
THE GEORGE WASHINGTON UNIVERSITY

WASHINGTON, DC

REGULAR FACULTY ASSEMBLY

October 24, 2022

Jack Morton Auditorium (805 21st Street NW) and WebEx

CALL TO ORDER

President Wrighton called the Assembly to order at 4:04pm. The meeting did not yet have a quorum at this point; the President indicated that the minutes would be approved once a quorum was achieved.

WELCOME TO NEW FACULTY MEMBERS

Vice Provost for Faculty Affairs Emily Hammond recognized each Dean in turn to present their new faculty members to the Assembly for welcome and recognition. New faculty members from the Milken Institute School of Public Health (GWSPH), the Columbian College of Arts and Sciences (CCAS), the School of Medicine and Health Sciences (SMHS), the GW Law School (LAW), the School of Engineering and Applied Sciences (SEAS), the Elliott School of International Affairs (ESIA), the Graduate School of Education and Human Development (GSEHD), the School of Business (GWSB), 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.

REMARKS: MARK WRIGHTON, PRESIDENT

President Wrighton's remarks are [attached](#) to these minutes.

APPROVAL OF THE MINUTES FROM THE FALL 2021 FACULTY ASSEMBLY

The meeting quorum was achieved during the new faculty introductions, and the minutes from the Fall 2021 Faculty Assembly were approved by unanimous consent.

REMARK/Q&A: CHRISTOPHER BRACEY, PROVOST

Provost Bracey's remarks are [attached](#) to these minutes.

Q&A: MARK WRIGHTON, PRESIDENT, & CHRISTOPHER BRACEY, PROVOST

No questions were raised in the meeting, either in person or via WebEx. The President noted that any questions may also be directed to him by email; he requested patience given the volume of email he receives. Provost Bracey also invited faculty to reach out by email with any questions.

UPDATE ON THE PRESIDENTIAL SEARCH PROCESS & REPORT ON SENATE
ACTIVITIES ON BEHALF OF THE FACULTY SINCE OCTOBER 2021: PROFESSOR
SYLVIA MAROTTA-WALTERS, FACULTY SENATE EXECUTIVE COMMITTEE

Due to travel, Faculty Senate Executive Committee (FSEC) Chair Jim Tielsch is unavailable to present his prepared remarks at today's Assembly. Professor Marotta-Walters relayed the highlights of his report, which is [attached](#) to these minutes.

President Wrighton formally presented the Senate's Resolution of Appreciation to Registrar Beth Amundson who will conclude her service to the George Washington University next month.

The meeting was adjourned at 5:04pm.

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Faculty Assembly

2022



Welcome to the Faculty Assembly!

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Milken Institute School of Public Health

Milken Institute School of Public Health

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Welcome New GWSPH Faculty



Catherine Arsenault
Assistant Professor
Global Health



Kuan-Lung (Daniel) Chen
Assistant Research Professor Global
Health



Karen Collins
Teaching Assistant Professor
Prevention and Community Health

Milken Institute School of Public Health

THE GEORGE WASHINGTON UNIVERSITY

Welcome New GWSPH Faculty



Derek Dangerfield, II
Associate Professor
Prevention and Community Health



Ana Maria del Río González
Associate Professor
Prevention and Community Health



Salama Freed
Assistant Professor
Health Policy and Management

Welcome New GWSPH Faculty



Abigail Garvey Wilson
Teaching Assistant Professor
Epidemiology



Juan Klopper
Teaching Associate Professor
Biostatistics and Bioinformatics

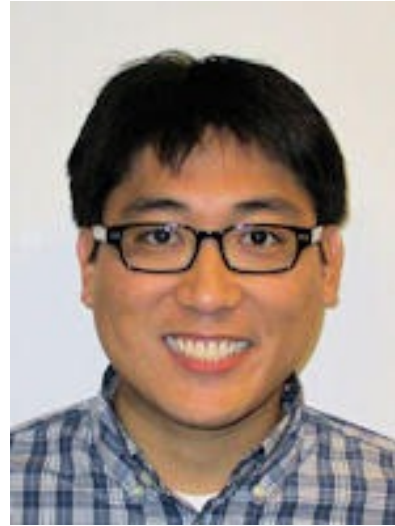


MaryBeth Musumeci
Teaching Associate Professor
Health Policy and Management

Welcome New GWSPH Faculty



Wanda Nicholson
Professor
Prevention and Community Health



Gregorio (Greg) Sandoval
Assistant Research Professor
Biostatistics and Bioinformatics



Julia Strasser
Assistant Research Professor
Health Policy and Management

Welcome New GWSPH Faculty



Feygele Jacobs

Professor

Health Policy and Management

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Columbian College of Arts & Sciences



