

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

MINUTES OF THE REGULAR MEETING
OF THE FACULTY SENATE HELD ON
SEPTEMBER 8, 2006, IN THE ALUMNI HOUSE

The meeting was called to order by Executive Vice President for Academic Affairs Lehman at 2:20 p.m.

Present: President Trachtenberg, Vice President Lehman, Registrar Amundson, Parliamentarian Johnson; Deans Futrell, Phillips, and Tong; Professors Artz, Biles, Castleberry, Englander, Gallo, Galston, Garris, Griffith, Gupta, Harrington, Helgert, Marotta, Mueller, Pagel, Robinson, Wade, Wilmarth, Wirtz, Yezer, and Zea

Absent: Deans Brown, Katz, Lawrence, Scott, and Whitaker; Professors Briscoe, Cordes, Delaney, Pelzman, Rycroft, Simon, and Wahlbeck

INTRODUCTION OF NEW MEMBERS

Vice President Lehman introduced Professor Alan Wade, who was newly elected to the Senate for a two-year term beginning with the 2006-07 session.

APPROVAL OF THE MINUTES

The minutes of the regular meeting held on May 12, 2006, were approved as distributed.

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

RESPONSE OF ADMINISTRATION TO SENATE RESOLUTIONS FOR THE 2005-06 SESSION

Vice President Lehman noted that the administration's response had been distributed with the agenda for the meeting. With respect to the response to Resolution 05/7, [A Resolution on Library Endowment Funds], Vice President Lehman said that the Association of Research Libraries scale referenced in the resolution would not be an appropriate benchmark, and the administration would work with the Libraries Committee during the 2006-07 session to formulate an appropriate response.

Professor Griffith, Chair of the Fiscal Planning and Budgeting Committee, noted that although the administration agreed with Resolution 05/8 [A Resolution Regarding the University Budget for FY 07], the budget decision memorandum issued by the administration contained provisions about reducing academic budgets which had not been

agreed to either by the Budget Working group or by the Fiscal Planning and Budgeting Committee.

UPDATE ON RECENT BUILDING AND RENOVATION ACTIVITY ON CAMPUS DURING THE SUMMER MONTHS

Executive Vice President and Treasurer Louis H. Katz distributed a Facilities Update that describes building and renovation activity in academic buildings on the Foggy Bottom campus as well as the Mount Vernon and Loudoun campuses. The Update also details work undertaken on support and residential facilities in Foggy Bottom and at the Mount Vernon campus.

Vice President Katz reported that the largest project undertaken over the summer months, which continues this fall, is the total renovation of the Hall of Government and Monroe Hall for future use by Columbian College of Arts and Sciences. The report details work performed in Corcoran Hall, the Academic Center, the Smith Hall of Art, Bell Hall, Gelman Library, Tompkins Hall, and the School of Media and Public Affairs. Work performed or underway at Hand Chapel and Eckles Library [Mount Vernon campus] and building No. 1 at the Loudoun campus was also described. Renovations and other projects have also been completed at Lisner Hall (Law School) and at Ross Hall (Medical School).

In the category of improvements to support facilities, the package processing center at University Mail Services has been expanded to provide more space for processing and improve customer service. Improvements to food service venues which have been completed or are underway include J. Street Dining in the Marvin Center, Duques Hall [the School of Business], Quigley's, and Ames Hall on the Mount Vernon campus.

Vice President Katz's Update detailed quite a number of projects involving residential facilities. Potomac House, a new residence hall on F Street at the Foggy Bottom campus, was completed and put into service for the fall semester 2006. This new building houses 379 students, and will also contain a food service venue. At the Mount Vernon campus, Pelham Hall will be demolished and the site redeveloped as Pelham II. The new residence hall will include a full-service dining and foodservice, as well as auxiliary and support spaces. Details on projects at other residential facilities are provided in the Update, which is attached.

Professor Gupta asked about the status of development plans for Square 54 (the old GW hospital site). Vice President Katz responded that a total of four zoning hearings are scheduled this fall on the Campus Plan, Square 54 and the School Without Walls residential project on F Street. Vice President Katz also noted that the University has just completed a voluntary audit of its enrollment figures. Although the zoning administrator's final report has not been received, the University is in compliance with requirements of the Campus Plan. Discussion followed between Professor Griffith and Vice President Katz about possible outcomes of the zoning hearings. Professor Yezer inquired about usage of the Hall on Virginia Avenue now that it cannot be used to house undergraduates, and Vice President Katz said that this semester it has been made available for graduate and professional student housing at a very attractive rate. It is possible that in the future this site may be redeveloped to provide some sort of subsidized housing for junior faculty as the cost of housing in the Washington metropolitan area is a very serious factor in the recruitment process.

Professor Mueller asked about the procedure for allocating vacated space once the new science building is constructed and occupied. Vice President Lehman advised the Senate that the Physical Facilities Committee, chaired by Professor Linda Gallo, is working on a project which will outline facilities priorities for the academic units.

Professor Wilmarth asked whether or not infrastructure improvements and facility maintenance and upgrades take place primarily during the summer months. Vice President Katz responded that most of it does, because this is when the work will have the least impact on students. Professor Wilmarth agreed that it would be very difficult to do this type of work during a regular academic semester because of the disruptive impact on students taking classes and living in residence halls.

UPDATE ON CLASSROOM SCHEDULING/AVAILABILITY

Associate Vice President Craig W. Linebaugh began his presentation by expressing his appreciation to University staff who have made centralized scheduling a success: Registrar Beth Amundson, Phillip King, who is the Director of Academic Scheduling, and the four staff members in the Scheduling Office. The successful implementation of the new scheduling system is a good example of how the work and recommendations of a Task Force, in this case the Task Force on Scheduling, can be implemented and really have an impact.

Vice President Linebaugh described the general purpose classroom inventory for 2006-07 which consists of 135 classrooms at the Foggy Bottom campus, and 25 at the Mount Vernon campus. For the academic year 2007-08, it is anticipated that 24 general purpose classrooms will be added to the Foggy Bottom inventory once the Hall of Government and Monroe Hall renovations are complete. With the exception of several basement rooms in Monroe and three rooms on the first floor of the Hall of Government, all of these 24 classrooms will be completely renovated and reconfigured.

Turning to academic scheduling, Vice President Linebaugh reported that 3,500 course records were created for classes to be placed for fall 2006. Following the initial scheduling run, nearly 98% of courses were placed in classrooms. Of the 86 that could not be placed, 77, or 90% fell within four time periods: Tuesday and Thursday from 11:10 – 12:25, and 2:20 – 3:35, Monday and Wednesday from 12:45 – 2:00, and Tuesday and Wednesday from 5:00 – 9:00. Academic Scheduling was able to place nearly all of these courses by working cooperatively with the schools, and only two courses remained after that effort. These were placed by April 5. For the spring semester, 2007, nearly 98% of classes have been placed after the initial scheduling run.

