

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

MINUTES OF THE REGULAR MEETING
OF THE FACULTY SENATE HELD ON
SEPTEMBER 10, 2004 IN THE MARVIN CENTER, ROOM 310

Present: President Trachtenberg, Vice President Lehman, and Parliamentarian Pagel; Deans Frawley and Tong; Professors Briscoe, Cordes, Castleberry, Englander, Gallo, Garris, Griffith, Gupta, Helgert, Lee, Marotta, Packer, Robin, Robinson, Shambaugh, Swiercz, Vergara, and Wilmarth

Absent: Registrar Geyer, Deans Futrell, Harding, Katz, Phillips, Scott, Whitaker, and Trangsrud; Professors Delaney, Friedenthal, Harrington, Klarén, Mueller, Paup, Simon, and Watson

The meeting was called to order at 2:14 p.m. by Executive Vice President for Academic Affairs Donald R. Lehman.

CHANGE IN THE ORDER OF THE AGENDA

Professor Wilmarth moved that the order of the Senate's agenda be changed so that the Executive Vice President and Treasurer's Report could be considered as the next item of business. The motion was seconded, and passed.

UPDATE ON RECENT BUILDING AND RENOVATION ACTIVITY ON CAMPUS DURING THE SUMMER MONTHS; COMMENTS REGARDING IMPLICATIONS OF STANDARD AND POOR'S RECENT DOWNGRADE OF THE BOND CREDIT RATING FOR GEORGETOWN UNIVERSITY

Executive Vice President and Treasurer Louis H. Katz distributed a summary of his report on campus renovation and construction projects, briefly touching upon the highlights of his summary. (The summary is attached.)

By far the largest project undertaken in the residential category was the completion in July 2004 of the Ivory Tower residence hall on 23rd Street. This 728 bed facility for upperclass students opened for occupancy in August, 2004. In addition to other amenities, the building houses five retail and food service venues that will serve students, faculty, and staff.

The University also completed upgrades to the International House and has commenced the final stage of design work on a new residence hall for 379 students to be located adjacent to 2025 F Street (the Support Building). Construction is scheduled to begin on this facility in November, 2004.

Vice President Katz described numerous improvements undertaken in academic facilities on the main GW campus. These included relocation of the Department of Speech and Hearing Clinic into the Hall of Government. Some faculty members in the Speech and Hearing Department are now housed in Old Main (1922 F Street), along with faculty from the Mathematics, Economics, and Political Science Departments. These faculty, relocated

from Fungler Hall, will move into office space in the Hall of Government and Monroe Hall once renovations, expected to begin in January, 2006, are complete. In Fungler Hall, major construction and renovation is underway and ahead of schedule. Renovation of floors 3-6 is expected to be complete by December 2005, and these newly renovated offices will be accessible from the new School of Business which is presently under construction.

Renovations have also been completed in Corcoran and Bell Halls and design work is underway for construction of a laser lab in Corcoran Hall. A design firm has been named to begin work on the renovation of Monroe Hall and the Hall of Government.

On GW's Loudoun campus, renovation is underway at Building 2 on both the upper and lower levels. This work includes relocation of the library to the newly-renovated space, and the expansion of "back office" and support space so that some administrative functions may be relocated to Loudoun from Foggy Bottom. The Transportation Research Institution (TRI) facility construction project has been placed on hold and site stabilization is underway, made necessary following the suspension of construction.

In the Law School, classroom and library renovations have been completed in Burns and Stockton Halls. In the Medical Center, the garage repair at Ross Hall has been completed and the initial phase of exterior facade repairs has begun. Renovation of the computer lab is also complete as is the second stage of work on the Ross Hall vivarium laboratory expansion. Finally, improvements to the Eye Street Mall are underway, with an early October completion target.

Vice President Katz summed up by saying that work on facilities has been extremely busy this summer and will remain so for the academic year. Most projects have been completed on time, and on budget, with a few exceptions. The major renovations on the ground and first floors (J Street) of the Marvin Center were not totally finished by the time students returned to campus for the fall semester, but given the extent of the work undertaken, Vice President Katz said he felt satisfied the work was now substantially complete. In addition, all of the retail venues at the Elliott School are now open to serve students. These include a sundries shop, which has been open for almost a year, along with a Starbucks, a Subway, and a 7-11 next door in Mitchell Hall.

Professor Gupta asked if another name had been found for the new residence hall other than "Ivory Tower." The President responded that a number of other names had been considered, but ultimately the decision was to leave the name as is. Professor Gupta asked about the disposition of the old GW Hospital site. Vice President Katz responded that the Staubach real estate advisory firm, a national firm with an excellent track record in the District of Columbia, has been retained to consult on this project. Four possible development partners -- Boston Properties, Carr America, Hines, and JBG -- are considering developing the site in partnership with the University. While Vice President Katz stressed that this project is very much in the development stage, the most likely scenario is that the University will continue to own the land with a long term ground lease, and the partner will construct the building. Much depends, Vice President Katz said, on the outcome of the University's efforts to increase the allowable density on campus.

Professor Gallo asked what might be a reasonable timeline for development of the site, and Vice President Katz responded that the initial plan would be presented to the Board of Trustees at their October meeting, and provided its approval is secured, probably the minimum amount of time required to apply for an increase in zoning would be 12 to 18

months. Vice President Katz said that he thought if the University sees significant development on the site six years from now, it would be extremely fortunate.

Professor Griffith noted that University enrollments continue to grow, and asked if there were plans, other than those already underway, to provide additional classroom space. He also asked if the present plan for development of the Hospital site meant that the University wouldn't get any space in the new development for academic purposes. Vice President Katz responded that very likely, the University would not gain additional academic space from the site, but that it was possible that a portion might be reserved for academic purposes. There are so many possibilities at this point, he added, that it is difficult to speculate.

Vice President Katz said he recalled that the Senate had recently passed a Resolution citing construction of a new science facility as the highest priority. One possibility is that income from development of the Hospital site will provide the University with the means to develop such a facility elsewhere on campus, for example, in an area adjacent to the old Hospital site.

