



Faculty Senate

**MINUTES OF THE REGULAR SENATE MEETING
HELD ON MAY 10, 2024
HYBRID: 1957 E STREET/STATE ROOM & WEBEX**

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, Kelly-Weeder, Lach, Riddle, and Wahlbeck; Interim Dean Perry; Professors Akman, Badie, Bamford, Borum, Briggs, Brinkerhoff, Callier, Cheh, Core, Eakle, El-Ghazawi, Engel, Gupta, Kargaltsev, Kay, Kieff, Kulp, Lu, Marvar, Morant, Orti, Parsons, Rain, Scheck-Ward, Sarkar, Schultheiss, Schwindt, Tielsch, Trangsrud, Vyas, Wagner, Warshaw, Wilson, Wirtz, and Zeman.

Absent: Deans Henry and Matthew; Professors Cseh, Gore, Kramon, and Schultheiss.

CALL TO ORDER

The meeting was called to order at 2:08p.m.

APPOINTMENT OF THE 2024-2025 SENATE PARLIAMENTARIAN (Ellen Granberg, President)

By unanimous consent, the Faculty Senate confirmed the appointment of Professor Sarah Binder as the Senate Parliamentarian for the 2024-2025 session.

ELECTION OF THE 2024-2025 FACULTY SENATE EXECUTIVE COMMITTEE (Ellen Granberg, President)

By unanimous consent, Professor Ilana Feldman was elected as the Chair of the Faculty Senate Executive Committee for the 2024-2025 session. Subsequently, and also by unanimous consent, the [attached](#) slate of nominees was elected to the Faculty Senate Executive Committee for the 2024-2025 session.

APPROVAL OF THE MINUTES

The [minutes](#) of the April 12, 2024, Faculty Senate meeting were approved by unanimous consent.

ACKNOWLEDGMENT OF SENATE MEMBERS BEGINNING TERMS (Ellen Granberg, President)

The President welcomed the following faculty members who are beginning their terms this month:

From the College of Professional Studies, which sends its first delegates to the Senate with this meeting:

- John Warren
- Scott White

From the Columbian College of Arts and Sciences:

- Masha Belenky
- Cynthia Core
- Chris Warshaw

From the Graduate School of Education and Human Development:

- Maria Cseh

From the Milken Institute School of Public Health:

- Jennifer Sacheck

From the Law School:

- Mary Cheh
- Blake Morant
- Roger Trangsrud

And from the School of Medicine and Health Sciences:

- Jeffrey Akman

PRESIDENT'S REPORT (Ellen Granberg, President)

The President reported that, [as communicated earlier today in GWtoday](#), the leadership of the university's academic medical enterprise has been restructured, creating a new full-time CEO for the Medical Faculty Associates (MFA). Dean Barbara Bass will continue as Dean of the School of Medicine & Health Sciences (SMHS) and Vice President for Health Affairs. Her role includes leading the university's academic clinical enterprise, which includes education, research, patient care, and community engagement. She also will expand her involvement with strategic initiative planning across the academic medical enterprise missions, relationships with affiliated hospitals and other institutions and alignment with GW university priorities and programs. Bill Elliott, who has served the past 15 years as the chief operating officer of the University of Maryland Faculty Physicians, Inc., has been named interim CEO of the MFA and will assume the position May 13. He will focus on directing and implementing day-to-day operations for the MFA, accelerating improvements and advancing financial stability for the organization.

President Granberg also noted that the administration extended an invitation to GW's registered student groups to meet at 1pm today. Invitees were unable to attend, and the President noted her office is working on identifying a new time for this meeting. Observing that all are aware of what has been happening on campus over the past two weeks, she opened the floor to questions and discussion.

BRIEF STATEMENTS & QUESTIONS/PRESIDENT'S REPORT

Professor Wagner observed that she does not share the President's view that everyone knows what's going on with regard to the protests taking place at GW. Direct communication from the university has been scant, with more emergency alert texts than direct messages from the President or Provost. She noted some excellent coverage of the situation by the Hatchet and urged the administration to improve its communications around this issue.

Professor Vyas relayed that the Milken Institute School of Public Health (GWSPH) full-time faculty met to discuss the current campus situation and conducted a survey to understand the top concerns of these faculty members. The overwhelming majority of GWSPH faculty expressed a significant desire and willingness to work in partnership with university leadership to help create an inclusive and safe environment. She asked what the faculty engagement has been as decisions were made over the past two weeks (e.g., calling MPD, working with the mayor's office, the congressional delegation that visited campus). Reiterating the faculty's incredible willingness to work with university leadership, she encouraged the university to take advantage of faculty expertise—and the trusted relationships they have with students—with regard to communication, mediation, and other areas.

Professor Cheh asked if the President would share the agenda items for the meeting with students mentioned in her report. President Granberg responded that the agenda is to listen to the students and provide a forum for them.

Professor Feldman stated that the Elliott School of International Affairs (ESIA) dean, Alyssa Ayres, convened a meeting of the faculty this morning to talk about their views and understanding of the current situation. ESIA faculty, like the GWSPH faculty, expressed great interest in working with the administration and the students to deescalate and find a way out of the current situation. This group also expressed a great deal of frustration and anger that faculty have not been involved despite their numerous previous requests to help. Faculty feel that they have not been invited in, called upon, or communicated with clearly. They expressed enormous concern for GW's students and how they are being treated by their university, both in word and in deed. Faculty know students from all across GW and want to support them; they do not see that happening now.

President Granberg stated that a follow-up conversation about communication would be very worth having; she clearly sees this differently than what has been expressed today but noted that it is important to hear what people have to say about this. She stressed that everyone—the administration, faculty, and staff—cares deeply about the students; this is the basis for thinking about how to move forward.

Professor Wirtz observed that there are several issues at play; one is a set of issues that concerns the immediate situation and the university's response to that situation. He concurred with what has been said thus far, adding that he personally does not feel the faculty has been asked to be actively involved in the response to the situation on campus. However, he wanted to separate those issues from the issue of procedures and noted he wanted to divorce his comments today from the immediate situation and ask a general question. He cited a recent memo from the administration that seemed to invent a mechanism for a policy around student expression that hadn't been vetted in the usual manner and is out of sync with existing policies that would handle these circumstances. The university's existing policy (in Article IV.C of the Code of Student Conduct) states that protests may not disrupt the functions of university. He noted that expanding that policy to state that "all

activities, including activities of free expression on campus, will require reservation through the Division for Student Affairs” seems to be a broad and unnecessary expansion of a policy already in place to handle this type of activity. He asked first whether he was misreading the administration’s memo and, second, what the President’s view is of the prerogative of the administration to draft on-the-fly policies that haven’t been vetted through the proper channels.

President Granberg thanked Professor Wirtz for his earlier message to her on this, as it allowed her to be prepared to address this concern adequately today. She responded that it is not her view that a new policy was created out of whole cloth; she invited General Counsel Charles Barber to provide a foundation for how the administration read and interpreted the policy, noting that she would then speak to the question of why the administration felt this was necessary.

Mr. Barber noted that these issues were considered when drafting the memo with leadership. The memo speaks to requiring reservations, which are a time/place/manner restriction; they are a content-neutral means of addressing free speech activities. There is a provision for reservations in the existing policy; students are advised to contact Student Affairs so that resources can be made available and adequate coordination can take place. The difference is that, now and for a limited period of time, reservations are required. This is a reasonable time/place/manner restriction and was put in place due to exigent circumstances at present. First, there is heightened activity on campus including demonstrations that violate both law and GW policies. Second, the university is very sensitive to the fact that this is the final exam period (he noted that University Yard and Kogan Plaza were taken offline in the fall for this same period, heightening the need for coordination and reservation of other available spaces). Finally, commencement will bring more people to campus who do not come to campus regularly, presenting an increased need to coordinate activities for the security of the entire community. He viewed the memorandum on reservations as reasonable time/place/manner restriction that is limited in time and manner and noted that many universities have reservation policies. He emphasized as well that this is content-neutral; it is not intended to and will not be used to allow certain types of speech and disallow others. It is intended to enforce GW’s policies, which the language Professor Wirtz cited allows the university to do.

President Granberg added that this is an extraordinary situation that is also unique relative to other universities as it involves not just GW students but students from across the region. This is therefore a more complex and volatile situation than the university has seen in the past. She affirmed that she does not think the administration is empowered to invent policies out of whole cloth. In fact, much of what the administration has been struggling with is the fact that GW policies were not followed; the university is now seeing the results of that. This experience emphasizes that it is tremendously important to develop policies as a community and then to adhere to them as a community.

