groups and engage in smaller panels and symposia. The program is voluntary, and students successfully completing the program receive a Dean's Recognition in professionalism notation on their transcripts.
- Falk Academy for Entrepreneurship: Established through the philanthropy of a Law School alumnus who became a well known agent for major sports figures, this academy provides a special focus on how to become an entrepreneur, taking legal training and applying it to areas not necessarily central to law practice.

The Dean closed his remarks by highlighting two other areas of note in the Law School:

- Conversation with the Dean series: This series brings alumni luminaries to the school for one-on-one conversations with the Dean; the discussion focuses on the guest's background and career progression query on background and career progression. The Chief Operating Officer for the Denver Broncos has visited, and upcoming guests include the President/CEO of SiriusXM and the retired general counsel of Apple.
- ABA Commission on Future of Legal Education: Dean Morant is serving on this commission, which will take a leadership role in anticipating, articulating, and influencing what are expected to be dramatic changes in the legal profession in the next decade and beyond.

Professor Parsons asked whether the Law School is still operating under a budget model separate from that of the rest of the university. Dean Morant confirmed that this is still the Law School's arrangement. Tuition comes in to the school, which then transfers funds to the central university to cover shared resource costs. The school operates on the balance of its tuition and philanthropic income.

Professor Griesshammer asked the Dean to clarify what the compensatory measures are that were referenced during the Dean's presentation. Dean Morant responded that the school has looked closely at operating expenses to ensure that the school stays in the black, budget-wise. Cuts to the budget are carefully made to ensure education quality is maintained. Compensatory measures refers to personnel costs; the Law School has frozen staff hiring and has limited faculty hiring to essential areas. In addition, the school is looking at how raises are distributed.

Professor Wilson noted that he is struck by how well compensated attorneys are and asked whether there are initiatives to make legal services more affordable. Related, he asked whether there are legal services "extender" professions (akin to physician service extenders). The Dean responded that certain markets do have a glut of lawyers; however, nationally, there is a near-crisis of access to justice. This is due to both geographic and cost issues; a large gap of non-rich and non-poor individuals do not have access to legal services as they do not have the funds to pay for these services and are not poor enough to qualify for low-income services. A conundrum faced by law school graduates is the high cost of legal education, which often constraints the choices many individuals have when they leave law school: they need to take jobs that will pay enough to cover law school debt, but these jobs are not typically serving lower-income populations. Many jurisdictions are looking at sharing legal services with people who aren't necessarily lawyers; for example, Washington State permits individuals who aren't lawyers but train for a year in a specific area of the law to provide services in that area. In some cases, specific transactional services can be offered by

non-lawyers, and technology has taken over some functions (such as discovery) that previously needed to be performed exclusively by attorneys.

Professor Galston asked whether the Law School's contribution to the central university budget is based on tuition revenue before or after the discount rate has been applied. The Dean responded that the calculation is based on actual gross tuition charged, before discounts have been applied.

Professor Galston also commented that the Law School has excellent clinics working with underserved populations. The Dean wholeheartedly agreed, noting that the Law School's clinics permit students to work on actual cases, while in law school, under the supervision of a clinical professor who is the attorney of record in the case. The school's clinics give students a wide range of experiences in legal work while also developing their professional skills.

## INTRODUCTION OF RESOLUTIONS

None.

## GENERAL BUSINESS

- I. Nominations for election of new members to Senate Standing Committees  
None.
  
- II. Reports of Senate Standing Committees:  
Interim reports from the Appointments, Salary, and Professional Policies (ASPP), Professional Ethics and Academic Freedom (PEAF), and Libraries Committees were distributed to the Senate and are included with these minutes.
  
- III. Report of the Executive Committee: Professor Sylvia Marotta-Walters, Chair:  
Please see the attached full report of the Executive Committee (FSEC) presented by Professor Marotta-Walters. Professor Marotta-Walters highlighted the following sections of her report:
  - The school by-laws reviews are nearing completing, with eight schools now complete and two currently under review. In the course of the review, a question arose with regard to which bylaws govern schools within schools (e.g., the School of Media and Public Affairs (SMPA)). The Provost's office provided clarification that these schools are covered by the larger home school (e.g., Columbia College in the case of SMPA).
  - The implementation of the Academic Freedom guidelines is rapidly approaching; one final language change was submitted to the Provost's office by Art Wilmarth and is awaiting approval. Existing policies have been reviewed and language inserted into guidelines to ensure that policies and guidelines are cross-walked.
  - New resolutions will be coming forward in the spring semester concerning the Faculty Code glitch list. These are clear glitches related to language clarifications in the Code.
  - The Provost's office will be restarting the salary equity review process and streamlining it to current practices.