Professor Griffith asked about the University's default plan, in the event that the District would not agree to requested zoning changes. Vice President Katz responded that the goal for development of the Hospital site is twofold: to achieve both additional money and additional space for the University. If the University cannot obtain increased density in the campus area it would still be able to develop the Hospital site, but it would not have the capital to develop that space. The University continues, he added, to explore alternative ways of meeting emerging and ever-increasing academic needs, and that is why certainty about a process as complex as development of the Hospital site is not completely possible at this point.

Professor Briscoe asked Vice President Katz to elaborate on classroom availability. Vice President Katz said that the University has secured additional classroom space this year on K Street, and that completion of the new Business School might be of some help. However, he added, it will be necessary to continue using available classroom space as efficiently as possible for the foreseeable future. Vice President Lehman noted that classroom space availability in Monroe and the Hall of Government will be lost in late Fall, of 2005, and not restored until renovations on those buildings are complete.

Professor Briscoe then asked about GW's Loudoun campus, as there are a number of rumors floating around about what is going on. Vice President Lehman said that all he could relay to the Senate at this time is that there has been a very serious incident relative to activities connected to the National Crash Analysis Center (NCAC). Under the circumstances, the University has suspended the construction of Building 4 facilities for the NCAC at the Loudoun campus. Vice President Lehman emphasized that construction has been suspended, not halted. The transportation area (and NCAC) is one of three of the Strategic Plan for Academic Excellence priorities for the School of Engineering and Applied Science and the Virginia campus. An expedited national search is underway for a new director of the NCAC and the University is intent on focusing on its long term goals regarding transportation research. At an appropriate point in time, the University will re-evaluate the suspension of construction on Building 4. Vice President Katz interjected that activity at the Building 4 site at the moment is limited to that required for regulatory purposes, because when construction is suspended, environmental rules specify necessary site alterations/conditions.

Further discussion followed between Professors Englander and Robin and Vice President Katz concerning classroom availability and the University's efforts to move activity off campus and free up campus classroom space. Professor Robin observed that given the distances between classrooms, the University might well wish to invest in some bicycle facilities. He also noted that signage on campus is a real issue for the University, particularly for existing facilities where for example, signs may have remained in building designating faculty offices long after a professor is deceased. Vice President Katz assured Professor Robin that the University would be responsive to requests for signage in such cases, and invited him to bring these matters to his attention.

Turning to the matter of Georgetown University's downgraded bond rating and possible implications for GW, Vice President Katz said that he thought that Georgetown was an excellent institution, and it was unfortunate they faced such serious financial problems in connection with their hospital partnership. Hard decisions would have to be made, he added, as hard decisions had been made at GW when the decision was made to seek a partner for the GW Hospital. He noted that Georgetown was required to partner with a non-profit institution and did not have the option, as GW did, of partnering with a for-profit entity. Losses at Georgetown have been reduced from some \$100 million per year to approximately \$30 million, but this is still a significant sum. While Georgetown has crafted a plan to rehabilitate its bond rating by 2008, the present circumstance is that Georgetown's bond rating has sunk to virtually the lowest investment grade category possible. This is a very unusual circumstance for an institution with such highly rated academic programs.

By contrast, GW's partnership with Universal Health Systems (UHS) does not require that the University contribute funds to the GW Hospital, even if it is unprofitable. UHS also assumed all of the construction costs for the new Hospital. In fact, the GW Hospital is improving both the quality of care and of service, occupancy has trended upward, and the Hospital is showing a small profit. This is important to the University as the Hospital is the primary teaching and a significant practice site for clinical faculty. One outcome of this arrangement favorable to the University is that UHS presently provides nearly \$18 million per year in support of graduate medical education.

Professor Wilmarth noted that the Washington Post article about Georgetown's bond rating had also mentioned a low bond rating for Boston University (BU), which came about because bond rating agencies deemed that BU was carrying too much debt. Professor Wilmarth asked if BU's treatment should cause GW to have any concerns about its own bond rating, given GW's increased debt over recent years. Professor Griffith echoed this question, observing that GW's debt now approached some 89% of its endowment's value and that the amount of debt service borne by General Funds and not paid out of special income streams has doubled in five years.

Vice President Katz responded that he thought bond rating agencies are comfortable with GW's level of debt because demand is so high – that is, there are an increasing number of high quality applicants who wish to attend GW. On demand characteristics, GW rates an AA. While Vice President Katz said GW was in much better financial condition than in any year since he arrived in 1990, it is the blend of ratings on demand characteristics and financial condition that yields GW's present rating of A.

Professor Swiercz asked if bond rating agencies consider both graduate and undergraduate demand, and Vice President Katz confirmed that these firms look at the entire enrollment picture.

APPROVAL OF THE MINUTES

The minutes of the May 7, 2004 meeting were approved as distributed.

REPORT ON UNIONIZATION EFFORTS

Vice President Lehman distributed a flyer (attached) prepared by his Office which provides information concerning unionization efforts by part-time GW faculty. He then described how the Service Employees International Union (SEIU) is attempting to organize part-time faculty. An election is to be held beginning October 4th and will be conducted by mail, with ballots due back to the National Labor Relations Board (NLRB) by October 19th. Those eligible to vote are GW part-time faculty and regular part-time faculty excluding those in the School of Medicine and Health Sciences, and those at the Hampton Roads campus [this campus is outside the 30 mile radius stipulated]. Faculty eligible to vote, as defined by the NLRB, are part-time faculty in the enumerated schools who taught at least one credit-bearing course in at least two of the following four semesters: SP 2003, FA 2003, SP 2004, and FA 2004. According to this scheme, courses taught in summer are not counted toward eligibility. Vice President Lehman also noted that some part-time faculty teaching for the first time in FA 2004 will be ineligible to vote, even though they may be potentially affected by the outcome of the election.

Vice President Lehman said that he could not emphasize enough the importance of having the entire eligible part-time faculty vote, and he asked that Senate members encourage part-time faculty with whom they associate to participate in the election. These faculty members bring a lot to the GW campus in terms of their role in instructional activities, and these individuals are valuable contributors to the overall academic enterprise.

