



Faculty Senate

**MINUTES OF THE REGULAR SENATE MEETING
HELD ON OCTOBER 4, 2024
HYBRID: 1957 E STREET/STATE ROOM & ZOOM**

Present: President Granberg; Provost Bracey; Executive Committee Chair Feldman; Parliamentarian Binder; Registrar Cloud; Senate Office Staff Liz Carlson and Jenna Chaojareon; Deans Ayres, Bass, Feuer, Goldman, Henry, Kelly-Weeder, Lach, and Wahlbeck; Professors Akman, Badie, Bamford, Belenky, Briggs, Brinkerhoff, Callier, Core, Cseh, Eakle, El-Ghazawi, Engel, Gore, Hernandez, Kargaltsev, Kay, Marvar, Morant, Mylonas, Orti, Parsons, Rain, Sacheck-Ward, Sarkar, Schultheiss, Schwindt, Tielsch, Vyas, Wagner, Warren, Warshaw, White, Wilson, Wirtz, and Zeman.

Absent: Dean Matthew; Interim Dean Perry; Professors Borum, Cheh, Kieff, Kulp, Lu, and Trangsrud.

CALL TO ORDER

The meeting was called to order at 2:07p.m. President Granberg recognized Ms. Carlson to update the Senate on the technology being used in the State Room. Ms. Carlson explained that, following the September Senate meeting, some virtual attendees reported finding the meeting harder to follow when they could not see who was speaking. The cameras in the State Room are in fixed locations without good sight lines for the full range of seating in the room. Beginning with today's meeting, an a/v technician will be in attendance to operate the cameras, rotating them throughout the meeting to capture more speakers on video for those attending via Zoom. The State Room is slated to undergo renovation next summer, and this is a temporary fix until technology upgrades are installed during that process.

APPROVAL OF THE MINUTES

The minutes of the September 13, 2024, Faculty Senate meeting were approved by unanimous consent.

WELCOME TO NEW SENATE MEMBER: PATRICIA HERNANDEZ, BIOLOGICAL SCIENCES/CCAS

President Granberg recognized Professor Hernandez, who was elected by the CCAS faculty to complete the term held by Professor Gupta.

PRESIDENT'S REPORT (Ellen Granberg, President)

The President's report is [attached](#).

BRIEF STATEMENTS & QUESTIONS/PRESIDENT'S REPORT

Professor Wirtz referenced this week's GW Hatchet article regarding the alleged lack of adequate training and the alleged carrying of unregistered firearms by the GW Police Department (GWPD). He asked whether there is any truth to either allegation, and, if so, at what point university leadership and the Campus Safety Advisory Committee became involved. President Granberg asked Vice President Goodly to provide information about this. Mr. Goodly noted that the administration is very concerned about the allegations appearing in the article. Some of these relate to HR and personnel issues that are confidential; he added that the university takes allegations around the workplace environment extremely seriously. He confirmed that all GWPD supervisors who carry firearms are fully current with all the required certifications and training set forth in the implementation plan. Last fall, after Phase One began, GW's Office of Ethics, Compliance, and Risk was deployed to verify and monitor the implementation plan to ensure that all regulations and safety requirements are being met and documented. Mr. Goodly added that this monitoring is ongoing, noting that he meets regularly with Dorinda Tucker to review and ensure compliance. Finally, he clarified that the Campus Safety Advisory Committee began its work in July as the arming implementation committee completed its work.

Professor Wirtz noted that this response seems to indicate that there was indeed a period of time when some GWPD officers were carrying unregistered firearms. If true, this is extremely concerning, and he asked Mr. Goodly to speak to this. Mr. Goodly responded that, as a personnel issue, this is being handled confidentially. Professor Wirtz expressed frustration with this response, noting that the question of unregistered firearms being used by GWPD has nothing to do with the people but rather with the firearms; the fact that GWPD is currently in compliance does not answer the question about whether the allegations in the Hatchet article are true. If they are true, then the safeguards that were supposed to prevent something like this occurring clearly failed.

President Granberg stated that the matter is under investigation and, therefore, the administration cannot comment on it right now. She added that she would look at what can be shared while the investigation is ongoing and will bring that information back to the Senate. Professor Wirtz asked to confirm that the administration simply needs time to complete its investigation and determine what happened before sharing this information; President Granberg assured him that the administration would share what it can, given the ongoing investigation.

Professor Brinkerhoff shared Professor Wirtz's distress over the Hatchet article and added that she is even more concerned about the training in this area, which seemed, according to the article, to be minimal and simulator-based. She asked to what extent the training for GWPD officers who will be armed is tailored to a university environment, particularly in light of ongoing free speech activities that attract people from outside the GW community. If armed GWPD officers with insufficient training are operating in the midst of crowds with outsiders who have threatened violence, this could lead to a very serious problem.

President Granberg agreed that this is a very disturbing article, and the current investigation will provide the answers the community seeks. She stated that, while she does not know the specifics of the training program, she knows that it is industry standard training conducted by a reputable group. She indicated that the administration would follow up on this piece of Professor Brinkerhoff's question.

Professor Orti noted that the Hatchet article also stated that GWPD purchased two firearms in 2021, well before the arming announcement from the Board. President Granberg responded that, as with previous questions about the allegations in the article, she cannot yet comment because the investigation is ongoing, and the facts have not yet been determined. Professor Orti referenced the Senate resolution that raised serious concerns about the process leading to the arming decision and that asked for many safeguarding elements around this initiative. Of the recommendations in the resolution, only the advisory committee seemed to have been implemented, and he added a concern that the relevant Senate committees seem not to have been kept informed about how the process has gone.

Professor Tielsch stated that the Physical Facilities and Campus Safety (PFCS) committee met this morning and heard a report from Mr. Goodly about this issue. Obviously, the committee membership is also upset about the article. An investigation is the appropriate course of action, and he noted that most of the PFCS membership is happy to wait until investigation is completed but absolutely wants to be briefed on the results.

Professor Eakle asked whether the university presently has the capacity to manage difficult situations on campus, thinking in particular about the upcoming anniversary of the October 7 attacks. Mr. Goodly responded that, beginning on Sunday, GWPD will be in 12-hr shifts in order to have more officers on campus. The university has also been in touch with the Metropolitan Police Department (MPD) to ensure they are aware of any issues that may arise and will respond as needed. Given that no one knows what next week will bring, the university is as prepared as it can be and is continuing to monitor social media along with the communications team and local law enforcement agencies.

Professor Wagner asked which entity is conducting the investigation into the allegations raised in the Hatchet article. President Granberg responded that these types of investigations are coordinated through the Office of the General Counsel (OGC) and HR. The exact form the investigation takes depends on the kind of expertise needed in each case.

[PROVOST'S REPORT](#) (Chris Bracey, Provost)

The Provost's report is [attached](#).

[BRIEF STATEMENTS & QUESTIONS/PROVOST'S REPORT](#)

Professor Schultheiss offered the following comments: “It is my understanding – drawing on conversations with a number of relevant faculty members from several colleges – that GW is in the process of expanding its existing enterprise agreement with Microsoft to include a new array of Cloud-based AI services and that these new capabilities will be available beginning in the spring. What is concerning to me is that at least up to this point, IT has not consulted with the Senate’s Educational Policy and Technology (EPT) committee or other interested faculty members to figure out what faculty needs and concerns are so that GW can make an informed decision before investing significant resources in a platform that we will all be stuck with for years. I understand that the “stakeholders” in this new AI platform or suite of products go beyond faculty, but surely faculty are one of the key groups that should be involved in the decision-making process so that their needs are met and concerns addressed. Are there plans for IT to consult with (not simply report or present to) EPT and other faculty whose work is deeply engaged with AI before the new Microsoft deal is sealed?”

The Provost responded that Geneva Henry, as a member of EPT, is well positioned to consult with that group. Dean Henry noted that there is a small team working on building this environment and that they have spoken with some faculty members. This team has investigated a number of options and tools, with a primary concern around ensuring that GW data is safeguarded and is not used to train external Large Language Models (LLMs). The team plans to stand up a pilot working in the Microsoft Azure environment and with one of their partners, Cloudforce, which has a nebulaONE environment that Microsoft is offering to GW at no cost. She added that she would be more than happy to brief EPT on this, including bringing in the team to fully brief the committee on their work in this area as they examine a number of tools.

Professor Schultheiss noted that she has spoken with some faculty members who are the most engaged with AI, and they had not heard anything about these efforts until there was a presentation to a faculty advisory group; that presentation was an update without invitation to contribute to the process. She asked which faculty members the team has spoken with during the course of their work. Dean Henry responded that she would obtain details about who was consulted from the team.

Professor Brinkerhoff recalled her concern, raised at the last Senate meeting, around the Diversity, Equity, and Inclusion (DEI) action plan with relation to the diversity program review team and her request that the Provost meet with the team to explain why some proposals were carried forward and others were not mentioned in the action plan. She asked whether the Provost plans to follow up on this request. She added that, now that the topic has been written about in the Hatchet, many involved are concerned about transparency around the review, particularly given the participatory processes involved. There is significant interest in having the reports released to the community, even if they need to be partially redacted.

