



# Faculty Senate

## 2023-2024 Interim Report Appointment, Salary, and Promotion Policies Committee

The ASPP committee continues to be active this year. We met two times this semester, on September 29 and December 8. We skipped our October meeting due to a lack of business, and Thanksgiving caused us to meet in early December. FSEC gave us the following charge:

- Follow up with the Provost's office on implementation of the policy recommendations in the joint report on classroom recordings;
- Continue subcommittee work on diversity, equity, and inclusion, working closely with the Provost as the DEI action plan is developed and launched; and
- Discuss cost-of-living adjustments to salary due to inflation.

**Classroom Recordings:** At our September meeting, we reviewed our prior discussion of policy regarding classroom recordings and Murlu Gupta asked Rumana Riffat, the Vice Provost for Faculty Affairs, to check on current policy. It was reported at the December meeting that this policy was directed by the administration of each of the schools and no guidance was sent by the central administration.

**Subcommittee on DEI:** The work of this group has paused as we await results of the ongoing University efforts. The subcommittee will regroup during the course of this year.

**Cost of living adjustments to salary:** We discussed the lack of a cost of living (COL) adjustment to salaries at GW and the possibility of considering increased insurance costs as a part of such an adjustment. These issues are not a part of the ongoing equity the Provost's office is doing with each of the deans. These issues were also to be brought up in the FSEC.

**Campus Safety and Arming of the GW Police:** We discussed ongoing concerns related to the arming of GW police, a decision made by the BOT last spring with little faculty input. Efforts to change this decision have met with resistance but the administration continues to review the implementation plan as it goes forward.

The related issue of campus safety and emergency response was also discussed with several committee members noting episodes of a perceived lack of an emergency plan. While Chief Tate and the GW Police are available to consult with faculty and staff on a customized plan for each area of campus, obtaining such a consultation requires that someone specifically request it. The committee has requested that Chief Tate attend a meeting of the ASPP committee, but we have not heard back from him.

**Investment options within our employee retirement plans:** Associate VP for Total Rewards, Jennifer Lopez was invited to attend our December meeting and to describe proposed changes to retirement funds we have for investment by GW employees. As reported to our committee, GW

offers 84 funds through Fidelity and TIAA-CREF; Vanguard funds are offered through both platforms. The RPIC (Retirement Planning Investment Committee) benchmarked investment options from 2022 (and before) finding that the number of options at GW were more than double that of other higher education institutions (84 vs. 32). Earle Allen from CAPTRUST described the funds that are currently offered versus the proposed funds. He noted that Fidelity and TIAA do not offer the other company's funds. Proposed options include 26 TIAA funds (down from 33) and 21 Fidelity funds (down from 51) with substantial overlap between the two sets of offerings. The RPIC members described the current fund offerings with indications of the funds marked for removal. The streamlined menu is intended to offer the "best in class" for each asset class, to include both actively and passively managed funds and to harmonize the menus on both platforms (Fidelity and TIAA) with the lowest cost share. The recommended fund options cover the wide variety of fund options with the addition of a self-directed brokerage account (SDBA) providing access to practically unlimited investment options for highly sophisticated investors or those working with financial advisors; this option is generally used by a very small proportion of investors.

**Faculty Salary Equity:** At a Senate meeting, the provost announced that he intended to reconvene the faculty salary equity committee prior to the next merit cycle in 2024. We asked that gender equity be included as an analysis point.

**Medical care costs:** At Benefit Advisory Committee (BAC), we learned that the health insurance premiums for 2024 are increasing by 5.8% though the increases in the previous 4 years have been below 2%. GW contributions are also increased and are at 78% in 2024.

Respectfully Submitted

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Murli M. Gupta and Susan LeLacheur, Co-chairs, ASPP Committee  
December 23, 2023