



FACULTY SENATE COMMITTEE ON APPOINTMENTS, SALARY, AND PROMOTION POLICIES (Including Fringe Benefits) (ASPP) Annual Report (2021-2022)

The ASPP committee was very busy this year, including the summer months of 2021. We met 7 times during August 2021- March 2022 period and attended meetings of several other committees as needed. We worked on the following issues, on some of which we had reported in our interim report in December 2021:

Summer 2021: Professor Wirtz served the committee this summer on an interim chair basis and reported to Faculty Senate on August 10 on seven areas in which ASPP was active this summer:

1. Reviewed and provided feedback for the Post-COVID Academic Innovation Task Force Report;
2. Met with and advised the administration regarding the “Phased Plan for Fall 2020” report;
3. Provided feedback to President LeBlanc regarding criteria and possible candidates for the Interim Provost position;
4. Reviewed the proposed guidance from administration regarding the timing of salary increases for Faculty who are compensated on a 9-month basis;
5. Participated (as Interim Chair) in a meeting to discuss health protocols and student accommodations;
6. Reviewed and offered comments on a near-final draft of the “Classroom Protocols” document; and
7. Engaged in ongoing email discussions about Fall teaching issues, such as mask enforcement in learning spaces.

New Salaries: We noted at the August meeting that the new salaries have been put in place, to be effective with the September checks. We also noted that the summer salary for continuing faculty is based on their previous year’s salary and these summer salaries showed no increments.

Classroom Protocols: We discussed the classroom protocols and what to do with students who are not masked. Suggestions were made that the faculty carry a few spare masks with them to classes and offer to the students who are not masked (the masks are available in dean’s and department offices). It was also noted that the faculty should record their lectures, wear a microphone in class, and can remove their masks while lecturing if they are at least 6 feet away from the students and all students are masked. Also noted that eating and drinking is not allowed in GW classrooms.

Faculty Workstation Initiative (FWI): We had a discussion on the Faculty Workstation Initiative (FWI) and the long wait for the new workstations for faculty. The graduate students need newer and better computers, and these are generally passed down from the faculty. The members thought that the Educational Policy & Technology committee should take up the issue of computers for graduate students.

DEI (Diversity, Equity and Inclusion) issues: We have discussed the DEI since last year. The provost has established a diversity leadership council (DLC) which is starting to collaboratively determine areas of focus and collect appropriate data.

Interim President: There was an announcement of the interim president at the September 10 meeting of faculty senate where BOT Chair, Grace Speights, announced that the board had decided to pause the presidential search process and decided to bring in an interim president, Mark Wrighton, on January 1 and also that President LeBlanc will retire as of December 31, 2021. (Everyone applauded the choice of president Wrighton as interim president.)

This announcement from the Board came as a surprise to everyone. It was noted that the Board Chair stated that she supports shared governance but in the next breath she also made these announcements which lacked any consultation with faculty. We were told that FSEC Chair, Arthur Wilson, has written to the Board indicating that level of concern of the faculty who are unhappy with the process where the faculty were completely excluded from the deliberations.

Shared governance survey: A draft from FSEC was circulated to the committee members and comments were invited. Shaista Khilji talked about the process moving forward. She pointed out that the document originated from the Board and AGB. This document has to be customized for GW. The draft document has been authored by Khilji and Arthur Wilson. Several questions are: who conducts the survey, how do you define the term “faculty”, when do the town halls take place, and what are the trustees looking for? Shared governance survey V2.0 should provide clarity to these and other questions. Provost Bracey stated that the trustees very much hope that the survey results will be available prior to the start of the presidential search which starts in the spring. It is important to conduct the town halls before the survey is sent out; this would allow the perspectives of every faculty member to be heard and possibly incorporated into the survey.

Faculty consultative committee on presidential searches: FSEC asked us to work with the Professional Ethics & Academic Freedom (PEAF) committee to update and codify the procedures around appointing the Faculty Consultative Committee that works with presidential search processes; this work would apply to future searches, not the current search that will begin in spring 2022. The ASPP/PEAF subcommittee drafted a resolution that was submitted to faculty senate for its consideration.

Our resolution (22/6) came up for discussion at the Faculty Senate meeting on March 4, 2022, and after a bit of debate, this resolution was tabled. The arguments were that the issues being considered in the resolution were going to be relevant for a presidential search in 5 or 10 years and we don't know how many schools GW will have, and what GW will look like. It was noted that the currently elected Faculty Consultative Committee is already in place with Professor Kim Roddis elected as Chair of FCC. This group will assist in drafting the job description for the next presidential search that will start sometime in spring of 2022.

Post Covid Task Force report: This report was discussed at one of our meetings and the Hatchet had an article on the report. It was noted that being on campus in person is so much better for faculty and students alike. Question was asked: what is going to happen to the recommendations of the task force. Provost Bracey said that the report has been posted on the provosts' web page and

they are taking it under advisement. Students are asking access to course recordings. When asked if many faculty asked to teach remotely for this fall semester, we learned that the number is very small. **COLA:** We considered the issue of cost of living adjustment (COLA), determined that everyone at GW gets a merit raise only and we are not sure if the faculty should receive it just for “sitting in their seats”. We also noted that merit needs to include non-publishing activities undertaken by the faculty, including teaching and advising. A suggestion was made to work with the Fiscal Planning and Budgeting Committee to study this matter, but this didn’t go anywhere.

