



Appointment, Salary, & Promotion Policies Committee 2022-2023 Interim Report

The ASPP committee continues to be active this year. We met three times this semester on September 30, October 28 and December 2.

Tenured/tenure-track numbers: At our September meeting, there was a continued discussion of the 75%/25% tenure & tenure track guidelines as discussed at the spring meeting. It was noted that this Faculty Code language only applies to six schools and colleges, SMHS, MISPH, SON and CPS being expressly excluded in the Code from this requirement. However, the second half of the Code language requires that no department have more than 50% of non-tenured faculty; several departments in GSEHD and CCAS have been out of compliance for a long while. The provost had promised to look into that aspect and determine what needs to be done to come into compliance with the Code. (We looked at the latest issue of the Faculty Code and determined that the above is the correct situation at the present time. Schools of Nursing and Public Health were thought of having being excluded from this 75%/25% requirement but that change has not reached the latest edition of Faculty Code – May 2019 edition- which is up for revisions this year.) VP Hammond indicated that new numbers will be available soon and the data might reflect better compliance.

Promotion of specialized faculty: We initiated conversations on the promotion of specialized faculty and learned that several schools have written rules/guidelines for this. We have now studied documents from CCAS, CPS, ESIA and MISPH, and have recently received a document from SON. Some of these documents contain good ideas that might be incorporated in the documents of other schools. There was a question about the requirement of a terminal degree in a department in CCAS and it was noted that while the CCAS document doesn't say anything about terminal degree as a promotion criterion, when the case went up the chain, it was stated that the faculty member is ineligible for promotion because they did not have the terminal degree in the field. This issue will be further discussed with the administration.

Faculty Senate Executive Committee Charge to ASPP

1. *In coordination with the Provost's office, develop a clear policy addressing if and under which circumstances and to which extent classroom recordings can be consulted in promotion, tenure, and disciplinary cases as well as in other cases of concern to the committee.*

We have had conversations on course recordings at all three meetings this semester and are in the process of meeting with representatives of EPT and PEAFC committees. There was a survey about course recordings that was sent to faculty from Educational Policy committee, and we will discuss the results of that survey in the near future.

2. *Continue the subcommittee work on diversity, equity, and inclusion, working closely with Provost Bracey as the DEI assessment/initiative is launched.*

Shaista Khilji has agreed to continue as co-chair of the subcommittee. She noted that provost Bracey

has a timeline for the review of DEI report, and also that the results of the Climate Survey are scheduled to be shared widely in the spring. Some preliminary findings of the DEI committee will be shared with us at our future meeting.

Investment options within our employee retirement plans: On a question from a member, we invited Associate VP for Total Rewards, Jennifer Lopez, to attend our December meeting and to describe what kinds of retirement funds we have for investment by GW employees. She told us that GW offers 84 funds through Fidelity and TIAA-CREF; Vanguard funds are offered through Fidelity. Her team is responsible for enrollments into the GW retirement plans, managing the vendors and monitoring the service; they do a lot of audits and manage the compliance requirements. There is also very formal oversight with regards to the investments, fund offerings and monitoring the performance of those funds. The university has a retirement plan investment committee consisting of four people that include Vice Provost for Faculty Affairs Emily Hammond, VP & Chief People Officer Sabrina Minor, VP & CFO Bruno Fernandes, and Associate VP Total Rewards Jennifer Lopez. We also have investment advice of our investment advisors CapTrust. As stated, we have 84 funds available to GW employees; average number of funds at other comparable institutions is 30-40. Of these 84 funds, 12 are target or allocation funds, 17 are index funds and 55 are actively managed funds. Information on all of these funds is available at the Benefits website where quarterly performance summaries of the funds is also posted. We monitor performance on a 1-, 3-, 5-, and 10-year basis. We also monitor risk adjusted performance and expense ratios. The retirement plans are governed by ERISA and there is a lot of guidance to employers on types of funds that can be offered to employees via ERISA plans. Jennifer Lopez mentioned that they often receive suggestions from employees, including members of this committee, and she is always happy to engage with the employees and our investment advisors.

Angela Gore asked if there is a faculty representation on the committee. Jennifer Lopez said that the Vice Provost for Faculty Affairs represents the faculty interests, additionally the CFO and Chief People Officer and she represent the interests of all faculty and staff. In addition, there are investment advisors who help with monitoring the funds. Emily Hammond pointed out that this is a highly regulated field; there is a statute- ERISA, the employee retirement income security act- which sets this committee to act as a fiduciary for all of the participants. The role of this committee is very methodical and has a very consistent, thorough, process. The committee meets a minimum of four times a year but more recently have been meeting almost every month. The committee welcomes feedback from faculty and staff and would be willing to consider suggestions for additional funds as retirement options. Joe Cordes mentioned the Benefits Advisory Committee (BAC) that has a broader representation, and a subcommittee of BAC may have a role in considering the questions that come up. Phil Wirtz mentioned that GW have experts in this area who train people that work in the field and are then hired by GW to give investment advice; he suggested that it would be good if GW utilized the in-house experts in this and many other areas. Angela Gore asked about inflation proof options and mentioned a global commodities stock fund as a possible investment option. Jennifer Lopez mentioned that we do have some inflation protection funds in the line-up and she would be happy to share the information with the committee. Murli Gupta thanked Jennifer Lopez for attending our meeting this morning and encouraged the members to send her any feedback and/or suggestions. Phil Wirtz mentioned that the administration could do it job more effectively if it were to utilize the available faculty expertise that is available in house. Many members of the committee echoed this sentiment.

COLA: The issue of COLA (cost of living adjustment) was initiated last year, and it was pointed out that the cost of living is increasing very rapidly and that the university needs to help the faculty and staff with keeping up with the inflation. Just the merit raises of around 2% isn't enough. Joe Cordes mentioned that colleges are very reluctant to increase tuition and that constrains the universities' ability to provide large(r) raises. He thought that Fiscal Planning and Budgeting might look at the issue; he also said that the provost's office is aware of the issue. He also said that the last time we had big inflation, GW provided a large pool of merit raises and also was able to raise the tuition by large amounts. This is clearly not possible in the current climate. The current sentiment of the committee is as follows: "In the light of the current inflationary economy we may revisit offering COLA or restructuring the current raises to include a guaranteed component to help GW employees with the soaring inflation."

Tenure Clock Extensions and External Letter Writers: We discussed the external letter writers who may not be familiar with Covid related tenure-clock extensions or parental leave tenure clock extensions at GW and suggested that our letters of request for external review of research contain language describing these dispensations so the external reviewers can make informed comments on the dossier they are reviewing. The Faculty Code contains specific language on various kind of leaves and related tenure-clock extensions. If the external letter writers are uninformed about the tenure clock extensions and make comments/comparisons of a candidate who may have spent 8 years in the probationary status with a 6-year candidate elsewhere, it is the department chair who must point out in their Chair's Transmittal Letters that particular sentence(s) or paragraph(s) in certain external letters may need to be ignored.

Faculty salary equity issues: Salary equity process should be underway again this year, but we have not received any updates.

Health care costs: The Benefits Advisory Committee (BAC) continued its work this year and was persuaded to have only modest increases in the health care premium for 2023. Whereas the total health care costs are expected to increase by 5.9% in 2023, the participant contributions are set to increase by only by 1.3%. Faculty members on BAC continue to advocate for lower costs for GW employees. GW's portion of these costs will increase by 1% to approximately 77.6%.

Respectfully Submitted

Murli M. Gupta and Susan LeLacheur, Co-chairs, ASPP Committee
December 5, 2022