



Faculty Senate

The Faculty Senate will meet on
Friday, October 20, 2023, at 2:00pm
via WebEx

AGENDA

1. Call to order
2. Approval of the [minutes](#) of the meeting held on September 8, 2023
3. WELCOME TO NEW SENATE MEMBERS:
 - James Mahshie (Professor of Speech, Language & Hearing Science, CCAS)
 - Eric Kramon (Associate Professor of Political Science & International Affairs, ESIA)
4. INTRODUCTION: Arielle Geismar, Student Association President (Ilana Feldman, Executive Committee Chair)
5. PRESIDENT'S REPORT (Ellen Granberg, President)
6. Brief Statements and Questions/President's Report
7. PROVOST'S REPORT (Chris Bracey, Provost)
8. Brief Statements and Questions/Provost's Report
9. EXECUTIVE COMMITTEE REPORT (Ilana Feldman, Chair)
10. Brief Statements and Questions/Executive Committee Report
11. [RESOLUTION 24/4](#): To Amend the Bylaws of the Faculty Senate (Jim Tielsch, Co-Chair, Physical Facilities Committee)
12. [RESOLUTION 24/5](#): On Community Safety: Data Transparency, Shared Governance, and the Strategy of Arming the Campus Police
13. [REPORT](#): Benefits Changes and New Offerings (Jennifer Lopez, Associate Vice President, Human Resource Management & Development)
14. UPDATE: MFA Finances (Bruno Fernandes, Chief Financial Officer & Treasurer)
15. INTRODUCTION OF NEW RESOLUTIONS TO BE REFERRED TO COMMITTEE

16. GENERAL BUSINESS

- a) Election of the CCAS FSEC representative: Guillermo Orti
- b) Nominations for membership to Senate Standing Committees ([see attached](#))¹
- c) Standing Committee reports received
 - [Professional Ethics & Academic Freedom](#) (interim report filed)

17. Brief Statements and Questions/General

18. Adjournment

¹ After consulting with the Parliamentarian, the Senate Office has determined that all appointments to Senate standing committees—voting and nonvoting—will be formally approved by the Senate. Exceptions, as noted in the Faculty Organization Plan, are nonvoting appointments coming from the President.



Faculty Senate

A RESOLUTION TO EXPAND THE SCOPE AND NAME OF THE PHYSICAL FACILITIES COMMITTEE AND TO AMEND THE BYLAWS OF THE FACULTY SENATE (24/4)

- WHEREAS,** Campus safety is central to the University's educational mission;
- WHEREAS,** Section IX.A of the Faculty Code charges the faculty with the formulation of policy and planning decisions affecting the quality of education and life at the university;
- WHEREAS,** No Faculty Senate standing committee is presently charged with the responsibility of coordinating with the administration the effective formulation of policy, planning, and implementation decisions associated with safety as it pertains to the University's educational mission;
- WHEREAS,** The Faculty Senate Committee on Physical Facilities has informally assumed this responsibility on behalf of the Faculty Senate;
- WHEREAS,** Section 10 of the Bylaws of the Faculty Senate lists the names of the Standing Committees of the Faculty Senate;
- WHEREAS,** Section 10 of the Bylaws for the Faculty Senate provides for the establishment of a number of standing committees, in accordance with Article III, Section 5(a) of the Faculty Organization Plan; and
- WHEREAS,** Since 1990, the Faculty Senate has amended Section 10 of the Bylaws on a number of occasions in order to update the listing of standing committees;

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

1. That the Physical Facilities Committee be renamed Physical Facilities and Campus Safety Committee;
2. That the mandate of the Physical Facilities and Campus Safety Committee be expanded to include all aspects of campus safety that impact on the educational mission of the University;
3. That the formulation, development, modification, or implementation of policies and procedures involving campus safety as it relates to the educational mission of the University be henceforth developed jointly and collaboratively by the Physical Facilities and Campus Safety Committee and the University administration.
4. That Section 10 of the Bylaws of the Faculty Senate be amended by adding "and Campus Safety" to Physical Facilities."



