



# Faculty Senate

The Faculty Senate will meet on Tuesday, August 10, 2021, at 2:00pm  
via WebEx

## AGENDA

1. Call to order
2. Approval of the [minutes](#) of the meeting held on May 7, 2021
3. INTRODUCTION: Pamela Slaven-Lee, Interim Dean, School of Nursing
4. RESOLUTION 22/2: To Form the Slate of Faculty Representatives for the Election of the Faculty Consultative Committee (Professors Kim Roddis and Robert Zeman, Faculty Senate Executive Committee)
5. UPDATE: Return to Campus
  - Dr. Ray Lucas (Senior Associate Dean for Faculty Affairs & Professional Development, SMHS)
  - Professor Terry Murphy (Senior Vice Provost)
  - Professor Phil Wirtz (Appointments, Salary, & Promotion Policies Committee)
  - Professor Jason Zara (Co-Chair, Educational Policy & Technology Committee)
6. UPDATE: FY22 Budget (Professor Joe Cordes)
7. GENERAL BUSINESS
  - a) Nominations for membership to Senate standing committees
    - Athletics & Recreation: Robert Baker (CCAS)
    - Research: Erwan Lagadec (ESIA)
  - b) Report of the Executive Committee: Professor Arthur Wilson, Chair
  - c) Provost's Remarks
  - d) Chair's Remarks
8. Brief Statements and Questions
9. Adjournment

**Elizabeth A. Amundson**  
Secretary



## **A RESOLUTION TO FORM THE SLATE OF FACULTY REPRESENTATIVES FOR ELECTION OF THE FACULTY CONSULTATIVE COMMITTEE (22/2)**

- WHEREAS,** On May 18, 2021, President LeBlanc announced his intention to retire from the Office of President at the end of the upcoming academic year; and
- WHEREAS,** In 1986, the Faculty Assembly adopted A Resolution to Implement Part C.5 of the *Procedures for the Implementation of the Faculty Code* (FA 86/1), which established procedures for faculty participation in presidential searches and directed each of the Schools to elect a member-designate for confirmation by the Faculty Assembly to serve on the Faculty Consultative Committee (FCC); and
- WHEREAS,** The Faculty Assembly followed the procedures specified in FA 86/1 in electing the FCC for the 2006 Presidential search; and
- WHEREAS,** In 2017, the Faculty Assembly followed the procedures specified in FA 86/1, augmented by A Resolution to Provide for the Composition of an Expanded Faculty Consultative Committee (FA 17/2), with the authority delegated by FA 17/2 terminating on January 1, 2017; and
- WHEREAS,** To promote broad faculty participation, and in order to develop a diverse FCC slate of possible candidates, the Chair of the Faculty Senate Executive Committee has invited the nine Schools (with Senate representation) to elect faculty representatives for the FCC in accordance with FA 86/1, as well as a pool of 3-5 faculty members from each school with Senate representation and from the College of Professional Studies for possible FCC slate inclusion as intended by FA 17/2, and to do so by August 27, 2021, to coincide with the August FSEC meeting; and
- WHEREAS,** The vote on the FCC slate will be scheduled for a Special Meeting of the Faculty Assembly to be convened as soon as feasibly possible following the composition of the FCC slate;

## **THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY**

1. That the nine faculty members, duly elected by their respective Schools in accordance with Faculty Assembly Resolution 86/1, will be named on the slate for the election of members of the FCC for the search for a new President pursuant to FA 86/1;
2. That, to provide broader faculty representation (including but not limited to underrepresented minorities, gender, and academic discipline, as well as rank, track, and grade of academic personnel) in a timely manner, the Faculty Senate authorizes the FSEC to select up to eight additional FCC candidates from the School and CPS pools;
3. That the entire FCC slate—comprising both the elected school representatives and those selected by the FSEC from the pools—will be considered full members of the FCC and therefore eligible for the FCC to suggest for membership on the Presidential Search Committee; and
4. That the slate composed by the FSEC (from the nine elected representatives and the additional pools submitted by the Schools) be submitted to the Faculty Assembly for election at a Special Meeting to be called as soon as feasibly possible following the composition of the FCC slate.