Domonic Bearfield
Professor
Trachtenberg School of Public
Policy & Public
Administration



Tiffany Bisbey
Assistant Professor
Department of Organizational
Sciences & Communication



Emily Bock
Assistant Professor
Department of American
Studies



Olivia Bullock
Assistant Professor
Department of Organizational
Sciences & Communications



Marc Choi
Assistant Professor
Corcoran School of the Arts
& Design



Andrea Cook
Teaching Assistant Professor
Department of Chemistry



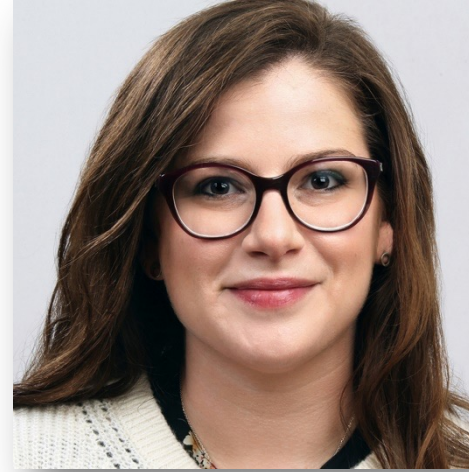
Kent Douglas Crawford
Assistant Professor
Corcoran School of the Arts
& Design



Jeffrey Ding
Assistant Professor
Department of Political
Science



Heidi Eldridge
Assistant Professor
Department of Forensic
Sciences



Rachel Emas
Teaching Associate Professor
Trachtenberg School of Public
Policy & Public
Administration



Fallon Goodman
Assistant Professor
Department of Psychological
and Brain Sciences



Lauren Hetrovicz
Teaching Assistant Professor
Department of Romance, German,
Slavic Languages & Literatures



Nabila Hijazi
Teaching Assistant Professor
University Writing Program



Jessica Jocelyn
Assistant Professor
Department of Speech,
Language & Hearing
Sciences



Aasawari Kulkarni
Assistant Professor
Corcoran School of the Arts
& Design



Nicholas Li
Assistant Professor
Department of Economics



J. Aidan Manubay
Teaching Assistant Professor
Department of Biological
Sciences



Warren Milteer
Assistant Professor
Department of History



Andrew Moskowitz
Associate Professor and Director
Forensic Psychology Program



Tabitha Razunguzwa
Teaching Associate Professor
Department of Chemistry



Darío Lizancos Robles
Teaching Assistant Professor
Department of Romance,
German, Slavic Languages
& Literatures



Gema Kloppe-Santamaria
Assistant Professor
Department of History



Zimife Umeh
Assistant Professor
Department of Sociology



Sidney Monroe Williams
Assistant Professor
Corcoran School of the Arts &
Design

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School of Medicine and Health Sciences



New FT Regular Faculty (Oct '21-Sept '22)

Anatomy & Cell Biology

Andrew Ferriby Assistant Professor

Anesthesiology & Critical Care Medicine

Ioanna Apostolidou Professor

Andrew Canonico Assistant Professor

Moshe Chinn Assistant Professor

Robert Dingeman Assistant Professor

Tamanda Douglas Instructor

Marius Fassbinder Assistant Professor

Adam Greenwood Instructor

Phayon Lee Instructor

Joseph Manley Assistant Professor

Ferenc Puskas Professor

Biomedical Laboratory Sciences

Graciela Lopez Gamboa Assistant Professor

School of Medicine
& Health Sciences

THE GEORGE WASHINGTON UNIVERSITY

Dermatology

Laura Boger Assistant Professor

Colleen Cotton Assistant Professor

Emergency Medicine

Emmeline Ha Assistant Professor

Natalie Sullivan Instructor

Genomics & Precision Medicine

Matthew Bramble Assistant Professor

Arthur Ko Instructor

Health, Human Function & Rehabilitation Sciences

Sarah Doerrer Assistant Professor

Tippi Geron Assistant Professor

Norman Gill Professor

Stephanie Hiser Assistant Professor

Neurological Surgery

Daniel Donoho Assistant Professor

Medicine

Chelsey Baldwin Assistant Professor

Julie Bauman Professor

Sumona Bhattacharya Assistant Professor

Manuel Cabrera Instructor

John Nohren Assistant Professor

Colleen Caldwell Assistant Professor

Peter Caldwell Assistant Professor

Maria Chaudry Assistant Professor

Rasha Haykal Assistant Professor

Gina Jabbour Assistant Professor

Daniel Karel Assistant Professor

Matthew Taglieri Assistant Professor

Zareen Zaidi Professor

Neurology & Rehabilitation Medicine

Alexandra Kornbluh Assistant Professor

Fernando Mayor Basto Assistant Professor

Arnold Sansevere Assistant Professor

Sarah Wright Assistant Professor

Alonso Zea Vera Assistant Professor

smhs.gwu.edu



New FT Regular Faculty (Oct '21-Sept '22)