Vice President Linebaugh said that although centralized scheduling has been a success for GW, there are still areas of concern. The demand for technology-enhanced classrooms has increased significantly from a total of 296 requests for such classrooms in fall semester 2004 to 435 such requests for the spring semester, 2007. This represents nearly a 50% increase and places a strain on the budget, as it requires that Academic Technologies fund upgrades, maintain and support the classrooms, train faculty, and provide lifecycle replacement for equipment. A significant development in this area is the overhaul of B02 in the Media and Public Affairs building, which is now equipped to handle distance learning courses and teleconferencing. Another innovation is the University's participation with

other educational institutions in iTunes U, a pilot program on audiocapture for podcasting. Six classrooms are equipped to handle audiocapture automatically, and all the instructors need to do is activate the microphone.

Vice President Linebaugh then outlined three other significant areas of concern to personnel responsible for scheduling. Scheduling changes submitted by the schools after the initial scheduling run was completed numbered 650 for the fall semester 2006. For that same semester, over half of departments failed to respond regarding schedule changes by the deadline. For the spring semester 2007, three schools have failed to submit schedules on time. The timeband distribution of classes is a continuing concern, as departments continue to schedule classes most heavily between 11:00 a.m. and 3:30 p.m.

Vice President Linebaugh concluded his Update by revisiting the recommendation of the Task Force on Academic Scheduling – that each dean appoint someone at the assistant or associate dean level to coordinate scheduling with the central Scheduling Office. While all deans have made such an appointment, only one school has been successful in actively involving that person in the scheduling process. Vice President Linebaugh said that he thought that the active engagement of these school level personnel in the process, with appropriate authority to ensure compliance with timeband distribution and deadline requirements, would help in the future to ensure even greater efficiency in the scheduling process.

Discussion followed. Professor Griffith asked about the continued reliance on the use of departmental space for classes, about which he expressed concern. Vice President Linebaugh said he thought the heaviest use of such departmental space occurs during the 5:00 to 9:00 p.m. timebands, which are in great demand. The options available to departments when classrooms cannot be placed are to change the day and time, place the class in departmental space, place the class at the Mount Vernon campus, or cancel the class. In addition, the problem should ease once the Hall of Government and Monroe Hall classrooms come back on line.

Professor Helgert asked about the future of the 7:10 to 9:40 p.m. timeband, which has proved unpopular and unworkable. Vice President Linebaugh acknowledged that this timeband was awkward and said that the University hopes to adjust schedules for the spring 2007 semester so that this timeband will no longer be used as frequently.

Professor Gallo said that she recalled the Task Force on Scheduling recommended that scheduling issues be revisited in the future, and she ~~said she would move~~ asked if there had been a move to initiate such a group. Vice President Lehman said he was well aware of this recommendation, but the Faculty Senate has received regular reports on this topic, and he thought that it would be premature to convene such a group before the Hall of Government and Monroe classrooms were again available.

Further discussion followed between Vice President Lehman and Linebaugh, Registrar Amundson, and Professors Mueller, Gupta, and Griffith. At the conclusion of the discussion, Professor Robinson congratulated Vice President Linebaugh and the Registrar's scheduling staff for a job well done on what could easily be described as a Promethean task.

GENERAL BUSINESS**I. NOMINATIONS FOR APPOINTMENT BY THE PRESIDENT TO ADMINISTRATIVE COMMITTEES**

Professor Robinson moved the nomination for appointment of Professor Kerr-Jia Lu for a two-year term on the Committee on the Judicial System. The nomination was approved.

II. NOMINATIONS FOR ELECTION TO SENATE STANDING COMMITTEES

Professor Robinson moved the following nominations for election to Senate Standing Committees: **Joint Committee of Faculty and Students:** Professor John M. Artz, Faculty Co-Chair (as replacement for Professor Sylvia A. Marotta); **Physical Facilities Committee:** Professors Young-Key Kim-Renaud, Edward L. Murphree, and Catherine L. Turley. The nominations were approved.

III. REPORT OF THE EXECUTIVE COMMITTEE

The Report of the Executive Committee by Professor Robinson, Chair, is enclosed. Professor Robinson also distributed the Annual Report of the Faculty Senate Executive Committee and a copy of her Report to the Academic Affairs Committee of the Board of Trustees at its meeting in May, 2006. (The Reports are attached.)

Professor Wirtz asked Professor Robinson about the portion of her report pertaining to Online Course Evaluations. He explained that the School of Business already conducts these and asked if Senate action on this could be anticipated. Professor Robinson responded that she did not think the use of Online Evaluations by the individual schools or departments would require Senate action; the Executive Committee is simply following up on the experience of the Elliott and Engineering Schools, which implemented Online Evaluations some time ago. Professor Griffith asked if a Report on Online Evaluations would be circulated by Academic Planning and Assessment Director Cheryl Beil. Professor Robinson responded that she thought the Report could be circulated. Professor Mueller reminded everyone that the Annual Report of the Educational Policy Committee [which he chaired last year], circulated with the agenda for the May 12, 2006 Senate meeting, contains information about Online Evaluations from Director Beil which the Senate may find informative. A short discussion followed between Vice President Lehman and Professors Galston, Wilmarth, and Mueller. Professor Mueller said the Educational Policy Committee had concluded that discussions about Online Evaluations need to take place at the departmental level. Vice President Lehman concurred with this view, and added that he thought it was also appropriate for such discussions to take place in the individual schools.

Professor Wirtz also commended the Executive Committee on its response to the Chief Research Officer, Elliot Hirshman, concerning the proposed expenditure approval background checks for principal investigators awarded a grant or contract totaling \$1 million or more. He added that he thought this issue is of concern to many, and that if the administration is not persuaded by the viewpoint of the Executive Committee, this matter should be brought before the Senate for a full discussion. Professor Robinson agreed and further indicated that the Executive Committee letter to CRO Hirshman would be distributed to Senate members.

President Trachtenberg said he found himself in sympathy with Professor Wirtz's concern about the proposed background checks and he inquired about the number that would be conducted annually if the Chief Research Officer's proposal is adopted. Vice President Lehman said there would be a limited number, perhaps five to ten. [The actual number of these as of September 22, 2006 was 22.] He added that the research enterprise is growing each year, and there might be more in future years. Discussion followed between the President, Vice President Lehman, and Professor Wilmarth about the reasons for, as well as the nature and extent of, the proposed background checks, which would be conducted by an outside company retained by the University. Vice President Lehman emphasized that participation would be voluntary, and discussion followed. Professor Robinson outlined some of the concerns of Executive Committee members such as, what would happen to researchers who refuse to allow the investigation, what obligation the University might have to act on adverse information uncovered, and the potentially chilling atmosphere that might be created by these probes. At the conclusion of this discussion, Vice President Lehman assured the Senate that the University administration would review the issue further.

IV. ANNUAL REPORTS OF SENATE STANDING COMMITTEES

Annual Reports of the following Senate Standing Committees were received and distributed with the agenda for the meeting: Admissions Policy, Student Financial Aid, and Enrollment Management; Honors and Academic Convocations; Professional Ethics and Academic Freedom; Joint Committee of Faculty and Students. Also received was the Annual Report of the Libraries Committee (the Report is attached).