Professor Wirtz observed that the wording of the memorandum did not convey what Mr. Barber relayed today. Mr. Barber restricted the domain of the application of this policy to situations where reservations are already required; as Mr. Barber pointed out, that is already covered in university policy. The statement, however, says that all activities, including activities of free expression on campus, will require reservation through the Division of Student Affairs. That does not circumscribe the situation to only situations where reservations had previously been required. This is a miswording of the intent of the memo, and this brought Professor Wirtz back to his earlier point: had faculty been involved in the drafting of that memo, there would have been careful attention to the wording that would not allow for that kind of interpretation to be made.

Professor Brinkerhoff shared an ESIA colleague's perspective: "I am disappointed that GW did not seize this opportunity to create a space for education, learning, and dialogue around contentious and difficult issues. The past two weeks could have been guided by a formative approach, which would have reframed the demonstrations as an opportunity to make the campus a living classroom and a teachable moment. The reports of student suspensions and alleged threats of expulsion are also indicative of the punitive stance of the university towards students exercising basic rights and freedoms. I urge the university to reconsider these suspensions and disciplinary actions."

Professor Brinkerhoff observed that this communication emphasizes a tremendous missed opportunity. She noted that it was clearly expressed in the ESIA meeting this morning that the entire community is hurting, with faculty and students on different sides of a very complex international issue; space can be shared together with compassion when that pain is recognized. She strongly urged care in the language the administration uses when communicating about this situation—specifically, to stop categorizing people wholesale into broad categories (e.g., referring to the group as "protesters" instead of "students," or violent when not everyone was behaving in a violent manner). ESIA faculty heard reports from each other this morning of the great lengths that some of the student organizers went to in order to be as inclusive, thoughtful, and regulated as possible. This was not always done effectively or in as timely a manner as some would have preferred. There were some violations that caused hurt to some community members and that were inappropriate; a university, as a place of higher learning that is trying to contribute to society, must model how complexity and compassion can be held for all parties.

Professor Eakle agreed with his colleagues, noting that the Graduate School of Education & Human Development (GSEHD) faculty can be an invaluable resource in these teachable moments.

Professor Wagner referenced the President's earlier comment that everyone in the room and beyond cares deeply about GW's students. In this vein, this morning's meeting of the Educational Policy & Technology (EPT) committee focused on the students and how recent events have affected them. She relayed the committee's uniform agreement that the university is in a bad place in terms of trust. Students feel confused, shaken, and upset; they are finding it difficult to focus on exams and are asking, for example, how they are meant to pretend this isn't happening. The university has not collectively fostered a space for these expressions. She relayed a colleague's comment that many students are reacting to deep sense of powerlessness; this colleague asked whether there are ways the university can help empower students to act positively to effect change. Professor Wagner noted she was bringing these questions forward out of a desire to consider forward-looking actions that foster productive dialogue.

Next, she relayed a message from a fellow faculty member that she received in her capacity as a Columbian College of Arts & Sciences (CCAS) Senate member: "The administration has been offering two-year suspensions, voluntary expulsions, and more just for students who were present at the encampment. These are significantly harsher punishments than typically given for students accused of free expression protest, including students actually occupying administrative buildings who in the past have just been given warnings or probation! This disproportionate and punitive approach is upsetting and is harsher than most other schools dealing with student protest." Professor Wagner noted that there is an awareness among students that GW is in the spotlight right now and does not look good. This is for a range of reasons, but some of it stems from questions around consistency and proportionality, which leads to distrust.

President Granberg responded that she felt Professor Wagner was exactly right that conversations moving forward out to be about how the community comes together as an institution, how the university puts its students at the center of these conversations, and how to find a way to bridge what has been a tense gap between different sets of students on campus. There are multiple groups of students who are hurting and who have had a hard experience this year; efforts must focus on not centering one group over another. This is an opportunity for the full community, and these efforts will take faculty, staff, and the administration working together to create an environment where students feel like there's a space for them to have agency in the process.

Regarding the student conduct process, the President noted that Professor Wagner's quoted message listed some things that she was not aware of happening. She invited Vice Provost for Student Affairs and Dean of Students Colette Coleman to speak to this, noting that the university is very intentional about running a student conduct process that has integrity and consistency. She added that not everyone sees what is taking place in the conduct process in the same way the message Professor Wagner relayed does, in terms of the level of issues being dealt with within the student conduct process. She affirmed that the process itself is unfolding according to GW's processes and policies.

Dean Coleman noted that the conduct process is designed to allow for due process for students. Students receiving interim suspensions have the opportunity to engage in the panel process. She added that the office does not communicate about student processes publicly, but she affirmed that the process is enabled for each individual student. She stated that many different factors come into play in each process (e.g., a first-time process or not) and that she trusts the Student Rights & Responsibilities (SRR) staff to be very thoughtful in navigating the process with each student, particularly as each student comes to the table with their own unique set of circumstances.

Professor Orti relayed that he has also received messages from his CCAS constituents along the lines of what Professor Wagner reported. He noted that there have been contradictory messages about whether the administration is meeting with students and asked whether meetings have taken place over the course of the protests. President Granberg noted that there were many administrators in University Yard talking with students. She added that she had not gone to University Yard, stating that it is important for her to know she is talking with GW students when sitting down with a group. Noting that the makeup of the encampment included students from several other universities and other non-student participants, as well as GW students, she did not feel that the situation in University Yard reached a point where she felt she had an avenue to be able to sit down with students who are GW students and who are able to represent the concerns of GW students in this situation. She emphasized that she would work with the student groups to find a time or multiple times to be able to sit down with and hear from them.

Professor Orti requested and obtained unanimous consent for the privilege of floor for Professor Sara Matthieson, a CCAS faculty member who wished to address the Senate. Professor Matthieson made the following statement:

“I know I am not alone feeling gravely concerned about how harshly the administration has dealt with the student protests on our campus. This includes both disciplinary sanctions and criminal charges. I will take each one in turn. My understanding from speaking with faculty supporting students is that the administration has been offering two-year suspensions, voluntary expulsions, and more just for students who were present at the encampment. My feelings, and I

am not alone in this sentiment, is that these sanctions are significantly harsher punishments than typically given for students engaged in protest, even when that protest extends to occupying university property. It is also my understanding from talking with colleagues at other universities in the DMV that these sanctions are far more severe than those being handed down to non-GWU students involved in the exact same protest.

“In terms of the criminalization of protest, we know that the [administration called on MPD](#) to dismantle the protest from its very start. We also know that [MPD refused this request](#) because the Police Chief did not want to be seen as cracking down on peaceful protest. I am not alone in wondering why the immediate response to peaceful protest organized by *our students* was to call the police. I will state for the record, though surely many of us already know, that this was not the only path to de-escalation. Other university presidents have successfully negotiated and reached compromises with student protests, bringing an end to protest encampments without police intervention or violence. Instead, our administration relied on state power to end the protests, which involved, [as reported by NBC 4](#), 500 police officers descending on the encampment during the early morning hours and arresting and pepper spraying protestors. Academic research, news outlets that play videos of police violence on loop, and social movements for racial justice have taught us know that police are all too often more harmful than they are helpful. [Given the reality of police violence in this country](#), I am deeply disturbed that our administration would subject our students, many of whom are students of color, to the danger of a police force, a danger that can often be lethal. How can we possibly justify this approach?

“Lastly, I want to urge the senate to use all the tools at its disposal to facilitate good faith negotiations between student protestors and administration. It is my understanding from speaking with faculty supporting students that as recently as this morning, administrators reached out to student groups with a proposed meeting time that many students had a religious conflict with, not to mention providing only a two-hour window to respond. This is not a good faith approach. To my mind, actual good faith would be a truly meaningful way to begin to heal the “deep fissures” that [the message](#) from President Granberg and Provost Bracey referenced on May 8. This would also be an important first step to formally involving faculty in how our university should respond to the protests, something that up to this point has been nowhere to be found. I also know I am not alone in urging President Granberg to make meaningful shared governance at GWU, and to live up to the values of our university, which include but are not limited to, [as stated on our home page](#), to demand change and to be that change. Thank you.”