RESOLUTION ON COMMUNITY SAFETY: DATA TRANSPARENCY, SHARED GOVERNANCE, AND THE STRATEGY OF ARMING THE CAMPUS POLICE (24/5)

WHEREAS, the “[Statement of Principles of Shared Governance](#)” endorsed by the GW Board of Trustees (BoT) and the Faculty Senate establishes the commitment of the Board, the Administration, and the Faculty to shared governance as the only means to achieve excellence in our academic mission and as a pre-condition for good governance;

WHEREAS, this Statement of Principles emphasizes the value of transparency in institutional decision-making and managing the university and encourages an environment that allows for a free exchange of ideas and candid discourse for everyone on campus and those serving on institutional governance bodies and committees to contribute to robust decision making;

WHEREAS, other universities in the urban area include [robust community wide, multi stakeholder discussion with fact gathering](#) before making decisions to arm campus police or to implement such decisions.¹

WHEREAS, making decisions for the university based on rigorous analysis of available data is critical to achieving excellence in our academic mission;

WHEREAS, in the wake of campus shootings at Virginia Tech in 2009, the BoT called for and received a Witt Associates report on arming the police and was advised not to do so;

WHEREAS, since the BoT’s [announcement](#) in April 2023 planning to arm the police, over 230 faculty members have openly shared their position against arming GWPD- as signatories of this [statement](#);

WHEREAS, this announcement stated that the decision to arm the GWPD by the BoT was based on more than a year of careful consideration and deliberation, review of safety data and best practices, and input from experts;

WHEREAS, such data and reports from experts were not made available to GW stakeholders and, in contrast, [interdisciplinary research](#) supports the opposite viewpoint by (for example) referring to weapons’ adverse effects on campus and increased likelihood of harm caused by armed security;²

WHEREAS, 410 undergraduate and graduate members of the Milken School of Public Health community have also shared their concerns in a May [letter](#) to the trustees and former

¹ See appendix 1.

² See appendix 2.

President Wrighton, which underlined research showing the harmful effects of arming campus police;

WHEREAS, a GW Community Safety Coalition formed of graduate and undergraduate students, faculty/staff, and alumni. They organized a teach-in on August 31, 2023, where an additional 69 graduate and undergraduate students signed a petition supporting the students' May letter;

WHEREAS, GW alumni have initiated a petition for alumni to pledge no more donations until the plans to arm police are stopped, a community forum is opened, and the feedback process is shifted to whether to arm police rather than how; and

WHEREAS, in the wake of the spring 2023 announcement of the decision to arm the police, GW established a webpage to collect community feedback;

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

1. That, in the name of transparency, the University is requested to provide the comments and feedback by the community on the GWPD [webpage](#) to arm the police and share the disaggregated data (such as how many comments, how many remarked on the decision itself, how many for what position or suggestion, etc.), rather than a [summary](#), with the Faculty Senate;
2. That the University is requested to provide copies of the consulting reports or other research data that they used to make the recent decision to arm the police to be shared with the Faculty Senate;
3. That the University is requested to provide a copy of financial reports which indicate any changes to costs of GW liability insurance and of the operational costs including salaries and training for the new policy of arming GWPD;
4. That the University is requested to support and participate in a student and alumni organized public community forum with the Faculty Senate on the issue of arming the police;
5. That the University is requested to collaborate on forming a multi-stakeholder task force (robustly including students and faculty) to investigate and produce a report regarding the relevant research data on arming school/campus police in relation to community safety as well as alternative approaches. This report may include recommendations to be further discussed by the Faculty Senate and broader GW community;
6. That the University is requested to support and regularize robust de-escalation and bystander intervention training initially for a core set of leaders and stakeholders in the GW community as a central aspect of holistic Community Safety at GW; and
7. That any previous or upcoming implementation of plans to arm the GWU police are put on hold until the above resolutions are carried out.

Submitted by Faculty Senate Members, October 12, 2023:

Heather Bamford, Associate Professor of Spanish Literature

Jennifer Brinkerhoff, Professor of Public Administration and International Affairs

Murli M. Gupta, Professor of Mathematics

Eric Kramon, Associate Professor of Political Science and International Affairs

Guillermo Orti, Professor of Biology

David Rain, Associate Professor of Geography

Katrin Schultheiss, Associate Professor of History

Abe Tekleselassie, Associate Professor of Educational Leadership and Administration

Appendix 1

Fall 2023: American University (AU) leadership announced a process which included: "thorough community engagement to educate about our approach and review possible updates to the safety infrastructure and practices." The leadership also noted "Through the engagement process this fall, we will collect extensive community input, consider potential updates and impacts, and ultimately report the findings to the AU Board of Trustees and the full community in the first part of the spring 2024 semester."