Faculty salary equity issues: Provost Bracey gave the faculty senate a complete report in February. He told the committee that the methodology has not changed, and they were looking for outliers based on 2021 salary data. In CCAS, 37 outliers were identified with 7 adjustments. In ESIA, 7 outliers were identified with 5 adjustments. In the law school, 4 outliers were identified with 2 adjustments. In GWSB, there were 7 outliers with 2 adjustments. In GSHED, there were 5 outliers with 3 adjustments. In SEAS, there were 8 outliers with 1 adjustment. In SON, there were 5 outliers with no adjustments. In SPH, there were 15 outliers with 3 adjustments. Provost Bracey clarified that an outlier is defined as the salary that is one standard deviation or more away from the regression line. Once a person is identified as an outlier, conversations are held with the deans. This process will be continued moving forward.

Provost Bracey said he wants to reconstitute the salary equity committee and also include race and gender equity, and also possibly include the health science faculty in SMHS.

75%/25% dichotomy on the faculty numbers: We discussed issues of full-time regular faculty where the Faculty Code specifies 75%/25% for regular faculty. That excludes the specialized faculty who do not do all three aspects of regular faculty. According to the Core Indicators data, presented by the Provost in February, the university is very close to 75% for regular tenure track/tenured faculty (75.2% in 2018, 74.8% in 2019 and 74.1% in 2020). However, when all faculty are included (regular, research and specialized), these numbers are much smaller (65.3% in 2018, 63.9% in 2019, and 64.2% in 2020). The university is technically not in violation of the Code as the Code only refers to the regular faculty (with nonzero responsibilities in teaching, research and service), and the university has been getting around this 75/25 issue by hiring more and more specialized faculty. As the number of specialized faculty has grown substantially in the recent years, we decided that this issue needs to be revisited. An ASPP/PEAF subcommittee worked on this matter.

The ASPP/PEAF subcommittee on 75/25 matters had access to the Faculty Dashboard that contains data on faculty; this data can be compiled in multiple ways. It is concluded that GW has been close to the 75% level of regular faculty until recently. The 10-year data on the dashboard shows the percentage of regular faculty to be 75% or above in the seven years before 2019; in 2019 it was 74.8, in 2020 it was 74.1, and in 2021 it was 73.5.

The following link for the dashboard can be accessed through VPN from off-campus computers.

https://insight.it.gwu.edu/views/FacultyDashboard_0/TenureStatus?iframeSizedToWindow=true&%3Aembed=y&%3Adisplay_count=n&%3AshowAppBanner=false&%3Aorigin=viz_share_link&%3AshowVizHome=n#1

The subcommittee reached the conclusion that this is not the time politically to pursue this issue. We need to keep watching and insisting that the administration respects and follows 75/25 rule as it

applies to 'regular' faculty. The subcommittee decided to not broaden the definition even though that might have to be done in the future.

Health care costs: In June 2021, we received a summer update from the **benefits advisory committee** (BAC). The health care costs in 2021 were on a favorable track and the total health insurance premiums for 2022 were projected to increase by 2.9% next year. The participant contributions will increase by 1%, approximately \$1 to \$7 per month depending upon the coverage tier and salary band of the employee. The university's share of health care premiums in 2022 will increase from 76% to 76.8%.

ASPP committee was approached with certain **concerns from CCAS faculty**. One of these issues was the promotion of specialized faculty with the complaint that some faculty without terminal degree could not be promoted. It was suggested that the group looking into revisions of the Faculty Code should look into the rights and privileges of specialized faculty. Here are the concerns of CCAS faculty and the ASPP committee responses:

1. **Promotion for specialized faculty:** It turns out that CCAS now has written guidelines for promotion of specialized faculty in CCAS Bylaws. As far as requirement of a terminal degree is concerned, that may be a departmental matter. I did hear that in another school, a doctoral degree has been required for promotion even when the profession's terminal degree has been obtained by the candidate.
2. Concern about **performance evaluation:** We all have the opportunity to respond to the chair's comments.
3. **Comments on pay/salaries:**
 - a. Effect of inflation is real and we will try to see if a cost of living adjustment (COLA) is worth considering. So far at GW, it is only the merit raises for everyone.
 - b. Lower salaries for humanities is sadly a fact of life.
 - c. Provost's annual salary reports include all faculty.
 - d. Tenure track faculty have a time limit on their probationary period and their clock was adjusted for pandemic. Contract faculty have no such clock.

Respectfully Submitted,
Murli M. Gupta, Chair, ASPP Committee
March 31, 2022

2021-2022 Committee Roster

- [Murli Gupta](#), Chair (CCAS)*
- [Susan LeLacheur](#), Co-chair (SMHS)
- Shaista Khilji, Faculty Senate Executive Committee Liaison (GSEHD)*
- Eugene Abravanel (Emeritus)
- Elizabeth Anker (CCAS)
- Brian Biles (Emeritus)
- Christopher Bracey (Provost)**
- Linda Briggs (SON)*
- Joseph Cordes (CCAS)*
- Wendy Ellis (GWSPH)
- Valentina Harizanov (CCAS)

- Carol Hayes (CCAS)
- Natalie Houghtby-Haddon (CPS)
- Vivek Jain (SMHS)
- Scott Kieff (LAW)*
- Frank Lee (CCAS)
- Jovawn McNeil (GWSA)**
- Sabrina Minor (Interim Chief People Officer)**
- Harris Mylonas (ESIA)*
- Arlene Pericak (SON)
- Pradeep Rau (GWSB)
- Julia Storberg-Walker (GSEHD)
- Abe Tekleselassie (GSEHD)*
- Amita Vyas (GWSPH)*
- Sarah Wagner (CCAS)*
- Phil Wirtz (GWSB)*
- Heather Young (GWSPH)
- Mona Zaghoul (SEAS)

*Senate member

**Non-voting member