## Appendix A

### A RESOLUTION TO IMPLEMENT FACULTY CODE "PROCEDURES," SECTION C-5 (FA 86/1)

WHEREAS, President Elliott is scheduled to retire on June 30, 1988; and

WHEREAS, Section C, subsection 5, of "Procedures for the Implementation of the Faculty Code" states:

"The Faculty Assembly shall elect a committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President;" and

WHEREAS, a Trustee Search Committee may be in place as early as the summer of 1987; and

WHEREAS, a Faculty Consultative Committee should, therefore, be elected by the Faculty Assembly no later than the Assembly's January 1987 meeting; and

WHEREAS, the Faculty Assembly should, therefore, adopt procedures for the election of a Faculty Consultative Committee no later than the Assembly's September 1986 meeting; and

WHEREAS, the Faculty Senate, following precedent established in 1964, has by Resolution 85/11, adopted 3/21/86, directed the Chair of the Executive Committee to place the following resolving clauses before the Faculty Assembly at its September 1986 meeting;  
NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY ASSEMBLY OF THE GEORGE WASHINGTON UNIVERSITY

- I. In order to carry into effect the Faculty's right to be consulted in the selection of a President, under Section C, subsection 5, of "Procedures for the Implementation of the Faculty Code," the Faculty Assembly prescribes the following procedure to precede its election of a Faculty Consultative Committee at its January 1987 meeting:
  - (A) Within four (4) weeks after the September 1986 meeting of the Faculty Assembly, the Senate representatives of the eight (8) academic divisions, to wit: Columbian College of Arts and Sciences, Graduate School of Arts and Sciences, Medical Center, National Law Center, School of Education and Human Development, School of Engineering and Applied Science, School of Government and Business Administration, and School of Public and International Affairs, shall caucus to nominate to their respective faculties two or more members of those faculties;

- (B) The several faculties are urgently requested to meet before December 31, 1986, to elect one member-designate to the Faculty Consultative Committee from the slate submitted by their Senate Representatives or by nomination and election from the floor;
- (C) The Senate Representatives of the several faculties shall submit the names of persons thus elected to the Chairman of the Executive Committee of the Faculty Senate on or before December 31, 1986; and
- (D) The Chairman of the Executive Committee of the Faculty Senate shall present for confirmation by the Faculty Assembly, at its January 1987 meeting, the resultant slate of nominees who will thereby be declared elected to serve as members of a Faculty Consultative Committee in fulfillment of the intent of the Faculty Code.

II. In order that the Faculty Consultative Committee, elected in January, 1987, participate meaningfully in the presidential selection process and avoid the isolation its predecessor suffered during the 1964-65 presidential succession, the Faculty Assembly recommends to the Faculty Consultative Committee the following:

- (A) The Faculty Consultative Committee shall convene on the initiative of the Chairman of the Executive Committee of the Faculty Senate, elect a chair, and provide for record-keeping;
- (B) The Faculty Consultative Committee shall request the Board of Trustees or appropriate members thereof to accept some or all of its members as full members of the Trustee Search Committee for the duration of the presidential search. In the event that not all members of the Faculty Consultative Committee are so accepted, the Faculty Consultative Committee shall elect from among its members that number designated by the Board to serve on a Trustee Search Committee; but the Faculty Consultative Committee shall retain a separate order of business and confer regularly with those of its members who become active participants in the Trustee Search Committee.



RESOLUTION (FA 86/1) continued, Page 3

- (C) The Faculty Consultative Committee shall request of the Board of Trustees or appropriate members thereof that, whether some or all of its members are accepted as full members of the Trustee Search Committee:
- (1) the Faculty Consultative Committee be accorded an active role in defining the criteria which the Trustee Search Committee will apply in its consideration of applicants; and
  - (2) the Trustee Search Committee give full and judicious consideration to any well-reasoned views which the Faculty Consultative Committee may express with respect to particular applicants.
- (D) Within constraints imposed by the need for confidentiality, as defined by the Trustee Search Committee, the Faculty Consultative Committee may, at its discretion, make interim reports to the Faculty Assembly and/or the Faculty Senate.