It is also important, he continued, for everybody to understand just how the election will be conducted. Those voting will determine the outcome. If only 100 people (out of the approximately 1600 eligible) vote, and 51 vote to unionize, the majority will have established a union.

Vice President Lehman continued, saying one important point highlighted in the flyer is the potential cost of union membership to part-time faculty. While union dues are projected by the SEIU on their website at \$280.00 per year for GW faculty, a more typical SEIU dues rate is more like \$468.00 per year. The University expects that the union would require all part-time faculty to be a member of the union once it is established, whether they wished to join or not. That is a very typical approach, he added. Vice President Lehman then urged faculty to read the flyer in its entirety.

The University has taken the view, he said, that it's much better to work directly with part-time faculty than have a third party introduced into negotiations. A number of issues and consequences follow from third party involvement, such as seniority issues, which are not now a factor in part-time faculty employment arrangements.

Vice President Lehman concluded by again urging faculty to encourage their part-time colleagues to familiarize themselves with the issues and vote in the election, and he offered to be available via telephone or e-mail to answer queries.

Professor Englander (who opposes the administration's position on faculty unionization) said he appreciated the administration's interest in the take-home pay of part-time faculty. Therefore, he said he hoped the administration would be responsive to the need to provide competitive compensation in the future. He then asked if the SEIU had access to the names and addresses of employees eligible to vote in the election. Vice President Lehman responded affirmatively, saying that the names and addresses were to be submitted to the NLRB by September 20th. Professor Swiercz said he thought that whether or not all part-time faculty would be required to join the union was a bargaining issue, and would not automatically occur, as Vice President Lehman had said. Both Vice President Lehman and President Trachtenberg said that counsel has advised them this is not true in the District of Columbia, but after another exchange, said they would raise this question again with counsel. Professor Swiercz then asked if it could be divulged how many of the 1600 eligible voters signed authorization cards, and Vice President Lehman said he could not, because he did not know. Upon further inquiry by Professors Gupta and Griffith it was ascertained that probably some 30% of the eligible part-time faculty had signed cards authorizing the election.

Discussion followed between the President, Vice President Lehman, and Professors Packer, Gupta, Gallo, Griffith, and Swiercz on the need to avoid exerting pressure on part-time faculty to vote in a certain manner, or to make promises concerning the outcome of the election or a faculty member's participation in it. The President summed up this discussion by saying that the University would like everyone eligible to vote and to make their views known, whatever those views are.

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

GENERAL BUSINESS

I. NOMINEES FOR ELECTION OF MEMBERS OF FACULTY SENATE STANDING COMMITTEES FOR THE 2004-05 SESSION

Professor Wilmarth moved the nominations of the following faculty members to Senate Standing Committees: Athletics & Recreation: Professor Patricia A. Sullivan; Educational Policy: Professor Isabel R. Vergara; Fiscal Planning and Budgeting: Professor Joseph J. Cordes, Honors and Academic Convocations: Professors Theodore S. Glickman, Joan R. Regnell, and Patricia A. Sullivan. All of the nominations were approved unanimously.

II. NOMINEES FOR APPOINTMENT BY THE PRESIDENT TO ADMINISTRATIVE COMMITTEES

Professor Wilmarth moved the nominations for appointment of the following students to Administrative Committees: Joint Committee of Faculty and Students: Lee Roupas (Student Co-Chair), Scott Farbish, Erica Fischer, Aaron Keller, Ryan Kilpatrick, Justin Neidig, and Shaina Schallop. All of the nominations were approved unanimously.

III. REPORT OF THE EXECUTIVE COMMITTEE

Professor Wilmarth presented the Report of the Executive Committee, which is enclosed.

ANNUAL REPORTS OF SENATE STANDING COMMITTEES

The 2003-04 Annual Report of the Executive Committee was received and distributed with the Agenda for the September 10th meeting.

BRIEF STATEMENTS (AND QUESTIONS)

President Trachtenberg noted that four consequential personnel searches are underway at the University: for the Deans of the Law School and the Elliott School of International Affairs, for a Vice President for Advancement, and for a Director of the Media and Public Affairs program. The President assured the Senate that all of the normative procedures were being followed, and he encouraged faculty to contact the administration if they had questions, comments, or input about these searches.

President Trachtenberg then said that he thought most faculty had seen articles in the newspaper concerning the recent death of a 19 year old GW student. While all of the details and circumstances are not yet known, it appears that this was a suicide. Remarkably, he added, even before school began, there was a young woman who had not yet matriculated, but had moved to Washington to enroll in graduate school, and she had apparently committed suicide. The President then noted that, while GW was not alone in experiencing these tragic events, the University was quite troubled last year by a number of student deaths, whether from accident or suicide. He added that this creates something of a melancholy pall on the campus, particularly among the students. While the Dean of Students Office has convened a commission to study these events to ensure that the University's response to these untimely deaths is appropriate, and a report is to be issued, the President said he wanted to request that the Senate and all of the faculty exercise extra vigilance in their interactions with students. He reminded faculty that if they have reason to believe a student is troubled, there are staff available and willing to reach out and try to be supportive.

Professor Sell said she had received an e-mail concerning one of the student deaths last year and this was good information to have, as two students in one of her classes were affected. She added that she did not know the source of the e-mail. The President said he thought it probably was issued by the Dean of Students Office. Professor Sell suggested that perhaps this might be done routinely in these circumstances, as it had been very helpful information.

President Trachtenberg reported that the demand for enrollment at GW, as noted by Vice President Katz, was very robust this year. Slightly more than the 2400-2500 new student target was actually achieved, and all of the new students who sought GW accommodations were offered University housing. The President said he thought the University was now almost in compliance with Board of Zoning requirements. This robust demand may have an effect next year, he added, as the number of students admitted and housed may have to be restricted, with inevitable consequences for tuition revenues. This scenario has a positive side, he added, in that the University could conceivably recruit students with higher SAT scores and high school class standings, thus improving the quality of the student body.

Professor Gupta inquired about a conflict of interest disclosure form which he had received, and he asked if this was in addition to the one submitted with his faculty annual report. Vice President Lehman confirmed that this second disclosure form was being sought from primary investigators receiving grants, and selected others.