Professor Wilmarth highlighted portions of the Annual Report of the Committee on Professional Ethics and Academic Freedom (PEAF), which he chaired last year. He briefly summarized the attachments to the Report, which describe the Committee's meetings with Dean Futrell (Graduate School of Education and Human Development) and Dean Katz (School of Public Health and Health Services) concerning the lack of compliance on the part of these schools with Article I.B.1. of the Faculty Code, which provides that 75% of the regular, active-status faculty in each school shall be in tenured or tenure-accruing positions, and that 50% of each department's faculty shall have this same status. Professor Wilmarth said that Dean Futrell was very forthcoming with information for the Committee, including financial data, and the School seems seriously committed to its effort to come into compliance with the Code. The Committee learned that in GSEHD, the percentage of tenured or tenure-accruing faculty is about 60% and has remained in that range for a number of years. Despite a strong commitment to meet the requirements of Article I.B.1. of the Code, and a seven year plan for accomplishing this, budgetary constraints imposed by the administration have prevented the School from reaching its goals. In its Report, the PEAF Committee urges the administration to give more support to the School, and to provide the assistance that it needs to come into compliance with the Code. In addition, the Committee urged that faculty salaries in the School should be raised to the 60th AAUP percentile level.

Professor Wilmarth also reported that in its meeting with Dean Katz, the PEAF Committee did not get the impression that coming into compliance with the Code was a high priority for the School. In the SPHHS, the percentage of tenured or tenure-accruing faculty has remained in the 35% to 40% range. Six of seven departments do not meet the

departmental requirements of Article I.B.1., and notwithstanding the provisions of Resolution 01/11, there seems to be no forward momentum in this area, nor is there a plan to bring SPHHS into compliance within any reasonably foreseeable future. The Committee was disappointed to learn that only one of three newly-hired department chairs was appointed to a tenure-accruing position.

Professor Griffith said he thought the PEAf Annual Report very informative, and asked if the Committee had been given financial data on the two Schools. Professor Wilmarth responded that this information had been provided by Dean Futrell, but not by Dean Katz. Discussion followed. Professor Robinson said that the Executive Committee expects that Dean Katz will give an Update on the SPHHS at the November Senate meeting. She added that she would request that Dean Katz include pertinent financial information in this report. Professor Mueller concluded the discussion by thanking members of the PEAf Committee for their work and report on this very important issue.

V. TRIBUTES TO RETIRING FACULTY

Professor Arthur E. Wilmarth, Jr. read a tribute to Lewis Solomon, Theodore Rinehart Professor of Business Law, Emeritus. (The tribute is attached.)

BRIEF STATEMENTS (AND QUESTIONS)

Professor Gupta distributed the Annual Compilation of Administration Salaries and the accompanying Comparison with Faculty Salaries and Tuition for the year ending 2004. The data provided is the most current available. Professor Gupta said he thought the top administrative salaries had not increased as much during this period as they had in previous years. (The Report is attached.)

Professor Gupta also reported that he had learned from the Director of Human Resources that GW will begin automatically enrolling eligible employees who are not currently participating in TIAA-CREF programs, without their incurring an obligation to make voluntary contributions. This will add approximately 30 faculty and 200 staff to the group receiving a University contribution of 4% of salary to retirement accounts. Discussion followed between Professors Wirtz, Wilmarth, Griffith, and the President about retirement plan participation and contributions. President Trachtenberg observed that this new arrangement would cost the University approximately \$1 million per year.

Professor Englander asked about the status of the Final Report of the Task Force on the 4x4 Curriculum. Vice President Lehman responded that the Report is under review by Task Force members and added that he hopes the Report will be finalized and distributed in mid-September.

ADJOURNMENT

Upon motion made and seconded, Vice President Lehman adjourned the meeting at 4:35 p.m.

Elizabeth A. Amundson
Elizabeth A. Amundson
Secretary

Facilities Update

September 2006

ACADEMIC - MAIN CAMPUS

Hall of Government / Monroe – A comprehensive renovation is well underway. The renovation will feature new electrical, data / telecommunications and mechanical systems and new interior construction and finishes. An elevator will be added and there will be updated bathrooms on every floor. The renovated building will open for the fall 2007 semester.

Corcoran Hazardous Waste Facility – Phase 2: A new central handling and preparation / disposal facility was completed on the basement level of Corcoran Hall. The new facility, constructed in accordance with EPA guidelines, is intended to support the programmatic needs of most main campus academic and research programs, with the exception of the Medical Center / Ross Hall.

Corcoran – Carpet was replaced in Lecture Room 101 and a new mechanical unit was installed to expand the existing capacity in service in a laboratory on the 3rd Floor.

Academic Center – The emergency generator replacement and upgrade phase of the comprehensive building systems rehabilitation / replacement project was completed. Phase II of the project, to include the replacement of the building fire alarm system, is about to begin. This phase of the project is scheduled to be completed by Spring 2007. The third planned phase of this project, to upgrade the existing building elevators / controls, is undergoing a comprehensive scope, pricing and scheduling review.

The Academic Center Parking Garage underwent structural concrete repairs. The garage lighting was replaced and the walls and columns were painted. The carpeting was replaced in the third floor corridors and classrooms in Phillips Hall.

Smith Hall of Art – Renovations to the Art Department spaces are being completed to support new and expanded program requirements. On the first floor, offices and additional workspaces were created. On the second floor, the existing studio and lab space was reconfigured. GWorld readers were added for student / faculty access and the building security systems were upgraded.

Bell Hall – A lab and office were renovated on the basement level and new cabinets and storage units are being installed in a second floor laboratory.

Gelman Library – The installation of a new building fire sprinkler system was completed. The next phase of the third-floor renovation of the microfilm storage and copy center was started. This phase, which includes the creation of two new interactive computer classrooms modeled on the adjacent Phase 1 classroom, is scheduled to be completed by 1/1/07. Carpet was replaced on the second and third floor corridors. The Far East Asia Collection space on the seventh floor was renovated.

Tompkins Hall – An existing laboratory was renovated on the third floor to adapt its use to include Biomedical Engineering classes. Several second floor spaces were renovated or altered to support expanded programs.

Media and Public Affairs – Audio/Visual systems are being upgraded in several classrooms. New system designs have been completed. Procurement and contracting are underway. The new installation work is scheduled to be completed by 12/06.

ACADEMIC - MOUNT VERNON CAMPUS

Hand Chapel – A capital repair project was completed on the exterior building façade at Hand Chapel.

Eckles Library – Comprehensive HVAC system repairs were undertaken to replace deteriorated mechanical units and controls at the library.

ACADEMIC - LOUDOUN CAMPUS

Building No. 1 – Preparations are underway to replace the existing carpet at the first floor entrance / atrium and to clean / repair the existing carpet elsewhere on the first floor.

