
THE GEORGE WASHINGTON UNIVERSITY

WASHINGTON, DC

REGULAR FACULTY ASSEMBLY

November 18, 2020

Via WebEx

CALL TO ORDER

President LeBlanc called the Assembly to order at 4:03pm and welcomed the attendees, particularly the new faculty members in attendance, to this regular meeting of the Faculty Assembly held each fall.

Professor Griesshammer raised a privileged motion on a question of privilege affecting the Assembly as a whole. The Parliamentarian ruled the motion in order, and the President recognized Professor Griesshammer. Professor Griesshammer's comments were as follows:

“I move to establish: (1) That all faculty on this WebEx who are eligible to vote in a Faculty Assembly under the Faculty Organization Plan (FOP), are indeed “present” in the sense of the FOP; and (2) that this body of all such faculty present is entitled to vote at this meeting. That includes votes on petitions on the agenda, on procedural questions, and, in particular, votes not by unanimous consent.”

The Parliamentarian responded he has made clear to the petitioners that the FOP does not provide for online voting, and online voting cannot be done without a change to the rules or, perhaps, unanimous consent. The answer to the motion is therefore that the Chair cannot accept this proposition and that the Chair should proceed with the agenda.

Professor Griesshammer provided the following rationale for his motion:

“This appears like stickling for details, but we have been over this question for four months without much progress. I submit that we can vote, and the fact that the President just gaveled in a meeting of the Faculty Assembly establishes that we can vote.

“My rationale is as follows: We are present in a meeting. The invitation to a Regular Faculty Assembly was sent out on 6 November 2020 and specifies as a meeting place ‘the WebEx Events 3000 virtual meeting platform.’ This defines the ‘place’ of this meeting in accordance with Appendix I Section 1 of the FOP.

“Article II Section 3 point (d) of the FOP establishes that, in order to vote, eligible members must be ‘present,’ namely present at the place of the meeting.¹

¹ “The Assembly shall act by affirmative vote of a majority of members present and voting, unless the action proposed is in adverse review of action taken by the Senate, in which case the affirmative vote of two-thirds of the members present, or one representing a majority of the membership of the Assembly, whichever is the lesser, shall be required.” GW Faculty Organization Plan, Article II, Section 3, point (d).

“Since the invitation was to a Regular Faculty Assembly in this WebEx space and those who are on this WebEx are therefore present, they are entitled to vote. They cannot be disenfranchised.

“Indeed, Liz, Jenna, and our IT experts have worked tirelessly to make sure counting each vote is both possible and secure.

“In short, if we have a meeting, we need a quorum. If we have a quorum, we can also vote. If we cannot vote, we cannot establish a quorum and there is no Assembly right now.

“I hope we can agree that this is a Faculty Assembly, and that we all who are virtually present are able to vote.

“However, maybe the Chair decides that his invitation to this Regular Faculty Assembly was sent out unlawfully, and this is actually not a regular Faculty Assembly, where people cannot vote. In that case, I propose that we proceed as a townhall; we honour our new colleagues; we listen to the Board chair, President and Provost; we ask them questions; and we informally discuss the petition before us. But we will then be unable to vote. A Regular Faculty Assembly would then have to be called sometime in the future. We need to establish if this is a Faculty Assembly, which means that people are present and can vote on whatever matter is chosen to be within the privileges of the Faculty Assembly, or if we are just a gathering amongst friends—a town hall.”

The Parliamentarian noted that the current meeting is a regular Faculty Assembly that was called by the President with several hundred faculty signed in. He added that the rules laid out in the FOP have always required members be present, and this has always—throughout his entire time as Parliamentarian—been interpreted as physical presence in the meeting room. He noted that there have been requests for years from faculty who wish to vote from outside the meeting (e.g., by phone), and remote voting has consistently not been permitted. This is still not permitted today, and the Parliamentarian noted that he has explained this to anyone who has asked, in Senate and Faculty Senate Executive Committee (FSEC) meetings, since August. He stated at the last Senate meeting that the Senate ought to move forward with a change in the rules of the FOP that would permit online voting. This needs to be thought through, however, and is not something that can be done today. He noted that his advice to the President, the FSEC, and Professor Griesshammer for months is that online votes are not permissible at this meeting under current rules, which require presence for voting. However, a vote could be done by unanimous consent when the relevant item in the agenda arises. He noted that the Assembly itself is legitimate; this is a real Assembly, but the President cannot, under the rules, call an Assembly and say that rules that require presence can be overlooked by people attending from offices or home as this has always been maintained as not permissible.

Professor Griesshammer asked the Parliamentarian to explain where this meeting takes place—specifically, what location was called for this meeting if not the WebEx Events 3000 platform. In the end, he noted, a ruling on this is the responsibility of the Chair of the Assembly with advice from the Parliamentarian on the rules. The President noted that he, as Chair of the present meeting, would continue the long-established practice of GW presidents of deferring to the Faculty Senate Parliamentarian on procedural matters.

Parliamentarian Charnovitz noted that the current meeting does not have “presence” in the way that that term has always been interpreted in the FOP. Professor Griesshammer then questioned that the

meeting has a quorum, as this interpretation would suggest that no one is present at this meeting. The Parliamentarian responded that the FOP requires presence only for voting. He indicated that the meeting itself is legal as is and that it would be helpful to proceed with the agenda. He added that there is no rule that permits online voting but that the Assembly could entertain a request for unanimous consent to allow a vote on the petition when that agenda item arises. He noted that the Chair should allow such a request at that time.

President LeBlanc affirmed that this is an online meeting of the Assembly and noted that he would proceed with the agenda and then consider the question of unanimous consent for voting on the petition. Before proceeding, he made the following opening statement:

“This is an online meeting of the Assembly members. The Parliamentarian has advised me that an online meeting is permissible under the rules and that all of the items listed on the agenda can occur online up to the point of holding a vote on the petition. At that point in the meeting, the Chair—who will be the Provost—can entertain a unanimous consent request (if one is offered) to hold a yay or nay vote on the petition as listed on the agenda.

“I want to take a moment to thank the many GW staff members who have worked so hard to make this virtual Assembly possible, starting with Jenna Chaojareon, who led the effort to implement a virtual Assembly. In addition, I extend my thanks to Liz Carlson in the Senate office; Chris Megill, Yordanos Baharu, Andrew Fisher, and Andy Moskowitz of GWIT; and Aaron Kramer, Cassandra Wiseman, and Debra Churos of Faculty Affairs. Without the effort of these dedicated staff members, we would not be positioned to hold this Assembly today.”

Points of information and order were raised by Professors Cohen-Cole and Griesshammer. The Chair recognized Professor Cohen-Cole, who referenced the Parliamentarian’s comment about months of recommendations to the President. He quoted from the President’s and FSEC Chair’s memo of September 25 postponing the Assembly: “Faculty Senate and Information Technology staff have been working extensively together on how best to hold the meeting virtually and to ensure that any votes taken during the meeting are fair, complete, and transparent.” Professor Cohen-Cole noted that his point of information, which precedes his point of order, is as follows: What happened to the months of recommendation from the Parliamentarian saying that no votes could happen between September 25 (or preceding that point) until today, and is it only now that this advice has been offered? Professor Cohen-Cole then offered his point of order, namely, to appeal the ruling of the Chair in order to permit a vote on the motion offered by Professor Griesshammer.

