



## Faculty Senate

### The Faculty Senate Standing Committee on Appointments, Salary, and Promotion Policies (ASPP)

#### Interim Report 2021-2022

Submitted by: Murli Gupta, Professor of Mathematics, (CCAS) and  
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The ASPP committee continues to be very busy this year, including the summer months of 2021 after which we met on August 27, September 24 and October 29; the last meeting of 2021 will be held on December 3.

**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, met (on June 9), and provided feedback for, the Post-COVID Academic Innovation Task Force Report;
2. Met with and advised Associate Provost Bedeau regarding the “Phased Plan for Fall 2020” report prepared for the University of Maryland;
3. Provided feedback to President LeBlanc regarding criteria and possible candidates for the Interim Provost position;
4. Reviewed the proposed guidance from SVP Murphy regarding the timing of salary increases for Faculty who are compensated on a 9-month basis given a complicating federal regulation factor;
5. Participated (as Interim Chair) in a meeting called by SVP Murphy and Dr. Lucas to discuss health protocols and student accommodations (Professor Wirtz expressed his great appreciation to both for actively engaging the faculty in this process);
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. Two proposals were received from outside consultants which were eventually found to be unsatisfactory, and it was decided to continue this work in-house. Provost Bracey and Vice Provost Laguerre-Brown presented a draft GW Campus Diversity, Equity & Inclusion Review Proposal to develop a campus diversity, equity, and inclusion review process rooted in data and scholarship. The draft proposal consists of the following phases:

- *Phase I: Establish the George Washington University Diversity Leadership Council (GW DLC), Chaired by ODECE and Reporting to Provost Bracey*
- *Phase II: Collaboratively Determine Areas of Focus & Collect Appropriate Data*
- *Phase III: Create Reports and Executive Summaries describing Area of Focus, Including Themes and Areas of Opportunities Informed by Quantitative and Qualitative Data*
- *Phase IV: Outreach & Invitations to Nominated External Review Team, Representative of GW's Stakeholders and Priorities*
- *Phase V: External Review Process*
- *Phase VI: GW Community-Wide Forums*
- *Phase VII: Concrete Action Plan Forward for DLC and University Leadership, Including Specific Deliverables, Timeline, and Resources Needed*

The provost will establish a diversity leadership council (DLC) which will collaboratively determine areas of focus and collect appropriate data.

**Interim President:** There was a discussion of the 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 came as a surprise to everyone; we learned that the FSEC came to know of this at the lunch earlier that day, only 90 minutes before the public announcement was made. This does not bode well with the desired shared governance and many faculty are unhappy with the lack thereof. 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. This is a bad start and the Board needs to know this. 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. It was noted that members of the board will be having dinner with some members of faculty (turns out that they invited all senators) and it is important to let the trustees know that the faculty need to be consulted.

**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 met November 22 for initial discussions. Members: Murli Gupta, Susan LeLacheur, Phil Wirtz, Natalie Houghtby-Haddon, Jeff Gutman, Ken Rodriguez, and Jeremy Liskar.

**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:** Jamie Cohen-Cole asked our committee about the cost of living adjustment (COLA), and was invited to a committee meeting to talk about his concerns. In the years past, we used to have two components to the annual raises which consisted of COLA and merit components; this system was changed to strictly merit by then VPAA Don Lehman many years ago. In 2021, we had a 3% “merit pool” and another 0.5% pool earmarked for promotion and special raises. At public universities, the faculty have COLA because the state employees get COLA. We noted the need to distinguish between faculty and staff: the staff must receive cost of living adjustments but 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. On a suggestion from Joe Cordes, his committee (Fiscal Planning and Budgeting Committee) and ours would work on this issue and come up with some recommendations. ASPP volunteers include: Murli Gupta, Joe Cordes, Susan LeLacheur, Arlene Pericak, Heather Young, Linda Briggs and Shaista Khilji.

**Faculty salary equity issues:** Salary equity process is continuing again and Provost Bracey is working with the deans to examine the outliers in his regression model; new adjustments, if warranted, will be made later in the fall. Going forward, this committee should continue its work and possibly include the COLA issues. At our December 3 meeting, we expect to find out what adjustments have been made in the recent year.

**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. PEAf has already embarked on possible revisions to the Faculty Code and an ASPP & PEAf subcommittee will work on this. The committee is being formed with members Murli Gupta, Susan LeLacheur, Phil Wirtz, Carol Hayes, Natalie Houghtby-Haddon, and Jeff Gutman.

**Health care costs:** On June 23, we received a summer update from the **benefits advisory committee** (BAC). The health care costs in 2021 are on a favorable track and the total health insurance premiums for 2022 are 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 2021 will increase from 76% to 76.8%.

Respectfully Submitted

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Murli M. Gupta, Chair, ASPP Committee  
November 29, 2021