Provost Bracey responded that he will be meeting with this group, adding that the individual reports from the team were massaged into the final action plan by Caroline Laguerre-Brown before her departure from GW. He would therefore need to go back to the reports to see what can be shared publicly. He noted that the program review began prior to the Supreme Court's decision to change a relevant criterion for the admissions process, changing the landscape of what is constitutional over the recommendation period. Some recommendations put forward by the review team aligned with previous federal law and some with current law. The university must be careful not to put something forward that could be perceived as endorsing a potential course of action that would be in conflict with federal law. Professor Brinkerhoff noted that explaining how the result was arrived at would help dispel cynicism about the process, given that expectations were raised by a very participatory process.

Professor Tielsch observed that the strategic framework process will go on concurrently with revisions to the budget model and asked how these efforts will integrate, given that they are very interconnected. Professor Granberg responded that the interdisciplinary focus of the strategic framework is already a priority for new budget model and has already been folded into the planning process. She added that Mr. Hernandez is on the strategic framework's senior steering committee; part of the purpose of that committee is to integrate these planning efforts. In addition to the budget model revision process, this group will also be coordinating the strategic framework process with the next fundraising campaign and branding/marketing.

Professor Wagner asked when the community will learn the membership of the strategic framework innovation and steering committees. Additionally, regarding the earlier question about AI infrastructure, she asked about the university's timeline for signing and implementing a new contract. EPT—in particular, its technology subcommittee—is happy to respond well in advance, and AI is a conversation EPT has long sought to be involved with. Finally, she underscored Professor Brinkerhoff's comments about the diversity program review report, observing that supporting the Office of Diversity, Equity, and Community Engagement (ODECE) in a more fulsome manner is something the university can do no matter what the Supreme Court rules.

Dean Henry agreed that EPT needs to be consulted on the AI work her team is doing and that she would be more than happy to get on agenda and provide that information. There is a great deal of work around AI happening across the university. Coordinating activities is important, as is making EPT more aware of these plans. With regard to a timeline, she noted that she does not have a dedicated team working on the pilot environment she referenced earlier; the hope is to have the pilot in place by the spring 2025 semester. Groups like the Center for Teaching Excellence will also be brought into the process to understand how it can be integrated into the university community.

With regard to the strategic framework committees, the Provost stated that the rosters will be made available on Monday. He noted that all ten schools are represented on the innovation committee (made up of faculty and some staff). The steering committee is represented primarily by administrators and includes a finance component in anticipation of having a funding source for many of the aspirations that will be put forward in the strategic plan and avoiding unfunded mandates. Responding to Professor Wagner's comment on ODECE, he stated that the university's commitment to ODECE has not wavered no matter what the Supreme Court rules. The report outlines resources committed to provide additional support to ODECE.

Professor Akman observed the irony of the Provost's report highlighting both a campus visit from Malcolm Gladwell and the new US News & World Report rankings, given Mr. Gladwell's longstanding objections to the rankings. Simply stated, he said, the rankings are there to make money for the entities publishing them and are worthless.

Professor Eakle observed that, nonetheless, rankings do matter in recruiting faculty and students. He asked the Provost to what he attributed GW's rise in the rankings and what he thought it would take to move into the top 50. The Provost responded that the ranking methodology and weighting changes each year. Sometimes, the university does not do anything differently, and the rankings change nonetheless. The Institutional Research team will unpack the data and assess where GW made changes that positively impacted the rankings and where algorithm changes might have provided some assistance.

Professor Parsons observed that many universities are dumping their diversity efforts in response to the Supreme Court's ruling, GW has an opportunity to improve if it handles this area well and improves its diversity efforts instead of moving away from them. The Provost responded that one of the things that makes GW a distinctive and distinguishable place is the rich diversity of its community. Students are drawn to GW in part because of the diverse environment the university has created, nurtured, and sustained within the student body as well as amongst the faculty and staff. The university has continued to invest in these areas to maintain this distinctiveness, and the Provost stated he did not see GW stepping away from this commitment at all.

EXECUTIVE COMMITTEE REPORT (Ilana Feldman, Chair)

The Report of the Executive Committee is [attached](#).

BRIEF STATEMENTS & QUESTIONS/EXECUTIVE COMMITTEE REPORT

None.

REPORT: GW FACILITIES UPDATE (Baxter Goodly, Vice President for Safety & Operations)

Mr. Goodly's [update on GW Facilities](#) was posted with the agenda for this meeting. He provided a brief review of that presentation before turning to questions.

Professor Gore noted that the light fixtures recently replaced in GWSB have met with many complaints about eye strain and headaches. In addition to energy savings, there is a cost to replacing functioning light fixtures, and she asked whether there was a break-even calculation series done before undertaking this work. Mr. Goodly responded in the affirmative, noting that the return on investment for this project is less than 8 years. He added that he has heard about the complains Professor Gore mentioned and that the lights can be adjusted to correct the brightness problems.

Professor Wirtz very much appreciated the work going into improving campus facilities, noting that it is moving forward in no small part due to Mr. Goodly's efforts. He worried about the detrimental effect of the fences on campus, which are a major turn-off to visitors and prospective students. Observing that the fencing sends an unflattering message about GW, he asked what is being done about them. He added that has heard reports that some fences also have an impediment at the gate that impedes wheelchair access. He asked Mr. Goodly to speak to this concern, as this would clearly be an ADA violation.

Mr. Goodly responded that there was a complaint received about an ADA issue with the fences along H Street. The base of the fence was on a portion of the sidewalk, obstructing wheelchair access. These were pulled back last week to eliminate the impediment. He added that he would take another look at the gates as he had not heard about this issue; he asked Professor Wirtz to refer individuals to him to provide details about this issue so that it can be addressed. More broadly speaking, Mr. Goodly noted that the university made the decision to maintain fencing for the time being. His office is working on an alternate fencing solution that can be more easily erected and taken down. Delivery, which was expected this month, has been delayed because the company manufacturing this fencing is in Asheville, NC, and was heavily impacted by Hurricane Helene. He agreed that everyone wants the fences gone as soon as possible but also that university leadership does believe it is prudent to maintain the ability to close off University Yard, which is currently open from 6am through 11pm and available for scheduled events.

Professor Orti thanked Mr. Goodly for his acknowledgment of the challenges around updating Bell Hall; he hoped to keep working with Mr. Goodly's on improvements in this area, especially on the second floor, where recent changes have led to a very unwelcoming hallway traversed by over one thousand first-year students en route to their introductory biology labs. He asked Mr. Goodly about the plan around continuing the special security force on campus. Mr. Goodly responded that, as soon as the university feels it can move away from that presence, it will. He confirmed that these are security guards and not police; security guards are in every residence hall and will remain in place for

the immediate future. The university will reduce this security footprint as soon as it is deemed safe to do so.

Professor Parsons noted that the building lockdown on campus is depressing and is something that could be instantly changed; he asked how soon this might happen. Mr. Goodly responded that this is tied to the above questions about security and fencing. The decision about tap access was made at the beginning of the semester, when the environment (via traditional and social media) suggested that it would be prudent to maintain tap access for many of GW's buildings at present; this is periodically reassessed.

INTRODUCTION OF RESOLUTIONS TO BE REFERRED TO COMMITTEE

Professor Hernandez introduced a new resolution, moving its adoption; the motion was seconded. The resolution, entitled "A Resolution Regarding Safety and Accountability on GWU Campus," is [attached](#) and was referred to FSEC for assignment to the appropriate Senate standing committee.

GENERAL BUSINESS

- I. Nominations for membership to Senate Standing Committees
The [attached nominations](#) to the University & Urban Affairs Committee were approved by unanimous consent.
- II. Senate Standing Committee Reports
 - No new standing committee reports have been filed with the Senate office since the last meeting.

BRIEF STATEMENTS AND QUESTIONS

None.

ADJOURNMENT

The meeting was adjourned at 3:20pm.

Faculty Senate Meeting: President's Report October 04, 2024

I want to start my report today by sharing some exciting staffing news with you all.

Earlier this week, Colette Coleman and I were pleased to announce that following a rigorous and comprehensive search process, we have hired the GW Center for Interfaith and Spiritual Life's inaugural leadership team, including University Chaplain Kristen Glass Perez and Director of Interfaith and Spiritual Life Dr. Simran Kaur-Colbert. These two individuals will be pivotal to the success of the Center's initiatives, resources, and programming.

An ordained pastor, Glass Perez brings more than 11 years of faith-based experience in higher education to her new role at GW; and Kaur-Colbert holds a Ph.D. in student affairs in higher education with extensive experience helping college students develop their religious, secular, and spiritual identities. Both Glass Perez and Kaur-Colbert have demonstrated their unique expertise at the institutions where they have previously worked, and I am very happy to welcome them to the GW family.

As we welcomed new staff, we also took time to honor the contributions of others.

Last week, many in the GW community gathered to honor and celebrate the 18th President of the George Washington University, Dr. Mark S. Wrighton, during his official portrait unveiling.