Obstetrics & Gynecology

Ziad Hubayter	Assistant Professor
Sarah Rahman	Instructor
Matthew Waitner	Instructor

Orthopaedic Surgery

Keyur Desai	Assistant Professor
Robert Sterling	Professor

Pathology

Elham Arbzadeh	Assistant Professor
Jinjun Cheng	Assistant Professor
Justin Kurtz	Assistant Professor
Benjamin Liu	Assistant Professor
Miao Pan	Assistant Professor
Shabnam Samankan	Assistant Professor
Rebecca Yee	Assistant Professor

Pediatrics

Annette Ansong	Assistant Professor
Kelli Baldwin	Instructor
Sweta Bhargava	Assistant Professor
Hannah Canty	Assistant Professor
Bethany Carlos	Instructor
Kelsey Donoho	Assistant Professor
Adriana Fonseca Sheridan	Instructor
Marcin Gierdalski	Assistant Professor
Deborah Hall	Instructor
Christopher Hayes	Assistant Professor
Jared Hershenson	Assistant Professor
Parisa Kaviany	Assistant Professor
Jose Millan	Instructor
Louise Pyle	Assistant Professor
Jade Sanders	Instructor
Sandeep Sandhu	Instructor
Kathryn Stigliano	Instructor
Padma Swamy	Assistant Professor
Susan Walley	Professor
Christina Wiedl	Assistant Professor

Physician Assistant Studies

Malwina Huzarska	Assistant Professor
Sawali Sudarshan	Assistant Professor
Mary Warner	Associate Professor

Psychiatry & Behavioral Sciences

Ellen Bartolini	Instructor
Marta Genovez	Assistant Professor
Sivabalaji Kaliyamurthy	Instructor
Hayley Loblein	Assistant Professor
Elana Neshkes	Instructor
Yasmina Saade	Assistant Professor
Noelle Wolf	Instructor

Radiology

Syed Anwar	Associate Professor
Thelma Lopes	Assistant Professor

Surgery

James Duncan	Associate Professor
Karen Wanersdorfer	Assistant Professor



New FT Research Faculty (Oct '21-Sept '22)

Biochemistry & Molecular Medicine

Huai-Chin Chiang Assistant Research Professor

Yi Zhang Assistant Research Professor

Microbiology, Immunology & Tropical Medicine

Jie Luo Assistant Research Professor

Pharmacology & Physiology

Han Rae Kim Assistant Research Professor

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GW School of Law

New Faculty



Professors Tania Valdez, Katie Young, and Heidi Liu

Fundamentals of Lawyering



Cori Alonso Yoder
Associate Professor



Natalia Blinkova
Associate Professor



Leslie Callahan
Associate Professor



Katya Cronin
Associate Professor



Robin Juni
Associate Professor



Cheryl A. Kettler
Associate Professor



Brooke Ellinwood
McDonough
Associate Professor



Robert Parrish
Professor



Jennifer Wimsatt
Pusateri
Associate Professor



Erika N. Pont
Associate Professor

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School of Engineering and Applied Sciences

School of Engineering & Applied Science

THE GEORGE WASHINGTON UNIVERSITY

Kartik Bulusu

Associate Professor of Practice
Department of Computer Science



Eric Dano

Associate Professor of Practice
Department of Engineering
Management & Systems Engineering

School of Engineering & Applied Science

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Caitlin Grady
Assistant Professor
Department of Engineering
Management & Systems Engineering



Sibin Mohan
Associate Professor
Department of Computer Science

School of Engineering & Applied Science

THE GEORGE WASHINGTON UNIVERSITY

Pamela M. Norris

Vice Provost for Research and Professor
Department of Mechanical & Aerospace
Engineering



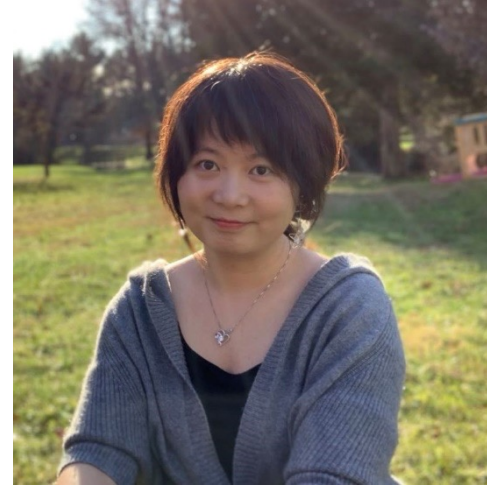
Matthew Rau

Assistant Professor
Department of Mechanical & Aerospace
Engineering

School of Engineering & Applied Science

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Yun Shen
Assistant Professor
Department of Civil &
Environmental Engineering