Professor Kulp spoke in support of Dean Coleman’s comments about the conduct process at GW, noting that she has sat on the code of conduct council for the past two years and has found the council to be very fair and consistent in its practices. She expressed her dismay that, as researchers, many faculty are applying generalizations from one-off anecdotes without information about other cases the council has considered throughout the year and without the data to back up accusations of disproportionate sanctions. Noting that the university is subject to Title VI and its own code of conduct, she added that what Mayor Bowser sees as free speech is not necessarily aligned with GW’s code of conduct; for example, a sign reading “final solution” maybe allowable on DC streets but not on GW property. There are a lot of nuances that go into the conduct process, and she expressed her support for the students should encounter a process that is consistent with other cases heard over the course of the year. Finally, she noted that, in her experience, the panels, made up of faculty and students, who are hearing conduct cases are extremely thorough and thoughtful.

Professor Akman relayed that he has received nothing but positive comments from SMHS faculty about the administration's actions; SMHS faculty are particularly appreciative of the President's stance regarding safety and security. He observed that today's comments have largely painted students and faculty with a broad brush; it is important to remember that there is a very diverse set of opinions on this issue. In light of the escalation at Columbia in which some protesters occupied and damaged a building, the faculty who spoke to him were appreciative of the decision to move the protesters off campus and make the campus safe again.

Professor Bamford relayed a point from a CCAS faculty member that the university had an opportunity for better press on this issue had there been more negotiation, or at least communication about attempts at negotiation, and communications with the students. It does seem that there is an opportunity with the upcoming meeting with students for the university to get some good press and to move forward positively and in support of its students. She also appreciated Professor Kulp's perspective and experience with the student conduct process. On the other hand, she stated, this is not a typical situation, and the university needs to consider what it does in emergency situations taking place within a national context and whether it can or should apply the same criteria it might in other disciplinary situations.

Professor Wilson reinforced earlier points from Professors Wirtz and Brinkerhoff. He spoke first about the memorandum Professor Wirtz mentioned and the expansion or modification of the current campus free expression policy. The original policy does not limit free expression but limited assemblies; talking about free expression—without specifying free expression via assemblies—expands the policy substantially. Next, with regard to Professor Brinkerhoff's earlier point, he observed that the university community needs to find ways to be in productive discourse about difficult issues, in particular given the frequent references in strategic framework conversations to preparing students to be citizens. He referenced GSEHD Professor Dwayne Wright's speaker series, especially the "What Do We Mean by Zionism?" talk. He hoped that this might be made available to help launch productive discussions. GW has prided itself and have talked about strategic planning around the importance of preparing its students to be citizens; the university needs to be able to get students to the point where they can talk to each other about difficult issues. It could have done so better in the present situation, and it needs to do better going forward. President Granberg noted her complete agreement about the opportunity of the moment. In her time at GW, she said, she has seen a hesitancy around engaging on this topic; the administration and faculty can model what that discussion looks like and help students learn how to do it. This can be a very important part of what happens moving forward.

Professor Parsons stated that the university finds itself in an unusual situation where students are very dramatically on two sides of an issue, and this is not easy. He agreed with Professor Kulp's point that the disciplinary process should be as routine as possible, noting that the university will fare better through consistency.

Professor Warren noted he was speaking for himself and not for other College of Professional Studies (CPS) faculty. This is the biggest campus protest since 1968, so it is far from a routine situation. From his perspective, the President and administration have handled it in a balanced way to date. He echoed earlier comments suggesting that the university community use this as a teachable moment moving forward, using the extensive expertise available on campus to address these issues in a non-reactive way.

Professor El-Ghazawi thanked the President for opening an avenue to speak with students, who are, after all, very important to those present and the broader university community. The university needs to be able to lead them and provide examples for how to engage in productive discourse, not just bombard them with rules and regulations. Moving forward, he asked about the upcoming meeting with students: Who are the students the President will be meeting with? Will they cover the range of perspectives on the current issue? Finally, he hoped that the administration would listen to the students with open minds and hearts, understanding that the students may say things the administration does not want to hear. He appreciated the earlier comment about the wholesale labeling and classification of groups; this keeps many from being able to express their own thoughts and presents a barrier to communication. Finally, he noted, it is key to pay attention, in these conversations, to the possibility that a response is not actually about the same issue that was being presented; careful listening is very important.

Dean Coleman spoke to the composition of the meeting with students, noting that the invitation was sent to registered student organizations. The majority of the student organizations and the leaders within those organizations make up a significant portion of the coalition, but the coalition itself is not a registered student organization.

Professor Rain asked about the decision to hang a large United States flag from Lisner Hall in the midst of the protests, which felt like a provocative gesture on the university's behalf. President Granberg responded that this action was approved by the administration after flags in University Yard had been taken down and the George Washington statue vandalized; the decision was made in an effort to have something back in University Yard.

Professor Sacheck noted she has heard enormous concern for GW's international population and their fear of speaking out. She encouraged the university to find creative ways to bring quieter voices to the table and to identify ways to engage them when they are worried about visas, jobs, and their safety of expression.

Professor Wagner noted that the flag hung on Lisner did not feel responsive to students but rather to outside audiences and wondered if this decision had the effect of being escalatory. With regard to fostering productive dialogue, she noted that she understood the focus on high-profile events. However, she urged the administration to talk with faculty, particularly those who have been engaged with and teaching students about the Middle East, religious studies, peace, and conflict resolution. For months now, they have been working on navigating these issues in smaller class settings. She also asked what resources GW is willing to dedicate toward the strategic framework of helping students deal with difference and confront conflict. Thinking of this as a set of skills that GW can inculcate, what kind of resources is the university willing to dedicate to bringing students together and to supporting faculty and staff as well? She observed that this issue will not go away; the university needs to support its community in terms of mental health and well-being, and this is an area where the university has been under-resourced for some time. A financial commitment is needed in this area, and she hoped the Board might think about how it can help make GW into a place that is invested in caring about its students and helping them be citizens of a future where conflict and difference is part of everyday life in a way it has not been for previous generations.

President Granberg agreed, noting that, in the seeds of what has been very difficult and contested time, there is an enormous opportunity to move forward in a direction that other institutions have not been able to achieve. This will take resources, time, and intentionality. She agreed that faculty

who are already engaged with students on these issues will be a very important part of how GW moves forward. She added that it will be important that the faculty and the administration embrace the fact that there have been many different kinds of conversations going in in little circles from many perspectives on what is happening here; the university has to find a way to embrace and bring all of it into the circle. This begins with faculty talking with each other and modeling generative and productive conversations through deep disagreement.

Professor Feldman observed that GW as a university has failed in its approach by having refused to engage in sustained, broad-ranging discussions with students through these events. There are examples of other universities that pursued these paths with much better outcomes. Looking forward to the meeting being planned with students, she noted that the invitation to students states that the administration is “open to dialogue regarding broad community concerns, including free speech and Islamophobia on campus. We also want to make clear in advance that the university is not considering changes to our endowment investment strategy, academic partnerships, or established SRR processes.” This sends the message that the administration will talk about some things that matter to students but not others. She strongly urged, as a forward-looking strategy, inviting students into conversation about all the things that matter to them without foreclosing before the meeting the topics they are allowed to bring to the administration’s serious and sustained attention. This will create a better environment for moving forward, and her forward-looking advice was to revise the invitation.

President Granberg appreciated this extremely important point. She noted that the statement Professor Feldman quoted was in place because she did not want a situation, particularly entering these conversations a couple of weeks after the first encampment, where students would come to the meeting, present a set of outcome expectations they had sent in advance, and only then hear that there are certain things the university is not looking at doing. This does not mean that these topics cannot be raised and discussed and that students can’t share with the administration why they think these things are important—or that the administration might not ask questions to understand how the students define those things. However, she stated that she felt it would be disingenuous not to give the students a platform of reasonable expectations prior to the meeting.

Professor Badie asked what the university’s plans are should these activities continue into the summer, and then for any additional activity as the US presidential election this fall nears. The President responded that this has been on her mind as well. She expressed her belief that this work and conversation should continue through the summer, and technology permits dialogue to continue even while students and faculty are in other places. Summer will be an important time to think about how to enter the fall term collaboratively and collectively; the upcoming national election will require that the university community continues to draw on these skills.

Professor Brinkerhoff noted that every time she engages with her colleagues and students she learns a great deal and very much appreciates hearing the perspectives offered today. To that end, she expressed support for Professor Feldman’s comment about not closing the door prior to a conversation; this closes the door on learning and is a missed opportunity to lead students through the university’s reasoning and to understanding what the barriers might be to meeting their needs. This, she noted, is truly a Revolutionary moment. It will require candor, reflection, and honesty; the administration can go a long way toward rebuilding trust by acknowledging where mistakes were made. She noted that the issue of the flag on Lisner Hall came up during the ESIA faculty meeting this morning. This gained national attention, given what is happening at GW and nationally;

however, the rationale for that action was lost in a sound bite of the national media. The implication was that somehow the student protesters are not fully American or are anti-American, and that sends a terrible message. She urged the administration to replace the flags where they belong on the Yard.