The portrait, which now hangs in the Science and Engineering Hall, captures the poise and calm that President Emeritus Wrighton brought to our campus and, of course, includes his dog Spike, who was beloved by many within our community.

Under Mark's leadership, GW strengthened and expanded its commitment to academic excellence, deepened its relationships with the District through partnerships like the Penn West Equity and Innovation District, established 14 new professorships with far-reaching impacts on the advancement of health-related teaching and research, and reinvented itself as the GW Revolutionaries.

And perhaps most importantly, Mark significantly bolstered the university's ability to attract talented students of all backgrounds by improving the student experience and expanding financial aid resources, including philanthropic campaigns and university endowment funding for critical need-based aid.

I know many of you worked closely with Mark and I hope you can take a moment soon to see the new portrait.

This semester, we have also hosted several "Only-at-GW" events.

In late September, GW's College of Professional Studies hosted the Mark Penn Presidential Pollsters Event. This is an annual reception where experts and political analysts provide critical insights into where Americans stand on critical issues, including elections and government performance.

The event, titled "Do Americans Still Have Confidence in Their Government," featured Mark Penn, the founder, president, and managing partner of The Stagwell Group—and a proud GW parent—in conversation with Dr. Chris Arterton (*ARE-TER-ten*), an Emeritus Professor of Political Management and the founding dean of GW's Graduate School of Political Management.

On the 22nd, GW's Global Food Institute co-sponsored a private event with the Bezos Earth Fund in New York City. Held at the beginning of September's Climate Week, the theme focused on "Trailblazers of a Sustainable Food Era" and brought together corporate, nonprofit, and governmental leaders to highlight some of the inspiring work happening across sectors.

Finally, last week, I had the privilege of joining another CPS and GSPM event for their Alumni Lifetime Achievement Award ceremony, honoring Secretary of the Navy Carlos Del Toro.

In his keynote, Secretary Del Toro reflected on his life journey, including his time at GW, and the profound importance of service to our country, both in military and civilian roles. He then stayed for a fireside chat with Dean Riddle, which the crowd loved.

I also want to mention the university's recently launched [financial highlights website](#). As you know, in recent months students and other constituents have expressed a desire to better understand university finances. This website fulfills a commitment we made to our community to provide greater financial transparency and clarity by providing easily accessible information about the university's finances all in one place.

While the site is comprehensive, we expect content to evolve as we receive additional input from the community. There is a feedback form on the site to collect thoughts and ideas from our students, faculty, staff, and others, and I hope everyone will use it.

Last week, Provost Chris Bracey and I were pleased to share that GW is officially embarking on the formal development of our new strategic framework. From town halls, meetings, and dinners to impromptu conversations and correspondences, I have really enjoyed learning what GW means to our community, and I have appreciated the honest feedback on how we can strengthen the university.

In that feedback, I heard two things loud and clear: first, our community has enormous pride in being a part of GW, and second, there is a genuine desire to improve the GW experience, to continue leveraging our extraordinary strengths to change the world through education and research, and to build a community of adaptable and resilient global leaders who are prepared to take on the world's biggest challenges.

This past Wednesday, I had the privilege of meeting with the Strategic Framework Innovation Committee, composed of faculty and staff with relevant experience from across GW, and officially charging them with their work. Their energy and enthusiasm were palpable, and I look forward to receiving their reports. I'd also like to thank Deputy Provost Terry Murphy and Associate Provost Jeff Brand for their leadership in this process.

Provost Bracey will share more about how we plan to achieve those bold aspirations in his report.

Finally, last week, we had our first full board meeting of the academic year. We covered a range of topics, including the medical enterprise, preparations for the upcoming elections, and the strategic framework process.

On the medical enterprise, discussion with the trustees was quite productive, and we identified several next steps in the effort to bring the MFA to financial sustainability. We will have news to share with you on this front at the November Faculty Senate meeting.

Thank you, everyone. That concludes my report today, and I will open the floor to questions.



**Faculty Senate
Provost Bracey Report
October 4, 2024**

Good afternoon! I would like to begin by echoing President Granberg's remarks about President Emeritus Wrighton and express my own acknowledgment of his achievements at GW. He was an excellent partner to me in my capacity as provost and I am very grateful that we had the opportunity to recognize his contributions to our community with last week's portrait unveiling.

I have just a few other updates for you all today.

Strategic Framework

As President Granberg mentioned, we are excited to embark on this Strategic Framework process with the community. The full details are available online at strategicframework.gwu.edu. Put briefly, based on the future-focused conversations with the community this past spring, we organized areas of opportunity and innovation around four themes:

- Advancing Impactful Knowledge Production Through Interdisciplinary Excellence,
- Reimagining Skill Development for the Future,
- Redefining Authentic Leadership for Modern Challenges, and
- Turning Ideas into Action as a Premier Global Convener.

Starting this fall, two committees will drive community engagement and the development of the strategic framework in three phases: the Research and Work Phase, the Conversation Phase, and the Deliverable Phase.

In the Research and Work Phase, the Innovation Committee that President Granberg mentioned will review baseline institutional research and conduct environmental scans that will inform the identification of opportunities for strategic growth. During the Conversation Phase, the committee will collect input from the GW community through a variety of means, including written ideas and town halls. Ultimately, the committee will produce a draft report that provides an analysis of its research and suggests recommendations based on GW's strengths and opportunities in the thematic areas.

In the Deliverable Phase this spring, based on the Innovation Committee's draft report, the Steering Committee will solicit from the community more detailed proposals and then distill the Innovation Committee's recommendations into a final framework to be submitted to the Board of Trustees for review and approval. Implementation of aspects of the framework will begin following this approval.

We will be standing up a page on the strategic framework site soon that shares membership for the two committees, so stay tuned. There is a feedback form available on the Strategic Framework website as just one way for members of the community to share their thoughts throughout this process. We look forward to engaging with the community this academic year as we plan for GW's future.

Faculty Working Groups

Hopefully, you also saw my recent message that shared the final reports from the summer's faculty-led working groups and provided information about which recommendations we would advance this semester and in the longer term. These recommendations included:

- Embracing a “free speech within a shared community” vision and beginning to consider the development of a comprehensive free speech framework,
- Committing funding to support undergraduate course development around the topic of “engaging free speech within a shared community” and humanitarianism if the course is supported by department chairs and deans, and
- Promoting lectures by Professor Mark Tessler of the University of Michigan and international law experts, respectively, to discuss the Israeli-Palestinian conflict.

Of course, just this week we held the very well-attended and illuminating Professor Tessler lecture entitled “Overview of the Israeli-Palestinian Conflict: Critical Junctures, Past and Present.” We look forward to promoting more lectures, and I would like to thank the Lecture Series working group for kicking us off with this very successful event.

I am very grateful to the faculty members who participated in this working groups over the summer and I look forward to partnering with the community to continue advancing these recommendations.

Malcolm Gladwell

Just yesterday, we were honored to host a Politics & Prose event at Lisner Auditorium with journalist, author and public speaker Malcolm Gladwell, who recently published “Revenge of the Tipping Point,” which reframes the lessons of his groundbreaking first book “The Tipping Point.” He had a very lively conversation with journalist Steve Inskeep of NPR.

Given our location, we have remarkable convening power – and as you know, “Turning Ideas into Action as a Premier Global Convener” is one of the themes helping to shape our strategic framework. So I encourage our faculty to take advantage of the many incredible events we host on campus every day, whether it is with an external scholar like Mark Tessler, a journalist like Malcolm Gladwell, or anyone else contributing to the important conversations of the day. These dialogues enrich our intellectual community and are crucial to advancing our mission as a vibrant academic institution, and I urge you to find some time in your busy schedules to attend them.

US News Ranking

Hopefully you saw the news that GW rose four spots in the rankings this year, to No. 63. This upward trajectory puts us in a tie at a higher level with excellent institutions like Brandeis and Tulane. We are working with the Office of Institutional Research to unpack the data, but this is an exciting development and a testament to our efforts to continue to advance the academic enterprise, especially paired with other impressive rankings, such as being in the top 100 for Best Colleges for Veterans and Best Value Schools. Rankings are not the be all-end all as we consider academic excellence, but they are an important indicator.

Graduate Student Organization

The university is aware that SEIU, Local 500 recently announced a public campaign to organize graduate students. This announcement follows union efforts over the last few years to organize graduate students nationally with promises to enhance compensation, benefits, and experiences. In 2022, we created the Office of Graduate and Postdoctoral Affairs to enhance the graduate student experience. Suresh Subramaniam, Vice Provost for Graduate and Postdoctoral Affairs, outlined many of these achievements for graduate students in an email last week. This communication also included a direct invitation to work with him on additional enhancements. To date, Vice Provost Subramaniam has received several positive responses to his outreach. The university continues to believe that direct communication between administrators, faculty, and students is the most efficient and positive way to make change.