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Elliott School of International Affairs



Diego Abente-Brun,
Professor of Practice of International Affairs,
Director of the Latin American and Hemispheric Studies Program



Aaron Bateman,
Assistant Professor of History and International Affairs

Elliott School of
International Affairs

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Alicia Cooperman,
Assistant Professor of Political Science and International Affairs



Alexander Macartney,
Assistant Professor of Practice of International Affairs and
Associate Director of the FAO Regional Skills Sustainment Initiative

Elliott School of
International Affairs

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Tanner Regan,
Assistant Professor of Economics and International Affairs



Leniqueca Welcome,
Assistant Professor of Anthropology and International Affairs

Elliott School of
International Affairs

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Graduate School of Education and Human Development



GSEHD



Dr. Jihae Cha

*Assistant Professor of
International Education*



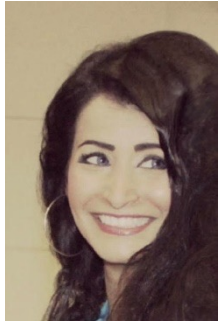
Dr. Elisabeth Kutscher

*Assistant Professor of Special Education
& Disability Studies*

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School of Business



Faith Bradley, Teaching Assistant Professor of Information Systems and Technology Management



Chukwuma Dim, Assistant Professor of Finance



Donald Buzinkai, Teaching Assistant Professor of Accountancy



Denise Falchetti, Assistant Professor of Management



Sunghun Chung, Assistant Professor of Information Systems and Technology Management



Everlyne Misati, Assistant Professor of Strategic Management and Public Policy



Rodimiro Rodrigo, Assistant
Professor of International Business



Jungho Suh, Teaching Assistant Professor
of Management and Tourism

College of Professional Studies

THE COLLEGE OF PROFESSIONAL STUDIES



Lisa Leibow, J.D.

Assistant Professor & Associate Director
Bachelor's in Paralegal Studies

THE GEORGE
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School of Nursing

School of Nursing New Faculty Hires



Dr. Yvette Conyers
Clinical Associate Professor,
Bachelor of Science in Nursing
(BSN) Program



Dr. Tarnisha Hemphill
Assistant Professor,
Midwifery Education



Dr. Hee Jun Kim
Associate Professor,
Nursing Research



Dr. Julianna Gonzalez-McLean
Assistant Professor &
Associate Dean for Diversity,
Equity and Inclusion



Dr. Juh Hyun Shin
Associate Professor,
Nursing Research

School of Nursing New Faculty Hires



Dr. Priyanka Shrestha
Assistant Professor,
Nursing Research



Dr. Angela Stanley
Clinical Assistant Professor,
Family Nurse Practitioner
(FNP) Program



Dr. Laurie Theeke
Professor &
Associate Dean, PhD Program



Dr. Suzan Ulrich
Associate Professor
& Director of
Midwifery Education

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WASHINGTON, DC

Faculty Assembly
October 24, 2022
Remarks from President Wrighton

Opening and Welcome to New Faculty

I am delighted to join you for my first George Washington University Faculty Assembly! I welcome the many new members of faculty who have joined us this year. Thank you for choosing to bring your distinguished teaching and research to our university. We are very fortunate to benefit from your contributions. The Deans and Provost have been hard at work recruiting excellent faculty. This is a core responsibility of the academic leadership, and I am very pleased to hear all the outstanding faculty who have joined the George Washington University. As we look ahead, it is going to be important for us to continue to renew and refresh the intellectual community here at GW. This is a very important undertaking, and it is essential as we look to improve the quality and impact of this university that we focus on both quality and diversity. In this measure, we have realized great success.

I do want to note that the bylaws of the university state that the president is a member of the faculty of all schools. My mother would be very proud to know that I'm now a professor of medicine, but she would be disappointed to know that I still have to work at night. This is a hardworking and creative faculty, and I would like to congratulate all of the academic leaders for their great work in recruiting new members of our faculty.

GW's Momentum

We are in the first full year of our third century, and it has been thrilling for me to be here, and especially to be here at the beginning of the academic year. This has been very invigorating for me, and I have had the opportunity not only to meet the new faculty in an orientation program organized by the Provost and his team but also to meet with many of our first-year undergraduates. I held a large session with graduate and professional students, and, of course, we welcomed the return of a number of undergraduate and graduate students.