- The Executive Committee has forwarded a request from the President to review and update the university's sexual harassment policy to PEAFF; this committee will commence its review in January.
- The interim report available today from the Appointments, Salary, and Promotion Policies committee includes comments on TIAA and retiree benefits.
- There are three active grievances (one each from the School of Business, the Milken Institute School of Public Health, and the Graduate School of Education and Human Development). Two are in mediation, and one is proceeding to a hearing.

IV. Provost's Remarks:

- Peter Konwerski will be stepping down as Dean of Students after a 25-year career at GW; the Provost extended his thanks to Dean Konwerski for his service. The Provost's office will be holding a number of student experience listening sessions to gather and articulate principles about what students feel is key to their experience at GW. Faculty are welcome and encouraged to attend these sessions with Provost; information about sessions may be obtained from the Provost's office.
- Rogan Kersh, the Provost of Wake Forest University and chair of GW's Middle States accreditation team, made a preliminary visit to the GW campus in advance of the full accreditation team visit set for Spring 2018. He met with various university groups and noted his positive feelings about the draft self-study report. The university is reviewing the many comments submitted on the self-study draft and is working to incorporate these into the final report to be submitted to Middle States.
- Final exam period has arrived; the Provost expressed his appreciation for the faculty's help working with students during this time.

V. President's Remarks:

- The President thanked all who participated in and attended the inauguration and its related festivities last month.
- President LeBlanc and his wife hosted 130 students for the Thanksgiving holiday, including many international students experiencing the holiday for the first time. The President is also hosting several events during the holiday season, including a recent event thanking all those who assisted with the President's move to GW and the inauguration.
- The President provided an update on the work being done on his five initiatives:
  - Development & Alumni Relations: Donna Arbide of the University of Miami has been hired as GW's new Vice President for Development and Alumni Relations and will start officially on March 1<sup>st</sup>. She is already visiting campus and meeting with GW personnel. There are several senior development positions in the schools that need to be filled, and a development strategy needs to be developed

quickly; President LeBlanc expressed his confidence in Ms. Arbide's ability to lead this area from many angles.

- Student experience: The Provost is leading effort, and the Board of Trustees-supported task force is heavily involved. The President noted he is also meeting with student groups from all the schools and colleges.
  - Research agenda: The President is working with Vice President for Research Chalupa about how best to measure inputs and outputs in GW's research enterprise; Vice President Chalupa is, in turn, meeting with researchers around campus on this issue. President LeBlanc noted that the Office of Research is very aware of the concerns surrounding Institutional Research Board staffing; this issue—related to staff turnover—is being worked on now.
  - Medical enterprise: President LeBlanc is meeting weekly with Medical Faculty Associates (MFA) leadership and regularly with the GW Hospital and is working to create a new relationship among GW, the MFA, and the hospital. The problem related to the current agreement has not yet been solved, but there is an appreciation for its complexity, and progress is being made.
  - Campus culture: The President is developing a list of sample projects to address needs for service improvement across the university. These projects will be used as model templates for broader improvements once their efficacy has been determined.
- The President noted that he will begin traveling extensively to meet with constituencies and donors around the country, with more international travel planned for next year. He noted his intention to conduct meetings as early as possible, while donors and alumni groups are still excited about a new president.

#### BRIEF STATEMENTS AND QUESTIONS

Professor Griesshammer noted that at a recent town hall meeting in the Corcoran School, the administration committed to weekly updates on the status of safety and health issues related to the Flagg building renovation would be posted to a public webpage. He commended the university for its commitment to transparency around these renovations.

#### ADJOURNMENT

The meeting was adjourned at 3:23 pm.