Professor El-Ghazawi agreed with President Granberg's desire to set expectations for the upcoming student meeting but hoped that students would still be allowed to bring their perspectives to the table and fully speak their minds. The President responded that, while she ultimately made a particular decision, she absolutely understands the points and critiques made in today's meeting about her decision.

Professor Parsons, looking toward the future, noted that this was a major rupture on campus, and he expected that its after-effects would be found in dorms and social events as students manage what they are experiencing in their communities. President Granberg agreed, observing that this is fundamentally what makes this different from other protests; broadly speaking, there are two sizable groups of students on opposing sides of an issue, and there is pain coming from their interactions.

Returning to the topic of small-group conversations occurring on campus, Professor Wilson stated that there is a need for a university-level mechanism for conversations on difficult topics that can happen openly and regularly. Spaces should be created where not just a handful of people talk with each other about important issues. Next, he hoped the free expression policy memorandum might be retracted, noting that, as written, it does not read as intended. Finally, he asked what the university does when legislators use GW as a foil to play politics, noting that this most recently resulted in the perception that GW "caved" after legislators made a high-profile visit to campus and MPD cleared University Yard the next day. President Granberg observed that these events have gotten enormous, not just at GW but all over the country. Early on, the university communicated with MPD and asked for their assistance in relocating students from University Yard to Anniversary Park; this was announced in the very first note sent to the community. As the protest got bigger, the decision to intervene was out of GW's hands; those decisions were made by MPD. MPD's decision was based on their assessment that there was an escalation toward a potentially more violent situation, and, she noted, GW did not have a vote in that decision. She added that she was not relaying anything that has not been reported in the media.

Professor Wagner set out a series of questions for the President aimed at understanding how the university has reached the current point and the timeline of the President's thinking on the encampment:

- When was University Yard closed? And when was that communicated to the students and the wider GW community?
- How have you determined whom to charge or not to charge? (Does chalking get one charged? If a student spoke at the demonstration? If they pitched and slept overnight would a student be more likely to get charged? Is it a certain accumulation of violations?)
- What was the threshold when, in your view, the encampment was no longer peaceful and needed to be dismantled? What avenues did you pursue to achieve a non-violent resolution, a resolution that did not entail the MPD?

These questions, she stated, represent an effort to understand the timeline of decision-making as well as of communications.

President Granberg responded that, in terms of the administration's thinking, one key point was that this was not a GW student protest. The action was coordinated by multiple chapters of organizations concerned about what is happening in Gaza right now that included multiple universities in DC, Maryland, and Virginia. The event rapidly became a situation where well over 50% of those in the encampment were not students, much less GW students. The protest was set up on university property, directly next to the Law School while their final exams were underway. This was a regional encampment joined by many other interested individuals. There were times when, between H Street and the Yard, there were close to 500 people present while the university is trying to conduct final exams in the Law School. This is the broader context of where the university found itself when the encampment began.

Early Friday morning, right after the first day of the protest, she continued, GW Facilities moved some bike racks in with the goal of securing university property. The university did not try to move anyone out of the encampment that night but did establish a rule that participants could leave University Yard but would then not be permitted to re-enter the Yard. The hope was that this would bring the encampment down to just GW students, at which point the administration could begin conversations with just GW students. On Sunday, the barricades were broken, and University Yard became a bigger encampment. Through this, the university stayed in contact with MPD, who were very much in charge of the security side. At that point, there was also a lot of public attention and many different constituencies to attend to.

The President noted that it was clear from interactions between different groups (both within and external to the encampment) that the temperature of the protest was going up, and the university became more concerned about external individuals coming to campus. The administration received information relayed through GYPD, as appropriate, but it was MPD who made the decision about going in, and when. She added that she had direct conversations with the assistant chief, who never indicated that he had any intention to go in; this decision was made entirely by the city.

Dean Coleman addressed another of Professor Wagner's questions, noting that, on the first day of the protest, her office held conversations with the students involved. They discussed the time, place, and manner of the protest as well as the Law School finals, and the university offered another space for the encampment. The students decided they did not want to leave University Yard or adhere to time, place, and manner restrictions. The university then offered to allow the students to remain in University Yard for the day and relocate to Anniversary Park at 7pm, as they knew all of the things scheduled for the Yard beyond the Law School finals. On this first day, Student Affairs also communicated to every student involved that no one who moved that day would be suspended or subject to other sanctions.

On the second day, the university again offered an alternate space for the protest, expressing to the students that the relocation was not about shutting down the protest. Students were told that, if they remained in University Yard after a certain point in time, they would be subject to discipline; SRR staff went out into the encampment with QR codes so students would understand what that meant. She added that University Yard was already closed to student use that week because of the Law School finals, and the protest created material disruption of the law students' ability to prepare for and proceed with their finals.

Professor Akman pushed back on the idea of there being two sides to this issue. With around 25,000 students and 11,000 faculty at GW, there is a great deal of complexity, nuance, and varying opinions

on this issue. It is important to think about all of the aforementioned times and opportunities where conversations have taken place within schools and departments. The protesters on University Yard and H Street are a small percentage of the students in the university. They may be speaking for a large number of GW students, but he noted he has spoken with many students and faculty at GW who were worried, anxious, nervous, threatened, concerned, and scared by the actions of some of the protesters. He suspected that these voices are not being heard as much, and those perspectives came from populations well beyond GW's Jewish faculty and students. He shared that he also received many calls from concerned alumni with complex perspectives; those voices are in the mix as well.

Professor Brinkerhoff agreed, noting that there is often a polarized framing presented around the protest. Recalling her earlier point about language, she stated that it is important to model that there aren't two sides to this issue but rather many different perspectives. Framing it as two sides reads as forcing a choice instead of acknowledging that these are complex issues where individuals will have their own perspectives.

Professor Eakle asked if the President was privy to the material facts that led to MPD's decision to clear the encampment. President Granberg asked Baxter Goodly, Senior Associate Vice President for Facilities Planning, Construction, and Management, to respond. Mr. Goodly noted that MPD observed increased levels of agitation at the encampment as well as the stocking of wood, plywood, and other lumber materials that they thought could be used as weapons or for other destructive purposes. He added that MPD's public statement following its clearing of the encampment included its full rationale for its action.

Professor Wagner asked when GW made its first request to MPD. President Granberg responded that the university wanted assistance moving students to Anniversary Park. Specifically, the university wanted GW students to have their space where, whatever else might happen, they could hold their protest. When the crowd swelled, this became an MPD issue, and the MPD decision did not involve GW.

PROVOST'S REPORT (Chris Bracey, Provost)

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

BRIEF STATEMENTS & QUESTIONS/PROVOST'S REPORT

Professor Wirtz observed that, for more than two years, the faculty has been promised some progress on the faculty salary equity initiative. Given this extensive delay, he asked whether this is being accorded the important status it deserves and, on a deadline basis, what the plans are for moving forward. Provost Bracey responded that he met with Vice Provost for Faculty Affairs Rumana Riffat earlier this week and discussed reconvening the faculty salary equity initiative committee in order to revisit the criteria and determine the criteria for a new methodology. He noted that she would be reaching out to those who served on the previous committee as well as adding new members. Planning with this group will then take place over the summer and into the fall, with the goal of implementing a new mechanism that can be readily run on an annual basis. He committed that Vice Provost Riffat would reach out to committee members on or before June 1.

Professor Akman applauded the university's efforts at maintaining its commencement plans. However, he expressed some concern around the school ceremonies to be held on campus, observing that last night's protest demonstrated that these types of events can pop up at any time. Noting that this is on the minds of faculty and students, he asked whether the Provost could share any information about plans for on-campus ceremonies. The Provost responded that university leadership is very aware of this issue and has been working hard to ensure that diploma ceremonies take place with minimal disruption. He added that the university is doing all it can to preserve commencement for this class, who lost their high school graduations to COVID-19 four years ago.

President Granberg agreed, noting that she very much wants students to have these experiences, both on the mall and on campus. She added that a certain amount of protest activity at commencement is not anything new to GW. The university has a skilled team working on this, led by Mr. Goodly. Mr. Goodly noted that there will be increased security on campus during commencement. The university has and will continue to work closely with MPD, as they have jurisdiction on the city's public streets, and with the National Park Police for the main commencement ceremony on the mall. With regard to the school diploma ceremonies, he noted that all need to be aware of the potential for and likelihood of some disruption. His intention is to have staff in place who can address those individuals, and he added that he will be meeting with the deans next week to communicate the plans for making these ceremonies as happy and disruption-free as possible. Professor Akman followed up to ask whether the university anticipated Kogan Plaza being open for commencement. Mr. Goodly responded that, on Kogan Plaza, the bike racks will be removed. There will be defensive barrier around it, but it will be open as the barriers have gates. The Plaza will be accessible and available for photos and other commencement-related activities.