I often debate with myself which is more interesting in an academic season: orientation or commencement. Commencement here is of course very special, taking place on the National Mall and focusing on a bright future, but the beginning of the year is when everyone seems the most energized. This year's commencement will be held on Sunday, May 21st. In the meantime, we have a lot of work to do to prepare those students for graduation and to work with our continuing students. We are also busy already with the recruitment of the next group of students and faculty who will join GW next academic year.

Leadership Appointments

One important priority during my time as President has been to recruit excellent leaders who will support our faculty and academic mission. I am pleased that, since January, we have recruited or promoted internally several talented individuals who are leading finance, HR, communications and marketing, and the office of general counsel. We also have welcomed a Chief Administration Officer. These are all individuals who understand the important role of the faculty at our university.

And of course, one of the very first announcements I made, in February, was naming Interim Provost Bracey our permanent Provost and Executive Vice President for Academic Affairs. I know the Provost will share more about the leadership appointments in his office and the schools, and how they are supporting our faculty as well.

Positive Faculty News

Endowed Professorships

I have recently announced that we will establish 14 new endowed professorships using resources that came about from the sale of our 20% ownership stake in the George Washington University Hospital. This \$54 million has been placed in the endowment to support these professorships, helping us to recruit outstanding faculty to participate in our academic medicine initiative. All these endowed professors will be at a senior level in terms of their impact in both education and research, and certainly in clinical care.

This is one of the most significant single investments in university history to support faculty. The 14 new professorships will be established in schools across the university and support a broad range of disciplines. Nine of the endowed professorships will be created in the School of Medicine and Health Sciences, one in the Milken Institute School of Public Health, one in the School of Nursing, one each in chemistry and biology in the Columbian College of Arts and Sciences and one in biomedical engineering in the School of Engineering and Applied Science. The professorships add further momentum to efforts underway to strengthen the university's teaching, cross-disciplinary research initiatives, patient-centered care and medical enterprise. I strongly believe faculty are key to our mission, and endowed professorships are critical to our recruiting efforts and ability to further this mission. These professorships are a very important investment in the long-term positive impact our university will have on society.

The university needs many more new endowed professorships, high on my agenda is uncovering new resources to support new endowed professorships. These positions honor and support outstanding members of the faculty and are important in terms of recruiting and retention tools.

Recent Faculty Events and Activities

Since joining the university, I have seen the impact of our faculty's scholarship, research, and artistic contributions on our university mission and society—and these contributions cross all disciplines. Some recent examples include:

- Equity Institute Initiative launch
- Climate and Health Institute event
- John L. Loeb Institute for Religious Freedom documentary screening
- Institute for Data, Democracy, and Politics event on disinformation and the role of the media
- Corcoran School of the Arts and Design exhibition by Professor of Dance Maida Withers
- 50th anniversary of the Biostatistics Center
- 25th anniversary of the founding of the now-Milken Institute School of Public Health
- Faculty Honors ceremony

Reflecting on these and many other items, I am struck by the depth and breadth of impactful activities and contributions of our faculty. I am confident this will only continue to grow.

Closing

Thank you again for all you contribute to our university. To our new members of the faculty, I wish you success in your careers at the George Washington University. I know that you will find great support through your colleagues and our leadership. I look forward to our work together to accelerate the progress of this great institution!



Faculty Assembly

October 24, 2022

Remarks from Provost Bracey

Good afternoon and thanks to everyone in the room and those of us joining us online for being here today and for such an incredible start to the academic year. The president provided some positive news and updates about recent activities at the university. I am pleased to have the opportunity to provide some updates about the continued forward momentum within the Provost division.

Mission and vision

Our mission is relatively straightforward at the George Washington University. First, we create and maintain a high-quality teaching and learning environment to train future leaders to solve the world's most urgent problems. Second, we push the frontiers of knowledge through the production and dissemination of impactful research. And as we continue to invest in and expand our academic medical enterprise, a third dimension of our mission – providing high-quality patient care – will grow in prominence. And our academic reputation as an excellent university is reflective of our success in the achievement of our stated mission.

That's it. That's why we exist as a university – to fulfill the mission. And our academic reputation is the index by which we are measured to determine how successful we have been in the pursuit of this mission.

Now, in order to fulfill this mission, we must do everything we can to position our faculty and students for success inside and outside of the classroom. As we move forward as an organization, our ultimate goal is ensuring adequate attention and resources for units and initiatives that play a critical role in positioning our students and faculty for success in and out of the classroom, and supporting the university more broadly.

With that, some Provost division updates.