ACADEMIC - LAW

Lisner Hall – This building is being renovated to accommodate the Law School program. This work, which includes the renovation of 20,000 SF of space, is scheduled to finish in late September. The scope of the work within Lisner Hall includes offices, student lounge, seminar and conference rooms and a new food service venue on the first floor. Other elements of the project include ADA accessibility for the building from ‘G’ Street and replacement of the windows throughout the building.

Various projects – Other projects impacting academic space and / or programs within the Law School include the renovation of toilets on the lower levels of Stockton and Lerner Halls, the conversion of a computer lab on second floor of Stockton Hall into a reading room and millwork modifications to the first floor of Building ‘E’ and on the fifth floor of Burns Hall.

ACADEMIC - MED

Ross Hall Façade Repair - The third and final phase of the comprehensive exterior facade repair and re-coating project is underway and nearing completion. Work will continue through October and then the project will be closed out.

The basement restrooms in Ross Hall were renovated. An existing laboratory on the fourth floor is undergoing a comprehensive renovation to achieve ‘clean room’ laboratory conditions. This work is scheduled to be completed this fall.

SUPPORT - MAIN CAMPUS

Support Building – The Package Processing Center portion of the University Mail Services operation was expanded to accommodate the increases in student package volume and to address operational concerns about the amount of space available for processing and customer service.

Quigley's – Demolition and construction are underway to install a new full-service food service and dining venue in the Quigley's Pharmacy building. The existing building will be completely gutted, expanded and renovated to include new building systems, bathrooms and an elevator.

'J' Street Dining at the Marvin Center – The 'J' Street dining facility has been renovated as part of the new Sodexo food service operations contract. New food service venues, to include Cyclone Salads, Chick-fil-A, Quizno's subs and Pandini's, have been installed in place of existing venues on the first floor of the Marvin Center. In addition, a new, all-you-can-eat dining venue, called the 'J' Street Café, and a new coffee service venue are in the process of being completed and opened.

Duques Hall – A new coffee and food service venue called 'Grounds for Change' has been installed in place of an existing venue on the first floor of Duques Hall. This venue will be operated by Sodexo.

SUPPORT - MOUNT VERNON CAMPUS

Ames Hall – The existing full-service food service venue has transitioned over to Sodexo food service operations. Miscellaneous equipment replacements have occurred and the venue is open for service. A new coffee and food service venue called 'Grounds for Change' has been installed in place of an existing venue on the first floor of Ames Hall. This venue also will be operated by Sodexo.

RESIDENTIAL

The Dakota – The life safety systems were significantly improved. Automatic fire sprinklers were added to all residential floors to expand coverage into every room. The fire alarm system also was upgraded as part of this effort and a new emergency generator was installed. All carpeting in the building was removed and replaced. Some walls and ceilings were replaced and all wall and ceiling surfaces were painted. The building also was wired for new high-speed broadband service (through fiber optics); this will come on line later in the year. All residence hall rooms were re-keyed to match the existing key and lock systems in place on the remainder of the main campus.

Potomac House – A new residence hall for 379 students was completed on F Street. The residence hall consists of two bedroom suites with a common bathroom per suite. Public spaces include a second floor study room, a first floor meeting room with an A/V system, and a lower level community room with student kitchen. A University emergency phone also was added on F Street. A new dining venue ('Carvings') is planned for the ground floor retail space; it is scheduled to open later this year.

Bed Expansion Program - Implementation of a bed expansion and construction program to add a total of 230 new beds within existing residence halls was completed this summer. Construction occurred within Fulbright, Madison, Crawford, Lafayette, Thurston, Guthridge, International, Key and New Halls, with major work to relocate existing uses and spaces occurring within Thurston, Fulbright and Francis Scott Key Halls. Infrastructure was added to accommodate additional beds in Mitchell, Dakota, Munson, Schenley and West End.

Square 80 Residence Hall – A new residence hall building is being programmed for the Square 80 site on F Street, behind the 'School Without Walls'. The building is expected to house approximately 474 students in an apartment style layout that will feature single bedrooms, living space, kitchen, two bathrooms and washer/dryer within the apartment. A select number of apartments will include double

bedrooms. The building also will contain over 150 parking spaces. The projected delivery / opening would be for the fall semester 2009.

West End – Removed and replaced water supply piping risers as part of a capital repair project to reduce service and repair work. Replaced all steam radiator control valves. Replaced passenger elevator doors.

Schenley – Removed and replaced water supply piping risers as part of a capital repair project to reduce service and repair work.

Thurston – As part of the Bed Implementation Program, the portion of the first floor common areas that supported the exercise room, meeting rooms, computer labs and program office space was relocated to the lower level and new resident rooms (and bathrooms) were constructed on the first floor. The building interior security cameras and recording system also were upgraded.

Work also was completed on the next phase of the comprehensive, multi-year exterior façade rehabilitation project. Steel shelf angles supporting the exterior brick were removed and replaced at all floor levels along both the 19th Street and ‘F’ Street facades and the existing brick on both facades was tuck-pointed.

Fulbright – As part of the Bed Implementation Program, the offices of GW Housing and Student Support Services were relocated to John Quincy Adams House (‘Eye’ Street). The first floor office space that they had occupied was demolished and new resident rooms (and bathrooms) were constructed in the space. The building common-area carpet was replaced and the first portion of a phased fire alarm upgrade project was installed.

Mitchell Hall – Replaced the existing HVAC system supply distribution piping on the 3rd and 5th floors.

RESIDENTIAL - MOUNT VERNON CAMPUS

Pelham II – A full service residential building is being programmed for the planned redevelopment of the Pelham Hall site. The building is currently anticipated to feature a residence hall and a full service dining and food service venue, as well as auxiliary and support spaces. The programming effort underway includes examining the current and possible future uses of other campus buildings based upon the final program and operation of a new building on the Pelham Hall site. The projected delivery / opening of the new residence hall building would be for the fall semester 2010.

Clark, Hensley, and Merriweather – GWorld readers were added for access and the building security systems were upgraded. New carpet was added to common spaces, lobbies / vestibules and select residence rooms of these buildings as well as portions of Somers Hall. All interior residence hall room doors were replaced within Hensley Hall.

Residence Halls – All residence buildings and rooms were re-keyed as part of a phased, campus-wide upgrade to adapt the existing key and lock systems to match the systems in place on the Main Campus. The remainder of the campus buildings will be re-keyed before the end of FY07.

ANNUAL REPORT
of
THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE
2005-2006 SESSION

During the 2005-2006 session the Executive Committee established the agenda for eight regular meetings and one special meeting of the Faculty Senate. It also arranged for and established the agenda for a special meeting of the Faculty Assembly.

The Faculty Senate considered six resolutions. Four were adopted without emendation; two were adopted as amended. The administration accepted four of the resolutions; recommended additional study for one resolution; and, as required by the *Faculty Code*, will transmit one of the resolutions for approval by the Board of Trustees at its October 13, 2006 meeting. The administration's response to the resolutions is attached to this report. The resolutions considered by the Senate are briefly summarized below.