<https://web.archive.org/web/20231012130111/https://t.e2ma.net/message/zbczd/1klozjc>

Appendix 2

Collection of Research Data regarding Arming GWU Police

1. **Weapons Effect:** This meta-analysis of studies on the “weapons effect” concluded that armed persons are more likely to believe the other person is armed, and moreover revealed that “the mere presence of weapons increased aggressive thoughts, hostile appraisals, and aggression.”³
2. [Presence of Armed School Officials and Fatal and Nonfatal Gunshot Injuries During Mass School Shootings, United States, 1980-2019 \(2021\)](#)
Found "no association between having an armed officer and deterrence of violence," and the rate of deaths was 2.83x's higher with an armed officer present. Found that having an armed officer on the scene was the number one factor associated with increased casualties after the perpetrators' use of assault rifles or submachine guns. Whenever firearms are present, there is room for error, and even highly trained officers get split-second decisions wrong. A [2021 study by the University at Albany and RAND](#) found similar results. Also, the well-documented “weapons effect” was found to be a relevant factor (the presence of a weapon increases aggression).
3. [The Thin Blue Line in Schools: New Evidence on School-Based Policing Across the U.S. \(2021\)](#)
Finds no evidence that having police in schools prevents school shootings or reduces more serious firearm-related offenses. Controlling for the factors of location and school characteristics, the rate of deaths was 2.83 times greater in schools with an armed guard. The presence of officers intensifies the use of police referrals and arrests of students. These effects are consistently over two times larger for Black students than white students.
4. [The Violence Project: Mass Shooting Key Findings \(2022\)](#)
Finds that many school shooters are actively suicidal, intending to die in the act, so an **armed officer on campus may be an incentive for a potential mass shooter rather than a deterrent.** Mass shootings are public spectacles of violence intended as final acts. Whether it's self-inflicted, or comes at the hands of police officers, or after life in prison, a mass shooting is a form of suicide.
5. [Decentering Police to Improve Public Safety: A Report of the DC Police Reform Commission \(2021\)](#)
The local government of the District of Columbia has taken an evidence-based approach to determine whether public schools in DC should have **armed officers. They have concluded that the perceived safety benefits do not outweigh the adverse effects on students;** the panel of local youth that helped inform this conclusion says that instead of fostering safety in school, officers **often escalate altercations, create a hostile atmosphere, and cause anxiety among young people.**

³ Bushman, BJ. The weapons effect. *JAMA Pediatr.* 2013;167(12):1094-1095. doi:10.1001/jamapediatrics.2013.3824; Witt, J. K., Parnes, J. E., & Tenhundfeld, N. L. (2020). Wielding a Gun Increases Judgments of Others As Holding Guns: a Randomized Controlled Trial. *Cognitive Research: Principles and Implications*, 5(1), 58. <https://doi.org/10.1186/s41235-020-00260-3>.

6. [Aggressive Policing and the Mental Health of Young Urban Men \(2014\)](#)
Found that **18-26 year old Black men** who reported more police contact also reported **more trauma and anxiety symptoms**, associated with the intrusiveness of their police encounters and their perceptions of police fairness. The substantive associations between respondents' experiences with the police and their mental health (particularly anxiety and PTSD) were strong and largely robust across samples and models, suggesting that policing is an issue of public health, particularly for young, Black men who disproportionately experience police violence.
7. [Giffords Law Center: Guns in Schools \(2022\)](#)
Allowing guns on campus poses a grave threat to both students and people employed by schools, making the workplace more dangerous for university staff and faculty. The gun lobby's claim that "gun-free zones" invite mass shootings has been thoroughly debunked by research showing that the overwhelming majority—**nearly 90%—of all high-fatality gun massacres since 1966, including at schools, have occurred wholly or partly in locations where civilian guns were allowed or there was armed security or law enforcement present.**
8. [Firearms on College Campuses: An Empirical Review of Support and Opposition | Violence and Gender \(2022\)](#)
This is a review of concealed carry policies on campuses in the US. This article reviews the perceptions of key college stakeholders (students, faculty, administrators, staff, campus police, parents, mental health counselors, and state legislators) regarding their perceptions of campus safety and their level of support or opposition for concealed carry on college campuses. Also assesses the characteristics of those who supported campus carry laws and those who were opposed to such laws in addition to exploring the effectiveness of campus carry laws.
9. [Stress of mass shootings causing cascade of collective traumas \(2022\)](#)
Data suggests that the stress of mass shootings threats may weigh particularly heavily on children and teens, whose mental health is already in turmoil. The ongoing backdrop of gun violence is steadily eroding the sense of well-being, safety, and efficacy known to be essential for healthy development. This constant vigilance can be particularly problematic for students, as research on threat perception suggests that prolonged heightened anxiety may interfere with learning.
10. [American Public Health Association: Addressing Law Enforcement Violence as a Public Health Issue \(2018\)](#)
Physical and psychological violence that is structurally mediated by the system of law enforcement results in deaths, injuries, trauma, and stress that disproportionately affect marginalized populations. Among other factors, misuse of policies intended to protect law enforcement agencies has enabled limited accountability for these harms. While interventions for improving policing quality to reduce violence have been implemented (e.g., community-oriented policing and body/dashboard-mounted cameras), empirical evidence suggests notable limitations. Importantly, these approaches also lack an upstream, primary prevention public health frame.