## GW Law Update for Faculty Senate December 8, 2017



Blake D. Morant  
Dean and Robert Kramer Research Professor of Law  
The George Washington University Law School

### *U.S. News & World Report*

- Reputation
- Placement
- Bar Passage
  - Class of 2016 Bar Passage Success Rate Improved
  - 86% Passed; 90% in D.C.
- Student Selectivity
- Faculty Resources





## Admissions

- Applications
  - Received 7,379 1L Applications, Up 4.2% from Last Year
  - GW Law Receives Second Largest Number of Applications in U.S.
- Medians
  - Smaller 1L Class - 381 FT, 26 PT, 51 Transfer Students
  - 3.71 GPA; 165 LSAT – Held Steady with Last Year
- Diversity Remains Strong – 37% Minority; 52% Women
- GRE in Addition to the LSAT



## Budgetary Plans

- Savings
- Additional Revenue:
  - Online Programs
  - Increase Number of LLM Students
  - New Masters Programs



## Student Success and Performance

- Wellness, Diversity & Inclusion Program in Dean of Students Office
- Academic Support Initiative
- GW Law Alumni Mentoring Program

## Making History Campaign \$70 Million Raised

## Programmatic Innovations

- Curriculum Reform
- New York City Business Law Program
  - Semester in New York
  - NYC-Based Classes, Mentoring, Internships
- The Foundations of Practice Program - Dean's Recognition
- Falk Academy for Entrepreneurship

THE GEORGE  
WASHINGTON  
UNIVERSITY  
WASHINGTON, DC

## Other News

- "Conversation with the Dean" Series
- ABA Commission on the Future of Legal Education

**GW** | LAW



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

**Interim Report  
December 8, 2017**

We have had three meetings during the fall semester: we met on September 29, October 27, and December 1. Here are the issues under consideration:

**Agenda for the year:** The Committee's agenda for the year was discussed, including tasks suggested by the Faculty Senate Executive Committee: 1) reconvening the process of reviewing faculty salaries to ensure equity (in the past this was done as a subcommittee comprising members of this committee and members appointed by the Provost); 2) exploring endowed professorships of market basket schools, including how they are created, the numbers, how the lines are developed and other issues relevant to possibly increasing such positions at GWU; and 3) following up Resolution 17/3: RESOLUTION TO IMPROVE FACULTY COMPENSATION TO THE MEDIAN OF GW'S MARKET BASKET SCHOOLS which was adopted by the Senate last spring. Such follow-up should also include monitoring the two schools whose salaries are not at the 60th percentile of AAUP.

**Salary Equity Committee:** Several individuals involved in the last round of salary equity committee efforts have left the university or are on leave. Those changes, along with what might be a complicated algorithm to identify discrepancies, and a double-blind format were mentioned as reasons for the lack of a timely response from HR. It has been decided move forward on this initiative with a smaller committee and attempts will be made to make the needed adjustments in "real time". The salary equity committee will also become a subcommittee of ASPP committee so its activities can be reported to the Faculty Senate on a timely basis.

**Benefits:** This is the second year where the administration committed to holding down health care costs for faculty and staff. The co-chair of ASPP Committee, Cynthia Rohrbeck, serves on the Benefits Advisory Committee (BAC) and is able to report the BAC deliberations to ASPP membership and to the Senate on a timely basis. We note the importance of continuing to urge the GWU administration to sever the connection between the average salary increase and the GWU employer contribution to health insurance costs (the "3% rule.").

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

**Submission dates for tenure/promotion dossiers:** We discussed the difficulty for the Nursing School in complying with GWU's deadline on dossiers for tenure and promotion because School of Nursing has August 1, 2017 deadline for submission of dossiers to their dean and the school

wide personnel committee. It was noted that CCAS's deadline for tenure dossier submission to the dean is December 2, 2017. It was noted that the School of Nursing has a different procedures for their dossiers than other schools and they might wish to revise their own rules.

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

Respectfully Submitted,

Murli M. Gupta, Interim Chair and Cynthia Rohrbeck, Co-Chair  
December 1, 2017

Interim Chair	Gupta, Murli	CCAS
Co-Chair	Rohrbeck, Cynthia	CCAS
EC Liaison	Harrington, Robert	SEAS

Voting members:

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

Non-voting members:

Bracey, Christopher	Faculty Affairs
Fulmer, Kimberly	SON Staff
Gullo, Pallavi	LAW Staff
Katz, Louis	EVP&T
Maltzman, Forrest	Provost
McLeod, Dale	HR
Shea, Mafona	Gelman

Interim report of Libraries Committee  
5 December 2017

The Libraries Committee has begun to consider priorities and agenda for this academic year. Before the beginning of AY 2017-18, committee chair (Tara Wallace) met with Geneva Henry and spoke with previous chairs of the Library Committee in order to ascertain what had been undertaken in the past and what remained to be addressed. There seemed to be general agreement that resources were the main issue, and that GW libraries, while remaining in dire need of greater resources, were already thinking strategically rather than in broad terms about where resources should be invested.