Professor Eakle noted that he has enjoyed the Provost's reports and enthusiasm about GW's Global Food Institute. With the United Nations reporting that there is full-blown famine in Gaza, he asked whether the Institute has considered how it might assist in alleviating this. Provost Bracey responded that the university is very close to finalizing the onboarding of the Institute's inaugural executive director. That individual will certainly be thinking about what kind of significant, impactful contributions the Institute can and should make. He noted that there are many, including Jose Andres himself, who understand and appreciate the seriousness of the famine happening in Gaza and who will want to see the Institute take actions to address this. The Provost indicated that he would raise this issue with the team.

Professor Gupta asked about tenure slot numbers, noting that the percentage of full-time, regular tenure track faculty has remained below the 75% ratio mandated in the *Faculty Code*. He asked whether this trend might be reversing this year through the approval of more tenure slots. The Provost responded that the schools are still in hiring season, concluding searches that began in the fall. He stated that he would be able to measure progress in this area in November when census data is submitted. He added that his office has approached the Board for approval of additional tenure lines, observing that the university wants to grow its faculty where there is enrollment and resources to support higher numbers. He also noted that the Code provision speaks to the ratio at the school level, not at the university level, but that he is attentive to both sets of numbers.

Professor Wagner relayed an EPT request to the Provost office regarding. The timely release of the Fall 2024 syllabus template and the religious holidays calendar, ideally in mid- to late July as opposed to further in August, which can make planning difficult for faculty. She noted that EPT would work

with Vice Provost Jeff Brand about the instructional FAQ, which has been a very useful resource. The Provost agreed that timely distribution of these items is important and noted the request.

EXECUTIVE COMMITTEE REPORT (Ilana Feldman, Chair)

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

BRIEF STATEMENTS & QUESTIONS/EXECUTIVE COMMITTEE REPORT

Following up on Professor Feldman's report of the letter FSEC delivered to the administration on the first evening of the encampment, Professor Orti expressed that the group was dismayed to learn the next day—after what seemed to be an open conversation about the university's actions during the regular FSEC meeting—that MPD had in fact declined to act on a university request to intercede. He noted that withholding this information from FSEC felt personally disheartening, and he noted that FSEC felt they had not been told the whole truth at their meeting and that some trust was lost as a result.

President Granberg responded that she regretted hearing that FSEC felt this way. She noted that she and the Provost were very clear in the communication sent to the full university community that a request for MPD's assistance had been made, and that message was sent prior to the FSEC meeting. From their point of view, they felt they had communicated with the full university community the decision and request they had made. She was therefore surprised to hear that FSEC felt something had been withheld. Professor Orti noted that this may have been a communication problem, as calling for assistance from MPD may mean a variety of different things; asking for a specific action was not what was communicated—at least, this was FSEC's perception. President Granberg noted that what she and the Provost communicated in their message to the community was the request that they made. She regretted that FSEC was left feeling this way but noted that she felt the administration had been as transparent as they could have been about the request that was made.

Professor Feldman observed that the message about having called MPD was very clear and was, in part, what led FSEC to meet in an emergency session on Thursday, April 25. On Friday, April 26, however, FSEC was not yet privy to the fact that the District had been unwilling to take action, as the timing of the Washington Post article reporting this was just after the FSEC meeting. FSEC clearly felt that MPD's response should have been part of the discussion with FSEC on April 26.

[RESOLUTION 25/1](#): To Correct Faculty Code Language Referenced in Senate Resolution 24/6 (Guillermo Orti, Co-Chair, Professional Ethics & Academic Freedom Committee)

Professor Orti introduced the resolution, which corrects an error in Resolution 24/6. That resolution included a resolving clause deleting a *Faculty Code* section. That deletion renders the Code completely silent on faculty participation in presidential searches, and the Professional Ethics & Academic Freedom (PEAF) committee agreed that this was an error. The current resolution reinstates that section and proposes an amendment to it that reflects the other action taken by Resolution 24/6.

The resolution was adopted by unanimous consent.

INTRODUCTION OF RESOLUTIONS TO BE REFERRED TO COMMITTEE

No new resolutions were introduced at the meeting.

GENERAL BUSINESS

- I. Approval of the 2024-2025 Senate Calendar
The [attached](#) calendar was approved by unanimous consent.
- II. Approval of the 2024-2025 Senate Standing Committee Chairs & Rosters
The [attached](#) rosters were approved by unanimous consent.
- III. Approval of the 2024-2025 Dispute Resolution Committee Chair & Roster
The [attached](#) roster, with Professor Joan Schaffner returning as chair, was approved by unanimous consent.
- IV. Approval of the 2024-2025 Faculty Nominations to the University Integrity & Conduct Council
The [attached](#) slate of faculty was approved by unanimous consent.
- V. Approval of the 2024-2025 Faculty Nominations to the Student Discrimination Report Committee
The [attached](#) slate of faculty was approved by unanimous consent.
- VI. Senate Standing Committee Reports
The following reports have been filed with the Senate office and have been posted to the Senate website on the relevant committee pages:
 - [Appointments, Salary, & Promotion Policies \(ASPP\) Annual Report \(PDF\)](#)
 - [Educational Policy & Technology Annual Report \(PDF\)](#)
 - [Libraries Annual Report \(PDF\)](#)

BRIEF STATEMENTS AND QUESTIONS

Professor Gupta observed that today marks his final Senate meeting, as he is retiring at the end of the academic year after a 46-year career at GW. He noted that he has enjoyed his time at GW and his work on Senate, including chairing the ASPP committee, and he extended his thanks to all for their collaborative work over the years. Those assembled expressed their appreciation for Professor Gupta with a round of applause.

President Granberg stated that, at the end of her first year with Senate, she appreciates the care with which Senate members think about issues as well as their partnership. This year has brought many challenges, and she is very impressed with and grateful for the seriousness and care with which the Senate thinks about the university and its students.

ADJOURNMENT

The meeting was adjourned at 4:11pm.



Faculty Senate

May 10, 2024

Nominees for Approval by the Faculty Senate

2024-2025 Faculty Senate Executive Committee (FSEC)

CCAS: Katrin Schultheiss

CPS: John Warren

ESIA: Ilana Feldman, Chair

GSEHD: Jonathan Eakle

GWSB: Arthur Wilson

GWSPH: Amita Vyas

LAW: Scott Kieff

SEAS: Tarek El-Ghazawi

SMHS: Jeffrey Akman

SON: Linda Briggs

2024-2025 Dispute Resolution Committee Chair

Joan Schaffner, Law School

2024-2025 Parliamentarian

Sarah Binder, CCAS



Faculty Senate Provost Report: Friday, May 10, 2024

Good afternoon. I have some end of year updates to share with you today.

End of the Semester

I know the encampment on University Yard and other protest activities have provided challenges and additional stress for members of our community during the busiest time of year. Thanks to the Office of the Registrar, we were able to pivot quickly with our academic operations. Final examinations in buildings surrounding University Yard were moved to different locations, and the Provost Office has continued to communicate the status of examinations and where students should be directed to share questions or concerns about finishing out the end of the semester, including a message early this morning. As much as possible, we have endeavored to maintain normal university operations.

I would like to thank the faculty for your flexibility and your continued support of our students during this challenging time. I am sure you have had to field many tough questions and concerns in recent weeks. I am sincerely grateful for all you have done to keep the university moving forward and for your attention to Provost Office guidance through this final examination period.

Spring Grades

A quick housekeeping note on spring grades. It is very important that faculty submit grades as soon as possible after the completion of final exams. University policy requires that grades be submitted within five business days of the exam, or after the final class meeting if no exam is given. They can be submitted online 24/7. Grades not being submitted on time can negatively affect a student's financial aid and academic standing and can delay the conferral of a student's degree. Please help us honor our commitment to offering students the best possible experience by meeting this deadline. And please remind your colleagues!

Strategic Framework Development

Regarding the Strategic Framework Development process, thank you to all who have provided very helpful guidance and feedback on the future-focused conversations summary report. Hopefully you saw that the summary report, which incorporated feedback from the Faculty Senate retreat and other meetings with stakeholders, was posted on the Strategic Framework website for community feedback. We received dozens of submissions through the feedback form. We are processing the feedback and developing a set of thematic areas to share with the Board of Trustees in May.

