

**A RESOLUTION TO IMPROVE FACULTY BENEFITS (16/5)**

**WHEREAS**, concern has been expressed by the Faculty of the George Washington University that faculty benefits have eroded with respect to those provided by the Market Basket Schools as well as non-Market Basket schools in the Northeastern United States; and

**WHEREAS**, this concern was relayed to both the Appointments, Salaries, and Promotion Policies Committee (Including Benefits) (ASPP) and the Fiscal Planning and Budgeting (FP&B) Committee of the Faculty Senate; and

**WHEREAS**, the two committees agreed to commission a Joint Task Force (JTF) to investigate the available data regarding the accuracy of this concern, and to report back its findings to their respective committees; and

**WHEREAS**, the JTF analyzed data provided by the AAUP relating to aforesaid total benefits spending and made its process completely transparent; and

**WHEREAS**, the JTF reported that the data indicate that overall spending on fringe benefits provided to GW faculty is lower than almost all of the market basket schools at almost all Faculty ranks in dollar terms; and

**WHEREAS**, even comparable schools outside the market basket with lower endowments-per-student resources than GW typically spend more on total benefits per faculty member than GW; and

**WHEREAS**, the President's Task Force on Benefits likewise found in May that GW's health benefits are "non-competitive;" and

**WHEREAS**, the new AAUP faculty compensation report released in September shows that GW's spending on benefits compared to other similar schools has not changed significantly; and

**WHEREAS**, the University decreased the merit pool for salaries from 4% to 3% during the recession, thereby adding to the employees' burden of increasing health care costs; and

**WHEREAS**, the ASPP committee received the JTF report and requested in its interim report that the University Administration respond to the recommendations of the JTF;

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

1. The administration increase spending on benefits for fiscal 2017 and succeeding years by more than 3% to “catch up” to the health benefits paid by other comparable universities; and
2. The administration not cut other benefits to pay for an increase in health benefits; and
3. The administration not reduce the annual salary merit pool increase below 3%.

Adopted by the Faculty Senate  
October 9, 2015

(Note: formatting updated for readability June 2020)