Professors Englander and Griffith commented upon awkward aspects of this year's academic calendar and the hardship it poses when a faculty member's Monday classes do not begin, for example, until the third week of classes. Graduate seminars meeting on Monday will also have two classes scheduled in a single week in December. Professor Gupta remarked that as a result of the new timebands, the final examination schedule, which has previously been available in the schedule of classes, has not been published. A short discussion followed with Vice President Lehman, who said he was not aware of some of these problems. He agreed to bring these concerns to the attention of Associate Vice President Linebaugh and others responsible for implementing the new timebands.

Professor Briscoe noted that safety issues have come to the fore in recent incidents involving the Mount Vernon shuttle. President Trachtenberg assured the Senate that the owner of the shuttle service had been quite responsive in the incident involving a shuttle bus fire, which was due to a manufacturing defect. In the second incident, which fortunately involved no injuries, the driver of the vehicle was dismissed.

A short discussion followed between Professors Robin, Lee, and Vice President Lehman, concerning blocked traffic on campus due to deliveries or construction activity. Vice President Lehman noted that he had been marooned in traffic near the garage for nearly a half hour due to this sort of problem which everyone agreed was annoying.

ADJOURNMENT

There being no further business before the Senate, a motion to adjourn was made and seconded. The meeting was adjourned at 3:52 p.m.

Dennis L. Geyer
Dennis L. Geyer
Secretary

Facilities Update

September 2004

RESIDENTIAL

Ivory Tower / Square 43 - 10-story, 728 bed apartment residence is complete. The facility serves as an upper class residence and provides 6 music practice rooms; laundry, vending and storage space as well as a TV lounge and community room. Five retail and food service venues will serve the students, faculty and staff – Coggins, Dunkin Donuts, Gallery Place, Pita Pit and a convenience store. Coggins is open and doing a brisk business on the ground floor at the corner of 23rd and G Street.

International House - New building fire alarm and sprinkler system is complete. Building elevator refurbishment and upgrades are complete.

Square 103 - New dormitory for 379 students to be located in the parking lot adjacent to 2025 F Street (Support Building). Project is in final last stage of design. Construction scheduled to start in November. Completion and occupancy is planned to meet the fall semester 2006.

ACADEMIC-MAIN CAMPUS

Hall of Government / Speech and Hearing - Department of Speech and Hearing has moved into the newly renovated facility on the lower level of the building. Interior work is complete. Exterior façade and ramp work, to include a new store front entry, steps, ramp and railing, are scheduled to be completed this month.

Corcoran B13 – Physics laboratory renovation in progress. The work in the computer room is complete. The remainder of the work is scheduled to be finished by early October.

Corcoran 405 – A new laser laboratory for the Keck Foundation is in design. Work is scheduled to commence this fall with project completion anticipated in January 2005.

Hall of Government / Monroe – A design firm has been selected for the renovation / modernization project. Planning and design will begin this fall. Renovation is scheduled to commence in January 2006. The Speech and Hearing Clinic has been moved to the Hall of Government to an area that will not be a part of this renovation.

School of Business - New six-story building is currently under construction adjacent to Fungler Hall. Completion schedule is on target for December 2005, in time for classes in the spring semester, 2006.

Fungler Hall - Renovation to floors 3-6 will begin in September 2004 and be completed by December 2005. Faculty and department offices will connect to the new School of Business addition.

Old Main - Renovation of office and support spaces has been completed. Faculty and staff from the Math, Economics, Political Science, and Speech and Hearing departments have been moved into building. Old Main will serve as interim space until work at the Government and Monroe Halls is completed. That work is scheduled to commence in January, 2006.

Bell Hall Classroom 105- Renovation to an existing department classroom (to provide a general purpose classroom) has been completed. The project was closely coordinated with several moves and the creation of a classroom for geology on the lower level.

ACADEMIC-LOUDOUN CAMPUS

Building 2 Renovation - Renovation to provide two new classrooms, a new reception and lobby space, a connecting stair to the classrooms and the relocation of the Loudoun campus library on the lower levels is complete. The upper levels also have been modified to receive new computer classrooms, seminar rooms and office space. The executive education programs and the Loudoun library have been relocated from Building 1 to Building 2. Additional work is underway and / or planned on the upper levels to expand 'back office' and support operations to be housed on the Loudoun campus.

Transportation Research Institute (TRI) – New facility construction project has been placed on hold with only site stabilization and work to facilitate the suspension under way at this time.

ACADEMIC-LAW

Law School Library and Classrooms - Renovation to Burns and Stockton 2nd Floor added a new reading room, lounges and an entrance to the law library, as well as separate copy center and computer classroom space. Five classrooms were renovated with full AV and furniture, and new historical exhibits were installed on the first floor of Stockton and Lerner Halls.

ACADEMIC-MED

Ross Hall Façade / Garage Repair - The garage repairs are complete. The first phase of the exterior facade repairs and coating will continue through October-weather permitting. The second phase of the repair and coating work will resume in May 2005.

Ross Hall / 201- Renovation of the 186-seat computer lab has been completed, and placed in service.

Ross Hall / Eye Street Mall - The 'Eye' Street Mall project to create two faculty memorials similar in design to the gateways at 23rd and 24th Streets is underway. The memorial plaza, with a GW emblem in the center of a new granite plaza area, has been installed. An early October completion is targeted.

Ross Hall Vivarium - The second phase of the Vivarium laboratory expansion has been completed.

PART TIME FACULTY UNIONIZATION

There will be an election in early October 2004 to determine if Local 500 of the Service Employees International Union will represent part-time faculty at The George Washington University.

Who Will the Election Affect?

The Service Employees International Union, Local 500, seeks to represent, in one bargaining unit, **all** GW part-time faculty and regular part-time faculty, excluding faculty in the School of Medicine and Health Sciences and at the University's Hampton Roads campus. The election will determine whether the Service Employees union will represent this group for purposes of collective bargaining.

The Importance of Voting

Under National Labor Relations Board (NLRB) law, a majority of those voting, not a majority of those in the group the union seeks to represent, will determine whether the Service Employees union will be the representative of the part-time faculty at GW. Therefore, if only 100 part-time faculty members vote, and 51 vote for the union, all current and future part-time faculty, including those who did not vote, will be represented by Local 500 of the Service Employees union. So, part-time faculty who wish to have a say in the determination of what may significantly affect their future employment conditions must return their ballots.