The Parliamentarian responded that he has been consistent in his advice since August—and earlier—that there are not rules that permit online votes in the Assembly at this time. He expressed his view that it would be great to create those rules but noted that this process begins in the Senate and takes time. He noted that the present motion—to appeal the ruling of the Chair—is an unprecedented motion in the history of faculty governance at GW. He noted, however, that, in his view, members of any parliamentary society have a right to appeal a procedural ruling of the Chair. Such an appeal is generally debatable and requires a majority vote to overrule the Chair. Under present circumstances, however, holding such a vote is impracticable because, as the Chair has ruled, online voting is not authorized for this meeting. Therefore, an online vote cannot be employed to overrule the Chair’s holding that online votes are not permitted without unanimous consent. Proceeding to any online vote would be subject to a valid point of order, and he noted that he saw no benefit, with so many important agenda items today, to engage in a repetitive cycle of appeals

and points of order. He urged his colleagues not to lose sight of the fact that those gathered today are a university faculty in throes of a lethal pandemic; he advised the Chair to rule the appeal frivolous and out of order.

Professor Cohen-Cole noted that Robert's Rules of Order provides for appealing to the Chair, determines the operations of the Assembly, and allows for appeals. He asked whether the Parliamentarian is suggesting that appeals to the Chair will no longer be followed or that the meeting is no longer following Robert's Rules. Parliamentarian Charnovitz responded that the meeting is following Robert's Rules, noting that the Robert's Rules website makes clear that online voting is something that an Assembly can authorize but that this is not automatic and requires an act of legislation. Affirming the circumstances of the pandemic, the Parliamentarian noted that a pandemic itself does not write the rules needed to respond to it; this has been observed at every level of government in the United States today. He expressed his belief that the institution should, starting with the Senate, provide for rules for online votes at the Assembly. Right now, such rules do not exist, and they cannot be written during the course of an Assembly meeting. In his view, appealing the President's ruling that online votes are not permitted is frivolous because it could only be decided by an online vote.

President LeBlanc, upon hearing the advice from the Parliamentarian and reiterating his earlier statement that there is a long-held tradition of GW Presidents deferring to the advice of the Senate Parliamentarian on procedural matters, suggested moving ahead with the agenda.

Professor Griesshammer raised a point of order and asked that the record of the meeting show that the Chair has ruled that, in this Assembly, the attendees have no recourse to arbitrary or capricious rulings by the Chair, that this is now a non-democratic body, and that this is therefore, under the rules of the FOP, not a Faculty Assembly but rather a gathering of faculty and administration to discuss issues. He did not believe that the point needed to be belabored much longer, but he expressed that it should be clear to everyone that those present can vote according to the FOP. As no one can vote, according to the Chair and the Parliamentarian, there is nobody present, and this meeting therefore has no quorum.

Parliamentarian Charnovitz noted that, when he responded to the petitioners on November 6 to notify them that their petition was admissible, he did offer the possibility of holding a vote on it if there is unanimous consent. Ms. Chaojareon has worked extremely hard to provide viable voting technology in the event a vote is held. He disputed the assertion that he has said voting is impossible, and he reiterated his earlier statements that, when the petition agenda item is reached, and following discussion of the petition, if the petitioners seek an online vote, they can request unanimous consent for such. If consent is given, the online vote can be held.

Professor Griesshammer responded that there was a concrete motion on the table, and he noted that the Chair did not ask for unanimous consent to permit a vote. Rather, the Chair ruled that the motion would not be entertained. Had the Chair entertained the motion and indicated that the motion might be up for a vote, then this issue might be present. However, he noted, the Chair has already ruled that he will withhold voting on at least some motions that are before this Assembly. He asked whether this means that there is a separation now created between one and another kind of motion. The Parliamentarian responded that one could request unanimous consent to vote on anything. He noted that the Chair has been trying to stick to the present agenda and is now trying to

introduce the new faculty, who are the future of the university, and, speaking as a faculty member, he noted a lot of benefit in moving forward with this agenda.

Professor Griesshammer noted that his motion was that the Assembly have a chance to establish, at the very beginning of the meeting, whether the Assembly may vote today or not. That motion failed, establishing that the Assembly does not have the ability to vote. He noted that he would be very glad to see the Chair make a motion for unanimous consent to treat this meeting as a full Faculty Assembly with full voting rights through the entire meeting. The Parliamentarian responded that it would not be typical for the Chair to make such a motion, but that Professor Griesshammer could offer this motion. Professor Griesshammer made a motion for unanimous consent to treat this meeting as a meeting of people present under the FOP, which includes the full rights and responsibilities of voting at a meeting of the Faculty Assembly. He noted that he means no disrespect to his new colleagues and values them greatly. He added that he and others have tried very hard for months to resolve these issues without success.

The motion was ruled in order. Unanimous consent was not obtained, with fourteen objections noted in the panelist chat (in keeping with the process established by the Parliamentary/Procedural Guidelines posted prior to the meeting).

INTRODUCTION OF NEW FACULTY

The President noted that Vice Provost for Faculty Affairs Chris Bracey would act as the moderator for this agenda item. He recognized Vice Provost Bracey, who recognized each Dean in turn to present their new faculty members to the Assembly for welcome and recognition. New faculty members from the Columbian College of Arts and Sciences (CCAS), the School of Medicine and Health Sciences (SMHS), the Law School, the School of Engineering and Applied Sciences (SEAS), the Graduate School of Education and Human Development (GSEHD), the School of Business (GWSB), the Elliott School of International Affairs (ESIA), the Milken Institute School of Public Health (GWSPH), the College of Professional Studies (CPS), and the School of Nursing (SON) were introduced by their respective Deans via the attached slides and were welcomed by the Assembly.

The President welcomed Chair Speights to give her remarks.

REMARKS: GRACE SPEIGHTS, CHAIR, BOARD OF TRUSTEES

Chair Speights's remarks are [available online](#).

REMARKS: THOMAS LEBLANC, UNIVERSITY PRESIDENT

President LeBlanc's remarks are attached to these minutes.

REMARKS: BRIAN BLAKE, PROVOST

Provost Blake's remarks are attached to these minutes.

REPORT OF THE FACULTY SENATE: PROFESSOR ARTHUR WILSON, CHAIR,
FACULTY SENATE EXECUTIVE COMMITTEE

Professor Wilson's remarks are attached to these minutes.

President LeBlanc yielded the gavel to Provost Blake for the balance of the meeting so as not to impede an open discussion of the petition.

FACULTY PETITION FOR ASSEMBLY AGENDA ITEMS

Provost Blake noted that, following the introduction of the petition, debate on the petition and its subparts may begin. Following the debate, the Chair will entertain a motion for unanimous consent to permit an online vote on the petition as a whole. The Chair recognized Professor Zimmerman to present his petition. In Professor Zimmerman's absence, the Chair recognized Professor Orti to present the petition.

Professor Orti introduced the petition, noting that the lead petitioner, Professor Zimmerman, departed the meeting earlier with the following comment: "I will not normalize this suppression of voting and contempt for shared governance. I am walking out of this meeting." Professor Orti read the attached petition into the record. He noted that the importance of the petition is implied by the efforts witnessed today to try to stop faculty from voting on this issue. This petition has been placed on the Faculty Assembly agenda for today by a number of faculty signatories, and the Senate has already begun preparing an instrument to collect this information, as reported by Professor Wilson. As academics love data, Professor Orti noted his belief that this evaluation will be most welcome to get the sense of the faculty by the faculty.