In November, the committee met in what was in effect an information-gathering session. We heard from Geneva Henry (Gelman), Anne Linton (Himmelfarb) and Scott Pagel (Law) about the status of their respective units.

Gelman

- budget cuts have been significant but the collections budget has been exempted
- there was a small increase this year (\$32,000) and a projected \$64,000 next year.
- cuts have led to significant decrease in personnel; Gelman needs more administrative support to run basic library services as well as the added component of Academic Technologies
- space remains a problem; Gelman can accommodate only 6-7% of students

Law Library

- there has been a \$700,000 cut in the acquisitions budget (had been \$3,000,000)
- the library is responding to the cut by cancelling paper subscriptions in favour of on-line but also carefully avoiding duplication of on-line services
- the library is focusing on its specializations
- there have been no lay-offs
- GW has the smallest law library in the city

Himmelfarb

- focus on electronic materials and journals; no new journals that are not substitutions
- besides providing resources for research, the library also provides access to databases for residents to help with patient care

Committee members contributed (admittedly anecdotal) information about needs they have identified. Among them were: the lack of a useful collection on linguistics; the very limited resources on specialized subjects which are often the focus of faculty research; the time-consuming and often difficult need to travel to other D.C. libraries (including Library of Congress, Georgetown) because materials cannot be accessed on line; the impact of staff cut-backs on curricular partnerships between library personnel and faculty.

Almost all of these issues (and more) were investigated in detail in the June 2013 report of the Committee for the Strategic Review of GW Libraries. The committee will consider which of its recommendations to amplify, modify, and urge.

**GWU Faculty Senate  
Committee on Professional Ethics and Academic Freedom**

**Interim Report for Fall 2017  
Academic Year 2017-2018**

**November 30, 2017**

As of the date of this report, the PEAFF has held three meetings. The fourth is scheduled for December 14, 2017, which is after the deadline for this report.

**Charge to the PEAFF from the Faculty Senate Executive Committee (FSEC):**

- (1) Complete the work of the joint task force (with Education Policy) on online course and program curricular standards, to be discussed by the full senate in the fall semester.
- (2) Continue to monitor and suggest ways to implement the requirements of the 2015 *Faculty Code*, informally known as the “glitch” list.
- (3) Continue exploring the possibility of an amendment to Faculty Code Article X.A providing that a faculty member is not required to pursue a grievance before filing a lawsuit to seek judicial remedies for an infringement of the faculty member's rights or privileges by the University.
- (4) Continue to follow-up on implementing the guidelines for ensuring academic freedom
- (5) Continue to participate in the joint task force on aligning school bylaws to conform to the new *Faculty Code*.

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Status of charge (1): Complete the work of the joint task force (with Education Policy) on online course and program curricular standards, to be discussed by the full senate in fall semester.

Completed. The report of the joint task force on online course and program curricular standards was reviewed by the PEAFF and the report has been presented to the Faculty Senate. No resolution has been drafted (in cooperation with education policy), pending a response from the administration.

Status of charge (2): Continue to monitor and suggest ways to implement the requirements of the 2015 *Faculty Code*, informally known as the “glitch” list.

Partially completed. On further review, some items thought to be “glitches” requiring only technical changes are substantive or have implications that are substantive.

Three resolutions have been drafted for review by the PEAFF at its December meeting. They will be forwarded to the FSEC when final, which is likely to be in January 2018.

Status of charge (3): Continue exploring the possibility of an amendment to *Faculty Code* Article X.A providing that a faculty member is not required to pursue a grievance before filing a lawsuit to seek judicial remedies for an infringement of the faculty member's rights or privileges by the University

Completed. The resolution making this change is in draft and will be sent to FSEC when final.



Status of charge (4): Continue to follow-up on implementing the guidelines for ensuring academic freedom.

Partially completed. The language to improve Senate Resolution 17/4, A Resolution Recommending the Adoption of Guidelines for Exercising and Defending Academic Freedom, is in draft. It will be finalized at the December meeting and sent to the FSEC.

Status of charge (5): Continue to participate in the joint task force on aligning school bylaws to conform to the new *Faculty Code*.

Partially completed. The working group, including the co-chairs of PEAf, continues to review school and college bylaws.

Future work effort. President LeBlanc has asked the Faculty Senate to review and strengthen the University's policy and guidelines on sexual harassment. This matter will be on the PEAf's agenda at several meetings in the spring.