The Voting Process

The election will be entirely by mail ballot and eligible voters will have from **October 4 to 19, 2004**, to complete and return their mail ballots. To be eligible to vote, part-time faculty must have taught at least one one-credit course in **two** of the following **four** semesters: Spring 2003, Fall 2003, Spring 2004, and Fall 2004. All eligible part-time faculty will receive a ballot from the NLRB mailed to their home address. The ballot will arrive with a postage-paid return envelope addressed to the NLRB. The ballot will ask if they wish to be represented by Local 500 of the Service Employees union. All they have to do is check the "No" or "Yes" box, place the ballot in the return envelope, sign the outside of the return envelope, and mail it so that it is postmarked no later than October 19, 2004. The ballots are secret—voters should not sign the ballot.

Possible Consequences of Union Representation

Although we cannot be certain what the impact would be should Local 500 of the Service Employees win the election, please think about the following considerations, which are based on other union contracts:

- Loss of Scheduling Flexibility. The union may impose restrictions on the current flexibility in setting a class schedule that allows part-time faculty to integrate teaching responsibilities with their work schedules.
- Seniority Over Qualifications. The part-time faculty member most qualified to teach a class may not be able to do so. If the union raises seniority issues, there would be no

guarantee that the most qualified individual would teach that class, as a more senior member of the part-time faculty might have the priority to do so. This would disadvantage the students as well as the part-time faculty.

- Over \$400 Per Year in Union Dues. In many Service Employees union collective bargaining agreements, employees are required to join the union regardless of whether or not they support union representation. If this occurs, in order to continue as part-time faculty, part-time faculty members will be required to pay dues, which the Local 500 of the Service Employees union regularly sets at over \$400 per year, in addition to an initiation fee. As the Service Employees union is a business, the union's sole revenue source is its member dues. Accordingly, it needs more members to increase its set of resources.
- Possible Incursions on Responsibilities to Students: A union may call for a job action by part-time faculty which could lead to disruptions of the academic process, including threats to withhold student grades, which would hinder the part-time faculty's ability to meet their teaching responsibilities and jeopardize students' academic experience. In addition, the union has other interests outside the University and unionized part-time faculty members might be required to support these competing actions and policies, including sympathy strikes.
- No Guarantees with a Union. Unions often promise things in order to persuade employees to vote for them. The Service Employees union cannot guarantee anything except that one or more Service Employees union employees will try to negotiate a collective bargaining agreement covering all part-time faculty. This process can take years to complete. The part-time faculty is a diverse group of about 1600 who teach each academic year and can be found across the University. They do not all have the same concerns, wages, hours, conditions of employment, or reasons for teaching. Decisions that might be favorable to some part-time faculty can be a disadvantage for others—one size does not fit all. Moreover, by law, during the collective bargaining process, the University would be prohibited from changing any material terms and conditions affecting part-time faculty employment.
- Polarizing Relations with the University. Many part-time faculty teach for the pure enjoyment of teaching and for the prestige of being affiliated with GW. Local 500 does not represent faculty at any institution of higher education and is, therefore, unfamiliar with this type of approach. It is also inexperienced in addressing, negotiating, or reaching agreement with any university in a cooperative environment. Local 500 of the Service Employees union represents food service workers, building & maintenance workers, para-educators, bus operators, and Head Start workers. GW would be, by far, its largest bargaining unit. The intervention of a third party inexperienced in higher education faculty issues inserts another party into a wide range of issues, and may polarize, disrupt and interfere with the very reasons part-time faculty members chose to teach at GW.

The University encourages discussion of this election widely among members of our community. It also encourages part-time faculty to consider the issues and vote between October 4th and 19th. Additional information can be found on the University's website: <http://unionization.gwu.edu>.

REPORT OF THE EXECUTIVE COMMITTEE

September 10, 2004

Arthur E. Wilmarth, Jr., Chair

PERSONNEL MATTERS

Grievances

The two grievances previously reported on, both originating in Columbian College, have been concluded. In the first case, the Dispute Resolution Committee did not find in favor of the grievant, and the grievant did not appeal that decision. In the second case, the University and the grievant reached a mutually satisfactory settlement.

A grievance is currently pending in the School of Business. The Chair of the Dispute Resolution Committee has asked the grievant to provide a letter describing the general nature and circumstances of the grievance. Upon receipt of that letter, the Chair of the Dispute Resolution Committee will appoint a mediator for the purpose of assisting the University and the grievant in exploring a possible resolution of the dispute.

Nonconcurrences

I am pleased to report that, during the 2003-04 academic year, the Executive Committee was not called upon to review any cases involving administrative nonconcurrences with faculty recommendations for tenure or promotion.

COMMITTEE ACTIVITIES

As is our usual practice, the Executive Committee has forwarded to the Chair of each Standing Committee an information packet containing annual committee assignments along with mission statements and guidelines for Committee chairs. Each Standing Committee is assigned a liaison from the Executive Committee to assist in its work during the year.

At its meeting on August 27, 2004, the Executive Committee referred the following additional matters to Standing Committees: (i) an inquiry from the University Administration regarding the desirability of a University Code of Ethics was referred to the Committee on Professional Ethics and Academic Freedom; and (ii) information regarding the investment options currently offered by TIAA-CREF was referred to the Committee on Appointment, Salary and Promotion Policies.

The Executive Committee is in the process of appointing two members of the Senate Committee on Research to serve on the University's Advisory Council on Research. As is the case each year, two members of the Advisory Council will be appointed to serve on the Senate Research Committee.

For Senate members who are Chairs of Standing Committees or members of the Executive Committee, I would like to request that you please remain after today's Senate meeting for a brief organizational meeting. Thank you very much.