11. [New York Times: Who Stops a ‘Bad Guy With a Gun’? \(2022\)](#)
In mass shootings that took place from 2000-2021, most attacks were already over before law enforcement arrived. People at the scene did intervene, sometimes shooting the attackers, but typically physically subduing them. In about half of all cases, the attackers committed suicide or simply stopped shooting and fled. *Police officers shot or physically subdued the shooter in less than a third of attacks.* Even when law enforcement responds quickly or if officers are already on the scene when the attack begins, active shooters can still wound and kill many people.

12. [Educational Fund to Prevent Gun Violence: On Police Violence \(2022\)](#)
 Each year an estimated 51,000 Americans are admitted into emergency departments for injuries inflicted by law enforcement, and more than 1,000 of these people die. **Black people are disproportionately impacted** by this physical violence; **Black people ages 15-34 are nearly five times more likely than white people of the same age range to be admitted into the ED for a police-inflicted injury.** Unarmed black people are over three times more likely to be shot and killed by police compared to white people. Multiracial or Black youth are also more likely to have witnessed threats and experienced use of force or racial slurs by officers. As a result, they were more likely to report feeling scared, unsafe, and/or angry around armed officers.

13. [Guns on College Campuses: A Clash of Perspectives \(2019\)](#)
 This paper explores the second amendment context of concealed carry on campus, reviews the pros and cons of permitting guns on campus, and discusses several violence prevention strategies that higher education institutions can utilize.

14. Madison Czopek, “[Armed Campus Police Do Not Prevent School Shootings](#), Research Shows,” *Poynter* (blog), June 1, 2022.

15. [On Campus Police Forces | AAUP \(2021\)](#)
 Campus police forces are not immune to broader injustices in US law enforcement, and these injustices intersect with core AAUP concerns over shared governance and academic freedom. In July 2020, the AAUP appointed a Campus Police Working Group and charged its members with drafting a report on the role of police on campus, the appropriateness of higher education institutions’ having their own police forces, the impact of systemic racism on campus policing, and changes needed to ensure that campuses are safe and welcoming for diverse peoples, especially those who are Black, Indigenous, and people of color. The intended purpose of the report on campus police forces is threefold:
 1. To provide an historical overview of the development of campus police forces that contextualizes their relatively recent existence in the US academy and their alarming rates of expansion and militarization, with particular attention to their role in perpetuating systemic racism and inequities.
 2. To demonstrate the clear tensions between the AAUP’s core values and the existence and function of campus police forces.
 3. To urge AAUP chapters to address campus policing issues and provide guidance to help AAUP chapter leaders mount campaigns to transform campus public safety.