Professor Lawrence made a parliamentary inquiry, asking how, if the attendees are not technically present under the current interpretation of the FOP rules, motions in this meeting are allowed, given that non-present attendees would not be permitted to make motions such as those for unanimous consent. If such motions are permitted, he argued, voting should also be permitted, and he asked for clarification of the logic underlying this. Parliamentarian Charnovitz responded that the underlying logic is that there aren't rules in the FOP for online voting at the Assembly. He noted that he recognized in March, in his role as Parliamentarian, that there would be a need for the decision-making faculty institutions of the university during the pandemic and that he, at that point, urged some urgent actions be taken in this area. First, he urged the FSEC to work to allow online voting for the Faculty Senate (via an urgent FSEC resolution acting for the Senate in an emergency); second, he recommended the FSEC ask the Provost, in his role interpreting the *Faculty Code*, to make it clear to the schools that they could, in online meetings if they chose, change their rules to permit online faculty meetings and votes. He noted that he believed all the schools have done so in one way or another; he noted the example of the Law School, which uses unanimous consent to hold its meetings virtually, and these meetings include voting requests. He noted that he acted as he did in the second week of March to put fixes in motion to the extent they could be enacted for the schools and the Senate. Also in March, he noted that he observed and noted that there wasn't a fix that the FSEC or Senate could enact to change the FOP to allow online voting to be held at an upcoming Faculty Assembly. This change requires a process used for decades at the university when a change is needed in the FOP: the Senate Professional Ethics and Academic Freedom (PEAF) committee takes up the issue and recommends action via a resolution that is considered by the FSEC before being placed on a Senate agenda or returned to PEAF for further work. The Senate

debates that resolution and either approves it or returns it for further work. Once a resolution to change the FOP has been approved, it then goes to the Assembly for acceptance before being sent to the Board for their action. That is the process, and the Assembly cannot today, on an ad hoc basis and in the middle of an online meeting, change the rules of the FOP; the Assembly does not have the authority to do so. This, he noted, is the logic of the long explanation he has given; he noted that he had explained, at the Senate, in the run-up to the Assembly, and to the petitioners that the petition is admissible but can't be voted on online without unanimous consent. This is the logic that has been proceeded on in the lead-up to today's meeting.

Professor Wilson noted that he has heard the Parliamentarian's position on this matter many times and remains unpersuaded by it. He further noted that the idea of the survey is an excellent one and that he would hope the faculty would want a survey. On the other hand, if the faculty had been allowed to vote and indicated they did not want a survey, perhaps because the trustees do not wish it to be done, the Senate would have followed the will of the faculty. However, he noted, some faculty have advocated for a survey of university leadership, and he has heard nothing to indicate that the faculty do not want such a survey. As such, the petition to conduct a survey makes perfect sense. In considering the Parliamentarian's interpretation (noting he chose that word carefully as the word "online" appears nowhere in FOP and therefore he perceived that there are no rules to be changed by permitting voting today), he stated that today's accumulation of attendees is either a meeting in the sense of the Assembly, in which case Assembly members ought to be allowed to vote or it is not an Assembly. He noted that the rules also do not explicitly allow for coronavirus, either, and he suggested that there are times when one needs to exercise judgment and proceed under extraordinary circumstances with the available technology. Short of exposing the Assembly to a deadly virus, this is the way any normal Faculty Assembly would proceed, and today's meeting should be allowed to proceed as such.

Professor Lawrence noted that, under the present circumstance, a change of rules is not required but rather an interpretation of what the rules mean. Such an interpretation might define what "present" means for the purposes of holding a meeting and for the purposes of voting. The meeting attendees have been declared present and should therefore be considered fully present in the defined meeting space. He noted that this is how parliamentary change happens through history: a ruling is made by a chair, sometimes the chair's ruling is appealed, and if the ruling of the chair is not sustained there is a new understanding or interpretation of the rules. He noted that rules do not need to be changed; they simply need to be interpreted in light of present circumstances. As the Assembly is meeting, voting should be permitted for those who are present at that meeting, now that it has been defined who is present. Those who are not present in the meeting should not be permitted to vote, and those who are present should be permitted to vote; this, he noted is a matter of interpreting what it means to be present to vote.

Professor Garris spoke in opposition to the petition, referencing his experience as a former FSEC Chair during a time that involved considerable parliamentary work around the *Faculty Code* and the Faculty Assembly, as well as many years of service on the Faculty Senate and PEAFF. He stated his opinion that the purpose of petition is inappropriate—the FOP clearly allows for petitions to direct the Senate to take certain actions, but, he noted, the current petition is unnecessary, as the FSEC and Senate have already begun work on a leadership survey. He noted that Senate members can be approached by their faculty constituents and can report issues of concern to the FSEC, which can put these issues before the Senate without going through the Assembly. He noted this can be

observed in Article III, Section 1 of the FOP, which points out an alternate path of bringing items to the attention of the Senate, namely, via individual faculty members.

With regard to the survey itself, Professor Garris noted that whether the Board receives the results of this survey has nothing to do with whether it is directed by the Assembly or conducted on the initiative of the Senate and FSEC. The Board has already indicated today that they have their own mechanism for evaluating the President. He noted that, as FSEC Chair, he and other faculty were very involved in the evaluation of President Knapp, and he assured his colleagues that the Board's 360 review includes the deep involvement of faculty and is comprehensive, thorough, and confidential. He added that he has seen occasions over the past few decades when the faculty made a public spectacle of similar surveys, noting the example of a past CCAS dean who he stated was removed from her position due to a survey instrument that was malevolent in intent. He expressed his concern, based on his reading of the petition, that the current petition for a public survey is a malevolent action by a small group of faculty with a particular objective in mind. Finally, he noted, the FOP makes clear in Article I that the power of the Assembly and the Senate are dependent on the charter of the university and the Board, and the operations of these organizations are meaningless without sustained credibility with the Board. He noted that Chair Speights was clear in her comments that the Board is preparing to undertake its comprehensive review of the President in the spring and is not interested in an ad hoc or rogue survey instrument outside of that process.

Professor Ahmadi seconded Professor Garris's position about the purpose of the petition. He noted that this is a special time both at GW and across the nation. With so many challenges, he noted, the limited resources of the Assembly and Senate should be focused on the numerous issues and challenges related to COVID-19 and the new world that will emerge when the pandemic is over. Online and distance education have taken center stage, and students of all ages are using this technology. He expressed his belief that this will bring about an inflection point for education in the future, and he stressed the need to position the university optimally going forward as more students will be seeking the flexibility of online education.

Professor Robin asked why meetings are even called when attendees cannot participate via voting. He noted that he understood the legal niceties described earlier but emphasized that presence is presence and that this is not democracy.