FACULTY SENATE RESOLUTIONS

“A Resolution to Endorse the George Washington University Statement of Ethical Principles”

Pursuant to the Board of Trustees' indication that they wanted the University to adopt a statement of ethical principles and at the request of the Faculty Senate Executive Committee, a draft statement was prepared by the Office of General Counsel. The draft was reviewed by the Faculty Senate Committee on Professional Ethics and Academic Freedom and forwarded with modifications to the Faculty Senate, which approved it. As indicated in the resolution, the Faculty Senate's understanding is that the primary purpose of the Statement is to summarize the University's aspirational guidelines, rather than to provide an independent basis for imposing sanctions or modifying policies and procedures already in place.

“A Resolution to Endorse Technical Amendments to the Disclosure Forms for Faculty Members and Investigators under the George Washington University Policy on Conflicts of Interest and Commitment”

This resolution was presented by the Committee on Professional Ethics and Academic Freedom in response to the Office of General Counsel's request that the forms for faculty members and principal investigators be amended to conform to the technical amendments made in disclosure forms for trustees and senior administrators.

“A Resolution on Procedure with Respect to Deliberation and Decision on the 4x4 Curriculum”

Introduced by the Executive Committee, this resolution confirms the Faculty Senate's understanding of the process that will be followed with respect to the report of the Special Task

Force on the 4x4 curriculum. The resolution provides for the concurrent transmission of the report to School faculties and the Faculty Senate for review, debate, and recommendation.

“A Resolution Establishing Criteria for Appointments, Reappointments, and Promotion of Regular, Active-Status Faculty Serving in Non-Tenure-Accruing Appointments”

This resolution, presented by the Committee on Appointment, Salary, and Promotion Policies and the Committee on Professional Ethics and Academic Freedom, was in response to the Executive Committee’s request that they examine issues pertaining to non-tenure accruing faculty. It provides for a category of special service faculty who would be appointed in order to fulfill special teaching, program administration, or development needs. It also sets forth criteria and procedures for appointment, reappointment, and promotion of regular, active status faculty serving in non-tenure accruing positions. If approved by the Board of Trustees, changes to Article 1.B. and Article IV., A.5. of the *Faculty Code* would be necessary.

“A Resolution Regarding the University Budget for FY 07”

This resolution, introduced by the Executive Committee, addresses the anticipated budget gap between revenues and expenses of \$8.2 million for FY 07 and provides options for closing the gap without reduction in support for academic programs. It proposes reductions in expenditures in administrative offices reporting to the Executive Vice President and Treasurer and the Office of Student and Academic Support Services as well as reductions in projected transfer of funds from current revenues to capital spending and debt service.

“A Resolution on Library Endowment Funds”

Introduced by the Committee on Libraries, this resolution addresses funding of the Gelman Library system. It calls for the establishment of a five-year plan for gradual increases in the Library collections budget in order to make the Gelman Library system competitive with peer institutions and to assist in the University’s achievement of its strategic goal of moving into the first tier of educational institutions. The resolution further requests that the Administration make the Gelman system a high priority in its fundraising.

FACULTY ASSEMBLY RESOLUTION

“A Resolution to Confirm the Election of the Faculty Consultative Committee”

Pursuant to Faculty Assembly resolutions passed in 1986 and 1987 and the presidential search process established by the Board of Trustees in 1987, the Executive Committee sent letters to the deans of each school and to the Faculty Senate representatives addressing the role of the schools, deans, Faculty Senate, and Faculty Assembly in establishing the process and conducting the upcoming presidential search in light of President Trachtenberg’s announcement of his retirement.

In accordance with that process and the Board Of Trustees approved schedule for the current presidential search, the Executive Committee arranged for a special meeting of the Faculty Assembly on May 8, 2006 and the presentation of “*A Resolution to Confirm the Election of the Faculty Consultative Committee.*” Passed by the members of the Faculty Assembly, this resolution confirms each school’s election of its representative to the Presidential Search Faculty Consultative Committee.

SPECIAL FEBRUARY 3, 2006 MEETING OF THE FACULTY SENATE

Prompted by faculty concerns with respect to the projected budget shortfalls and with the agreement of the Faculty Senate, the Executive Committee arranged for a Special Senate meeting on the University FY 2007 Budget. At the February 3, 2006 meeting Vice Presidents Lehman, Katz, and Chernak provided presentations followed by questions and discussion of the current FY 2007 budget assumptions, projected shortfalls and their impact on academic and administrative operations, and ways of closing an anticipated gap between revenues and expenditures in the FY 2007 preliminary budget estimates.

REPORTS

The Executive Committee arranged for the presentation of thirteen reports to the Faculty Senate. These included a report on funding classroom renovations (Vice President Lehman), a report on campus construction/renovation and Square 54 (Vice President Katz), a report on class scheduling and availability of classrooms (Associate Vice President Linebaugh), reports on FY05-06 and FY 07 budget assumptions (Professor Griffith, Fiscal Planning and Budgeting), the biennial report on faculty salary equity (Professor Gupta, Appointment, Salary, and Promotion Policies), a report on the composition of the faculty with respect to tenured/tenure accruing and non-tenured faculty (Vice President Lehman), a report on the strategic plan for the Honors Program (Honors Program Director Baxter), a report on classroom scheduling for Fall 2006 (Registrar Amundson), a report on the 4x4 curriculum (task force Faculty Senate representatives), and a report on emergency preparedness (Assistant Vice President Petrie). The Senate also received periodic updates on the work of the special task force on the possible 4x4 curriculum from Vice President Lehman.

In addition, the Executive Committee continued a process, instituted in 2001-2002 session, of presentation of school status reports by the Deans. During the 2005-2006 session the Senate received an update on the Graduate School of Education and Human Development from Dean Futrell.

PERSONNEL MATTERS

Grievances

Two grievances, one in the School of Business and one in the Columbian College, remain in the hearing process. One School of Business grievance has been settled.

Nonconcurrences

An administration nonconcurrence with a faculty tenure and promotion recommendation was reviewed by the Executive Committee, which recommended withdrawal of the nonconcurrence. The administration withdrew its nonconcurrence with the faculty recommendation. Accordingly, the Board of Trustees has awarded tenure to the faculty member and promotion was approved by the Executive Vice President for Academic Affairs.

The 2005-2006 session of the Faculty Senate has considered and dealt with matters central to the success of the faculty role in governance at the University. The Executive Committee is grateful to Faculty Senate members and colleagues throughout the University for their hard work, dedication, and support. The Committee is appreciative of the time and effort extended by President Trachtenberg and Executive Vice President Lehman on the resolution of the difficult and challenging issues of this session. The Committee also extends special thanks to Sue Campbell for her effective, conscientious, and cheerful assistance in the work of the Faculty Senate.

