



FACULTY SENATE COMMITTEE ON APPOINTMENTS, SALARIES AND PROMOTION POLICIES (ASPP)

Summary concerns of ASPP committee members regarding the proposed reduction in undergraduate enrollments and potential elevation of 10 doctoral programs to national preeminence level

- 1) Potential reductions in faculty appointments in humanities and other non-STEM areas are a major cause of concern among the faculty. The most vulnerable positions are those potential positions of the future: replacements for retiring faculty, and other possibly new appointments that would maintain and develop disciplinary breadth and depth; appointments that invest in dynamic new areas of scholarship (such as digital humanities).
- 2) Possible faculty size reductions through attrition and non-replacements for retiring faculty may affect the comprehensive nature of GW.
- 3) What are the criteria for the selection of 10 or so doctoral programs that will be elevated to national preeminence level? Who would select such programs? Would the process be unbiased?
- 4) What happens to the other existing doctoral programs? Would they be allowed to wither thereby reducing the diversity of graduate offerings at GW? This is a major concerns across all schools at GW.
- 5) Some niche programs, while they may not bring big dollars to the university, still bring values in other ways by adding to the comprehensive nature of the university and by bringing the credibility, recognition and distinction to the university.
- 6) Does the university want to be known only by its 10 or so “preeminent” doctoral programs at the expense of being a comprehensive world- class university? We think that is a short-sighted attitude.
- 7) We believe this reduction would significantly impact PT and FT faculty lines/ resources/ hiring/ retention and our qualitative experiences. The perceived lack of transparency can make it even more frustrating for all of us.
- 8) Any decisions about academic programming should be made at the local level by faculty in consultation with administration, not the reverse.
- 9) While the number of undergraduates increased by 17.96% in the 5 years between 2013 and 2018, the number of regular full time faculty increased only by 8.51%. If we increase enrollments in STEM areas, we must ensure that the numbers of tenured lines also increase commensurately.
- 10) GW faculty needs not only transparency in the process, but a voice in the decisions being made. According to the Faculty Code: “The regular faculty also participates in the formulation of policy and planning decisions affecting the quality of education and life at the university. This participation includes an active role in the development, revision, or elimination of curricular offerings of each department or school.”

What can we suggest to help with the situation?

- a. Propose a more open and honest discussion involving different groups of faculty members (and staff) as these changes are likely to impact everyone.
- b. Provide more information about President's Vision/ Strategy and (in concrete terms) what that entails (and to what end).
- c. An institutional change is more likely to succeed if faculty concerns are heard and addressed. *What mechanisms would be used to hear and address faculty concerns? How would these mechanisms ensure involvement of a great many (and not few) faculty members?*
- d. Such large scale change initiatives oftentimes lead to 'unintended outcomes' as well. *Have these scenarios been considered?*

All roads lead to sharing of information, and having an open and honest discussion.

Murli M. Gupta, Chair, ASPP Committee
November 5, 2019

Enrollments and Faculty Size (2012-2019)

FT Ugrad enrollments data			Faculty data		
			Core indicators March 1, 2019		
https://irp.gwu.edu/dashboard-enrollment-table-0			Faculty totals		
Year	FT Ugrad Population	% change	TT + NTT		
2012	9708		1211		
2013	9525	-1.89%	1245	2.81%	
2014	9738	2.24%	1294	3.94%	
2015	10078	3.49%	1291	-0.23%	
2016	10343	2.63%	1308	1.32%	
2017	10803	4.45%	1335	2.06%	
2018	11236	4.01%	1351	1.20%	
2019	11008	-2.03%	Data not available		
5 year Change between 2013 and 2018					
	1711	17.96%	106	8.51%	

Undergraduate Enrollments and Faculty Size 2012-1019 updated

FT Ugrad enrollments data

Residential schools

CCAS, ESIA, GWSPH, SB, SEAS

Source: Cheryl Beil (November 7, 2019)

Faculty data

Residential schools

CCAS, ESIA, GWSPH, SB, SEAS

Source: Cheryl Beil (November 7, 2019)

Year	FT Ugrad Population	Annual Change	% change		Regular Faculty size (TT+NTT)	Annual Change	% change	Specialized Faculty size	Part time Faculty size
2012	9488				794			45	1122
2013	9296	-192	-2.02%		822	28	3.53%	49	1004
2014	9489	193	2.08%		850	28	3.41%	49	953
2015	9805	316	3.33%		835	-15	-1.76%	50	945
2016	9963	158	1.61%		829	-6	-0.72%	59	928
2017	10256	293	2.94%		826	-3	-0.36%	65	949
2018	10580	324	3.16%		837	11	1.33%	70	962
2019	10199	-381	-3.60%		Data not available			Data not available	Data not available
5 year Change between 2013 and 2018	1284	13.81%			15	1.82%		21	-42