Leadership updates

Top of list for me has been to fill vacancies and appoint permanent leadership in the Provost senior staff to help us engage in strategic thinking around the path forward for the university.

First, a number of internal appointments made over the summer:

- **Geneva Henry** has been a member of the provost leadership team since 2013 and most recently has served as dean of libraries and academic innovation. She has taken on the additional role of vice provost for libraries and information technology, where she leads GWIT, oversees the transition of GW's IT infrastructure, and works to align IT more closely with the university's research, education and clinical services.

- **Colette Coleman** is our new vice provost for student affairs and dean of students. In continued effort to align the academic and non-academic components of the student experience, housing and dining are now under the Division of Student Affairs.
- **Emily Hammond**, our new vice provost for faculty affairs, joined the GW Law faculty in 2014 and has held numerous administrative roles at the school.
- **Suresh Subramaniam**, a faculty member in the Department of Electrical and Computer Engineering since 1997 and recently department chair, is our new vice provost for graduate and postdoctoral affairs.
- **Jeffrey Brand** is our new associate provost for undergraduate affairs and special programs. He has been a faculty member in the Department of Philosophy since 2002.
- **Liesl Riddle** is our new dean of the College of Professional Studies, taking the reins from interim dean Melissa Feuer, who positioned CPS for success over the last 2 years. Liesl has over 20 years of faculty and administrative experience in GW's School of Business.

And a few external hires:

- **Mei R. Fu** will be our new dean of the School of Nursing, come January 2023. Mei is a prominent researcher who comes to us from the School of Nursing at Rutgers-Camden.
- **Michael Glatzer** is the new vice provost for budget and finance. He joins us from Howard University, where he recently served as assistant vice president of finance and project management and acting deputy chief financial officer for Howard and its academic medical system.

Enrollment

The class entering in the fall 2022 represents an extremely qualified and diverse group of students, with the greatest number of first generation and Pell Grant-eligible students ever to matriculate at GW.

We continue to prioritize Quality, Diversity, and Affordability in our enrollment strategy. Our current enrollment strategy is designed to optimize the quality and diversity of the class and ensure that we have the means to fund our academic aspirations while enabling talented students without means to matriculate at GW and persist through graduation.

School budgeting process

The Provost division has begun conversations regarding our budgeting process, which we are getting started ASAP. We have reached out to schools and academic divisions to begin these discussions. Part of these conversations will be to unpack and better understand our current budget and how things are allocated. The ultimate goal is to position schools and divisions for success.

We will continue the work of five-year budget planning with a template similar to what we used last year, but we are hoping to institute a timeline that provides budget clarity in March so that units can plan accordingly for the next fiscal year. Last week, we held an initial meeting with deans, associate deans and finance directors to dive into this conversation.

Academic Program Reviews

Academic Program Reviews, required every seven years, provide departments and programs with the opportunity to conduct a critical evaluation of their current status and activities, and to develop a five-year strategic plan, addressing issues the unit considers of greatest importance or concern and planning for how these can be addressed. When it comes to these types of programs, we want our focus to be centered upon programmatic excellence and institutional reputation.

We have completed a dozen program reviews since September 2021, with a handful of others ongoing. In general, what we are finding is that our departments are all performing well, with some in need of nudges and tweaks here and there, but all with substantial enrollments that support our overall academic enterprise.

Title IX

As you are hopefully aware, the Department of Education issued new Title IX regulations during the spring of 2020 as the country was grappling with an ever-evolving reckoning on sexual harassment, racial and other forms of harassment and discrimination. Our current Title IX Sexual Harassment and Related Conduct Policy became effective on August 14, 2020. Under this policy, all faculty members are considered “designated reporters.” This status means that all faculty are required to promptly report any information they learn about suspected or alleged Sexual Harassment or potential violations of the policy to the university’s Title IX Coordinator, including the identities of the parties, the date, time and location, and any details about the reported incident.

The Board of Trustees Committee on Audit and Compliance has expressed concern about the lack of completion of the Title IX online training module, especially among the faculty. Caroline Laguerre-Brown and I sent a note to all faculty during the summer that emphasized the importance of Title IX in terms of campus safety and the importance of being educated on the obligations that faculty have under our existing policy.

We strongly encourage all faculty to complete the Preventing Harassment and Discrimination module that is available online. A high faculty completion rate will send a powerful signal to members of our community that the faculty take seriously the university’s commitment to harassment prevention and to understanding the critical role that faculty play in protecting our students.

Caroline, Emily Hammond and I have met with Jim Tielsch, and Guillermo Orti and Natalie Houghtby-Haddon, co-chairs of the Faculty Senate Professional Ethics and Academic Freedom (PEAF) Committee and requested support to make such training mandatory. With this support in place, we are considering avenues by which to introduce a mandate.