Respectfully submitted,

Jeff Gutman and Kurt Darr  
PEAF Committee co-chairs

# Report of the Executive Committee

December 8, 2017

Sylvia A. Marotta-Walters, Chair

## ACTIONS OF THE EXECUTIVE COMMITTEE

### Review of School Rules and Regulations (By-Laws)

The ongoing review of school rules and regulations (By-Laws) is drawing to a close. As of this writing, eight schools have been reviewed and approved. The remaining two schools, School of Business, and Graduate School of Education and Human Development, are currently under review. The process for all 10 schools should conclude early in 2018. As I reported last month, common issues include voting procedures, what constitutes a quorum, the decanal review processes and the role and procedures of School wide Personnel Committees.

The Professional Ethics and Academic Freedom (PEAF) committee asked that I request a clarification from Provost Maltzman as to which by-laws govern those schools and colleges that have schools within them. These include the Graduate School of Political Management (under CPS), the Trachtenberg School of Public Policy, and the Corcoran School of Art and Design (both under CCAS). The provost clarified that the By-laws of the parent colleges govern schools within schools.

**Resolution 17/4 on Guidelines for Implementing Academic Freedom.** Since my last report, additional clarifying language has been crafted by Art Wilmarth, the administration, and the PEAF committee on the guidelines for implementing academic freedom at GW. A review of existing university policies that might pertain to Resolution 17/4 was completed, and existing policies will be cross-referenced to the new Guidelines. We expect a revised resolution to be forthcoming to the senate in early spring for its review.

**Faculty Code Glitch List.** Under the aegis of PEAF, three resolutions are currently being defined to correct those glitches in the Code that fit the definition of a glitch, rather than substantive changes in Code language which may require additional study. The three resolutions will be finalized at this coming week's PEAF meeting. One resolution will clarify that filing a grievance need not preclude access to legal avenues of redress. A second will clarify that non-concurrences at any level of personnel decision making can be either positive or negative. A third will clarify criteria for personnel decisions regarding faculty in non-tenure accruing lines.

**Salary Equity Review.** The Provost has agreed to re-constitute the salary equity review committee. This review process has been dormant over the last several years, and the plan is to update the methods that have been used in previous reviews. The Appointment, Salary, and Promotion Policies (ASPP) committee will provide names of faculty who will serve on the provost's review team.

## **Review of Language GW Sexual Harassment Policy, Section on Relationships**

In light of the national conversation about sexual harassment in the workplace, the Professional Ethics and Academic Freedom Committee will review and update the language used to define the types of relationships that are prohibited among faculty, staff, and students. A report and a resolution if necessary will follow the conclusion of the review which will commence in January 2018. The policy was last revised in 2016.

**TIAA Changes.** A recent New York Times article (*The Finger Pointing at the Finance Firm TIAA*, NY Times, Oct 21, 2017) reported that the essential mission of TIAA has evolved from a non-profit oriented investment advisor to an organization that has its own investment products. As a result of this article several faculty asked that the ASPP study the issue and make recommendations as needed. ASPP has agreed to do this.

**Retiree Benefit Changes.** Last summer, retirees were moved to One Exchange where they can supplement Medicare with MediGap type plans. Though the process involved the Benefits Advisory Committee, and ASPP, there was some confusion about its implementation. The concern was that current faculty who are approaching retirement would not want to lose their coverage through United Healthcare (UHC) and the providers with whom they had developed relationships since UHC was not listed in the materials provided to those considering retirement. The Executive Committee discussed this, and GW Benefits Administration clarified that UHC is indeed one of the providers through a plan offered by AARP. The Benefits team is available to help faculty who are thinking of retirement. Their website for planning is:

<https://benefits.gwu.edu/preparing-retirement>

And for Retiree Medical planning it is: <https://benefits.gwu.edu/medical>

## **FACULTY PERSONNEL MATTERS**

There are three active grievances, one each in GWSB, GWSPH, and GSEHD. The Columbian College grievance was withdrawn. Two of the grievances are in mediation and one has proceeded to the hearing stage.

## **ANNOUNCEMENTS**

The next meeting of the Executive Committee is next Friday, December 15, 2017. Please submit any reports or drafts of resolutions to the FSEC by Monday, December 11, 2017. The requirement for submission a week of ahead of time is waived because of the compressed holiday schedule for next week's EC meeting.

## **Upcoming Agenda Items**

January 12, 2018      Annual Report on Research (Vice President for Research Chalupa)  
                                 Impending Banner/EAS Changes (CIO Loretta Early)

*Thank You and I hope you enjoy a very happy holiday season.*