Respectfully submitted,

Lilien F. Robinson, Chair

Members of the Executive Committee

Brian L. Biles
Charles A. Garris
Ernest J. Englander
Ralph O. Mueller
Robert W. Rycroft
Gary L. Simon



THE GEORGE
WASHINGTON
UNIVERSITY
WASHINGTON, DC

THE PRESIDENT

TO: Lilien F. Robinson, Chair (2005-06)
FROM: Stephen Joel Trachtenberg
SUBJECT: Faculty Senate Resolutions: 05/3 – 05/8
DATE: August 21, 2006

Lilien: I am in receipt of your May 8 memorandum providing a tabulation of resolutions acted upon by the Faculty Senate during its 2005-06 session. As you requested, I am pleased to attach the response of the Administration to these resolutions for inclusion in the Faculty Senate Annual Report.



SJT/h
cc+: Don Lehman

RESOLUTIONS 2005-06 SESSION

Resolution Number	Date of Meeting	Title of Resolution	Action	Response of Administration
05/3	12/9/05	A Resolution to Endorse The George Washington University Statement of Ethical Principles	Adopted, with the Statement of Ethical Principles (Exhibit A) as amended	Accepted as amended
05/4	12/9/05	A Resolution to Endorse Technical Amendments to the Disclosure Forms for Faculty Members and Investigators under The George Washington University Policy on Conflicts of Interest and Commitment	Adopted	Agreed
05/5	1/20/06	A Resolution on Procedure With Respect to Deliberation and Decision on the 4 x 4 Curriculum	Adopted	Agreed
05/6	3/10/06	A Resolution on Establishing Criteria for Appointments, Reappointments and Promotion of Regular, Active Status Faculty Serving in Non-Tenure-Accruing Appointments	Adopted, as amended	To be brought before the Board of Trustees for approval at the October 2006 meeting

RESOLUTIONS 2005-06 SESSION

Resolution Number	Date of Meeting	Title of Resolution	Action	Response of Administration
05/7	4/14/06	A Resolution on Library Endowment Funds	Adopted, as amended	This needs further study; the Administration will be glad to elaborate in the coming year
05/8	4/14/06	A Resolution Regarding the University Budget for FY 07	Adopted	Agreed

FACULTY SENATE REPORT

May 5, 2005

Since the February 9, 2006 meeting of the Committee on Academic Affairs, the Faculty Senate has met three times, on February 10, 2006, March 10, 2006, and April 14, 2006.

ACTION ITEMS

Resolutions

“A Resolution Establishing Criteria for Appointments, Reappointments, and Promotion of Regular Active-Status Faculty Serving in Non-Tenure-Accruing Appointments”

This resolution, presented by the Committees on Appointment, Salary, and Promotion Policies, and Professional Ethics and Academic Freedom, was in response to the Faculty Senate’s Executive Committee’s request that they examine issues pertaining to non-tenure-accruing faculty. It provides for a category of special service faculty who would be appointed in order to fulfill special teaching or program administration or development needs. It also sets forth criteria and procedures for appointment, reappointment, and promotion of regular, active-status faculty serving in non-tenure-accruing positions. (If approved by the Board of Trustees, changes to article 1B and Article IV, A.5 of the Faculty Code would be necessary.)

“A Resolution on Library Endowment Funds”

This resolution, provided by the Committee on Libraries, addresses funding of the Gelman Library System. It calls for the establishment of a five-year plan for gradual increases in the Library collections budget in order to make the Gelman Library System competitive with peer institutions and to assist in the University’s achievement of its strategic goal of moving into the first tier educational institutions. The resolution further requests that the Administration make the Gelman Library System a high priority in its fund raising.

“A Resolution Regarding the University Budget for FY ‘07”

This resolution addresses the current budget gap between revenues and expenses of \$8.2 million for FY ‘07 and provides options for closing the gap without reduction in support for academic programs. It proposes reductions in expenditures in administrative offices reporting to the Executive Vice President and Treasurer and the Office of Student and Academic Support Services as well as reduction in projected transfer of funds from current revenues to capital spending and debt service.

PERSONNEL MATTERS

Grievances

Two grievances in the Business School were previously reported. One has now been settled through mediation and the other is in hearing.

Nonconcurrences

There is an administration nonconcurrency with a faculty tenure and promotion recommendation in the School of Business. The Executive Committee has met with the Dean and the Department Chair, reviewed all applicable materials, and is in the process of preparing findings and recommendations.

REPORTS

Update on Square 54 Development and Campus Construction

Executive Vice President and Treasurer Katz distributed and discussed a report, *Foggy Bottom Campus Plan 2000-2025*. He described the process of developing the new campus plan in response to changing needs, the University's integrated development strategy, and the flexibility provided by the plan.

Report on Fall 2006 Academic Scheduling

Presented by University Registrar Amundson, the report indicates that there have been significant improvements in room assignments, accuracy of data entry, accommodation of special departmental needs, and general service to students during the Fall semester, the first semester of centralized scheduling.

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

This report was presented by Executive Vice President Lehman. It outlines the current status of recruitment, appointment, promotion, tenure and retention of women faculty and faculty of color. It provides comparison of the faculty profiles in 1988-89 and 2005-06 and the degree of success achieved in enriching faculty diversity.

Report on the Proposed strategic plan for the University Honors Program

In presenting her report, Executive Director Of the Honors Program Baxter, Explained That the strategic plan was developed by the University Honors Program Advisory Committee. The plan proposes the restriction of the program to a smaller, more select student group, changes in the recruitment, restructuring of the curriculum, and expansion of the "honors" community through co-curricular programming, speakers series, and student presentations.

Status Report on the 4x4 Task Force

this report was presented by the Faculty Senate's representatives on the Task Force. It provides an overview of the work of the Task Force and some of the findings and concerns of the for faculty members. These include the following:

-- concerns that the reduced class time and number of courses of the 4x4 system would have a negative impact on the quality of education

-- concerns regarding the sufficiency of supporting evidence for the premise that the 4x4 would increase student engagement

-- need to increase student engagement and academic rigor and its achievability within the 5 x 3 course structure

-- need to focus student recruitment emphasis on the academic opportunities provided within the University

OTHER MATTERS

Presidential Search

The Executive Committee sent out letters to the Deans and Faculty Senate representatives regarding the role of the Schools, Deans, Faculty Senate, and Faculty Assembly with respect to the presidential search process. This process was followed in 1987.

In getting this process underway, the following has been accomplished:

-- The Faculty Senate representatives in each School prepared a slate of nominees for election of their Schools' representative to the Consultative Committee

-- Seven of the eight schools have held their elections

On May 8, 2006, the Faculty Assembly will need to confirm the election of the eight faculty members to the Consultative Committee. The Chair of the Faculty Senate Executive Committee will then convene the group so that they may elect three of their members to the Board Of Trustees Search Committee.

Respectfully Submitted.