GFI at Climate Week

Finally, as President Granberg briefly mentioned, the Global Food Institute played a role in this year's New York Climate Week. Carbonell Family Executive Director Stacy Dean joined high-profile food world presenters at a summit entitled "Restaurants and Farms: A Key Solution to the Climate Crisis." Dean gave an overview of GFI's report entitled "The Climate Reality for Independent Restaurants: A Deep Dive into the Supply Chain," released in February, which illustrates the immediate threat posed to the independent restaurant industry by climate change.

Stacy also attended several other events during the week, including the Clinton Global Initiative's 2024 Annual Meeting. You can read more about GFI's Climate Week engagement in *GW Today*, and I very much look forward to seeing GFI's profile continue to rise on the global stage and contribute to these critical issues impacting our planet.

President Granberg, this concludes my report.



Faculty Senate

Report of the Faculty Senate Executive Committee (FSEC)

October 4, 2024

Ilana Feldman, Chair

FSEC Activities

FSEC met on September 20 to arrange the agenda for today's Senate meeting. The group also received updates from the President and Provost as well as reports from the committee liaisons whose committees have held meetings since the beginning of the semester.

As a first step in the process of gathering ideas about a faculty "sounding board" for administrative conversations that is based in the Senate, the Senate office sent a short form to elected Senate membership. For this first stage, responses are being solicited only from the Senate; next stages will request input from the broader faculty. Responses are greatly appreciated by October 20.

The GW Board Executive Committee and FSEC met jointly on September 26 and had a substantive and engaging discussion about the strategic framework planning process. Among other topics, we talked about the importance for this endeavor of removing bureaucratic and budgetary barriers to interdisciplinary research and teaching. Beyond GW, we also talked about challenges facing the university sector more broadly, especially organized attacks on higher education.

Faculty Assembly

The annual regular Faculty Assembly will be held on Wednesday, October 30, at 4pm. There will be an Assembly resolution to formally approve the last Faculty Organization Plan change approved by the Senate during the last session. To that end, a quorum at this meeting will be extremely important. Please spread the word in your schools and encourage your colleagues to attend this meeting. The meeting will be held in a hybrid format, and virtual attendance will count toward the meeting quorum.

Personnel Actions

There are no active grievances at the university.

Calendar

The next regularly scheduled meeting of the Faculty Senate Executive Committee is October 25, 2024. Draft resolutions and any other possible Senate agenda items should be forwarded to Liz Carlson in the Senate office as soon as possible, ideally by Friday, October 18, to assist with the timely compilation of the FSEC meeting agenda. The next regularly scheduled Faculty Senate meeting is November 8, 2024.



A RESOLUTION REGARDING SAFETY AND ACCOUNTABILITY ON GWU CAMPUS

WHEREAS, [Recent reporting](#) raises concerns that the GWU Police Department had insufficient safety training, misled the community about the training, and managed its firearms in an unsafe and illegal manner,

WHEREAS, before firearms were introduced to GWU, hundreds of faculty¹ and students² raised specific [evidence-based](#) concerns that firearms on campus reduced safety of the community.

NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

1. Calls for a thorough and independent investigation into the quality and nature of members of GWPd, the results of which will be shared with the Senate and the Board of Trustees;
2. Requests that, if allegations of illegality and safety violations are true, the individuals who are responsible and the offices which oversee them will be held accountable.

¹ See [Appendix 1](#)

² See [Appendix 2](#)

Appendix 1

Greetings GWU Board and Community,

May 2, 2023

We hope you are well.

As GWU faculty, we are committed to the dignity and the safety of all persons, especially our students. We trust the Board of Trustees shares this commitment.

The abruptness of the announcement that the GW Board of Trustees was implementing a plan for the GW Police Department to carry handguns raises concerns about the process and the lack of community feedback and discussion before the “decision” was made to create a plan of implementation.¹ The April 13 announcement presents the decision as final, then purports to invite “feedback” concerning an “implementation plan” that will be considered by the Board “later this spring,” leaving very little time for community input and leaving us doubtful that there is real interest in considering our views. This is not consistent with a collegial atmosphere and the value of shared governance,² and makes community members feel as if the University leadership and the Board of Trustees lack respect for faculty and student views or judgments. This decision is also dubious during the short remaining term of an interim President who is about to leave, and given the lack of transparency about the financial costs.

While we appreciate the notion of “reimagining public safety,” we find the recent decision a disappointing example of a *narrowing* of the imagination. We also find it inconsistent with the dignity of all persons and more likely to reduce safety rather than enhance it.

This policy is a narrowing of the imagination because it simply repeats the predominant pattern of relying on more violent methods in our policing and culture. We have seen this story over and over in our society. We have seen how armed police have continuously harmed and killed unarmed civilians, especially Black and other persons of color. Recent examples on campus include a University of Cincinnati officer who shot Samuel DuBose, an African-American student at the university, in an off-campus traffic stop. A Portland State University police officer shot and killed a Black father of three named Jason Washington, who was trying to break up a bar fight off campus.³

If we seek to broaden the imagination on public safety, have we trained the GWU community as a whole in how to illuminate the dignity of all people (especially in conflict situations), how to practice deep empathy, how to use nonviolent communication, how to de-escalate through active bystander intervention skills and nonviolent self-defense training, as well as the numerous

¹<https://www.gwhatchet.com/2023/04/17/faculty-senators-voice-frustration-with-boards-decision-to-arm-gwpd-officers/>

² <https://bpb-us-e1.wpmucdn.com/blogs.gwu.edu/dist/0/196/files/2022/04/22-13-final-adopted-1.pdf>

³ <https://www.csmonitor.com/USA/Education/2020/0702/If-police-on-campus-have-guns-is-college-more-safe>; Also see, <https://www.thecrimson.com/article/2023/4/4/lev-swatting-attack/>.

examples of unarmed persons protecting others, ensuring safety, and de-escalating those with weapons?⁴

The President claims that “Most comparable universities nationally and within the Washington metropolitan area are armed.” Yet, Georgetown University, American University, Trinity University, and Gallaudet University, which are all in DC, have only unarmed campus police.

The vast majority of instances in which GWPD is called to action are to resolve conflicts and pacify intoxicated students. By GWPD's own reports, they detained only 12 people on campus in 2022, none of whom were carrying weapons or contraband. The presence of guns on campus will primarily put students at risk of gun violence, and thus, reduce safety. We also know that some community members are currently more comfortable calling UPD precisely *because* they are unarmed.

The GWU announcement does not adequately reflect consideration of what it means to increase encounters with police who have guns in our university community. It is bound to change the feel of our campus. This is not the student experience we should be striving for at this university. We also know that the presence of guns makes it more likely that someone will act violently. A recent meta-analysis of studies on the “weapons effect” concluded that armed persons are more likely to believe the other person is armed, and moreover revealed that “the mere presence of weapons increased aggressive thoughts, hostile appraisals, and aggression.”⁵

A 2021 JAMA Network study of mass school shootings from 1980 to 2019 found “no association between having an armed officer and deterrence of violence,” and the rate of deaths was 2-3x’s higher with an armed officer present.⁶ A 2021 study by the University at Albany and RAND found similar results.⁷

We *urge* that GW reverse its decision to arm GWPD, and instead broaden our imagination about public safety in accord with the dignity of all persons.

Signed by:

⁴ <https://www.americamagazine.org/content/all-things/transformation-gunpoint>,
<https://www.cnn.com/2023/01/23/us/brandon-tsay-alhambra-monterey-park-shooting/index.html>,
<https://www.cnn.com/2022/11/22/us/richard-fierro-colorado-springs-club-q-shooting/index.html>,
<https://www.cnn.com/2018/04/22/us/waffle-house-shooting-hero-tennessee/index.html>.

⁵ Witt, J. K., Parnes, J. E., & Tenhundfeld, N. L. (2020). Wielding a Gun Increases Judgments of Others As Holding Guns: a Randomized Controlled Trial. *Cognitive Research: Principles and Implications*, 5(1), 58.
<https://doi.org/10.1186/s41235-020-00260-3>

⁶ <https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2776515>

⁷ <https://www.statesman.com/story/news/politics/politifact/2022/06/01/fact-check-do-armed-campus-police-prevent-school-shootings/9961676002/>

Nasreen Abbas, MA, Assistant Professor, University Writing Program
Lowell Abrams, Ph.D., Associate Professor, University Writing Program and Department of Mathematics
Ravi Achrol, Ph.D., Professor of Marketing, School of Business
Hugh Agnew, Ph.D., Professor, History and Elliott School of International Affairs Abigail Agresta, Ph.D., Assistant Professor, History
Attiya Ahmad, Ph.D., Associate Professor, Anthropology and International Affairs Arshad Ali, Ph.D., Associate Professor, Education
Cori Alonso-Yoder, J.D., Associate Professor, Fundamentals of Lawyering, Law School Nathalie Al-Zyoud, MA, Lecturer, Elliott School of International Affairs
Suse Anderson, Ph.D., Assistant Professor of Museum Studies
Susan Anenberg, Ph.D., Associate Professor, Environmental and Occupational Health Elisabeth Anker, Ph.D., Associate Professor of American Studies
Avery Archer, Ph.D., Associate Professor, Philosophy
Eric Arnesen, Ph.D., Teamsters Professor of Modern American Labor History, History Catherine Arsenault, Ph.D., Assistant Professor, Global Health
Mona Atia, Ph.D., Associate Professor, Geography and International affairs
Eyal Aviv, Ph.D., Assistant Professor, Religion/Honors
Robert Baker, D.M.A, Associate Professor, Corcoran School of the Arts and Design
Heather Bamford, Ph.D., Associate Professor , Romance, German and Slavic Languages and Literatures
Carese Bates, MA, Lecturer, Elliott School of International Affair