Executive Committee of the Faculty Senate as directed by Faculty Senate Resolution 85/11 adopted 3/21/86, as recommended by the Special Committee on Senate Self-Study (Governance)

May 12, 1986

Adopted, as amended, September 3, 1986

## Appendix B

### A RESOLUTION TO PROVIDE FOR THE COMPOSITION OF AN EXPANDED FACULTY CONSULTATIVE COMMITTEE (17/2)

- WHEREAS,** On June 7, 2016, President Knapp announced that he would not seek a third term and would step down as President of the University on July 31, 2017; and
- WHEREAS,** The procedures specified in Faculty Assembly Resolution 86/1 (FA 86/1), adopted pursuant to Section C.5 of the *Procedures for the Implementation of the Faculty Code*, direct each of the Schools to elect a faculty representative to serve on the Faculty Consultative Committee (FCC), subject to confirmation by the Faculty Assembly; and
- WHEREAS,** Article III, Section 3(5) of the *Faculty Organization Plan* authorizes the Faculty Senate Executive Committee to act on behalf of the Senate in emergencies, and the Executive Committee has moved expeditiously to call for elections in each of the nine schools prior to the special meeting of the Faculty Assembly scheduled for September 9, 2016; and
- WHEREAS,** In view of the composition of the Presidential Search Committee (PSC) announced by the Board of Trustees on June 30, 2016, the Faculty Senate Executive Committee believes that the procedures specified in FA 86/1 should be supplemented to provide for a larger FCC that would include adequate representation from the humanities, the social sciences, the sciences, and non-tenure track regular and specialized faculty, and would appropriately reflect the diversity within the University's faculty; and
- WHEREAS,** Article II, Section 4(2) of the *Faculty Organization Plan*, provides that the Faculty Assembly may "direct the Senate" ... "to take such other action as may be appropriate with respect to any matter of concern to the Assembly;" and
- WHEREAS,** A more robust and effective faculty role in the Presidential Search process will be made possible if the Faculty Assembly delegates to the Faculty Senate responsibility for expanding the faculty membership on the FCC;

**NOW, THEREFORE**

**BE IT RESOLVED BY THE FACULTY ASSEMBLY OF THE GEORGE WASHINGTON UNIVERSITY**

1. The Faculty Assembly hereby delegates to the Faculty Senate, pursuant to Article II, Section 4(2) of the *Faculty Organization Plan*, the Faculty Assembly's authority to elect members of the Faculty Consultative Committee (FCC) under Part C.5 of the *Procedures for the Implementation of the Faculty Code*;
2. That, in deciding on the election of additional members of the FCC, the Senate should assure that the FCC in combination with the PSC includes adequate participation by faculty with a concentration in a discipline from the humanities, faculty with a concentration in a discipline from the social sciences, faculty with a concentration in the sciences, faculty who are non-tenure track; and faculty who are classified as specialized faculty
3. That the Senate shall elect seven additional faculty members to the FCC;
4. That this delegation of authority terminates on January 1, 2017; and
4. That the adoption of this Resolution by the Faculty Assembly shall be reported to the Chair of the University Board of Trustees and to the Presidential Search Committee.

Executive Committee of the Faculty Senate

September 9, 2016

As Amended by the Faculty Assembly on September 9, 2016

**For Inclusion with the August Senate Agenda/FY22 Budget Update (Joe Cordes)**

July 30, 2021

To: Arthur Wilson  
Chair, Faculty Senate Executive Committee

Fr: Joseph Cordes  
Chair, Faculty Senate Fiscal Planning and Budgeting Committee

Re: Interpreting the 57% Compensation Cap

As part of the budget process for FY 2022, the University has established guidelines to limit total compensation expense to 57% of revenue which is consistent with FY19 and earlier years.

Some faculty have expressed concern that this policy amounts to a significant decrease in total compensation from what is believed to be a current level of 70% to 57%.

Fortunately, this is not the case. It is true that in discussions of options for financial mitigation that took place in 2020 it was at times mooted that faculty and staff compensation amounted to a share of total spending (minus depreciation and debt amortization) of close to 70%. But this is not the relevant ratio to be compared to the 57% cap. Rather, in fiscal year 2019, and during the pandemic year 2020, the ratio of total salaries and benefits to revenue was ranged between 56% and 58%.

Thus, the proposed 57% cap does not scale back total compensation. It allows compensation to grow apace with revenue. It does, however, represent an attempt to hold steady the ratio of compensation to revenue.