SENATE WEBSITE

Sue Campbell and Nina Posidelow Cannon recently prepared a report for the Executive Committee regarding visits to the Faculty Senate website during the 2003-04 academic year. The number of requests for documents available on the Faculty Senate website (or selected pages thereof) increased significantly during 2003-04, compared with 2002-03. During 2003-04, monthly requests for documents available on the Faculty Senate website ranged from a low of 2053 in August 2003 to a high of 10,586 in October 2003. In contrast, requests during 2002-03 ranged from a low of 1439 to a high of 6262. As indicated, the highest number of requests for documents (10,586) occurred during October 2003, when the Report of the Educational Policy Committee on the Alternative Academic Calendar and related documents were made available. The documents most frequently requested on the Faculty Senate website during 2003-04 were the Minutes and Agendas for Faculty Senate meetings and the Faculty Assembly, the Faculty Code, the Faculty Senate Roster, the list of Standing Committees and Committee members, and the Report on the Alternative Academic Calendar. Consistent interest was shown in the Faculty Code and the Faculty Organization Plan throughout 2003-04. A copy of the report on Faculty website usage is attached hereto.

ANNOUNCEMENTS

The annual Faculty Assembly will be held on Monday, September 20th, from 3:30-5:30 p.m. in the Gill Lecture Hall in the School of Medicine and Health Sciences, Ross Hall, Room 101, with a reception following immediately thereafter.

As you know, one of our obligations as faculty members is to participate in the Faculty Assembly. It is especially important that Faculty Senate members attend. I encourage you to invite faculty members in your schools to attend the Faculty Assembly so that they can welcome new faculty members, who will be introduced during the Assembly.

Please note that the annual report of the Executive Committee for the 2003-04 session, as well as the Report presented by the Faculty Senate to the Academic Affairs Committee of the Board of Trustees at its May 2004 meeting, have been distributed to you today.

The next meeting of the Executive Committee is scheduled for Friday, September 24, 2004. Any items of business to be included on the agenda for the Senate meeting on October 8, 2004, should be received by the Executive Committee before September 24.

FACULTY SENATE WEBSITE USAGE

Reporting period June '03 – June '04

Following the first report on Website Usage in August, 2003, this summary extracts information gathered from the monthly Web Server Statistics Reports provided by George Washington University's IMAG (Interactive Multimedia Applications Group). These reports provide data each month concerning requests for information from the Faculty Senate's Website. "Requests" or hits to the Website are logged weekly, daily, and even hourly. Of particular interest is the data relating to the number of requests and pages most frequently accessed.

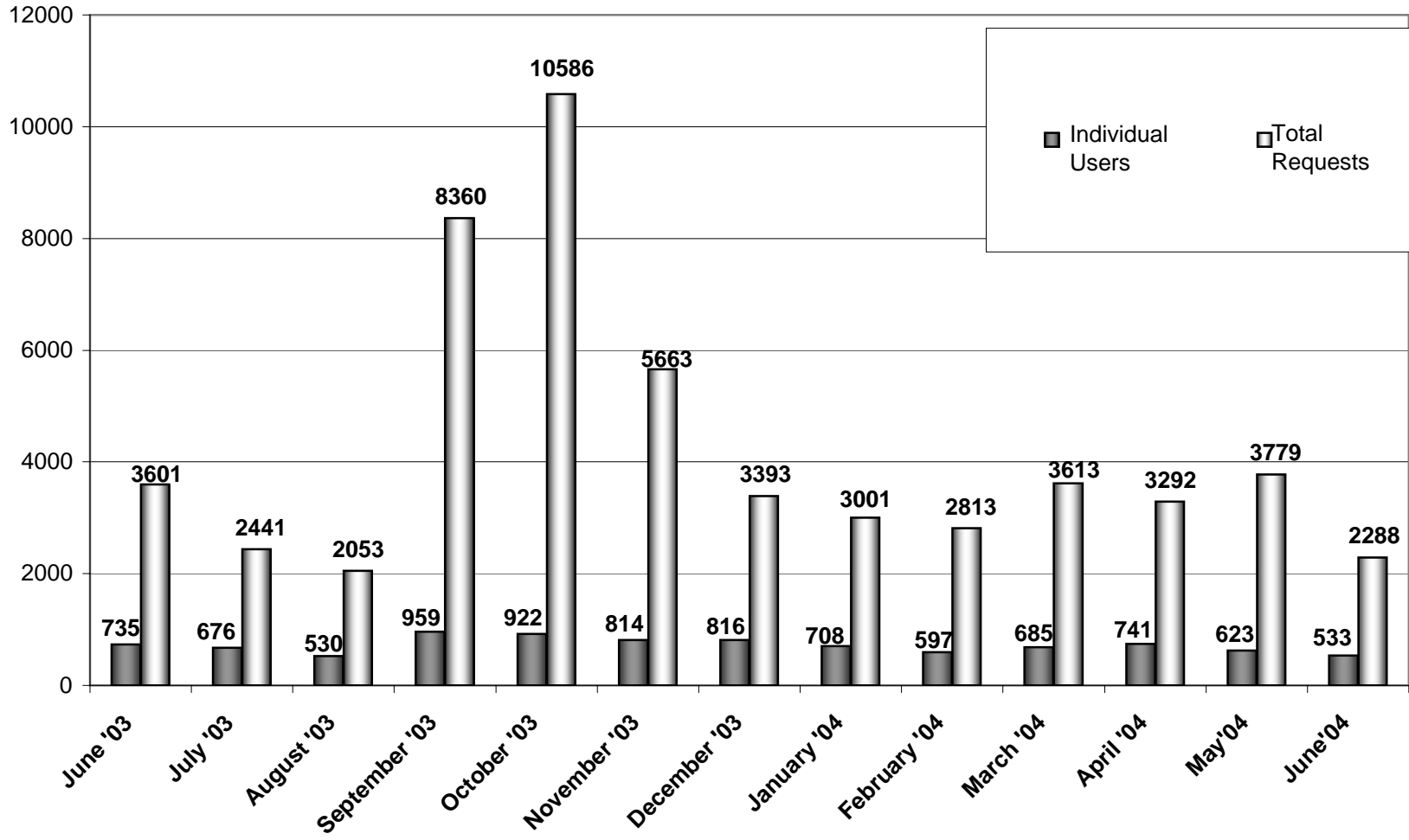
The first attachment is a chart entitled "Faculty Senate Website Usage" which provides an overview of Website activity during the time period June '03 through June '04. The graphed values represent the number of times pages or documents residing within our site were accessed. Overall requests for pages during this period ranged from a low of 2053 requests (August '03) to a high of 10,586 requests (October '03). Compared to usage reported for the period March '02 through May '03, both the low (1439) and the high (6262) numbers of requests have increased significantly. Added this year to the report on the first attachment are figures indicating the total number of individual users requesting information from the site. Once again, this data also indicates the site is more frequently accessed by a wide number of users rather than by just a few who visit the site repeatedly.