GW Alliance for a Sustainable Future Celebration

In April, the Alliance for a Sustainable Future held an exciting event that celebrated the creativity, scholarship and leadership that is working to advance a more sustainable way of life for the health of our planet. The program included a roundtable discussion with GW faculty experts, moderated by yours truly, and a keynote conversation with Delaware senator Chris Coons, the co-founder and co-chair of the bipartisan Senate Climate Solutions Caucus.

There continue to be exciting developments in the Alliance since its launch in November, including the addition of faculty and staff support, so I urge you to keep an eye on their website for developments and storytelling.

Academic Honors

We also had the pleasure of recognizing over 200 undergraduate students at our Academic Honors ceremony with the Outstanding Academic Achievement Award. These students are in the top 2% of their schools by GPA. 59 students received this award for the 2nd time, and 49 received it for the 3rd time – demonstrating a strong base of consistent academic achievement among our undergraduates.

We also recognized 10 Distinguished Scholars – which includes 3 from CCAS, one for each focus area of Arts and Humanities, Social Science, and Natural Science. The selection process for Distinguished Scholars differs by school, but they are all excellent, engaged students with bright futures. We look forward to seeing many of these students graduate in just over a week.

Faculty Honors

In late April, we held the 14th Annual Faculty Honors Ceremony, which recognized excellence in teaching, research, and service among our faculty and graduate teaching assistants. I truly appreciate having the opportunity to celebrate the many accomplishments of our faculty, who I believe are the single most important ingredient to our success as a serious research institution. I was especially proud to recognize Senator Jim Tielsch with the Oscar and Shoshana Trachtenberg Prize for Service.

Looking ahead to 2025's ceremony, I encourage you all to pay attention to the call for nominations when they go out in the fall and to nominate your peers for these important honors.

Research Showcase

On May 1, the Office of the Vice Provost for Research hosted the 2024 Research Showcase. Members of the campus community, alumni, employer partners, and external collaborators gathered to learn more about GW research on the theme of sustainability and equity.

More than 50 undergraduates, graduate students, and postdocs from across GW presented posters. It was a lively program with lab tours, a display of faculty authored books, presentations by research institutes, and oral presentations by winners of the Three Minute Thesis competition and the New Venture Competition.

It was also the culmination of a month of school- and department-led research symposia.

It is very exciting to see the outcome of student-led projects that have developed over the course of an academic year. I would like to thank all the faculty who are serving as mentors to our student scholars in the classroom, the field, and the lab.

Commencement

Finally, as you know, Commencement Week is next week. A strong faculty showing at graduation events demonstrates to our graduating students and their families and friends that we are proud to see them cross the finish line and are excited about their future endeavors, so I look forward to robust faculty participation at school events and on the National Mall.



Faculty Senate

Report of the Faculty Senate Executive Committee (FSEC)

May 10, 2024

Ilana Feldman, Chair

FSEC Activities

On April 25, the day the protest encampment began in University Yard, following announcements by the University that the MPD had been called to remove protesters, and hearing from many faculty about their concerns about the situation, FSEC held an emergency meeting. On short notice, 7 of 9 FSEC members were able to participate. Recognizing the many different views among faculty about the protests, as well as deep shared concern about the university community, FSEC wrote to the President and Provost urging a de-escalatory approach and offering any assistance that FSEC could provide to open channels of communication with protesting students.

FSEC then met as regularly scheduled on April 26. Following the Provost's report on recent and upcoming academic activities, FSEC engaged in a candid conversation with the President and the Provost about the protests and the university's response.

FSEC Transition

The outgoing and incoming FSEC will meet jointly on May 13 to discuss logistical matters including standing committee FSEC liaison assignments. This meeting will be held virtually and in executive session.

The next joint meeting of the GW Board Executive Committee and FSEC will be held on May 16. Both the incoming and outgoing FSEC membership are included in this meeting.

Personnel Actions

There is one active grievance at the university, in the Elliott School of International Affairs; the parties have agreed to mediation.

Calendar

Following the aforementioned joint FSEC meeting on May 13, the next regularly scheduled meeting of the Faculty Senate Executive Committee is August 30, 2024. Draft resolutions and any other possible Senate agenda items should be forwarded to Liz Carlson in the Senate office as soon as possible to assist with the timely compilation of the FSEC meeting agenda, ideally by August 23. The next regularly scheduled Faculty Senate meeting is September 13, 2024.



Faculty Senate

FACULTY SENATE CALENDAR¹

2024-2025 Academic Year

FACULTY SENATE MEETINGS²

2:00-4:30pm ~ 1957 E Street/State Room (7th floor) and/or via WebEx

May 10, 2024
September 13, 2024
October 4, 2024
November 8, 2024
December 13, 2024
January 10, 2025
February 14, 2025
March 7, 2025
April 11, 2025
May 9, 2025³

EXECUTIVE COMMITTEE MEETINGS⁴

12noon-2:00pm ~ Executive Committee Members Only

August 30, 2024
September 20, 2024
October 25, 2024
November 22, 2024
December 20, 2024
January 31, 2025
February 21, 2025
March 28, 2025
April 25, 2025

¹ To permit compliance with the rules requiring seven days' notice of Senate meetings, the Executive Committee typically prepares the agenda two weeks in advance of regular Senate meetings.

² The Senate may hold Special Meetings as convened under the *Faculty Organization Plan*, and the Faculty Senate Executive Committee may change the date of a Regular Meeting in unusual circumstances or may cancel a Regular Meeting for which there is not sufficient business.

³ First meeting of the 2025-2026 Academic Year session

⁴ The Executive Committee may hold Special Meetings as convened by the Chair.

**Faculty Senate
Master Standing Committee List
2024-2025 Rosters**

Non-voting members are those committee members serving on a committee because of their administrative role at the university, and the value that the person in that role brings to the committee. Non-voting members may be nominated for service by the President, the Provost, or a committee chair. These administrative committee members are not approved by the full senate and are referenced here for informational purposes. Should a non-voting member change positions at or leave the university, that individual would no longer serve on the committee, but a new individual in that role could be named to the committee in the same capacity.

Appointment, Salary, & Promotion Policies

Member	Affiliation	Voting Status
<i>Bamford, Heather*</i> , Chair	CCAS	Voting
<i>LeLacheur, Susan</i> , Co-Chair	SMHS	Voting
Attia, Mina	GSEHD	Voting
Belenky, Masha*	CCAS	Voting
Brinkerhoff, Jennifer*	ESIA	Voting
Catalanotti, Jillian	SMHS	Voting
Clayton, Jennifer	GSEHD	Voting
Cox, Catherine	SON	Voting
El-Banna, Majeda	SON	Voting
El-Ghazawhi, Tarek*	SEAS	Voting
Ellis, Wendy	GWSPH	Voting
Ganjoo, Rohini	SMHS/SEAS	Voting
Ghaedi, Mohammad	CCAS/ESIA	Voting
Gupta, Murli	CCAS	Voting
Harizanov, Valentina	CCAS	Voting
Hayes, Carol	CCAS	Voting
Howard, Lionel	GSEHD	Voting
Jayaseelan, Dhinu	SMHS	Voting
Khilji, Shaista	GSEHD	Voting
Lu, Luyao	SEAS	Voting
Minor, Sabrina	VP HRMD, CPO	Nonvoting
Nasser, Samar	SMHS	Voting
Pericak, Arlene	SON	Voting
Riffat, Rumana	VPFA	Nonvoting
Roberson, Anthony	SON	Voting
Singh, Anita	LAW	Voting
Tekleselassie, Abe	GSEHD	Voting
Wirtz, Phil*	GWSB	Voting
Young, Heather	GWSPH	Voting
Zderic, Vesna	SEAS	Voting