Examples of harm caused by armed security:

We have seen how armed police have continuously harmed and killed unarmed civilians, especially Black and other persons of color. Recent examples on campus include a University of Cincinnati officer who shot Samuel DuBose, an African-American student at the university, in an off-campus traffic stop. A Portland State University police officer shot and killed a Black father of three named Jason Washington, who was trying to break up a bar fight off campus. The university also had liability issues and had to pay \$1 million to the victim's spouse.⁴ The University of Cincinnati Case. It is very well known, where the campus security officer was charged with murder. The university encountered serious liability issues, and had to pay \$5 million to the family, agree to free tuition for the victim's dependents, and also reform its police.⁵ Georgia Tech police kill President of LGBTQ student organization experiencing a mental health breakdown.⁶ Texas honor student shot by campus police at a traffic stop.⁷ Wayne State campus police shot an emotional support dog while doing a wellness check.⁸ Gender-based violence by campus security.⁹

Examples of unarmed persons protecting others, ensuring safety, and de-escalating those with weapons:¹⁰

- In 2017, a shooter opened fire at a church in Antioch, Tennessee before being apprehended by unarmed bystander, Robert Engle. Engle charged at the assailant, initiating physical contact, causing the shooter's weapon to fire into his own chest. ([CNN](#))
- In 2019 Abdul Aziz Wahabzadah was praying at a mosque in Christchurch, New Zealand when he heard gunshots coming from outside. Wahabzadah immediately ran outside, grabbing a nearby credit card reader to use as a weapon. He threw the credit card reader at the shooter, which delayed the gunman from entering the mosque. The gunman began shooting at Wahabzadah but because he was ducking behind cars and a fence, the gunman wasn't able to, "get a good angle on Wahabzadah." ([CNN](#))
- In January 2023 a group of bystanders wrestled the gun away from a shooter who had fled the scene after shooting 20 people at Monterey Park in California ([ABC News](#)).
- In 2019, a gunman opened fire at a Waffle House in Tennessee. James Shaw Jr. along with others ran into a bathroom to escape the gunfire, but when Shaw heard the shooter pause to reload the weapon, he ran out of the bathroom and thought to himself, "You're going to have to grab the barrel, James. You're going to have to push it down? ... As he goes for my

⁴ <https://www.csmonitor.com/USA/Education/2020/0702/If-police-on-campus-have-guns-is-college-more-safe>; Also see, <https://www.thecrimson.com/article/2023/4/4/lev-swatting-attack/>.

⁵ <https://www.koin.com/news/protests/disarm-psu-now-jason-washington-vigil-06292020/>

⁶ https://en.wikipedia.org/wiki/Killing_of_Samuel_DuBose

⁷ [Georgia Tech Student-Activist Shot Dead by Campus Police \(nbcnews.com\); Georgia Tech officer overreacted in shooting LGBTQ activist, lawyer says | Georgia | The Guardian; Georgia Tech Student Leader Is Shot Dead by Campus Police - The New York Times \(nytimes.com\)](https://www.nbcnews.com/Georgia-Tech-officer-overreacted-in-shooting-LGBTQ-activist-lawyer-says-Georgia-The-Guardian-Georgia-Tech-Student-Leader-Is-Shot-Dead-by-Campus-Police-The-New-York-Times-nytimes.com)

⁸ [Texas Student Fatally Shot by Campus Police After Traffic Stop - ABC News \(go.com\)](https://www.fox2detroit.com/news/wayne-state-university-officer-cleared-of-wrong-doing-after-shooting-family-dog)

⁹ <https://www.fox2detroit.com/news/wayne-state-university-officer-cleared-of-wrong-doing-after-shooting-family-dog>

¹⁰ <https://www.chronicle.com/article/the-crimes-of-campus-police>

¹⁰ <https://www.americamagazine.org/content/all-things/transformation-gunpoint>,

<https://www.cnn.com/2023/01/23/us/brandon-tsay-alhambra-monterey-park-shooting/index.html>,

<https://www.cnn.com/2022/11/22/us/richard-fierro-colorado-springs-club-q-shooting/index.html>,

<https://www.cnn.com/2018/04/22/us/waffle-house-shooting-hero-tennessee/index.html>.

left hand, I take my left hand off him and pulling and pulling and I get the gun and I throw it. It seemed like the gun was in the air for days and when it finally got over the bar I manhandled him out of my way.” ([News Channel 5](#))

- In 2015, three unarmed bystanders on a Paris-bound train acted as a group to take down an active shooter. One bystander threw himself on top of the gunman while the other wrestled his gun away. With the help of a third bystander, they managed to overpower and restrain the gunman. ([The Guardian](#))

Research on bystander intervention in armed shooter situations ([RAND](#)):