Professor Cohen-Cole expressed surprise at his colleagues' comments, which seem opposed to collecting data. He noted that objective information should be something academics seek. It may well be that the petition and the survey that emerges from it will produce positive, neutral, or negative results for the President; any of these would be good to ascertain. He noted that Professor Garris's and Ahamadi's comments seem to indicate that the university should blind itself to securing this sort of information, which would be a mistake. He pointed out that it is apparent from events of the past month (related to the U.S. Presidential election) that voting in itself is a good thing; nevertheless, systematic opposition to voting under somewhat different procedures has been observed. Additionally, he referenced the actions by a certifying board in Michigan that yesterday briefly attempted to throw out the results of a vote on the grounds that they did not like the results. He noted that it would be good for GW to proceed with a vote today on the principle that it is a good idea for the Assembly to establish that it has the power to vote. He noted that Professor Garris is correct that the FOP does provide for several mechanisms for the Senate to express its interests. One of these is in Article II, Section 4, part 2, which states that the Assembly "shall have the power to direct the Senate to include in the agenda of the Senate or any of its committees, or to

study and report back to the Assembly, or to take such other action as may be appropriate with respect to any matter of concern to the Assembly.” He noted that the Assembly is perhaps interested in understanding what members of Assembly think. He further quoted from the same part of the FOP that the Assembly “shall also have the power to review any action taken by the Senate and take such action on the basis thereof as the Assembly may deem appropriate.” He noted that the current petition directly concerns the powers and interests of the Assembly. Finally, he noted that Professor Garris did not address whether the previous dean he mentioned was doing a good job or a bad job, nor did he indicate whether it is a good thing or not that that dean was replaced.

Professor Griesshammer stated ironically that his true intentions had just been uncovered: they were to, with malicious intent, besmirch the reputation of the university and drive it into bankruptcy so that its European competitors could prosper. On a serious note, he noted that from what he has been made aware, the survey under discussion within the Senate at present is a pretty run-of-the-mill survey that consists of questions routinely asked by the American Association of University Professors, the Association of Governing Boards of Universities and Colleges, and the Association of American Universities. Readily available detailed survey instruments are in existence and available; the current discussion is not about a survey that seeks biased results. He noted that the survey of the previous CCAS dean, mentioned by Professor Garris, used similar questions to these well-known instruments, and that he knows that those who designed that survey used as templates well known and well-respected surveys used in academia to evaluate leadership. He noted that he would be the first to object to a biased survey question or instrument. The intention is to implement an unbiased survey using questions that have been used to evaluate leadership at other institutions.

As to the question of whether faculty can be objective, Professor Griesshammer noted that, as a scientist, he knows that no one individual can be objective. Rather, he stated, objectivity is something that comes about because several people gather information from a variety of viewpoints and come to a collective objective opinion via the scientific method. Objectivity is not established by listening to one witness but rather by listening to the diverse perspectives of many witnesses. He expressed his hope that the Senate will go forward with a survey one way or another. Apparently, he noted, the Assembly will not be permitted to vote on this question, and he added that he would have been very interested in seeing whether the Assembly supports this effort or not.

Professor Sidawy noted that he wished to represent the over 400 clinical faculty members from SMHS and how they are feeling today. He noted that, while many faculty members can isolate in their homes and conduct their work virtually, clinical faculty have not had this opportunity and luxury and are teaching and caring for patients at great personal risk and concern. This is a situation that has been ongoing since mid-March with no end in sight. This one-in-a-century pandemic continues to rage and to kill thousands of Americans while the Assembly discusses parliamentary procedures around sending out a survey. He suggested that “we are all academics and scientists” and can understand that in the current climate such a survey would of course return a biased result because of the collective state of mind of a very stressed faculty. He submitted that this is perhaps not the time for this survey as he believes the results will be biased because of the faculty’s state of mind as influenced by the pandemic. He noted that depression is surging along with the virus, with some studies showing over 37% of people are showing signs of stress and depression. He noted that the faculty are not immune to this, particularly clinical faculty, who are dealing every day with the immediate circumstances of the pandemic. He suggested that this is a time to work together and support each other, bringing the community together to do everything possible to fight the

pandemic and its effects. He stated that he did not mean to offend or sound controversial, it is just what this pandemic is throwing at us day in and day out is putting everything in perspective. He expressed his concern that the result of any survey today, in the midst of what is happening, would not be scientifically valid.

Professor Deering noted that most of issues under consideration at this meeting have nothing to do with the pandemic except to the extent that the Assembly is forced to meet online, raising parliamentary considerations. He expressed his support for the petition, noting his wish to state that position publicly given the apparent lack of an ability to vote.

Professor Orti agreed with Professor Sidawy that present circumstances are indeed unprecedented worldwide. He noted, however, that these types of challenging circumstances provide opportunities for leadership to demonstrate what it is worth. As an example, he cited the work of the New Zealand prime minister, who enacted swift and strong measures to fight the pandemic and was resoundingly reelected. He noted that conducting a survey under the present circumstances doesn't nullify any scientific data; on the contrary, he suggested that faculty can be objective and express their impressions and sentiments about the leadership experienced under the current administration.

Professor Wagner echoed Professor Orti's comments, recognizing that everyone is under stress. However, faculty are holding up and doing extremely well at meeting their students' needs. Faculty evaluate their students, and students will evaluate faculty at the end of this unusual term. This, she noted, is part of the job that faculty have a responsibility to do, as best they can, and that is exactly what the faculty is asking to be able to do with its own president. As Professor Cohen-Cole noted, this is about data, and there is something to be said for taking the temperature in a moment of crisis. She noted that she was disappointed at today's development disallowing a vote, noting that an opportunity was missed to come together via a different interpretation of the circumstances and vote on the petition. She expressed her view that this is a better, stronger community than today's petty arguments would suggest, and she invited the leadership to join the faculty on another path.

Professor Cohen-Cole spoke directly to Professor Sidawy's point, noting that review of both peers and superiors is at the heart of academia. He also suggested that the number one biasing element one could do around a survey would be to presuppose when it should be held based on a guess about what the results would be. He noted that Professor Sidawy is correct that many people are thinking about COVID-19—he suggested that many faculty may feel that any problems observed at the university are entirely attributable to the pandemic and its effects and not to university leadership or other elements; others may feel differently.

Professor Roddis requested unanimous consent to allow the Assembly to vote on the current petition using TurningPoint, adding that individuals voicing objections should be named, as they would be visible in an in-person meeting. Unanimous consent was obtained, and the meeting proceeded to a vote on the petition via TurningPoint, which passed 152-25.

Provost Blake wished all in attendance a safe and happy holiday season. The meeting was adjourned at 6:29pm.

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Columbian College
of Arts & Sciences

THE GEORGE WASHINGTON UNIVERSITY

Welcome New CCAS Faculty

November 18, 2020





Nicole Bartels
Teaching Assistant Professor
of Political Science



Gerald Daigle
Teaching Assistant Professor
of Mathematics



Mackenzie Fama
Assistant Professor of
Speech-Language Pathology



Michael Hankinson
Assistant Professor of
Political Science



Jesse Holland
Assistant Professor of Media
And Public Affairs



Daniel Jaqua
Assistant Professor of
Economics



Fang Jin
Assistant Professor of
Statistics



Lien-Yung Kao
Assistant Professor of
Mathematics



Aman Luthra
Assistant Professor of
Geography



Joseph Meisel
Assistant Professor of
Chemistry



Brendan Morley
Assistant Professor of Japanese
Language and Literature



Timothy Shenk
Assistant Professor of History



Efrat Nechushtai
Assistant Professor of Media
and Public Affairs



Julian Wamble
Assistant Professor of
Political Science



Jeffrey Proulx
Assistant Professor of
Organizational Sciences and
Communication

Anatomy & Cell Biology

Ahdeah Pajoohesh-Ganji Assistant Professor

Anesthesiology and Critical Care Medicine

Richard Hardart Assistant Professor
Daniela Perez-Velasco Assistant Professor
Mingfei Wang Instructor

Biochemistry & Molecular Biology

Manjari Dimri Associate Professor

Dermatology

Richard Hardart Assistant Professor
Daniela Perez-Velasco Assistant Professor
Mingfei Wang Instructor