Athletics & Recreation

Member	Affiliation	Voting Status
<i>Sacheck, Jennifer*, Chair</i>	GWSPH	Voting
<i>Wei, Peng, Co-Chair</i>	SEAS	Voting
Anwar, Syed	SMHS	Voting
Baker, Robert	CCAS	Voting
Cassar, Linda	SON	Voting
Choma, Elizabeth	SON	Voting
Chung, Sunhun	GWSB	Voting
Coleman, Colette	Provost, Dean of Students	Nonvoting
Darcy-Mahoney, Ashley	SON	Voting
Ellman, Danya	Athletics	Nonvoting
Gray, Stephen	SMHS	Voting
Jayaseelan, Dhinu	SMHS	Voting
Johnson, Kurt	SMHS	Voting
Jorgensen, Cory	CCAS	Voting
Levers, Kyle	SPH	Voting
McDonnell, Karen	SPH	Voting
McHugh, Patrick	GWSB	Voting
Morant, Blake*	LAW	Voting
Nelson, Kelsey	CCAS	Voting
Padovano, Cara	SON	Voting
Quinlan, Scott	SPH	Voting
Singh, Anita	LAW	Voting
Spencer, Mark	SMHS	Voting
Traub, John	CCAS	Voting
Tuckwiller, Beth	GSEHD	Voting
Vogel, Tanya	Athletics	Nonvoting
Young, Heather	SPH	Voting
<i>TBD</i>	Faculty Athletics Representative	Nonvoting

Educational Policy & Technology

Member	Affiliation	Voting Status
<i>Wagner, Sarah*, Chair</i>	CCAS	Voting
<i>Foster, Irene, Co-Chair</i>	CCAS	Voting
Aviv, Eyal	CCAS	Voting
Badie, Sameh*	SEAS	Voting
Baharu, Yordanos	LAI	Nonvoting
Beil, Cheryl	Assessment	Nonvoting
Beveridge, Scott	GSEHD	Voting
Bhati, Sue	SON	Voting
Bochniak, Matt	LAW Staff	Voting
Brand, Jeff	Provost	Nonvoting
Bronner, Ben	GWSB	Voting
Choate, Thomas	GWSB	Voting

Clarkson, Chante	Student Success	Nonvoting
Cloud, Katie	Registrar	Nonvoting
Cohen-Cole, Jamie	CCAS	Voting
Ensor, Brian	GWIT	Nonvoting
DeVoss, Mahany, Crystal	CPS	Voting
Feuer, Michael	GSEHD	Nonvoting
Frierson, Tobe	Enrollment	Nonvoting
Ganjoo, Rohini	SMHS	Voting
Goff, Jay	Enrollment	Nonvoting
Henry, Geneva	Provost	Nonvoting
Johnson, Candice	SMHS	Nonvoting
Johnson, Jared	GWIT	Nonvoting
Kadrie, Mountasser	SMHS	Voting
Kern, Michael	GWIT	Nonvoting
Khilji, Shaista	GSEHD	Voting
Knestrick, Joyce	SON	Voting
Knudsen, Kevin	LAI	Nonvoting
Lotrecchiano, Guy	SMHS	Voting
Murphy, Terry	Provost	Nonvoting
Quinlan, Scott	GWSPH	Voting
Rain, David*	CCAS	Voting
Riedner, Rachel	CCAS	Nonvoting
Schultheiss, Katrin*	CCAS	Voting
Schwartz, Lisa	SMHS	Voting
Shuai, Danmeng	SEAS	Voting
Siczek, Megan	CCAS	Voting
Smith, Andrew	CCAS	Voting
Subramaniam, Suresh	Provost	Nonvoting
Thorpe, Jane Hyatt	GWSPH	Voting
Toll, Ben	Admissions	Nonvoting
Torres, Jason	LAI	Nonvoting
Trammel, Shauntae	GWIT	Nonvoting
Ulfers, Margaret	GWSPH	Voting
von Barghahn, Barbara	CCAS	Voting
Williams, Kimberley	Student Success	Nonvoting
Wirtz, Phil*	GWSB	Voting
Zara, Jason	SEAS	Nonvoting

Fiscal Planning & Budgeting

Member	Affiliation	Voting Status
<i>Kulp, Susan*</i> , Chair	GWSB	Voting
<i>Cordes, Joe</i> , Co-Chair	CCAS	Voting
Ali, Neena	University Controller	Nonvoting
Attia, Mina	GSEHD	Voting
Bakshi, Hemant	Senior Associate VP	Nonvoting
Birkmeier, Marisa	SMHS	Voting
Borum, Marie*	SMHS	Voting
Cohen-Cole, Jamie	CCAS	Voting
Crandall, Kieth	SPH	Voting
Fernandes, Bruno	Treasurer	Nonvoting
Freund, Maxine	GSEHD	Nonvoting
Glatzer, Michael	Vice Provost Budget & Finance	Nonvoting
Gomberg-Maitland, Mardi	SMHS	Voting
Gore, Angela*	GWSB	Voting
Gray, Stephen	SMHS	Voting
Gupta, Murli*	CCAS	Voting
Henry, Geneva	LAI	Nonvoting
Hurst, Sarah-Kay	CCAS	Voting
Jaqua, Dan	CCAS	Voting
Kadrie, Mountasser	SMHS	Voting
Keeney, Jonathon	SMHS	Voting
Kim, Mikyong	GSEHD	Voting
Koutroulis, Ioannis	SMHS	Voting
Lu, Luyao	SEAS	Voting
Morely, Brendan	CCAS	Voting
Murphy, Teresa	Provost	Nonvoting
Parsons, Don*	CCAS	Voting
Peng, Yisheng	CCAS	Voting
Singh, Anita	LAW	Voting
Soghier, Lamia	SMHS	Voting
Spear, Jo	ESIA	Voting
Tielsch, James*	GWSPH	Voting
Trangsrud, Roger *	LAW	Voting
Warshaw, Chris*	CCAS	Voting
Williams, Ben	CCAS	Voting
Wilson, Arthur*	GWSB	Voting
Wirtz, Phil*	GWSB	Voting
Yang, Lang	CCAS	Voting
Yezer, Anthony	CCAS	Voting
Zeman, Robert*	SMHS	Voting

Honors & Academic Convocations

Member	Affiliation	Voting Status
<i>Schultheiss, Katrin*</i> , Chair	CCAS	Voting
Abbruzzese, Jennifer	Provost's Office	Nonvoting
Cox, Catherine	SON	Voting
Dimri, Manjari	SMHS	Voting
Friedman, Leonard	GWSPH	Voting
Hegarty, Paul	Events	Nonvoting
Hines, Aris	GWSB	Voting
Hurst, Sarah-Kay	CCAS	Voting
Liebow, Lisa	CPS	Voting
Morant, Blake*	LAW	Voting
Morley, Brendan	CCAS	Voting
Riffat, Rumana	VPFA	Nonvoting
Ritsema, Tamara	SMHS	Voting
Schwindt, Rhonda*	SON	Voting
Shin, Peter	SPH	Voting
Stepanov, Artem	SEAS (PT)	Voting

Libraries

Member	Affiliation	Voting Status
<i>Schwindt, Rhonda*</i> , Chair	SON	Voting
<i>Dugan, Holly</i> , Co-chair	CCAS	Voting
Abate, Laura	SMHS	Nonvoting
Bartlett, Judi	CPS	voting
Chung, Sunghun	GWSB	Voting
Ghaedi, Mohammad	CCAS (PT)	Voting
Gohar, Mary	GSEHD Staff	Voting
Greenstein, Tricia	GWSC/LAI	Nonvoting
Henry, Geneva	LAI	Nonvoting
Pagel, Scott	Law Library	Nonvoting
Patel, Ashesh	SMHS	Voting
Peng, Yisheng	CCAS	Voting
Posey, Laurie	SON	Voting
Scalzitti, David	SMHS	Voting
Spear, Jo	ESIA	Voting
Stein, Mary Beth	CCAS/ESIA	Voting
Telikicherla, Puja	CPS	Voting
Thoma, Kathleen	SMHS	Voting
Venzke, Margaret	SON	Voting
Warren, John	CPS	Voting
Whitt, Karen	SON	Voting
Yun, Jung	CCAS	Voting
Zheng, Xioyan	SMHS	Voting

Physical Facilities

Member	Affiliation	Voting Status
<i>Tiensch, James*</i> , Chair	GWSPH	Voting
<i>Traub, John</i> , Co-Chair	CCAS	Voting
Choate, Thomas	GWSB	Voting
Cloud, Katie	Registrar	Nonvoting
Coleman, Colette	Dean of Students	Nonvoting
Crawford, Douglas	CCAS	Voting
Eakle, Jonathan*	GSEHD	Voting
Fox, Katie	Univ. Resilience	Nonvoting
Goodly, Baxter	Facilities	Nonvoting
Gray, Stephen	SMHS	Voting
Hurst, Sarah-Kay	CCAS	Voting
Levers, Kyle	GWSPH	Voting
Mahshie, James	CCAS	Voting
McCarthy, Eli	CCAS (PT)	Voting
Morely, Brendan	CCAS	Voting
Murphy, Terry	Provost	Nonvoting
Pagel, Scott	LAW	Voting
Rao, Yuan	SMHS	Voting
Schell, Heather	CCAS	Voting
Serrano, Pablo	SMHS	Voting
Spencer, Marc	SMHS	Voting
Tate, James	GWPD	Nonvoting
Testor, Sharon	GWSC	Nonvoting
Weglicki, William	SMHS	Voting
White, Scott*	CPS	Voting
Yang, Lang	CCAS	Voting
Zeman, Robert*	SMHS	Voting