The second attachment is a listing of the five most frequently requested documents or pages for each month. Disregarding "hits" on the home page as we did last year, the Minutes, Agendas, Faculty Code, Committee list, and the Roster are frequently accessed, as are special reports such as the Report on the Alternative Academic Calendar (October '03)

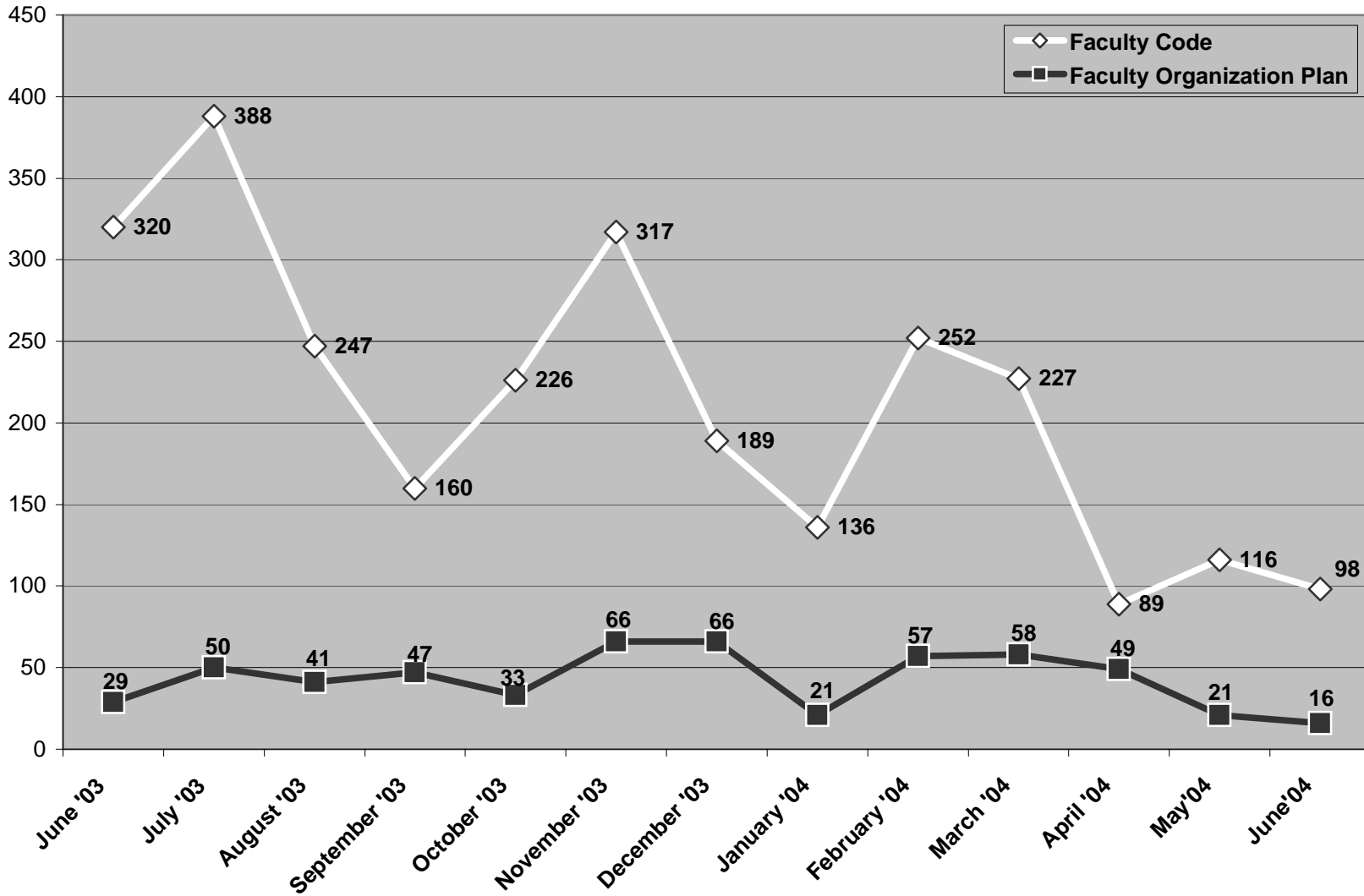
The third attachment, "Requests for Governing Documents" again shows a consistent interest in the Faculty Code and the Faculty Organization Plan. While the largest number of requests for the Faculty Code was logged during the last reporting period (487 requests in May '03), we observe once again demand for the governing documents remains constant at approximately 2700 for the reporting period.

The fourth and final attachment is a complete usage report giving data on Website visits for October '03 during which time the Senate was considering the Alternative Academic Calendar matter. This report delineates in great detail the number of visits to our site during a period of heaviest volume to date.