Jeremy Bearer-Friend, J.D., Associate Professor of Law

Masha Belenky, Ph.D., Professor of French, Romance, German and Slavic Languages and Literatures

Sue Bhati, Ph.D., Assistant Professor, School of Nursing

Natalia Blinkova, JD, Associate Professor, Fundamentals of Lawyering, Law School Emily R. Bock, Ph.D.,
Assistant Professor of American Studies

Barbara Braffett, Ph.D., Associate Professor, Epidemiology

Jennifer Brinkerhoff, Ph.D., Professor, Elliott School of International Affairs

William John Briscoe, Ph.D., Professor Emeritus, Physics and GW Institute for Nuclear Studies

Christopher Britt, Ph.D., Professor of Spanish Literature, Romance, German and Slavic Languages and Literatures

Thea Brown, MFA, Assistant Professor of English

Shelley B. Brundage, Ph.D., Professor of Speech, Language, and Hearing Sciences Fran Buntman, Ph.D., Associate
Professor of Sociology

Carlos Felipe Bustamante, Ph.D., Assistant Professor of Sociology, Director Law and Society Program

Rachel Canter, Ph.D. student, Graduate Teaching Assistant, English Department Michele Carlson, MFA,
MA, Associate Professor, Studio Arts

Rebecca Carr, Ph.D., Lecturer, Philosophy

Katharine Carter, MS, Professorial Lecturer of Writing Amanda Castel, MD, MPH,

Professor, Dept of Epidemiology Erin Chapman, Ph.D., Associate Professor of
History

Liana Chen, Ph.D., Associate Professor, East Asian Languages and Literatures Theo Christov, Ph.D., Associate Professor, Honors, History
Patricia P. Chu, Ph.D., Professor, English
Denis F. Cioffi, Ph.D., Research Professor, Physics
Jamie Cohen-Cole, Ph.D., Associate Professor of American Studies John P. Collins, Jr., J.D., Visiting Associate Professor, Law School Uriyoan Colon-Ramos, ScD, MPA, Associate Professor, Global Health Mary Coughlin, MS, Associate Professor, Museum Studies
Ingrid Creppell, Ph.D., Associate Professor, Political Science Manuel R Cuellar, Ph.D., Assistant Professor of Spanish Declan Cullen, Ph.D., Assistant Professor, Geography
Sabrina Curtis, Ph.D., Visiting Assistant Professor, Women's, Gender, and Sexuality Studies Kavita Daiya, Ph.D., Professor, English
Megan Davis, Ph.D., Assistant Professional Lecturer of Philosophy Karen Dawn, DNP, Assistant Professor, School of Nursing
David DeGrazia, Ph.D., Elton Professor of Philosophy
Cynthia Deitch, Ph.D., Associate Professor, Women's, Gender, & Sexuality Studies Andrea Dietz, AIA, Assistant Professor, Corcoran School of the Arts and Design Loretta DiPietro, PhD, MPH, Professor, Exercise and Nutrition Sciences
Hartmut Doebel, Ph.D., Assistant Professor, Biology

Maryam Z. Deloffre, Ph.D., Associate Professor of International Affairs, Elliott School of International Affairs
William H. Dietz, MD, Ph.D., Chair, Redstone Global Center for Prevention and Wellness
Julie Donovan, Ph.D., Associate Professor, Women's Leadership Program & University Writing Program Paul Duff, Ph.D., Professor of Religion
Holly Dugan, Ph.D., Associate Professor, English
Alexander Dumbadze, Ph.D., Associate Professor of Art History, Art History Mark Edberg, Ph.D., Professor, Department of Prevention and Community Health Daina Eglitis, Ph.D., Associate Professor, Sociology
Rachel Emas, Ph.D., Associate Teaching Professor, School of Public Policy and Administration Ernie Englander, Ph.D., Associate Professor, Strategic Management and Public Policy
Johan Ferreira, Ph.D., Teaching Assistant Professor, Marketing Christina Fink, Ph.D., Professor, International Affairs
Wade Fletcher, MFA, Teaching Assistant Professor, University Writing Program Catherine Forster, Ph.D., Professor, Geological Sciences
Sandie Friedman, Ph.D., Assistant Professor of Writing, University Writing Program Michele Friend, Ph.D., Associate Professor of Philosophy
Theresa A. Gabaldon, J.D., Professor of Law, Law School
Iselin Gambert, J.D., Professor, Fundamentals of Lawyering, School of Law Keryn Gedan, Ph.D., Associate Professor, Biological Sciences
Joel Gehman, Ph.D., Lindner-Gambal Professor of Business Ethics and Professor of Strategic Management & Public Policy

James Gledhill, Ph.D, Lecturer, Philosophy
Phyllis Goldfarb, JD, Professor Emerita, School of Law
Ann Goldman, Ph.D., Director of Education Programs, Epidemiology
Margaret Gonglewski, Ph.D., Associate Professor of German and International Affairs, Romance, German & Slavic
Languages & Literatures
Julianna Gonzalez-McLean, Ph.D., Assistant Professor, School of Nursing Janis Goodman, MFA,
Professor of Studio Arts
Shirley Graham, Ph.D., Director Gender Equality Initiative in International Affairs, Elliott Leon Grayfer, Ph.D., Associate
Professor, Biology
Jennifer Green-Lewis, Ph.D., Professor, English
Harald W. Griesshammer, Ph.D., Professor of Theoretical Physics, Institute for Nuclear Studies, Department of Physics
Thomas Guglielmo, Ph.D., Associate Professor and Chair of American Studies Murli Gupta, Ph.D.,
Professor of Mathematics, Mathematics
Eric Grynawski, Ph.D., Associate Professor, Political Science and International Affairs Helmut Haberzettl, Dr. rer. nat.,
Associate Professor, Physics
Carol Hayes, Ph.D., Assistant Professor, University Writing Program
Rachelle Heller, Ph.D., Emeritus Professor and Research Professor, Computer Science
L. Patricia Hernandez, Ph.D., Professor, Biological Sciences
Kathy Hessler, J.D., Assistant Dean, Animal Law Program, Law School
Benjamin Hopkins, Ph.D., Professor, History and Elliott School of International Affairs Anelia Horvath, Ph.D., Research
Professor, Biochemistry and Molecular Medicine

Katherine Anderson Howell, MA, Adjunct Lecturer, University Writing Program
Jonathan Hsy, Ph.D., Associate Professor of English, Affiliated Faculty in Women's, Gender, and Sexuality Studies and Sigur
Center for Asian Studies
Adnan Hyder, MD MPH Ph.D., Professor of Global Health, Milken School of Public Health Hiromi Ishizawa, Ph.D., Associate
Professor of Sociology
Jennifer James, Ph.D., Associate Professor, English Antwan Jones, Ph.D.,
Professor of Sociology
Carly Jordan, Ph.D., Director, Women's Leadership Program; Associate Professor of Biological Sciences
Jeanne Jordan, Ph.D., Professor, Epidemiology
Loren Kajikawa, Ph.D., Associate Professor, Music, Corcoran School of the Arts and Design Jodi Kanter, Professor, Theatre
and Dance
Sandy Kawano, PhD, Assistant Professor, Biological Sciences Melissa Keeley, Dr. of
Engineering, Associate Professor, Geography
Michelle Kelso, Ph.D., Assistant Professor of Sociology & Director Human Services & Social Justice
Deanna Kerrigan, Ph.D., Professor and Chair, Prevention and Community Health
Ivy Ken, Ph.D., Associate Professor, Sociology, Women's, Gender, and Sexuality Studies, Trachtenberg School of Public Policy and
Public Administration
Dean Kessmann, MFA, Professor of Photography, Corcoran Studio Arts Program Homayoun Khamooshi, Ph.D.,
Associate Professor, Decision Sciences
Shaista E. Khilji, Ph.D., Professor, Human and Organizational Learning