Emergency Medicine

Randall Lee Instructor
Samantha Noll Instructor
Adam Rutenberg Instructor
Leah Steckler Instructor
Marcee Wilder Assistant Professor
Joel Willis Assistant Professor

Genomics and Precision Medicine

Ljubica Caldovic Associate Professor

Health, Human Function, and Rehabilitation Sciences

Anthony Artino Professor
Matthew Garber Associate Professor

Medicine

Supria Batra Assistant Professor
Khalil Diab Associate Professor
Chase Houghton Assistant Professor
Kathryn Humes Assistant Professor
Erin Jackson Assistant Professor
Kirti Johal Assistant Professor
Phue Khaing Assistant Professor
Amir Meiri Assistant Professor
Ivana Milojevic Assistant Professor
Caitlin Mingey Assistant Professor
Samah Nassereddine Assistant Professor
Sarah Sanders Assistant Professor
Samuel Schueler Assistant Professor
Louisa Whitesides Assistant Professor

Neurology

Tayyba Anwar Assistant Professor
Mark Baker Assistant Professor
Nathan Cohen Assistant Professor
Meaghan Kelly Assistant Professor
Nikolai Khromouchkine Instructor
Youssef Kousa Instructor
Yamane Makke Assistant Professor
Sarah Schlatterer Assistant Professor
Abigail Turner Instructor

Physician Assistant Studies

Souheil Ghannouchi Assistant Professor
John Gillum Assistant Professor
Nate 'le'ge' Wardlow Assistant Professor

Pediatrics

Nitin Agrawal Associate Professor
Bridget Allard Instructor
Maria Arroyo Morr Assistant Professor
Rachael Batabyal Assistant Professor
Joel Brooks Assistant Professor
Mary Claiborne Instructor
Tamara Gayle Assistant Professor
Suma Goudar Assistant Professor
Anandapadmanaban Gourishankar Associate Professor
Dalton Haslam Instructor
Elaise Hill Instructor
Rehema Kutua Instructor
Stephanie Lacey Assistant Professor
Ashley Lanzel Assistant Professor
Matthew Lecuyer Instructor
Ashley Lucke Assistant Professor
Katherine MacDonald Assistant Professor
Abby Meyers Instructor
Melissa Meyers Assistant Professor
Hallie Morris Instructor
Laura O'Neill Assistant Professor
Catherine Park Assistant Professor
Rebecca Persky Assistant Professor
Margarita Ramos Assistant Professor
Deepa Rastogi Associate Professor
Shantanu Rastogi Professor
Haroon Shaukat Assistant Professor
Dawn Sibanda Instructor
Melanie Siefman Instructor
David Sullivan Assistant Professor
Michael Tsifansky Associate Professor
Chloe Turner Assistant Professor
Mia Waldron Assistant Professor
Renee Willett Assistant Professor

Obstetrics and Gynecology

Alison Bialecki	Instructor
Farnaz Farhi	Instructor
Andrew Koo	Instructor
Siobhan McCarty-Singleton	Instructor
Allison Schneider	Instructor
Anne Siegel	Assistant Professor

Ophthalmology

Maya Bitar	Associate Professor
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Orthopaedic Surgery

Joshua Campbell	Assistant Professor
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Pathology

Amanda Calleroz	Instructor
Jose Jara Aguirre	Assistant Professor
Sun A Kim	Assistant Professor
Drew Michael	Assistant Professor
David Watkins	Professor
Mamoun Younes	Professor

Psychiatry and Behavioral Sciences

Benedicto Borja	Assistant Professor
Stephanie Merwin	Assistant Professor
Ashley Ramos	Assistant Professor
Meghan Schott	Assistant Professor
Olivia Soutullo	Assistant Professor

Radiology

Sarah Kantharia	Assistant Professor
Jane Kim	Assistant Professor
Monica Pearl	Associate Professor
Sunil Valaparla	Assistant Professor
Yao Wu	Assistant Professor

Surgery

Marc Levitt	Professor
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Urology

Christina Ho	Instructor
Briony Varda	Instructor



LAW

THE GEORGE WASHINGTON UNIVERSITY
LAW SCHOOL

WELCOME NEW GW LAW FACULTY



Welcome New GW
Law Faculty!

Dayna Bowen Matthew, Dean
and Harold H. Greene Professor
of Law

Charles “Chas” Tyler, Associate
Professor of Law



School of Engineering & Applied Science

THE GEORGE WASHINGTON UNIVERSITY

Hyung Sok "Nathan" Choe
Assistant Professor of Practice
Department of Biomedical Engineering



Zhengtian Xu
Assistant Professor
Department of Civil & Environmental
Engineering

School of Engineering & Applied Science

THE GEORGE WASHINGTON UNIVERSITY



Amrinder Arora
Associate Professor of Practice
Department of Computer Science



Steven Shooter
Professor of Practice
Department of Mechanical
and Aerospace Engineering

New Faculty

Elliott School of International Affairs

Elliott School of
International Affairs

THE GEORGE WASHINGTON UNIVERSITY

Welcome!



Diana Pardo Padraza, Assistant Professor, Anthropology and International Affairs



El-Ghassim Wane, Professor, International Affairs



Moses Kansanga, Assistant Professor, Geography and International Affairs



Rafael Lopez-Monti, Assistant Professor, Economics and International Affairs



Eric Schluessel, Assistant Professor, History and International Affairs



Maryam Zarnegar Deloffre, Associate Professor, International Affairs, Director of the Humanitarian Assistance Initiative

Elliott School of
International Affairs

THE GEORGE WASHINGTON UNIVERSITY



Iris Malone, Assistant Professor,
Political Science and International
Affairs



Sharon Squassoni, Research
Professor, International Affairs



Yewon Lee, Assistant Research
Professor, International Affairs



Malcolm Russel-Einhorn, Research
Professor, International Affairs

Welcome!



Douglas Shaw, Research
Professor, International Affairs

Elliott School of
International Affairs

THE GEORGE WASHINGTON UNIVERSITY

Graduate School
of Education
& Human Development

THE GEORGE WASHINGTON UNIVERSITY

Dr. Sarah M. Ray

Assistant Professor of Human and
Organizational Learning



WELCOME NEW GWSB FACULTY

October 7, 2020

THE GEORGE
WASHINGTON
UNIVERSITY

WASHINGTON, DC

GW

Business



Welcome New GWSB Faculty!