**Faculty Senate Website Usage
June '03 - June '04**



Requests for Governing Documents June '03 - June '04



MOST FREQUENTLY REQUESTED PAGES
June '03 – June '04

June '03	May 2003 Minutes, April 2003 Minutes, Faculty Code, Committee List, School of Public Policy and Public Administration
July '03	Faculty Code, CCAS Update, Committee List, Agendas, Executive Committee
August '03	Faculty Code, Senate Roster, May 2003 Agenda, Committee List, Agendas
September '03	September 2003 Agenda, Faculty Assembly Agenda, May 2003 Minutes, Committee List, Faculty Code
October '03	Report on the Alternative Academic Calendar, Agendas, Minutes, Executive Committee, Faculty Assembly
November '03	Faculty Code, April 2002 Minutes, October 2003 Minutes, November 2003 Agenda, CCAS Update
December '03	December 2003 Agenda, April 2003 Minutes, November 2003 Minutes, Faculty Code, May 2003 Minutes
January '04	Faculty Assembly 2003 Minutes, January 2004 Agenda, Faculty Code, Minutes, Faculty Assembly 2002 Minutes
February '04	Faculty Code, January 2004 Minutes, February 2004 Agenda, Committee List, Senate Roster
March '04	Faculty Code, April 2003 Minutes, March 2004 Agenda, February 2004 Minutes, CCAS Update
April '04	April 2004 Agenda, March 2004 Minutes, Agendas, May 2003 Agenda, Faculty Code
May '04	April 2004 Minutes, May 2004 Agenda, May 2004 Minutes, April 2003 Minutes, Faculty Code
June '04	Committee Reports, Faculty Code, Committee List, Senate Roster, May 2004 Agenda

REPORT OF THE FACULTY SENATE
TO THE ACADEMIC AFFAIRS COMMITTEE OF THE BOARD OF TRUSTEES
May 2004

The Faculty Senate has met three times since the February meeting of the Board of Trustees, on February 13, March 12, and April 9.

ACTION ITEMS:

The Senate considered and passed four resolutions. (The resolutions are enclosed.)

Resolution to Amend the Policy on Conflicts of Interest and Commitment

Presented by the Committee on Research, this resolution provides for changes made necessary by Federal law. The policy and the amendments were reviewed by the Council on Research, the Senate Committee on Research and a number of faculty in the Medical School. The mainly technical changes are related to sponsored research. The amended policy will bring the University into compliance. The resolution was passed by unanimous vote.

Resolution to Amend the Policy on Scientific Misconduct

Presented by the Committee on Research, the changes to the existing policy were necessitated by new requirements of the Office of Research Integrity of the U.S. Department of Health and Human Services.

Because in the Senate's discussion of the proposed amendments faculty members expressed concerns regarding the sufficiency of the faculty's role in the investigative process, the Senate adopted the policy with the proposed changes as an interim policy, with final approval to await the result of review by the Committee on Professional Ethics and Academic Freedom. Its review will include examination of due process issues.

Resolution on Scholarly Communication and Library Serials

Passed unanimously by the Faculty Senate, this resolution was provided by the Committee on Libraries. It requests that the Faculty Senate encourage faculty to inform themselves on problems of radical increases in prices of scholarly publications, and growing restrictions on their use. The intent of the Resolution is to raise faculty awareness of such problems and urge them to initiate and/or assist in whatever steps are identified as appropriate to resolve them.

Resolution on the Roles of Faculty Members, Advisory School-Wide Personnel Committees and Administration Officials in Tenure and Promotion Cases

Presented by the Committee on Professional Ethics and Academic Freedom, this resolution outlines, in accordance with the Faculty Code and as supported by the Guidelines issued by the American Association of University Professors, the respective roles of the recommending faculty,

school personnel committees, and academic administrative officers (at GWU: Deans and Executive Vice President for Academic Affairs} with respect to tenure and promotion. It calls for the observation of those Faculty Code established principles and AAUP documents dealing with university governance. These include:

- Providing clear, specific and detailed guidance to candidates regarding standards being applied by the department and school
- Providing a statement of criteria for tenure in letters of appointment of tenure-track faculty
- Providing accurate, timely, and specific advice orally and in written annual report evaluations

The resolution also address the nonconcurrency process, the role of the recommending faculty, the school personnel committee, the Dean, and the Vice President for Academic Affairs and the requirement that the administrator must have "compelling reasons" for his/her nonconcurrency with a faculty recommendation rather than substitute his/her judgment for that of the faculty.

The resolution, which is a "sense of the faculty" resolution, and does not require an administrative response, was passed by unanimous vote.

STATUS OF FACULTY PERSONNEL MATTERS

As previously reported, the hearings for one of the grievance cases in Columbian College were completed. The Hearing Committee has now issued its findings. It has denied the faculty member's grievance.

The second case, also in Columbian College, is still in the hearing stage.

REPORTS

The Faculty Senate received three reports. (The reports are enclosed.)

Report on the College of Professional Studies

At its March meeting the Senate received the annual report on the College of Professional Studies. Vice President Lehman presented a PowerPoint report and provided a written report containing further information.

He discussed the three main components in off-campus education programs: open enrollment, contracts with area organization for the delivery of existing GW programs, and the co-design of customized curricula for partner organizations. The Vice President also reviewed items for consideration as the College of Professional Studies evolves, including the development of customized and modularized new curricular offerings through external partnerships.

Report on the Recruitment and Retention of Women Faculty and Faculty of Color

At the April meeting of the Senate, Vice President Lehman presented the annual report on the recruitment and retention of women faculty and faculty of color. The report addresses the current status of recruitment, appointment, promotion, tenure and retention.

The data indicate that 41% of the 56 new faculty hires are women and 29% are faculty of color, compared to 35% and 28% during the previous academic year. With respect to faculty retention, of the forty-five regular active status faculty who left the University between 10/1/02 and 9/30/03, twenty-eight were men and seventeen were women. Nine faculty of color departed the University.

Special Report on the FY'04 and FY'05 Operating Budgets and Five Year Capital Budgets

This report was presented at the April meeting by the Fiscal Planning and Budgeting Committee. The report addresses the variable rate debt, the debt to endowment ratio, the extent of the University's dependency on tuition, the University's fund and gift raising efforts, endowment support, and administrative costs. The accompanying data provide comparisons to market basket schools with respect to these categories.

The report identifies areas of special faculty concern including: the high debt to endowment ratio, the low percentage of gifts for FY'02 in terms of total revenue, limited classroom availability in the context of increasing enrollments, the sharp increase in legal expenses to the University, and the very high fraction of expenditures representing overall administrative costs, more than twice the average of schools to which we were compared.

OTHER MATTERS

The Faculty Senate also received two updates, one, an update on Academic Technology, presented by Associate Vice President Linebaugh and the second, an update on the School of Public Policy, presented by Vice President Lehman.

Respectfully submitted,

Lilien F. Robinson
Chair, Executive Committee
Faculty Senate