Research

We continue to see exciting advancements in the research enterprise. Based on first quarter sponsored research expenditures, we are on track to hit \$200M by the close of FY23. Compared to the same period in FY22 (first quarter FY23), sponsored research expenditures are up nearly 12%.

GW has had great recent success in securing institutional training grants from the National Institutes of Health. Four have been awarded—two related to HIV care, one related to the biology of cancer, and one related to training researchers to improve primary care for underserved populations. Training grants are

indicative of a successful research ecosystem and show strength in workforce development and in core fields of study.

So far in 2022, GW-affiliated authors have published 3,455 publications. This is on track to be another banner year for publications. The state of our research activity is strong.

Diversity Program Review

Finally, I want to provide an update on the Diversity Program Review process.

As you know, early in Spring 2022, we announced the Diversity Program Review Team, which is tasked with conducting a campus diversity, equity, and inclusion program review and producing a final report rooted in data and scholarship. It will yield a concrete action plan forward for university leadership.

Operating under the leadership of Caroline Laguerre-Brown, the team is composed of faculty, students, staff and administrators, with separate sub-groups focusing on students, faculty, and staff. The team has met consistently and has received high level overviews of key departments and offices that serve our students, faculty and staff.

In the spring, we conducted a climate survey to gather information about the current university climate related to diversity, equity, and inclusion for students, faculty, and staff. The survey data and feedback collected from the survey have been cleaned, analyzed, and coded. The final reports and dashboard from the survey will be completed soon; we want to be sure we are performing a thorough analysis.

In November, final survey reports will be ready for leadership review, and Diversity Program Review Team members will be able to access data and reports shortly thereafter.

Early next year, team sub-groups will engage Advisory Councils and other campus stakeholders as appropriate. We will then make presentations to the community regarding the Climate Survey findings. A first draft report from all sub-groups will follow shortly thereafter.

I want to thank everyone participating on the Diversity Program Review Team, as well as everyone who completed the Climate Survey. Your continued engagement with this process is vital as we take positive steps forward in our campus community.



Faculty Senate

**Report on Faculty Senate Activities and the Presidential Search
Professor Sylvia Marotta-Walters (Faculty Senate Executive Committee)
October 24, 2022**

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.

The Faculty Senate has been busy since the last Faculty Assembly in October 2021. Over the course of the past year, the Senate heard updates and engaged in discussion on many key topics, including classroom technology and university IT support, the Fall 2021 return to campus experience, fiscal planning and budgeting, research, salary equity, enrollment and student housing, tracking and student privacy, the annual Core Indicators of Academic Excellence, the academic medical enterprise, and the presidential search.

A series of Resolutions were also adopted:

- 22/4: Of Appreciation for the Service of President Thomas J LeBlanc
- 22/5: For Positioning the Strategic Campus Facilities Master Plan for Success in Fulfilling the University's Overall Teaching and Research Mission
- 22/8: Of Appreciation for Professor Arthur Wilson
- 22/9: Of Appreciation for Professor Miriam Galston
- 22/10: On Freedom to Expend Internal Research Awards
- 22/11: On Defending Academic Freedom to Teach About Race and LGBTQIA+ Gender Issues
- 22/12: To Approve Changes to the Code of Academic Integrity
- 22/13: On Principles of Shared Governance and Recommended Mechanisms for Strengthening Shared Governance at GW
- 23/2: Of Appreciation for Elizabeth Amundson

Detailed meeting minutes, as well as all resolutions and reports to the Senate, are available on the Senate website: facultysenate.gwu.edu.

At this time, there are no active grievances at the university.

The Senate's Resolution 22/13 was the result of several months of work by the Shared Governance Task Force, which was composed of representatives of the Board, the Administration, and the faculty. This task force was charged to propose principles of shared governance endorsed by the faculty and administration, to be approved by the Board of Trustees, that reflect the mission, history, and values of George Washington University. The task force hosted town halls, distributed a shared governance survey (for the faculty, administration, and the board), and released the results of that survey in March. The Senate's resolution recognizes the work of the Shared Governance Task Force, presents a Statement of Principles that the board, administration, and faculty make a commitment to, and recommends some mechanisms that help create and maintain a relationship of

collaboration, trust, and mutual respect between the Faculty, Board, and Administration. The resolution itself is simple enough:

The development of the Statement of Principles involved several weeks of rigorous, lively, and energetic discussions among the board, faculty, and the administration—and multiple rounds of iterations and editing. The resulting document provides a good framework of shared governance and recognizes the importance of building a stronger faculty-board-administration relationship and also aims to build a culture of mutual respect and trust. Overall, it provides a firm foundation of the shared governance at GW knowing full well that we need to continue to pay attention to our actions and decisions to uphold these principles. In sum, this work is far from finished and will remain ongoing.