Gil Appel, Assistant Professor,
Marketing



Helet Botha, Visiting Assistant Professor,
Strategic Management and Public Policy



Ben Bronner, Teaching Assistant
Professor, Strategic Management and
Public Policy



Erhan Erkut, Visiting Professor, Decision
Sciences



Johnson Hall, Visiting Assistant
Professor, Decision Sciences



Keehea Moon, Assistant Professor,
Accountancy



Junggho Suh, Visiting Teaching
Assistant Professor, Management and
Tourism



Cevat Tosun, Eisenhower Chair and
Professor, Tourism Studies and
Management; Director, Master of Tourism
Administration

BIostatistics & Bioinformatics



Guoqing Diao, PhD
Professor



Michele Santacatterina, PhD
Assistant Research Professor

EPIDEMIOLOGY



Anne Monroe, MD
Associate Professor

EXERCISE & NUTRITION SCIENCES



Michele Ver Ploeg, PhD
*Associate Professor and Director,
Food Policy Institute*

GLOBAL HEALTH



Wendy Ellis, DrPH
*Assistant Professor and Director,
Center for Community Resilience*

HEALTH POLICY & MANAGEMENT



Maureen Byrnes, MPA
Teaching Instructor



Elizabeth Gray, JD
Teaching Assistant Professor



Qian "Eric" Luo, PhD
Assistant Research Professor

PREVENTION & COMMUNITY HEALTH



Deanna Kerrigan, PhD
Professor and Department Chair



Donaldson Conserve, PhD
Associate Professor



Yan Wang, DrPh
Associate Professor



College of
Professional Studies



Dr. Casey Burgat, Associate Professor & Program Director,
Legislative Affairs



Joseph Garrett, Visiting Associate Professor & Interim
Program Director, Information Technology



Dr. Elizabeth Rule, Assistant Professor & Director, AT&T
Center for Indigenous Politics and Policy (AT&T CIPP)

School of Nursing – New Faculty



Billy Mullins, DNP, RN, NE-BC
Acute and Chronic Care Community
Clinical Assistant Professor

Faculty Assembly
President LeBlanc Remarks
November 18, 2020

Thank you, Chair Speights, for your remarks; thank you for taking time out from what I know is a very busy schedule to squeeze into our schedule here. I know the faculty all appreciate it. And I want to thank you and the entire Board for your leadership this year.

I know how hard the Board has been working to support our university through its governance and fiduciary duties, and I am grateful to the trustees for their commitment to our faculty, our students, and our staff. Thank you.

Next on the agenda are remarks from the President.

While I have been meeting virtually with the faculty in various settings for months now, this is our first virtual Faculty Assembly.

It is different, and I do miss seeing our colleagues in-person, especially our new colleagues who we won't get a chance to meet today other than in a virtual sense. But I am pleased that even in our virtual world we have an opportunity to come together as a faculty body to officially welcome our new faculty into our community of scholars and to share remarks with you regarding our university.

One of the traditions I will especially miss today is the opportunity to gather informally after the Assembly as colleagues at our post-assembly reception. I look forward to the day - and I am sure everyone here does - when we can resume this tradition and other traditions.

Losing much of our in-person interaction has been challenging for all of us, personally and professionally. We all benefit from the informal, often incidental conversations we have when we are together on campus.

And as a leader, I have always valued interacting face to face with faculty, staff, and students. And now I've been forced to replace those physical interactions with virtual office hours over Zoom, faculty meetings online, even celebrations with a toast are held alone in my office using WebEx to connect with others. Nonetheless, it's important that we continue to meet, to talk, and to share our experiences, and wherever possible to try to create community, even if it is virtual.

I can say a key takeaway from many conversations I have had with members of our community is that academic instruction at GW is going well, despite the fact that all of us would prefer to be in person. As we have all learned these past eight months, building community virtually is hard, and it's something that takes a lot of extra effort.

So I want to echo Chair Speights' gratitude for our university community, and especially for the faculty, for their work over the past eight months.

I hear appreciation for our faculty every day in my Zoom and WebEx calls, and I hope many of you are hearing it as well. Every day, a student, a dean, the Provost, or a trustee has something positive to say about our faculty and how you are making the best of the challenges presented by the

pandemic.

I hear about the extra time you're dedicating to office hours; the research awards and the fellowships that you continue to receive; your participation in university task forces, testimony before D.C. councilmembers, or most recently supporting roles on the Biden transition team. I know that we all enjoy seeing the talent and knowledge we have here at GW shared in ways that benefit our broader community and indeed our entire country.

I see the faculty running our labs, participating on the front lines of the clinical enterprise, caring for patients, or continuing to show up for our students with thoughtful and innovative instruction.

And especially in these times, your contributions to the academic mission are truly inspiring.

This has been a year unlike any we have ever seen—in higher education and society broadly. We have been through some incredibly difficult months, arguably among the greatest challenges our university has ever faced.

Being guided first and foremost by science, and with concern for the health and safety of our community before any financial considerations, has been a cornerstone for our consultation and decision-making, and I am committed to continuing in that same vein.

I never expected to face so many difficult decisions in a nine-month period. And I know that you too are feeling the strain as you balance work and home life, care for your students, colleagues and loved ones, amid the myriad challenges.

All of us have had to refocus a significant amount of our conversations, consultation, and decision-making on efforts to protect health and safety and the academic mission.

And I know that this has taken additional time and energy on the part of the faculty. I've been meeting with many of you in faculty meetings but also individually and I've heard about your experiences and I know how rough it's been. And I recognize the many challenges we're still having and that will have a major impact on you and all the members of our community. We are battling multiple pandemics—COVID-19, racial injustice, economic inequality, climate change, and a divisive national discourse that continues to strain our communities.

But I tend to be an optimist at heart, and I truly believe that more than ever, as an institution of higher education, GW has a unique ability to address what are some of the most difficult challenges we have faced in generations.

I have been proud to see how our faculty already have played a key role in responding to these challenges.

On our campuses, our faculty are supporting a public health laboratory processing COVID-19 tests as well as clinics on the Foggy Bottom and the Virginia Science and Technology campuses to keep our community safe.

Our faculty are running a clinical trial site for the Moderna COVID-19 vaccine, which I think many of you just saw this week has shown really promising early results.

And our faculty are calling out disinformation, and leading difficult conversations and calls to action on diversity, equity, and inclusion, most recently at our well-attended university Diversity Summit.

And our faculty are mentoring the next generation of leaders, collaborating to create new knowledge across all fields, and providing fact-based research and using the university's mission to make our communities more engaged, healthier, and more equitable.

And as we help our communities learn about and respond to the current challenges, so, too, must we take what we are learning and doing to strengthen GW's future.

Our future is going to look very different from the past. It's also going to look different than what we imagined earlier this year.

As we carve out our space in a post-pandemic world, I truly believe we are well positioned to succeed. I have heard from many of our faculty and members of our community who say the same.

And we are increasingly seeing indicators that many others believe in our community, too—from the alumni donations that helped contribute to more than \$22.5 million in gifts for need-based student aid last month, to the transformational \$12.5 million gift from Ambassador John Loeb, which is a testament to the work of our faculty advancing religious freedom.

The energy of our community, and these announcements of support, are strong indication of our positive momentum toward our future.

And I believe our future will be very bright. We will take the hard-learned lessons of this pandemic and we will apply them to our future.

We will take our experiences with technology and apply them across the board to our mission. We will use virtual instruction not simply as a necessity, but as one component of a more flexible, student-centered high-quality education. We will use telework, not solely as a health-risk avoidance mechanism, but as an option for a more efficient workplace that offers better work/life balance for our entire community. We will see a greater use of telemedicine within our clinical practice, strengthening the patient/doctor relationship and easing the task of seeing a physician.

We will take the knowledge of the disparate impact of this pandemic on people of color and people in need and use it to propel solutions to other forms of inequity in our institution and in our society.

And we will use our experience combatting a national crisis with all of the multiple disciplines represented within our university to tackle other grand challenges, including one of the defining challenges of our time: climate change.

And we will demonstrate once again the power and the persistence of the residential college experience within a great university, located within a great city, to shape the next generation's formative educational years.

As we look forward to our bicentennial next year, I believe we are positioning our university through this pandemic and thinking about a world post-pandemic where we will continue to be a strong and

constantly improving university.

I pledge to continue to work constructively with the faculty and with our entire university community to move forward together—with purpose, and with focus on the unique ways that GW can use our academic mission to have an ever more positive impact on the world.

