

The George Washington University
FACULTY SENATE COMMITTEE
on
APPOINTMENT, SALARY, AND PROMOTION
POLICIES
Annual Report (2018-19)

The ASPP Committee held five meetings this academic year: September, November, January, March and April. The following summarizes the major issues discussed:

Benefits: Representatives (e.g., Tyler Anbinder, Joseph Cordes, Cynthia Rohrbeck) to the Benefits Advisories Committee (BAC) reported back during ASPP meetings. Changes in health benefits by open enrollment in November 2018 resulted in 7 pay bands with some faculty and staff paying less than before and some paying more. The first BAC meeting for the 2018-2019 year occurred in January. A benchmarking study completed in the early spring indicated that GWU health benefits were not as competitive as expected with market basket schools. Health care costs (to date) appeared to be stable and large increases in premiums for 2020 were not expected. BAC agenda items also included discussion of possible changes to the tuition exchange program.

Salary Equity Process: ASPP received updates and memos from several members of the Salary Equity Committee (SEC) throughout the year and a visit/update in April from Vice Provost Chris Bracey. Faculty in four schools (CCAS, SEAS, GWSB and ESIA) were examined during this round of salary equity investigation. Faculty members in departments (or in CCAS, divisions) from two groups were examined: 1) all GWU faculty and 2) GWU faculty minus those who joined the faculty later with tenure. Initial data analyses indicated that 5-6% of the faculty members in those four schools had salaries that were outliers compared to their peers. In April, 2019, VP Bracey gave a detailed report to the ASPP committee. He noted that after meeting with Deans of those schools, approximately 1/6th of individuals identified as salary outliers had their salaries remediated or put on the path to remediation. The others were not changed due to several reasons (e.g., retiring/leaving GW, low research productivity, etc.). The plan for 2019-2020 is to continue this work; VP Bracey will report back to the SEC and Faculty Senate, and repeat the data analysis process before the next salary decisions. The ASPP committee commended VP Bracey and the SEC for this progress and strongly recommended that this process continue.

Joint Task Force (ASPP/PEAF) on Non-Concurrences: During the fall, a committee was created with members from the ASPP and PEAFF committees in order to study what appeared to be higher rates in non-concurrences the last three years. Such increases appeared to be related to changes following the new Faculty Code, including the addition of school-wide personnel committee decisions in the tenure and promotion process. This joint task force was later put “on hold” at the request of the Faculty Senate Executive Committee given the need for PEAFF committee members to prioritize completing revisions to the Faculty Code.

Faculty Retiree Health Benefits: There were several conversations about faculty retiree health benefits. Anecdotally, it appears that most retirees are pleased with their health benefits and the decision process available to those 65 and over when retiring (<https://my.viabenefits.com/gw>).

Respectfully submitted,

Cynthia Rohrbeck, ASPP Chair 2018-2019