

The George Washington University
FACULTY SENATE COMMITTEE
on
APPOINTMENT, SALARY, AND PROMOTION POLICIES
Annual Report (2017-18)

ASPP Committee was quite active this year. The committee held seven meetings during this academic year: three in the fall and four in spring. Here are the major issues considered this year:

Benefits: This is the second year where the administration has committed to holding down health care costs for faculty and staff. Our co-chair, 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; other members of ASPP and BAC are Tyler Anbinder and Joseph Cordes. 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.”). At our March meeting, it was reported that the administration will be providing larger than 3% increase to the benefits pool.

ASPP committee now has two staff representatives (Jelana Berberovic and Richard Owens) who have requested us to present a list of staff suggestions on benefits to the BAC. These included enlarged health insurance choices, free access to Lerner HWC, VSTC shuttle timings, transit subsidies, longer maternity leave, and performance review process. The committee has prioritized these requests and a smaller list will be presented for action to BAC and the administration.

Salaries: The administration reported the plan to again add 3% to the merit pool with 2% available for department chairs and 1% with the deans to make special adjustments. We agreed that it is important for the university to meet the 80% percentile goal of AAUP averages at all ranks, and 60% percentile floor in all schools. It is noted that two schools—CCAS and GSEHD—continue to lag below these goals and the administration is urged to make needed adjustments.

Salary Equity Committee: Several individuals involved in the last few rounds of the salary equity committee efforts have left the university or are on leave. Those changes, along with what might have been a complicated algorithm to identify discrepancies, and a double-blind format were mentioned as reasons for the lack of a timely response and adjustments. It has been decided move forward on this

initiative with a smaller committee so that needed adjustments can be made in “real time”.

We nominated three faculty members as members of the Salary Equity Committee: Senay Agca (Finance), Erin Chapman (History), and Dylan Conger (Public Policy). This committee has now been formed with three senior members to serve as advisors (Joseph Cordes, Miriam Galston, and Philip Wirtz). Vice-Provost Chris Bracey will chair the committee, with administration support from Joe Knop and Eric Yang. It is hoped that the initial round of reviews will go more quickly than in the past since it will be the Provost’s office that requests information from the Deans. The goal is to have feedback by the November 1 salary letters. Provost Maltzman is going to convene the first meeting of this committee in the near future. The salary equity committee will report to ASPP as a subcommittee of ASPP so its activities can be reported to the Faculty Senate on a timely basis.

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: As reported in our Interim Report, we discussed the difficulty for the School of Nursing in complying with GWU’s deadlines on dossiers for tenure and promotion because that school had 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 was December 2, 2017. The committee recommended to the School of Nursing to reconsider their procedures and revise their deadlines and 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.

Endowed Chairs: We were asked by the executive committee to explore 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. After some discussion, we determined that these questions need to be clarified and asked the executive committee for

clarification. It was subsequently learnt that this issue has been referred back to the administration.

Respectfully Submitted,

Murli M. Gupta, Interim Chair and Cynthia Rohrbeck, Co-Chair
April 5, 2018

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

<i>Ex-officio</i>	
Berberovic, Jelena	CCAS Staff
Bracey, Christopher	Faculty Affairs
Fulmer, Kimberly	SON Staff
Harrington, Robert	SEAS
Katz, Louis	EVP&T
Maltzman, Forrest	Provost
McLeod, Dale	HR
Owens, Richard	CCAS Staff
Shea, Mafona	Gelman

The George Washington University
 Compilation of Top Administration Salaries; Comparisons with Average Faculty Salaries and Tuition Increases

April 25, 2018

GW Compensation Data from IRS Form 990 filed in May annually

Base compensation = W2/1099-MISC

Total Compensation = "Base compensation" + "Bonus and incentive compensation" + "Other compensation" + "Deferred compensation" + "Nontaxable benefits"

President and Vice Presidents

			Year Ending Jun-16	Year Ending Jun-15	1 year % Change 6/15-6/16	Year Ending Jun-14	2 year % Change 6/14-6/16	Year Ending Jun-13	3 year % Change 6/13-6/16	Year Ending Jun-12	4 year % Change 6/12-6/16
Compensation Type											
Steven Knapp	President	Base	\$1,124,075	\$1,069,414		\$991,036		\$1,180,534		\$961,781	
		Total	\$1,242,646	\$1,187,856	4.6%	\$1,108,695	12.1%	\$1,286,447	-3.4%	\$1,107,934	12.2%
Louis Katz	Exec VP & Treasurer	Base	\$1,005,040	\$950,109		\$875,935		\$1,381,110		\$810,842	
		Total	\$1,040,106	\$978,609	6.3%	\$903,935	15.1%	\$1,411,110	-26.3%	\$858,105	21.2%
Steven Lerman	Provost	Base	\$922,955	\$707,441		\$659,080		\$644,009		\$607,909	
		Total	\$1,049,153	\$866,793	21.0%	\$806,682	30.1%	\$790,557	32.7%	\$749,555	40.0%
Leo Chalupa	VP Research	Base	\$529,746	\$574,907		\$446,211		\$466,743		\$431,189	
		Total	\$570,702	\$615,563	-7.3%	\$498,494	14.5%	\$516,157	10.6%	\$480,235	18.8%
Beth Nolan	General Counsel	Base	\$638,155	\$590,162		\$557,808		\$623,234		\$508,055	
		Total	\$681,781	\$633,518	7.6%	\$596,799	14.2%	\$657,912	3.6%	\$561,229	21.5%
Average Senior Administration Increases:				Over 1 year:	6.5%	Over 2 years:	17.2%	Over 3 years:	3.4%	Over 4 years:	22.7%

Tuition and fees (New Undergraduates- fixed tuition rates)

<http://studentaccounts.gwu.edu/undergraduate-tuition>

	2018/19	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Annual Tuition Increase:	\$55,140	\$53,435	\$51,875	\$50,367	\$48,700	\$47,290	\$45,780	\$44,148	\$42,905
	3.19%	3.01%	2.99%	3.42%	2.98%	3.30%	3.70%	2.90%	
Total Increase in Tuition for New Undergraduates over 8 years (2010/11-2018/19):						28.52%			

Faculty Salaries Data (Average Regular Full Time Salaries, excludes School of Medicine)

Source: Core Indicators of Academic Excellence, Faculty Senate Minutes (March)

(Note: These are salaries only. Do not include benefits)

	Average Salaries 2016/17	Average Salaries 2015/16	1 year % Change 6/16-6/17	Average Salaries 2014/15	2 year % Change 6/15-6/17	Average Salaries 2013/14	3 year % Change 6/14-6/17	Average Salaries 2012/13	4 year % Change 6/13-6/17	Average Salaries 2011/12	5 year % Change 6/12-6/17
Professor	\$174,606	\$168,794	3.4%	\$163,483	6.8%	\$161,441	8.2%	\$156,361	11.7%	\$152,000	14.9%
Associate Professor	\$114,969	\$114,459	0.4%	\$109,919	4.6%	\$109,413	5.1%	\$106,097	8.4%	\$103,100	11.5%
Assistant Professor	\$92,677	\$90,816	2.0%	\$90,072	2.9%	\$87,452	6.0%	\$86,893	6.7%	\$84,200	10.1%
Average Faculty Increases:		Over 1 year:	2.0%	Over 2 years:	4.8%	Over 3 years:	6.4%	Over 4 years:	8.9%	Over 5 years:	12.2%