Immanuel Kim, Ph.D., Korea Foundation and Kim-Renaud Associate Professor of Korean Literature and Culture Studies
Kathryn Kleppinger, Ph.D., Associate Professor of French Studies and International Affairs, French (Romance, German and Slavic Languages and Literatures)
Ulrich Koch, Ph.D., Assistant Professor, Clinical Research & Leadership
Randi Gray Kristensen, MFA, Ph.D., Assistant Professor, University Writing/Africana Studies/Women's, Gender, and Sexuality Studies.
Joel Kuipers, Ph.D., Professor of Anthropology
Rollie Lal, Ph.D., Associate Professor, Elliott School of International Affairs
Susan LeLacheur, DrPH, PA-C, Professor, PA Studies, School of Medicine and Health Sciences
Anna Liontas, MFA, Assistant Professor of English
Michael Long, SD, Assistant Professor, Milken Institute School of Public Health
Antonio Lopez, Ph.D., Associate Professor of English
Aman Luthra, Ph.D., Assistant Professor, Geography
Rachael Lynch, M.A., Graduate student, English
Manya Magnus, Ph.D., MPH, Professor, Department of Epidemiology
Gordon K. Mantler, Ph.D., Executive Director, University Writing Program, Associate Professor of Writing and of History
J. Aidan Manubay, Ph.D., Assistant Professor of Biological Sciences
Sylvia Marotta-Walters, Ph.D., Professor, Counseling and Human Development
Shana Marshall, Ph.D., Associate Director, Institute for Middle East Studies, Elliott School
Sara Matthiesen, Ph.D., Assistant Professor, History/Women's, Gender, and Sexuality Studies
Kerry McAleer-Keeler, MFA, Associate Professor, Fine Arts

Eli S. McCarthy, Ph.D., Professor of Peace Studies, Department of Religion
Jessica McCaughey, Ph.D., Assistant Professor, University Writing Program
Karen McDonnell, Ph.D., Associate Professor, The Milken Institute School of Public Health
Robert McRuer, Ph.D., Professor, English
David Michaels, Ph.D., MPH, Professor, Environmental and Occupational Health, Milken Institute School of Public Health
David Mitchell, Ph.D., Professor, English Department
Eugene Montague, Ph.D., Associate Professor, Music Program
Thiago Moreira, Ph.D., Assistant Professor of Honors and Biology, Biology Department/ University Honors Program
Daniel Moshenberg, Ph.D., Associate Professor of Women's, Gender, and Sexuality Studies
Mark Mullen, Ph.D., Associate Professor, University Writing Program
Chris Meyers, Ph.D., Visiting Professor of Philosophy
Danika Myers, M.F.A., Director of First Year Writing, Teaching Instructor, University Writing
Nitasha Nagaraj, DrPH, Assistant Professor, Prevention & Community Health, Milken Institute School of Public Health
Mika Natif, Ph.D., Associate Professor, Art History, Corcoran School of the Arts & Design
Kathryn Newcomer, Ph.D., Professor, School of Public Policy and Administration
Bibiana Obler, Ph.D., Associate Professor of Art History
Damien O'Halloran, Ph.D., Associate Professor of Biological Sciences, Biological Sciences
Irene Oh, Ph.D., Associate Professor and Chair, Department of Religion and Peace Studies
Anne Olesen, J.D., Professor of Clinical Law, Law School

Dara Orenstein, Ph.D., Associate Professor of American Studies Guillermo Ortí, Ph.D., Louis
Weintraub Professor of Biology
Robert Orttung, Ph.D., Research Professor, Elliott School/Sustainable GW Laura Papish, Ph.D.,
Associate Professor, Philosophy
Diana Pardo Pedraza, Ph.D., Assistant Professor, Anthropology and International Affairs Erika N Pont, JD, Associate
Professor, Fundamentals of Lawyering, Law School Melinda Power, ScD., Associate Professor, Epidemiology
Pamela Presser, Ph.D., Assistant Professor, University Writing Program
Marie Price, Ph.D., Professor, Geography
Jennifer Pusateri, JD, Associate Professor, Fundamentals of Lawyering, Law School Xiangyun Qiu, Ph.D., Associate
Professor of Physics
Kylie Quave, Ph.D., Assistant Professor, University Writing Program
Scott Quinlan, Ph.D., Associate Teaching Professor, Epidemiology
Lucia Rafanelli, Ph.D., Assistant Professor, Political Science and International Affairs David Rain, Ph.D., Associate
Professor, Geography
Pradeep Rau, DBA, Professor of Marketing, School of Business Kym S Rice, Ph.D.,
Associate Professor Emerita, Museum Studies
Adam Richards, MD, Ph.D., MPH, Associate Professor, Global Health
Ana María del Río-González, Ph.D., Associate Professor, Prevention and Community Health, Milken Institute School of Public
Health
Mark Reeves, Ph.D, Professor of Physics
Elizabeth Rigby, Ph.D., Associate Professor, School of Public Policy and Administration

Siobhan Rigg, MFA, Associate Professor, Studio Arts, Corcoran School of the Arts & Design Jorge Rivera, Ph.D., Professor of Strategic Management

Shira Robinson, Ph.D., Associate Professor of History and Elliott School of International Affairs Phyllis Ryder, Ph.D., Associate Professor, University Writing Program

Eric Sidel, Ph.D., Assistant Professor of Philosophy Jimmy Saw, Ph.D., Assistant Professor, Biological Sciences

Heather Schell, Ph.D., Assistant Professor, University Writing Program Laura Schiavo, Ph.D., Associate Professor of Museum Studies

Eric Schluessel, Ph.D., Associate Professor of History and Elliott School of International Affairs Axel Schmidt, Ph.D., Assistant Professor, Physics

Joan Schaffner, J.D., Associate Professor of Law, Law School Katrin Schultheiss, Ph.D., Associate Professor of History Daniel Schwartz, Ph.D., Professor, History and Judaic Studies

Tara Scully, Ph.D., Teaching Associate Professor, Biological Sciences and Sustainability James Sham, MFA, Associate Professor of Art, Corcoran School of Arts and Design, Fine Art

Laila Sorurbakhsh, Ph.D., Assistant Professor of International Affairs, Elliott School of International Affairs

Jennifer Spencer, Professor of International Business Heather Stebbins, D.M.A, Assistant Professor of Music Jessica K. Steinberg, JD, Professor of Law, Law School

Susan Sterner, MA, Director of New Media Photojournalism, Corcoran School of Arts and Design
Eiko Strader, Ph.D., Assistant Professor, School of Public Policy and Administration, Women's, Gender, and Sexuality Studies,
Sociology
Howard Straker, EdD, MPH, PA-C, Assistant Professor, Department of PA Studies Bernhard Streitwieser, Ph.D., Associate
Professor of Ed Leadership, GSEHD Michael Svoboda, Ph.D., Assistant Professor, University Writing Program
Ashwini Tambe, Ph.D., Professor, Women's, Gender, and Sexuality Studies James Tielsch, Ph.D.,
Professor, Global Health
Phillip Troutman, Ph.D., Director of Writing in the Disciplines, Assistant Professor of Writing and of History, University
Writing Program and History
Joseph Trullinger, Ph.D. Assistant Professor, Honors and Philosophy Suzan Ulrich, DrPH,
Associate Professor, School of Nursing
Zimfe Umeh, Ph.D., Assistant Professor, Sociology Tania Valdez, JD,
LLM, Associate Professor of Law
Alexander van der Horst, Ph.D., Associate Professor, Physics
Chris Venner, Ph.D., Professorial Lecturer, Philosophy
Amita Vyas, Ph.D., Associate Professor, School of Public Health Sarah Wagner, Ph.D.,
Professor of Anthropology
Gayle Wald, Ph.D., Professor of American Studies
Abdourahman Waberi, Ph.D., Associate Professor, Romance, German and Slavic Languages and Literatures

Maranda Ward, EdD, MPH, Assistant Professor, Dept. of Clinical Research and Leadership, School of Medicine and Health Sciences

Kate Weisburd, J.D., Associate Professor of Law

Leniqueca Welcome, Ph.D., Assistant Professor, Anthropology Beverly Westerman, Ed.D.,

Professor, Exercise and Nutrition Sciences Gary White, Ph.D., Adjunct Professor, Physics

Abby Wilkerson, Ph.D., Associate Professor, University Writing Program

Sidney Monroe Williams, MFA, Assistant Professor, Theatre & Dance Program, Corcoran School of the Arts & Design

Vanessa Wills, Ph.D., Assistant Professor of Philosophy

Zachary Wolfe, JD, Assistant Professor, University Writing Program

Bernard Wood, Ph.D., D.Sc., University Professor of Human Origins, Anthropology

Erica Cusi Wortham, Ph.D., Director, Innovation Center, Lecturer, School of Engineering and Applied Sciences

Dwayne Kwaysee Wright, J.D., Ph.D., Assistant Professor, Higher Education Administration; Director of Diversity, Equity, and

Inclusion Initiatives, Department of Educational Leadership; Graduate School of Education and Human Development

Jiawen Yang, Ph.D., Professor, School of Business

William Youmans, J.D., Ph.D., Associate Professor, School of Media and Public Affairs Tad Zawidzki, Ph.D.,

Associate Professor and Chair of Philosophy

Maria Cecilia Zea, Ph.D., Professor, Psychological and Brain Sciences Christy Zink, MFA,

Assistant Professor, University Writing Program

*230 Signers

Appendix 2

May 4, 2023

To President Wrighton, Incoming President Granberg, Board Chair Speights, Police Chief Tate, and Members of the Board of Trustees:

We write to you on behalf of the students of the Milken Institute School of Public Health to express our firm stance against the Board of Trustees' recent decision to arm members of the GWPD. **As students trained to make evidence-based policy decisions, we feel compelled to direct your attention to the myriad data on the adverse effects of armed police in community environments. Given these data, we stand against your recent decision, which we know will have negative outcomes on the health, safety, and wellbeing of the entire GW community and its neighbors.**

We share President Wrighton's concern over the rising rates of gun violence across the US. As public health students, professionals, and practitioners, we agree this is a pressing public health issue. Thanks to the Board's continuous support, our school is among the top public health schools in the country; our faculty and staff have helped shape US policy for decades. From them, we have learned alternative approaches to reduce gun violence that avoid further arming police on our campus. It is our firm belief that the threat of gun violence must be met with a comprehensive, equity-centered, and evidence-based approach to minimize risk and preserve the public health of our community.