- **Bystanders physically intervening against a shooter:** interventions were successful in stopping the attack **entirely** in about **two-thirds** of the incidents. In the remaining cases, the interventions were at least partially successful, with bystanders **managing to get the shooter to flee** in **over 85 percent** of those situations.
- **Approaching the shooter head-on:** Approaching the shooter from the front has resulted in the loss of several bystander lives, as it makes the bystander an easy target from the shooter's perspective. Instead, find ways to create distance and increase personal safety. One strategy is to throw any objects that are within reach towards the shooter to create a distraction and buy time for escape or for others to take action.
- **Collaborate as a group:** Only **once out of 19 times** were groups **unsuccessful** in stopping the shooter. The most effective approach involved simultaneous engagement from multiple directions, swiftly bringing the shooter down to the ground. This method proved successful in all 12 attempts examined by RAND.
- **Stopping a shooter as a lone bystander:** successful in **13 of 25** attempts and **failed in only 20 percent** of attempts.

-the rate of injury and death is higher with an armed SRO (school resource officer) present ([here](#)). Database documenting incidents of mishandled guns in schools ([here](#)).

-evidence is mixed or lacking that an armed SRO deters, reduces or prevents crime ([here](#), [here](#), [here](#) and here from [The Trace](#) -not peer-reviewed). From my reading there seems to be consensus that crime control/fortification measures are widely adopted by schools but there is limited evidence to support them. Key quote→

"The employment of school security measures comes out of fear-based moral panics regarding student's safety on campus, rather than an examination of evidence-based practices of security measures. The response to a national outcry of "something must be done to protect children" is widespread and fuel uninformed decisions to implement security strategies ([Jonson, 2017](#), p. 960)." ([here](#))

Anecdotally, mass shootings were not deterred by armed SROs/police officers in Columbine HS, Virginia Tech, Parkland HS, Buffalo grocery store, Uvalde...


The potential adverse effects. Armed GWPD might criminalize student (mis)behavior ([here](#)) and disproportionately target BIPOC students.

- Gender and racial disparity in the application of school security measures ([here](#), [here](#)).
- Racial variation in perceptions of armed school officers ([here](#)).

Human Resource Management & Development

Benefits Update

Faculty Senate – October 2023

The bottom right corner of the slide features a decorative graphic consisting of several overlapping, semi-transparent blue geometric shapes, including triangles and trapezoids, creating a modern, layered effect.

AGENDA

Introduction

New Benefits & Changes

Benefits Advisory Committee

Engagement Opportunities

Contribution Increases

Open Discussion

Ready To Enroll

Q & A

Benefits Advisory Committee

Members: Typically six faculty, six staff and one medical resident. Managed by HRMD with support from benefits consultant and actuary. <https://hr.gwu.edu/benefits-advisory-committee>.

Current Faculty:

Linda Briggs (SON)

Murli Gupta (CCAS)

Philip Wirtz (GWSB)