Professional Ethics & Academic Freedom

Member	Affiliation	Voting Status
<i>Orti, Guillermo*</i> , Chair	CCAS	Voting
<i>Houghtby-Haddon, Natalie</i> , Co-chair	CPS	Voting
Bamford, Heather*	CCAS	Voting
Bhati, Sue	SON	Voting
Bleiberg, Jody	CCAS	Voting
Burke, Guenevere	SMHS/GWSPH	Voting
Cohen-Cole, Jamie	CCAS	Voting
Cseh, Maria*	GSEHD	Voting
Darr, Kurt	SPH Emeritus	Voting
El-Ghazawi, Tarek*	SEAS	Voting
Gore, Angela*	GWSB	Voting

Gutman, Jeffrey	LAW	Voting
Huzarska, Malwina	SMHS	Voting
Jacobsen, Frederick	SMHS	Voting
Khilji, Shaista	GSEHD	Voting
Koch, Ulrich	SMHS	Voting
Kyriakopoulos, Nick	SEAS Emeritus	Voting
Leibow, Lisa	CPS	Voting
Lucas, Raymond	SMHS	Voting
Marotta-Walters, Sylvia	GSEHD	Voting
Patel, Ashesh	SMHS	Voting
Riffat, Rumana	VPFA	Nonvoting
Seager, Jennifer	GWSPH	Voting
Stein, Mary Beth	CCAS	Voting
Stepanov, Artem	SEAS (PT)	Voting
Waraksa, Elizabeth	LAI	Voting
Wargotz, Eric	SMHS	Voting
Wasserman, Alan	SMHS	Voting
Watts, Brad	LAW (PT)	Voting
Weitzner, Richard	OGC	Nonvoting
Whitt, Karen	SON	Voting
Wilson, Arthur*	GWSB	Voting
Wright, Dwayne	GSEHD	Voting

Research

Member	Affiliation	Voting Status
<i>Sarkar, Kausik*, Chair</i>	SEAS	Voting
<i>McDonnell, Karen*, Co-chair</i>	GWSPH	Voting
Abate, Laura	SMHS Staff	Voting
Applebaum, Kate	GWSPH	Voting
Artino, Anthony	SMHS	Nonvoting
Bosque-Pardos, Alberto	SMHS	Voting
Bukrinsky, Michael	SMHS	Voting
Cohen-Cole, Jamie	CCAS	Voting
Colby, Thomas	LAW	Nonvoting
Cornwell, Graham	ESIA	Nonvoting
Crandall, Keith	GWSPH/CCAS	Voting
Diemert, David	SMHS	Voting
Dowling, Maritza	SON/SPH	Voting
Downie, Evangeline	CCAS	Nonvoting
El-Ghazawi, Tarek*	SEAS	Voting
Freund, Maxine	GSEHD	Nonvoting
Gillis, Bill	LAI	Nonvoting
Gomberg-Maitland, Mardi	SMHS	Voting
Hall, Alison	SMHS	Nonvoting
Hyder, Adnan	GWSPH	Nonvoting
Kargaltsev, Oleg*	CCAS	Voting

Kay, Matt*	SEAS	Voting
Kumar, Nirbhay	GWSPH	Voting
Lohr, Gina	Provost	Nonvoting
Lu, Luyao	SEAS	Voting
Lu, Yixin*	GWSB	Voting
Magnus, Manya	SPH	Voting
Mallinson, Trudy	SMHS	Nonvoting
McNelis, Angela	SON	Nonvoting
Miller, Robert	SMHS	Nonvoting
Norris, Pamela	Provost	Nonvoting
Peng, Yisheng	CCAS	Voting
Pintz, Christine	SON	Voting
Shirrell, Matthew	GSEHD	Voting
Subramaniam, Suresh	Provost	Nonvoting
Wallington, Sherrie	SON	Voting
Warren, John*	CPS	Voting
Wei, Peng	SEAS	Voting
Yang, Jiawen	GWSB	Nonvoting
Yeung, Ellen	CCAS	Voting
Zhang, Grace	SEAS	Nonvoting

University & Urban Affairs

Member	Affiliation	Voting Status
<i>Rain, David*</i> , Chair	CCAS	Voting
<i>Ward, Maranda</i> , Co-chair	SMHS	Voting
Birkmeier, Marisa	SMHS	Voting
Cheh, Mary*	LAW	Voting
Cohen, Amy	CCAS	Voting
Das, Bagmi	GSEHD	Voting
Davidson, Leslie	SMHS	Voting
Hines, Aris	GWSB (PT)	Voting
Hoar, Sandy	GWSPH	Voting
Howard, Lionel	GSEHD	Voting
Lakdawala, Adnan	SMHS	Voting
Lucas, Raymond	SMHS	Voting
McPhatter, Renee	Gov't & Community Rel.	Nonvoting
Nelson, Kelsey	CCAS (PT)	Voting
Padovano, Cara	SON	Voting
Serrano, Pablo	SMHS	Voting
Shin, Peter	GWSPH	Voting
Shrestha, Priyanka	SON	Voting
Sudarshan, Sawali	SMHS	Voting
Thessin, Rebecca	GSEHD	Voting
Venzke, Margaret	SON	Voting
Walsh, Jennifer	SON/SMHS	Voting

Wentzell, Erin
Wilensky, Sara
Wright, Dwayne
Zink, Christy

SMHS
GWSPH
GSEHD
CCAS

Voting
Voting
Voting
Voting

*Faculty Senator or Delegate

**Dispute Resolution Committee
2024-2025**

Joan Schaffner, Chair

May 2022-April 2025

Pittman, Delishia	GSEHD	Clinical Mental Health Counseling
Bailey, James	GWSB	Management
Packer, Randall	CCAS	Biological Sciences
Pelzman, Joseph	ESIA	Economics, International Affairs, & Law
Cseh, Maria	GSEHD	Human & Organizational Learning

May 2023-April 2026

Pintz, Christine	SON	Nursing
Garris, Charles	SEAS	Mechanical & Aerospace Engineering
Stein, Mary Beth	CCAS	RGSSL
Schwindt, Rhonda	SON	Nursing
Seavey, Ormond	CCAS	English

May 2024-April 2027

Bukrinsky, Michael	SMHS	Microbiology, Immunology, & Tropical Medicine
Core, Cynthia	CCAS	Speech & Hearing Science
Carrillo, Arturo	LAW	Law
Clayton, Jennifer	GSEHD	Educational Leadership & Administration
Vyas, Amita	GWSPH	Prevention & Community Health

**Administrative Committee Appointments
2024-2025**

University Integrity & Conduct Council

Baker, Robert	CCAS
Belenky, Masha	CCAS
Bronner, Ben	GWSB
Buzinkai, Donald	GWSB
Cassar, Linda	SON
Cobb Kung, Bethany	CCAS
Ganjoo, Rohini	SMHS
Garber, Matthew	SMHS
Glenn, Adriana	SON
Gray, Elizabeth	GWSPH
Huzarska, Malwina	SMHS
Jayaseelan, Dhinu	SMHS
Kasle, Jill	CCAS
Kleppinger, Kathryn	CCAS
Koch, Ulrich	SMHS
Koutroulis, Ioannis	SMHS
Lakdawala, Adnan	SMHS
Lu, Luyao	SEAS
Lucas, Raymond	SMHS
Ragle, Lauren	SMHS
Roberson, Anthony	SON
Schell, Heather	CCAS
Schultheiss, Katrin	CCAS
Schwartz, Lisa	SMHS
Shrestha, Priyanka	SON
Speck, Erin	CCAS
Traub, John	CCAS
Walsh, Jennifer	SON
Wilensky, Sara	GWSPH

Student Discrimination Report Committee

Brinkerhoff, Jennifer	ESIA
Cassar, Linda	SON
Core, Cynthia	CCAS
Ellis, Wendy	GWSPH
Kim, Immanuel	CCAS
LeLacheur, Susan	SMHS
Parker, Maggie	GSEHD
Traub, John	CCAS
Zysmilich, Martin	CCAS