Towards that end, I am continuing to attend faculty meetings with every school and college, and I am enjoying hearing directly from the faculty and answering all their questions in those forums. If I have not yet been to a faculty meeting at your school, I look forward to seeing you and hearing from you shortly.

For now, I wish you all good health, a successful end to the semester, and more time with your loved ones during the holiday season.

I'd now like to invite the Provost to give his remarks.

Faculty Assembly
Provost Blake Remarks
November 18, 2020

Thank you, Chair Speights and President LeBlanc. It's been a pleasure to work alongside both of you this year as well as the Board of Trustees. I want thank both of you for your leadership.

I'm also looking forward to our next generation of leaders, so let me recognize our:

- New Dean of GW Law - Dean Dayna Matthew. She's hit the ground running full-speed.
- Let me recognize our new Dean of the Columbian College of Arts and Science – Dean Paul Wahlbeck.
- And let me introduce also New Vice Provost for Enrollment Management – Jay Goff. He's an important partner as we think about our role and where we'll be in the coming years.

Let me thank all of our deans and academic administrators. I appreciate all your leadership. It's been a challenging year and I appreciate how selfless you've been in preparing the campus.

Most of all, I'd like to extend a special welcome to our new faculty. I appreciate all of your efforts this semester and I am here to let you know that I'm here to facilitate your success at GW. You have faced a unique challenge in starting a new career at GW in higher ed during a pandemic. I get that, I totally do. Myself, I just passed my one-year anniversary, and most of my tenure has been spent in the virtual environment. So it would be a vast understatement for me to say that this isn't what I expected for my first year. But I know that we will come together to make progress. I'm very optimistic about our future.

I know we have a full agenda, so let me make some very brief remarks.

When I look back a year ago, just over a year ago today, I was actually considering this role, and even though I worked in DC before, I don't think I really knew George Washington. In exploring this role, I really got the opportunity to find out what the "real" GW was along the way. I remember thinking, gosh, I haven't looked at this before, but this is probably one of the best positioned institutions in the country.

So, as opposed to coming in and thinking about how we can change or fix things, my immediate thoughts were: What would you do if you were poised to do anything? What would you attempt if you could not fail?

Let me share a piece of personal history. Being African-American and from the South, I come from humble beginnings. In my network of families, there was a lot of currency on becoming a doctor. That was the thing. Not many of us from my elementary school actually made it. I had actually very early in life decided I wanted to be a doctor, the MD type, like Dean Bass.

But, in my early 7th grade course, after trying to dissect a guinea pig, I realized that I'm probably not doctor material because I couldn't deal with the blood. I remember going home dejected and sad, speaking to my late mother, and she said with absolute conviction... "Honey, you are going to be able to be whatever you want to be." I remember that to this day. I can almost remember her saying it, I remember where we were. And it's been really impactful for me all the way to today.

So let me now say to all of our faculty: we are one of the most extraordinary universities in the country, and yes, we can be whoever, or whatever want to be. So the major question is, what is that? And equally important, what are our advantages?

There's a lot of things I could say, but let me start with just six.

- We already lead the conversation in most disciplines, and since my time and before my time, we are called upon a remarkable number of times to provide expert commentary on a wide range of topics.
- We are unquestionably world-class in certain disciplines.
- We have a geographical location that makes GW synonymous with leadership – so much so that we pretty much put the capital E on “experiential.”
- We have a community characterized by an absolutely engaged student body, including a strong graduate population and a passionate, active faculty.
- We exceeded \$200 million in research expenditures last year, the largest in history, and throughout my time we've got national awards, in humanities, social sciences and education, so we continue to rise in innovation.
- And while there are certainly things we can disagree about, I'm gratified to say that educating students through the pandemic hasn't been one of them. Our faculty have been amazing this year in converting our in-person learning into online learning. You are really taking care with the students through the pandemic. Your impact has been selfless and empathetic and often innovative.

So, what will we be? That's the question of the moment. There are many paths to the future that we could take, but we can't take all of them. So we've got to choose wisely, and obviously I'm going to need your help with that. We won't be able to do any of this if we don't do it together.

What are my two priorities in the coming months? These are pretty simple.

- We need to work together to understand innovations that have become apparent to us through pandemic and consider how we move the most promising ones forward. How do we take advantage of what we've learned to be different in the future? How do we continue to do the things we're going to need to do as the pandemic continues?
- We need to support the schools and colleges as they seek how to continuously improve their academic programs and their scholarship. My hope is that we move forward with school and college activities that will lead to even more GW programs that have national prominence.

To accomplish these, we need more conversations among the Provost's Office, the school and college leadership, the Senate, and the faculty broadly. We certainly need to understand how best to position GW for sustainable academic success in the post-pandemic higher education world where it's going to be challenging. I certainly for one plan to listen, I plan to learn, and I plan to lead with the best of my ability.

So in conclusion, I ask that we work together and essentially reach for the stars, because at GW, we really have no limits.

I wish you continued good health and a successful end of the semester.

Now, I'd like to introduce my colleague, Dr. Arthur Wilson, Chair of the Faculty Senate Executive Committee, to give remarks on Senate activities since October 2019. Thank you.



Faculty Senate

REPORT FROM THE FACULTY SENATE
PROFESSOR ARTHUR WILSON, CHAIR
FACULTY SENATE EXECUTIVE COMMITTEE
November 18, 2020

On behalf of the Faculty Senate, I welcome new faculty to the Assembly and to the George Washington University. The Faculty Senate is committed to shared governance, and accordingly new and old faculty alike are invited to get involved with the faculty senate and its related committees.

In the previous Faculty Assembly meeting, several reports were made concerning strategic planning. The Assembly moved that the actions taken by the Senate in response to Strategic Planning be discussed and voted upon as a whole. We had a robust discussion on the strategic initiative on culture, and on Senate Resolution 20/9, which stated that the process of implementing the strategic plan was inconsistent with principles of shared governance. The Assembly asked that the administration refrain from implementing the plan pending further information as requested in the reports, and the Assembly unanimously accepted the actions of the Senate.

The Faculty Senate has also been quite active since the last Faculty Assembly in February 2020. Please note, this summary makes use of comments prepared by my predecessor, Sylvia Marotta-Walters, for the May Faculty Senate report to the trustees, as well as comments prepared for the Faculty Senate report to the trustees I delivered in September.

In February and March, the Senate received a series of reports related to the strategic planning process. These included: Strategic Planning Pillar Committee Chair Updates; Senate Special Committee Report Synthesizing the Strategic Planning Interim Reports; and Senate Standing Committee Chairs' Responses to the Strategic Planning Pillar Committee Interim Reports.

Additionally, we received the following reports: Annual Report of Core Indicators of Academic Excellence (presented by Provost Blake in March); GW Libraries & Academic Innovation Priorities, Opportunities, and Challenges (presented by Dean of Libraries Geneva Henry in April); and COVID-19 Response and Updates (presented by President LeBlanc and Provost Blake in March, April, and May).

A series of Resolutions were also adopted:

20/11: To Amend the Bylaws of the Faculty Senate.

20/12: To Amend the Bylaws of the Faculty Senate in Light of COVID-19), which permits virtual Senate meetings, permits electronic voting at Senate meetings, and establishes the Executive Committee Vice Chair role.

20/13: On Electronic Faculty Meeting Procedures in the Schools (Faculty Senate Executive

Committee/Adopted by the Faculty Senate Executive Committee March 20, 2020) which urges the Provost to establish a university guideline permitting the schools to hold virtual meetings without requiring previously-established school rules and procedures permitting virtual meetings.