Lilien F. Robinson, Chair
Faculty Senate Executive Committee

Annual Report of the Senate Libraries Committee

Academic year 2005-2006

The Faculty Senate's Libraries Committee met three times during the current academic year, to monitor and review, as requested by the Senate Executive Committee: **1**-Policies regarding access to Gelman Library and Circulation of its collections, and timely notification to faculty of overdue books; **2**-Comparable collection information for University Research Libraries from the Chronicle of Higher Education; and **3**-Comparison of Gelman Library budget and cost structure with those of comparable university research libraries.

Related to item 1, the committee reviewed and approved the content of the latest policies regarding access, circulation of its collections and timely notification to faculty of overdue books. All GW students, faculty and staff from Foggy Bottom, Mt. Vernon, and Virginia campuses are eligible to enter the library. Entry is also permitted for GW Hospital staff. A valid GWord ID card is necessary to access these services. The Library is sending a reminder notice 5 to 7 business days before the due date to faculty, and an overdue notice the business day following the due date by e-mail. These policies have been posted at the library web page.

Related to item 2, the committee reviewed and discussed data on collections and on LibQUAL+ survey data. The LibQUAL+ survey data gives comparative data about satisfaction with collections. As an example, GW did not compare favorably with market basket schools in the sciences. The LibQUAL+ survey found that faculty at GW and undergraduates thought the collections were not satisfactory. Based on the results of the survey, the committee agreed on the need to formulate a resolution, especially on funding the collection.

Related to item 3, the committee learned from Jack A. Siggins, Director of Gelman Library, that for the Gelman Library System (Gelman, Virginia Campus and Eckles Libraries), resources are a problem and that the three libraries work together on strategic planning, budgeting and sharing resources. Scott Pagel, Law Library Director, noted that his budget is set by the Law School. He also remarked that the Jacob Burns Law School is ranked number two (for budget) in all Law Schools in the country and that since their main problem is not related to budget, the committee should focus on the main library. Shelley Bader, Associate Vice President/Med Center, reported that the Himmelfarb Health Sciences Library reports to her and two schools; they receive their budget from the Medical Center. Their budget is holding steady. The expenses are allocated down to the square inch: the cost to run the building is \$4 million; in addition, they support the computer labs. She echoes the sentiment expressed by Jack and Scott that all of the libraries collaborate, especially on negotiating database licenses. She concurs with the direction of the Committee, i.e., providing support to Gelman to continue to work on licensing issues. The committee continued discussions on the budget with a presentation of the ARL Statistics. The relevancy of rankings and broader trends were discussed. The committee agreed on the need to prepare a resolution for the Senate to increase Gelman's budget. The committee passed a "Resolution on Library Endowment Funds" to the Faculty Senate. It was approved on the April 14th meeting.

Respectfully submitted for the committee by: Isabel R. Vergara, Chair

Committee:

Simon Berkovich
Vincy Fon
Valentina Harizanov
Carol Hoare
Young H. Kwak
Joyce Maring
Mark V. Mullen
Phyllis M. Ryder
Carol A. Smith

Ex-officio:

Shelley A. Bader
Donald R. Lehman
Anne Linton
Caroline Long
Scott B. Pagel
Jack A. Siggins
Andrea Stewart

A TRIBUTE TO LEWIS D. SOLOMON
Theodore Rinehart Professor of Business Law, Emeritus

Professor Lewis D. Solomon retired at the end of the 2005-06 academic year as the Theodore Rinehart Professor of Business Law, Emeritus, following twenty-nine years of service to the University and its Law School. Professor Solomon received a B.A. degree from Cornell University in 1963, where he was inducted as a member of Phi Beta Kappa, and he received a J.D. degree from Yale Law School in 1966. Before he joined our Law School's faculty in 1977, Professor Solomon clerked for one year for Judge Edwin D. Steel, Jr. on the United States District Court for the District of Delaware, worked for five years as an attorney in a New York City law firm, and taught for five years at Suffolk University School of Law and the University of Missouri-Kansas City School of Law. He was appointed as the Arthur Selwyn Miller Research Professor of Law in 1992, and as the Theodore Rinehart Professor of Business Law in 1998.

Professor Solomon has achieved great distinction as a scholar, teacher and practitioner in the fields of corporate law, corporate ethics, corporate finance, global development issues, and taxation. He is the author or co-author of more than twenty-five casebooks and treatises and more than fifty law review articles and book chapters in those fields. Since 1981, he has served as a member of the Committee on Federal Securities Regulation of the American Bar Association's Section of Business Law. He has also appeared as an expert witness in a number of major court cases involving corporate and tax issues. In addition, Professor Solomon is an ordained Jewish rabbi, and he has written more than ten books and several journal articles and book chapters on topics involving Jewish spirituality and ethics.

Professor Solomon has earned the universal respect and affection of the faculty, staff and students at the Law School. He was a challenging and rigorous teacher, and he developed a number of innovative teaching techniques, including computer exercises and simulated problems, to improve student understanding of legal doctrines and their practical implications. On January 27, 2006, the Law School's faculty adopted a resolution granting emeritus status to Professor Solomon. That Emeritus Resolution included, among many other commendations, the following statements: Professor Solomon has been well known for his willingness and ability to teach large classes of core courses and [to] relate the [course] materials to the practice of law; ... [He] has served as a dedicated citizen of this Law School ... and of this University; ... [W]e shall greatly miss Professor Solomon's personal warmth, intellectual vitality, professional and University services, and dedication to students." The Faculty Senate warmly concurs in these sentiments of appreciation for Professor Solomon's distinguished career as a faculty member.

Professor Solomon provided exceptional service to the Law School and to the University in carrying out a wide array of committee and administrative assignments. He also provided invaluable service to the Faculty Senate in many capacities. He served for eight years as an elected member of the Faculty Senate, and during six of those years he was the Law School's representative on the Faculty Senate Executive Committee. He also served as Chair of the Committee on Physical Facilities and as a member of the Committee on Appointment, Salary and Promotion Policies. The Faculty Senate is deeply grateful for Professor Solomon's dedicated and highly effective service to the Senate and the University.

We are very pleased that Professor Solomon will retain his status as a resident scholar within the Law School community, and we look forward to continued association with him. We extend our best wishes to Professor Solomon for a very happy and rewarding retirement, as he continues to pursue his many intellectual and religious interests and also takes advantage of greater opportunities for travel with his wife Janet.

