



## **Appointment, Salary, and Promotion Policies Committee** **Interim Report, AY 2024-2025**

The ASPP committee commenced the academic year under new leadership, following the long and dedicated service of Murli Gupta, who most recently co-chaired the committee with Susan LeLacheur. In the wake of Professor Gupta's deeply lamented passing, Heather Bamford joined Susan LeLacheur as co-chair, to continue ASPP's important work.

We met four times in the Fall 2024 semester, on September 20, November 1, November 22, and December 6. We did not meet in October meeting due to schedule conflicts.

FSEC gave us the following charge:

1. Continue subcommittee work on diversity, equity, and inclusion, engaging with the Office of the Provost around the Diversity Program Review Team's final report and its recommendations.
2. Work with IT personnel on implementation of the digital assets and access policy for faculty.
3. Proactively engage with the strategic planning process as the framework is developed this year.

FSEC also identified the following charges that are ongoing in nature and recur year over year:

1. Work with the administration to ensure the faculty salary equity review process is consistently updated to obtain optimal results and adjustments.
2. Continue examining the possibility of cost-of-living adjustments for faculty and staff compensation.
3. Continue to engage with the administration to increase the number of tenure slots and to bring the university into compliance with its standards around tenure numbers.

### **Diversity, Equity, and Inclusion**

In our September meeting, we discussed dissatisfaction among members of the faculty subcommittee of the Diversity Program Review Team (DPRT) and ASPP with the September 2024 DEI Action Plan. The chief concerns are that many areas of significant concern identified by the faculty remain incompletely or wholly unaddressed in the Action Plan and because DPRT report itself has not been released to the GW community. Other concerns include inadequate response to provide feedback on the Action Plan. In our November 22 meeting, we reconstituted the ASPP DEI subcommittee to discuss our priority areas in DEI. One possible focus area is the retention of faculty of color. The reconstituted subcommittee will begin meeting next semester to review our current data and plan for future efforts to support DEI efforts going forward.

## **Digital Assets and Access policy**

Last year, ASPP was in contact with IT regarding the development of policy on what happens to a faculty member's digital assets in the event of a temporary or permanent separation from the university. For example, adjunct faculty lose building access and email if they are not teaching during a given semester. This academic year, ASPP has thus far been working with IT to provide feedback on another side of digital access: when the university needs access to a faculty member's holder's digital accounts or electronic information for reasons of "continuity of operations," in research activities and teaching, when the account holder is unavailable. Bill Koffenbeger presented at the November 22 ASPP meeting to solicit feedback and questions from ASPP on a possible workflow for granting access to an account and what members of the GW community might be able to grant access. ASPP gave feedback on the terminology used to refer to the parties involved in initiating and approval of a request. In addition, ASPP emphasized the importance of time-limits for the access, the need for precision in making the request about the material to be accessed, and perhaps a pre-screening form to determine if a request is legitimate to pursue. ASPP will continue to work with IT on the workflow and these related questions.

## **Strategic Framework**

ASPP addressed the Strategic Framework at the November 22 meeting. A subcommittee was formed to begin working on an ASPP response to the Thematic Areas of Focus of the Strategic Framework.

## **Faculty Salary Equity and Benefits**

Heather Bamford joined the Faculty Salary Equity and Benefits Advisory Committees. Regarding Faculty Salary Equity, ASPP thus far has identified two areas of concern: retention of diverse faculty and inadequate compensation for non-regular faculty, including specialized faculty.

## **Tenured and tenure-track percentages**

ASPP has formed a subcommittee to discuss the decline in the percentage of tenured and tenure-track faculty at GW and non-compliance with the rule in the Faculty Code, save excepted schools, that regular faculty serving in non-tenure track appointments shall not exceed 25 percent in any school, etc, nor shall any department have fewer than 50 percent of its regular faculty appointments either tenured or tenure-track. A chief concern is how the loss of tenured faculty could continue indefinitely, since, as the Code is currently written, Specialized Faculty, or faculty without contractual responsibilities in all three areas of research, teaching, and service and who are all untenured, are not part of the 25/75 ratio. The rule in the Faculty Code is thus a problematic indicator of the university's commitment to tenure as a central part of excellence in fulfilling its research and teaching missions.

Respectfully Submitted

Heather Bamford and Susan LeLacheur, Co-chairs, ASPP Committee  
December 9, 2024.