Also in March and April 2020, the Senate began a transition to virtual meetings, initially with the March Senate meeting moving from its traditional full in-person presence to a hybrid in-person and WebEx meeting implementing social distancing for presiders and with most Senators present virtually. Beginning in April and continuing through the present day, the Senate is meeting entirely virtually via WebEx. Additional Senate meetings were held throughout the spring and summer in order to respond to strategic planning and to coordinate the university response to COVID-19. In parallel, faculty transitioned to virtual instruction. The faculty rose to the occasion of moving all face-to-face teaching to virtual teaching within a two-week period.

There was some progress in communication and collaboration between the faculty and the administration in suspending strategic planning in light of the pandemic with increased transparency provided by President LeBlanc and Provost Blake; their collaboration is much appreciated by the faculty. First, under Sylvia Marotta Walter's chairship and continuing under my chairship, we have endeavored to repair some of the inconsistencies in shared governance that began the academic year, especially with regard to pandemic-related decision-making. The transition to a new Faculty Senate Executive Committee (FSEC) was completed in April, and Senate initiatives for the coming academic year were discussed among outgoing and incoming FSEC members.

Since April, there have been a series of important reports, including regular updates on Financial and Academic Planning under COVID-19 from President LeBlanc and Provost Blake (with support from Executive Vice President Mark Diaz, then-Vice Provost Terry Murphy, Associate Vice President Scott Burnotes, Vice Provost Jay Goff, and Dean Lynn Goldman, among others) at the May, June, July, August, and September meetings. Other key updates included Title IX Response Updates (presented by Vice Provost for Diversity, Equity, & Community Engagement Caroline Laguerre-Brown in July with an update by Professional Ethics and Academic Freedom Co-Chair Ed Swaine in September); a COVID-19 testing and tracing plan update from Dean Lynn Goldman in July; and a Campus Master Plan process overview and update in August, presented by Executive Vice President Diaz and Mike Aziz of Cooper Robertson. Last month, Vice Provost Laguerre-Brown returned to the Senate to discuss anti-racist and anti-bias resources for faculty, and Chief James Tate spoke to the Senate about GW Police Department priorities and initiatives. At its most recent meeting, this past Friday, Vice Provost Goff provided an update on the Fall Census and enrollment.

The following Resolutions have been adopted during the current Senate session:

- 21/1: Proposing an Undergraduate Academic Forgiveness Policy
- 21/2: To Respond Proactively to COVID-19
- 21/3: On Convening Additional Senate Meetings
- 21/4: On Budget Austerity Principles

- 21/5: On the Immediate Need to Fill Positions in the Deanery of Libraries and Academic Innovation.
- 21/6: On Distinguishing Short-Term Fiscal Adjustments from Long-Term Structural Changes
- 21/7: On Diversity, Equity, and Inclusion
- 21/8: Of Appreciation for Deputy Provost Teresa Murphy
- 21/9: On GW Course Intellectual Property and Digital Recording
- 21/10: On Research
- 21/11: On Salary Increases Accompanying Faculty Promotions
- 21/12: Of Appreciation for Professor Sylvia Marotta-Walters
- 21/13: Of Severe Disapproval of President Thomas J. LeBlanc Regarding the Appointment of Heather Swain
- 21/14: To Expand Religious Holiday Accommodations

Senate information, including agendas, minutes, reports, and passed resolutions, is available on the Faculty Senate website at facultysenate.gwu.edu.

At this time, there are three grievances active at the university: two in the medical school and one in the law school. All three are in mediation.

In addition to routine business, the Faculty Senate has been involved in several concurrent sets of challenges involving a flawed strategic planning process, responding to the COVID-19 pandemic and associated recession, and responding to certain particularly controversial administration decisions. As I stated earlier, the Senate remains committed to shared governance, and I strongly urge all faculty to participate in these efforts by getting involved with the Faculty Senate and its standing committees.

Today, the most pressing issue facing the Assembly is the matter of a survey of the faculty on campus climate and university leadership. As one can imagine, a controversial strategic planning initiative and a pandemic have both called forth strong views on how we might best meet the challenges facing us. On the one hand, some faculty members have been quite vocal in opposition to certain administration initiatives. On the other hand, some faculty members have been relatively quiet. It remains an open question where the views of the bulk of the faculty lie.

For some months since going online, there have been informal discussions of a survey of the faculty. These discussions have crystalized in two independent initiatives. One working group representing the Faculty Senate Executive Committee has been laying the groundwork for a survey. Because university resources could ease the burden, we sought support from trustees on this. Regrettably, the trustees argued against undertaking such a survey at this time. Another working group among the faculty proposed the actions in the petition on today's agenda, which calls for a survey of faculty. It

is our hope that the vote on and discussion of such a survey would be singularly enlightening.

There are those who might suggest the Faculty Senate is too concerned with matters that might be left to the administration. We respectfully disagree. If this university is to thrive going forward, it will not be despite shared governance; it will be because of shared governance.

November 6, 2020

The [Faculty Organization Plan](#) specifies that the agenda of the Faculty Assembly “shall include any matter requested by the Senate or the Executive Committee of the Senate, or by petition of fifteen or more members of the Assembly.” (Art. II, sec. 3, part a).

The Faculty Organization Plan further specifies that “The Assembly shall have the power to direct the Senate to include in the agenda of the Senate or any of its committees, or to study and report back to the Assembly, or to take such other action as may be appropriate with respect to any matter of concern to the Assembly.” (Art. II, sec. 4)

Accordingly, we the undersigned members of the Faculty Assembly request the following two (2) items be placed on the agenda of the regular 2020 meeting of the Faculty Assembly, scheduled for Wednesday, November 18, at 4pm.

1. The Assembly directs the Faculty Senate to conduct a survey of the faculty, with both quantitative and qualitative responses possible, regarding its views of the leadership and communication abilities of the President. The survey shall be launched no later than December 15, 2020 and the complete results shall be reported to the Assembly no later than January 31, 2021, along with comments and recommendations from the Senate. These might include an indication of “no confidence,” “censure,” “approval,” “praise,” or “trust” in the President and his administration.
2. The Assembly requests that the Chair of the Executive Committee of the Senate call a special Faculty Assembly at which they report the results of the survey, including the Senate’s recommendations.

Signatories (name and title)

1. Andrew Zimmerman, Professor of History
2. Daniel Moshenberg, Associate Professor of Women's, Gender, Sexuality Studies
3. Kathryn Kleppinger, Associate Professor of French and Francophone Studies and International Affairs
4. Masha Belenky, Professor of French
5. Lynn Westwater, Professor of Italian
6. Julia Storberg-Walker, Associate Professor, Human and Organizational Learning
7. Gregory D. Squires, Professor of Sociology and Public Policy and Public Administration
8. Ivy Ken, Associate Professor of Sociology
9. Christopher Britt, Professor of Spanish and Latin American Literature
10. Erin D. Chapman, Associate Professor of History
11. Fran Buntman, Assistant Professor of Sociology
12. Harald Griesshammer, Associate Professor of Physics
13. Dara Orenstein, Associate Professor of American Studies
14. Guillermo Orti, Professor of Biology
15. Shira Robinson, Associate Professor of History and International Affairs
16. Tom Guglielmo, Associate Professor of American Studies
17. Arshad I. Ali, Associate Professor of Educational Research