George Washington University Faculty Senate
Meeting of September 8, 2006

The George Washington University

Compilation of Top Administration Salaries; Comparison with Faculty Salaries and Tuition Increases

May 19, 2006

GW Compensation Data from Schedule A (IRS Form 990)

<u>President and Vice Presidents</u>	Year Ending Dec-04	Year Ending Dec-03	1 year % Change 12/03-12/04	Year Ending Dec-02	2 year % Change 12/02-12/04	Year Ending Dec-01	3 year % Change 12/01-12/04	Year Ending Dec-00	4 year % Change 12/00-12/04	Year Ending Jun-99	5.5 year % Change 6/99-12/04
Stephen Joel Trachtenberg President	\$630,021	\$609,837	3.3%	\$564,302	11.6%	\$516,904	21.9%	\$429,445	46.7%	\$421,035	49.6%
John Williams VP Health Affairs	\$593,516	\$578,616	2.6%	\$516,304	15.0%	\$507,206	17.0%	\$357,155	66.2%	\$320,948	84.9%
Louis Katz VP and Treasurer	\$503,209	\$496,233	1.4%	\$431,892	16.5%	\$411,246	22.4%	\$326,310	54.2%	\$298,515	68.6%
Robert Chernak VP Stud Supp and Acad Serv	\$341,894	\$331,617	3.1%	\$306,906	11.4%	\$296,943	15.1%	\$255,494	33.8%	\$227,657	50.2%
Don Lehman VP Acad Affairs	\$320,070	\$306,954	4.3%	\$292,015	9.6%	\$283,915	12.7%	\$217,536	47.1%	\$197,204	62.3%
Dennis Blumer VP and General Counsel	\$313,917	\$302,692	3.7%	\$287,720	9.1%	\$276,582	13.5%	\$207,972	50.9%	\$181,450	73.0%
Michael Freedman VP for Communications	\$245,500	\$225,021	9.1%	\$210,189	16.8%	\$187,127	31.2%				
<u>Average Administration Increases:</u>		Over 1 year ->	3.9%	Over 2 years ->	12.9%	Over 3 years->	19.1%	Over 4 years->	49.8%	Over 5.5 years->	64.8%

Tuition and fees (Continuing students) http://www.gwu.edu/~ire/tuition_fees.htm	2000/2001	2001/2002	2002/2003	2003/2004	2004/05	2005/06	2005/06
Annual Increase -->	\$24,720	\$25,830	\$27,820	\$29,070	\$30,820	\$32,360	\$34,030
		4.49%	7.70%	4.49%	6.02%	5.00%	5.16%
			Total Increase over 6 years -->			37.66%	

Faculty Salaries Data from GW Fact Book (Average Regular Full Time Salaries, excl School of Medicine)
<http://www.gwu.edu/~ire/fsas.htm>

	Average Salaries 2005/06	Average Salaries 2004/05	1 year % Change 6/05-6/06	Average Salaries 2003/04	2 year % Change 6/04-6/06	Average Salaries 2002/03	3 year % Change 6/03-6/06	Average Salaries 2001/02	4 year % Change 6/02-6/06	Average Salaries 1999/2000	6 year % Change 6/00-6/06
Professor	\$118,802	\$110,288	7.7%	\$107,072	11.0%	\$107,511	10.5%	\$103,314	15.0%	\$93,384	27.2%
Associate Professor	\$84,307	\$80,677	4.5%	\$76,820	9.7%	\$76,364	10.4%	\$74,213	13.6%	\$69,112	22.0%
Assistant Professor	\$69,306	\$63,157	9.7%	\$60,879	13.8%	\$60,602	14.4%	\$58,386	18.7%	\$53,440	29.7%
<u>Average Faculty Increases:</u>		Over 1 year ->	7.3%	Over 2 years ->	11.5%	Over 3 years ->	11.8%	Over 4 years ->	15.8%	Over 6 years ->	26.3%

REPORT OF THE EXECUTIVE COMMITTEE

Lilien F. Robinson

September 8, 2006

ACTIONS OF THE EXECUTIVE COMMITTEE

Resolution of the Board of Trustees

The Executive Committee transmitted to the Committees on Appointment, Salary, and Promotion Policies and Professional Ethics and Academic Freedom a resolution passed by the Board of Trustees at its May meeting, which requests a review of the University's tenure and promotion process and the role of school-wide personnel committees.

The Executive Committee recommended that the two Faculty Senate Committees appoint a joint sub-committee to undertake this matter.

Faculty Appointment to the Board of Trustees' Committee on Advancement and Alumni Affairs

In a letter to Mr. Manatt, Chair of the Board of Trustees, Nelson Carbonell, Chair of the Committee on Advancement and Alumni Affairs, and Laurel Price Jones, Vice President for Advancement, the Executive Committee recommended the appointment of the Chair of the Senate's Fiscal Planning and Budgeting Committee to serve as a non-voting member of the Board of Trustees' Committee on Advancement and Alumni Affairs.

This matter is still under discussion.

Special Committee on the 4x4 Curriculum Report

In anticipation of the distribution of the 4x4 Task Force Report, the Executive Committee has appointed a special committee to review the document and make its recommendations to the Faculty Senate. The members of the Committee are listed below.

Robert Harrington, Chair
Lynda West
Linda Gallo
Alan Wade
Edward Cherian
Walter Kahn
Max Ticktin
Brian Biles
Eugene Abravanel
Tony Yezer

Background Checks for Principal Investigators

At his initiation, the Executive Committee has met with Elliot Hirshman, Chief Research Officer. To date, we have had three extensive meetings as well as correspondence. The topic of discussion has been the administration's plan to implement a program of background checks for PI's whose awards involve expenditures greater than one million dollars annually. At the time of the award set-up, the PI would be asked to undergo a voluntary background check.

In its memorandum to Dr. Hirshman, the Executive Committee expressed its serious concerns regarding implementation of the proposed background checks. Instead, it advised that problems such as the ones that arose at the National Crash Analysis Center could be avoided in the future by implementing proper monitoring procedures for research expenditures as opposed to background checks that intrude unnecessarily on personal privacy and would have a chilling effect, discouraging rather than supporting the work of some of the most productive research faculty at the University.

On-line Course Evaluations

The Executive Committee received a report from Cheryl Beil, Executive Director of Academic Planning and Assessment, regarding the data compiled with respect to on-line course evaluations in the Elliott School as well as a number from the other schools. The data includes level of participation, faculty and student responses and comparison of the on-line evaluations to paper evaluations, and a list of the questions.

Administration Responses to Senate Resolutions for the 2005-2006 Session

The Administration's responses to the 2005-2006 Senate session resolutions have been distributed to you. Please note that in response to the Resolution on Library Endowment Funds (05/7), the Administration has advised that further study is required. Accordingly, the Executive Committee has transmitted that recommendation to the Committee on Libraries.

Faculty Assembly

The Faculty Assembly has been scheduled for October 16, from 3-5 PM.

Advisory Council on Research

Pursuant to established practice, two members of the Senate's Committee on Research have been appointed to serve on the University's Advisory Council on Research. They are Professors Maria Cecilia Zea and William Briscoe.

PERSONNEL MATTERS

Grievances

The grievance in the School of Business and the grievance in Columbian College, reported upon previously, remain in the hearing process.

Nonconcurrences

As reported, the Administration non-concurrence with a faculty tenure and promotion recommendation in the Business School was forwarded to the Executive Committee for review and recommendation.

The Executive Committee recommended that the Administration withdraw its non-concurrence. The nonconcurrence was withdrawn and the faculty member granted tenure by the Board of Trustees and promotion by the Executive Vice President for Academic Affairs.

EXECUTIVE COMMITTEE MEETING

Please note that the next meeting of the Executive Committee is on September 22. Resolutions, reports, and any other matters should be submitted prior to that date.