We know the decision to arm members of the GWPD was made with the intention of keeping our community safe. However, in taking this approach, we believe the Board has [overlooked relevant data](#) and the nuances of this complex public health issue, including the following considerations:

- There is already an immense presence of armed police on and around campus, including MPD officers and Secret Service agents. As an institution in the heart of the nation's capital, we have an overabundance of armed law enforcement officers surrounding GW, not a lack of armed officers. In fact, DC has the highest proportion of police officers to citizens of any state or territory in the country, with 547 officers per 100,000 people per [FBI data](#).
- Most students at GW are part of the "mass-shooting generation." We grew up with lockdown drills, active shooter simulations, and [losing our peers to gun violence](#) in our schools. University leadership must be mindful of this reality and the [mental health effects of traumatization or retraumatization](#) of the student body by formally introducing firearms to our campus.
- Accounting for the existing systems that uphold white supremacy in American policing, the decision to arm GWPD without widespread, prior community input jeopardizes both the physical and mental health of members of our learning community. This is especially pertinent considering that [1,000 Americans are shot and killed by police every year](#), and Black people are killed in police-involved shootings at more than twice the rate of white individuals.
- Recent research published in *The Journal of the American Medical Association* found that having armed guards in school settings was [not associated with significant reductions in rates of injuries or deaths during mass shootings](#). In fact, controlling for the factors of location and school characteristics, the rate of deaths was 2.83 times greater in schools with an armed guard present.

- Public health data overwhelmingly support the conclusion that the [mere presence of firearms increases the likelihood of fatal violence occurring](#), regardless of whose hands the firearms are in.
- The local government of the District of Columbia has taken an evidence-based approach to determine whether public schools in the District should have armed officers. They have [concluded that the perceived safety benefits do not outweigh the adverse effects](#) on students.

In an effort to rectify the lack of live input and foster an environment in which the voices of the GW community are heard and considered, **the public health students of GW invite President Wrighton, Incoming President Granberg, Board Chair Speights, Police Chief Tate, and other Members of the Board of Trustees who were involved in the decision to join the School of Public Health students, staff, and faculty for a community forum on police armament on campus.** We want to give relevant decision-makers the opportunity to be heard by members of the School of Public Health while creating a space in which the implications of this decision for our GW community and neighbors may be discussed. We believe that, at minimum, the following questions must be addressed in a public forum:

- Other than arming GWPDP, what other options did the Board consider?
- What public safety data did you review to inform this decision and where can community members access this data?
- Why did you compare GW to “market-basket” schools instead of similarly situated schools on integrated urban campuses? Comparing apples to apples is essential on this issue, and GW has little in common with rural and suburban schools.
- Is there evidence that prior improvements to campus safety have resulted in a lower incidence of crime or public safety issues on campus? If so, why are additional actions necessary? If not, is there a legitimate reason you think arming campus police now will result in better public safety outcomes?
- Given the lack of a third-party, reliable database for complaints against GWPDP officers, how will the University ensure that firearms are not issued to officers against whom there have been previous complaints, particularly of aggression or racial profiling, and how will the University ensure this personnel review is a public and accountable process?
- The well-documented “weapons effect” explains that the [presence of a weapon increases aggression](#). Additionally, [unintentional injuries may occur](#) whenever firearms are present, and even highly trained officers get split-second decisions wrong. Research also suggests that [many school shooters are experiencing suicidal ideations](#), intending to die in their attack. This evidence suggests that the presence of an armed officer may be an incentive rather than a deterrent for a potential shooter, a phenomenon referred to as “suicide by cop.” How will GWPDP account for and prepare for this phenomenon?
- According to *The New York Times*, there were at least 433 active shooter attacks in the United States from 2000 to 2021. In general, [police officers shoot or physically subdue the shooter in less](#)

[than a third of all attacks](#). Does the Board believe that arming officers at GW would change injury or fatality outcomes should a mass shooting occur? On what evidence is that based?

- There is overwhelming evidence that [implicit bias training does not have a long-term effect on police officers' beliefs or behaviors](#). Is there a different, tested approach to implicit bias training that GWPD officers will use? If not, how do you plan to minimize the threat of armed police to minority and marginalized students?
- There was mention of a new review board for GWPD. [There are models for effective campus police review boards](#), but no information on the proposed review board for GW has been released. Who will be on this board at GW? How will that be decided? Will the entity have disciplinary authority? Will it have access to personnel files? Will it be able to directly and confidentially receive complaints or concerns about GWPD from community members? How will its decisions be made public for accountability purposes?
- Armed police officers themselves [pose a threat to public safety and public health](#)—what is your strategy for reducing and preventing police violence on campus (which occurs much more frequently than school shootings)?

We appreciate President Wrighton's University-wide invitation to gain community input and feedback on the implementation of the Board's decision, but urge you to shift the feedback process to focussing on *whether* GWPD should be armed rather than *how* they should be armed.

The Board's recent decision to arm GWPD threatens campus safety and increases the odds of mortality in our community. As President Wrighton stated, the Board holds great responsibility to protect the safety of the GW community. As a renowned institution of higher education, you also have an obligation to use high-quality data and evidence—as well as to consider the will of the members of the community—when making a decision as weighty and consequential as arming our campus police officers. This is an urgent issue of health, safety, and equity.

We hold the common goal of ensuring the safety of all members of the GW community, and we look forward to collaborating and further engaging with you on this topic in a public forum.

Respectfully,

465 members of the GW Milken Institute School of Public Health community

Including 410 undergraduate, graduate, & doctoral students; 42 staff & faculty members (signing in support of students); and 13 affiliated community members

Graduate student signatures:

Prabha Raghavan
Kathryn Fleisher
Sebastian Cardona
Carla Bosch

Marc Ruszaj
Claire Summa
Andrew Watts
Hannah Cho

Angel Oteghile
Courtney Priebe
Quinn McHugh
Samuel Avila
Marissa Murriel
Dana Moskowitz
Olivia Anderson
Maiya MacAlpine
Emily McAndrew
Kamilla Haldorsen
Lily Ryan
Siena Senn
Ashley Holmes
Colleen Bedenbaugh
Jason Luisi
Amalis Cordova-Mustafa
Cecilia Rosborough
Dalia Karadsheh
Hannah Thesing
Lyna Cherikh
Isabella Blanco-Madiedo
Katie Van Nuys
Briana Barns
Tania Liriano
Nikita Vivekanandan
Ronda Hassoun
Claire Wengrod
Abigail Duvall
Hannah Boback
Hannah Kelman
Anna Julia Skarr
Eliana Goldstein
Chukwuamaka Onyewadume
Ben Skross
Meredith McCrady
Emily Hall
Claire Wiebe
Luna wintergreen
Bailey Newton
Jessica Shaw
Marina Thornton
Avani Casey
Aaron Austin

Rhea Manohar
Danielle Countryman
Christine Comizio
Shea Howe
Ravyn Cunningham
Morgan Gruenewald
Yossef Alnasser
Tanner Fliss
Mosalewa Ani
Julia Logan
Chris Riegner
Alexis Palucki
Ryan Lander
Olajumoke Oladipo
Carolyn Miller
Anna Hochberg
Lindsay Jasmine
Elizabeth Page
Ayah Arafat
Sierra Arnold
Melissa Altschiller
Aarenee Greene
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Maniza Habib
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Aisha Dorley
Taylor Turner
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Sydney Seignious
Laura Perez
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Pepper Phillips
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Sara Snowden
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Ignatia Manek
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Autumn Fluent
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Emily Przybyla
Gracelyn Hill
Sophie Lu
Halah Jadallah
Alex Pannell
Tiffany Tran
Hervinah Celestin
Christopher Cantrell
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Toreh Jackson
Shelby Sih
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Dagmawi Tesfaye
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Jenea Lyles
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Anne Sheridan
Katie Ghougasian
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Carolyn Brown-Kaiser
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Analisa Espino
Karen Marquez-Arguera
Anna Martin
Corey Thompson
Sarah Sdringola
Rhea Kartha
Kristen Cooley
Jessica Williams
Omotayo Balogun
Jonathan Lancaster
Bre Schmidt
Hodan Gudal
Emily Kim
Mariana Fuenmayor Llanos
Grace Johnson
Belen Espinoza
Emily Lou
Hannah Chao
Lindsey Brown
Alyssa Smith
Hillary Mai Dang
Marjorie Major
Alison J Hayden
Peter Olsen-Phillips
Britta Gullahorn
Anusha Sivendra