The resolution was framed within the following context:

- The board, administration, and the faculty came together and engaged with each other in healthy but also challenging discussions after what many of us consider some very difficult years at GW. The group agreed but also disagreed, challenged each other, and were forced to listen to each other. Through all of this, goodwill was created; this goodwill cannot be measured (nor can it be read/fed into a document) but is critical to working together to fulfill GW's academic mission and advancing shared governance.
- This was not an easy or smooth endeavor. The stakes were high because this work impacts the faculty's relationship with the board and the administration. The faculty on the task force wanted to be forward-looking while using their history to inform the present and the past. They also needed to communicate their concerns and perspective.
- The progress made is captured in the shared governance principles presented (the commitment that the board, faculty, and the administration make to a periodic self-evaluation) and the mechanisms proposed (in terms of faculty-board meetings, periodic surveys etc.).

In accordance with the recommendations included in the Statement of Principles and Recommended Mechanisms to Strengthen Shared Governance at the George Washington University that was approved by the Board at its May 2022 meeting, FSEC will be meeting with the Board's Executive Committee on a regular basis. The first meeting took place on October 6, and the remaining meetings for the 2022-2023 academic year have been scheduled for February 23 and May 18.

In response to the proposed amendments to the Faculty Organizational Plan (FOP) drafted by the Professional Ethics & Academic Freedom (PEAF) committee that was tabled at the May 2022 Senate meeting over issues related to membership in the Faculty Assembly, an ad hoc group composed of multiple stakeholders has been convened to propose language in the FOP regarding membership eligibility. This group is charged with developing appropriate language that is clear, unambiguous, and fair to all members of our faculty. They will submit this proposal to PEAFF for their consideration in a second draft of amendments to the FOP. The membership of the ad hoc group includes:

- Robert Zeman, Senate representative from SMHS
- Guillermo Orti, Senate representative from CCAS & PEAFF Co-Chair
- Phil Wirtz, Senate representative from GWSB

- Linda Briggs, Senate representative from SON
- Jim Tielsch, FSEC Chair and Senate representative from SPH
- Emily Hammond, Vice Provost for Faculty Affairs (non-voting)
- Yolanda Haywood, Senior Associate Dean for Diversity & Faculty Affairs, SMHS (non-voting)
- Richard Weitzner, Deputy General Counsel (non-voting)
- Sarah Binder, Senate Parliamentarian (non-voting)

The first meeting of this group was held and the specific information needed to develop proposed language for the FOP was identified. This information has been collected and the group is now considering how this will inform the language that will be forwarded to the PEAFF committee for their consideration in their proposed amendments to the FOP.

The Senate heard a presentation in October regarding the FY22 finances of the university from Vice President Fernandes and Comptroller Ali. Following this combined report, VP Fernandes presented information on the financial performance of the Medical Faculty Associates (MFA) and the new agreement between the university, the MFA, and Universal Health Systems. The MFA financials are concerning to many of the senators, and Dean Barbara Bass was asked to outline their strategy for moving the MFA and the School of Medicine and Health Sciences forward in a positive direction both academically and financially. This will be a work in progress for a number of years, but there is hope that improved performance of the MFA will contribute positive momentum to the university as a whole.

Last spring, Board of Trustees Chair Speights named the members of the presidential search committee. She designated trustee Roslyn Brock as the chair and James Tielsch, FSEC chair, as the vice chair of the committee. The Faculty Consultative Committee recommended names of faculty representatives to the committee and those were accepted by Chair Speights. The Board selected Education Executives to assist the search committee with the process. The search committee held a number of town halls and listening sessions this fall with members of the faculty, staff, students, academic leaders, and administrators to assess the qualities desired in the next president and to understand the accomplishments they would like to see her/him achieve in the first few years of her/his term. These conversations contributed positively to the development of the presidential profile that was released publicly in early October. Nominations have been coming in via numerous pathways including the website and the search committee is hard at work reviewing those nominations. The search process has entered a confidential phase and will continue its work until a new president is named by the BOT. Nominations are still being accepted and we encourage those who know candidates that would be strong leaders for GW to please submit their names through the search portal.

In closing, we anticipate this year will be transformative for the university with a strong commitment to shared governance by the BOT, faculty, and administration, and the recruitment of a new president to lead us into GW's third century. I think all of us owe President Wrighton a vote of confidence and deep appreciation for his outstanding leadership in bringing a renewed sense of collaboration and transparency to all the stakeholders here at GW.