Alyssa Jones
Daniel Beltran
Umber Maan
Maria Wallace
Jamere Parson
Evelyn Rowell
Megan Coomes
Sinead Hunt
Rita Onuzuruike
Geraldine Briggs
Summer de Vera
AshaLetia Henderson
Naosheen Zaman
Anna Kinter
Rosalinda Romero
Percy Ihieme
Nina Markanda
Annie Roberts
Jahri Sow
Devika Bajaj
Bela Mahtabfar
Andrea Garverick
Elizabeth Crump
Noelle McNamara
Jane Garramone
Mary Ryan
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Arianna Lendino
Estefania Martinez
Catrisse McDowell
Lauren Froning
Nida Jami
Deanna Hartog
Wardah Rahman
Charles Westhoff
Quynh-Nhu Nguyen
Greeshma Kambam
Sadie Shireman
Paola Koki Ndombo
Siddhant Pathak
Ana Maroldi
Sheri Montoye

Shania Darby
Sarah Christenbury
Averi Pickop
Josephine Sorge
Cassandra Sledge
Amanda Greene
Debbie Drell
Daryl Makosky
Lara Brachman
Holly Kopke
Griffin Barriss
Austen Applegate
Kofi Asante Asamoah
Molly Finnan
Chyenne Tra
Clarice Warner
Kaylan A. Tanner
Jonel Emlaw
Yvonne Romero
Lisabeth Kelly
paloma hamlett
Hannah Chichester Downs
Alicea Hibbard

Emma Walker
Scott Fowler
Kenna Berg
Sasha K
Leila Waid
Yukino Parle
Nadine Long
Karen Kruger
Maya Reid
Aiden Shumway
Julia Heath
Jaquis Williams
Danielle Merenbach
Anaja Pinnock-Williams
Emily Sandoval Guerrero
Florence Tyler
AJ Henderson
Vivika Fernes
Melany Blanco
Taylor Sabol
Lori Thompson
Maura Dugan

Undergraduate student signatures:

Rebecca Atteberry
Sara Ukani
Alice Stricker
Jasmine Valencia
Rhiana Brennan
Maru Ayala
Noah Montgomery
Emily Mahler
Dah-Sohm Kim
Katie Vinson
Abigail DiLorenzo
Max Fagelman
Gabrielle Carmichael
Saylor Pershing
Caylee Chan
Hailey Waldman
Chidera Ejeh

Marshall Bailey
Sarah Teague
Helen Vallejos Castro
Kristi Ross
Meredith Parr
Harrison Probst
June Ok
Rosie Hillock
Gabriella Lehrman
Julia Hyatt
Emma Kogut
Emily Guerrero
Katherine Chen
Maddie Burns
Annabelle McFee
Alia Jamil
Olivia Finizio

Blyss Swan
Megan Healy
Hasina Tisdale
Lauren McCutcheon
Ryan Heatherton
Olivia Bonforte
Jewel Telem Adelsberg
Aishwarya Grandhe
Hannah Silber
Emma Brady
Tobias Janssen
Katherine Thompson
Laura Lennon
Alyssa McNaught
Iris Reyes
Vanessa Akwada
Rachel Beatty
Anna Byrd
Christopher Miguel Gomez
Eden Wakiweya
James Rowland
Aliyah Rodriguez
Hajera Hayat
Calli Merron
Maria Teresa Furtado
Ayantu Flowers

Evelyn Boateng-Ade
Alicia Smith
Humay Sadig
Abigail Pinckney
Sophia Brown
Hana Manaye
Fayrouz Enany
Shweta Raman
Lucy Rath
Morgan Higgins
Alexandra Lair
Jack Vore
Milly Asherov
Isabella Smetana
Hurit Tadesse
Leilani Drake
Katherine Herlihy
Kendall Kennedy
Aanya Sachdeva
Angela Nguyen
Isabelle Frazier
Anjana Murugan
Claudia Brelsford
Kai Nilsen
Laura Goodfield
Joe Bonanno

Doctoral/Postdoctoral student signatures:

Bryan Kirk
Caitlin Murphy
Elizabeth Laferriere
Gnora Gumanow
Angela Bourassa
Diane Young
Molly Lauria

Simone Sawyer
Brenda María Trejo Rosas
Elizabeth Arend Dutta
Floramae Esapebong-Ray
Adam Flood
Courtney Riggle-Van Schagen

Faculty & staff signatures—each indicating that they support their students in this effort and sign on to this letter in their capacity as an individual faculty or staff member:

Adnan Hyder, MD, MPH, PhD, Professor of Global Health
Melissa McCarthy, ScD, MS, Professor of Health Policy and Emergency Medicine
Uriyoan Colon-Ramos, ScD, MPA, Associate Professor of Global Health
J. Zoe Beckerman, JD, MPH, Teaching Associate Professor of Health Policy & Management

Deanna Kerrigan, PhD, MPH, Professor of Prevention and Community Health
Manya Magnus, PhD, MPH, Professor of Health Policy & Management
Amita Vyas, PhD, MHS, Associate Professor of Prevention and Community Health
Ana María del Río-González, Assistant Research Professor of Psychology
Kathleen M. Roche, MSW, PhD, Professor of Prevention and Community Health
Jeanne Jordan, PhD, Professor of Epidemiology
Heather Young, PhD, MPH, Professor of Epidemiology
William D. Evans, PhD, Professor of Prevention and Community Health and Global Health
Salama S. Freed, PhD, Assistant Professor of Health Policy & Management
Marsha Regenstein, PhD, Professor of Health Policy & Management
Feygele Jacobs, DrPH, MS, MPH Professor of Health Policy & Management (Community Health)
Dara Orenstein, PhD, Associate Professor of American Studies
Karen McDonnell, PhD, Associate Professor of Prevention and Community Health
Sara Rosenbaum, JD, Professor Emerita, Health Law and Policy
Julia Strasser, DrPH, MPH, Assistant Research Professor of Health Policy & Management
Elizabeth Gray, JD, MHA, Teaching Assistant Professor of Health Policy & Management
Jonathan Hsy, Associate Professor of English & Affiliated Faculty in WGSS
Perry W. Payne, Jr., MD, JD, MPP, Professorial Lecturer of Health Policy & Management
Marsha Lillie-Blanton, DrPH, Adjunct Professor of Health Policy & Management
Karen Collins, PhD, Assistant Teaching Professor of Prevention and Community Health
Nitasha Nagaraj, DrPH, MPH, Assistant Teaching Professor of Prevention and Community Health
Kuan-Lung Daniel Chen, DrPH, MPH, Assistant Research Professor of Global Health
Michael Long, Assistant Professor of Prevention and Community Health
Jen Skillicorn, DrPH, Adjunct Faculty and Professorial Lecturer of Health Policy & Management
Dwayne Kwaysee Wright, JD, PhD, Assistant Professor of Higher Education Administration
Taylor Burke, JD, LLM, Adjunct Professor of Health Policy & Management
Jane Hyatt Thorpe, JD, Professor of Health Policy & Management
Natasha Kazeem, MBA, Executive Associate Dean, Operations
Gloria Pedersen, DrPH, MSc; Senior Research Associate in global mental health
Kimberly Rodgers, MA; Program & Communications Manager
Kayla McGovern, MPH candidate; staff for GW's National Center for Medical-Legal Partnership
Rita Dikdan Yazigi, MISTP
Conner Hounshell, MPH
Adam Stuhltrager, Administrative Coordinator
Tien-Chin Wu, MPH
Christina Reinke, MPH, Senior Research Associate
Rachel Freer, MPH, Senior Research Associate and GWSPH 2022 alumni
Alyssa Luisi, MA, Senior Research Associate

Affiliated community members signatures:

Simone Perez-Garcia, non-degree GWSPH student
Aaron Broun, GWSPH 2022 alumni
Madison Brubaker, GWSPH 2022 alumni

Emily McDowell, GWSPH 2022 alumni
Alyson Wilkinson, GWSPH 2022 alumni
Karla Bagley, GWSPH 2020 alumni
Mary Morcos, GWSPH 2020 alumni
Cornelia Kent, parent of GWSPH student
Martha Salazar, parent of GWSPH student
Cynthia Bonforte, parent of GWSPH student
Anne Markus, parent of GW student & GWSPH affiliated
Lauren Iosue, local concerned citizen
Siena Ferrick, local concerned citizen



Faculty Senate

Nominees for Standing Committee Membership October 2024

University and Urban Affairs

Oluwatomì Adetunji (SEAS)/Voting
Sonal Batra (SMHS)/Voting
Athena Cross (CPS)/Voting
Karen Dawn (SON)/Voting
Wendy Ellis (GWSPH)/Voting
Karen Kesten (SON)/Voting
Samantha Luna (CPS)/Voting
Eugene Migliaccio (GWSPH)/Voting
Chavon Onumah (SMHS)/Voting
Srinivas Prasad (GWSB)/Voting
David Sullivan (SMHS)/Voting
Leslie Trimmer (GSEHD)/Voting