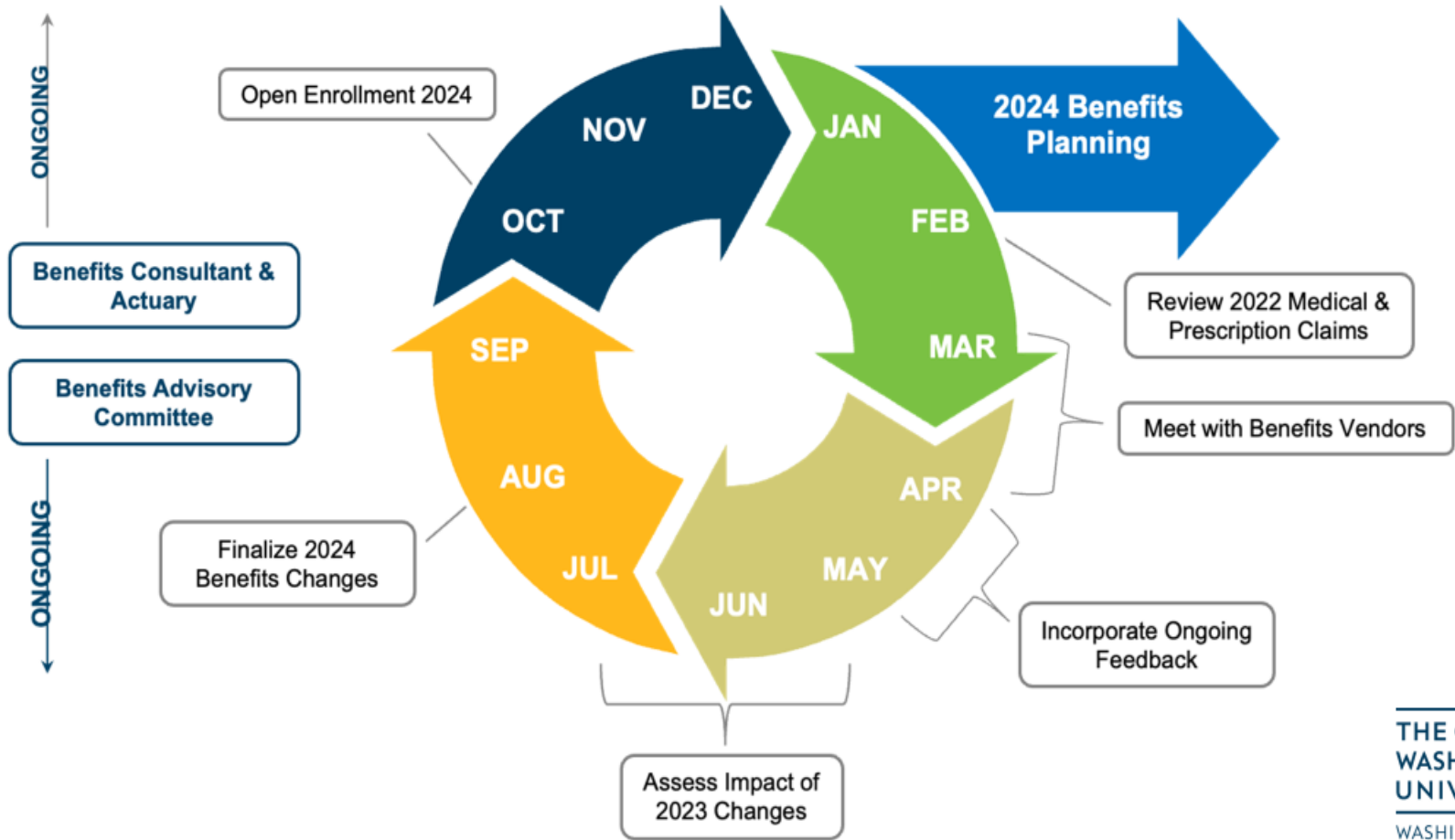
Joseph Cordes (CCAS)

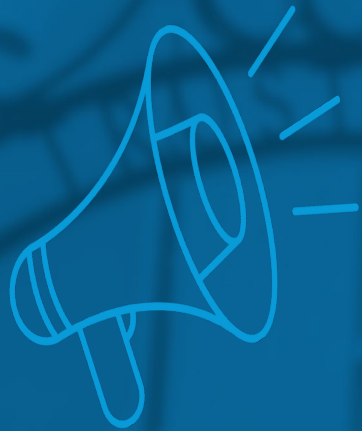
Lisa Schwartz (SMHS)

The mission of the Benefits Advisory Committee (BAC) is to provide feedback regarding GW's full range of active employee benefits and programs to Human Resource Management and Development, supporting the goal of providing benefits that best meet the needs of GW and its diverse employee population.

- Encourage feedback from employees, including concerns, potential solutions and innovative ideas related to GW's benefit plans
- Submit ideas for enhancements, changes or modifications based on employee feedback

ANNUAL BENEFITS PLANNING CYCLE





What's New and Changing for 2024



WHAT'S CHANGING FOR 2024: Contribution Rates

Medical



Faculty and Staff will see a

5.8% increase

in employee contributions (across all plans and coverage tiers) for medical coverage.

Faculty and Staff monthly contributions will increase

\$2 to \$48

depending on plan and coverage tier.

Dental



Faculty and Staff will see a

4% increase

in employee contributions (across all plans and coverage tiers) for dental coverage.

Faculty and Staff monthly contributions will increase

\$2 to \$6

depending on plan and coverage tier.

Vision



Faculty and Staff will see a

1.5% increase

in employee contributions (across all plans and coverage tiers) for vision coverage.

Faculty and Staff monthly contributions will increase

< \$1

depending on plan and coverage tier.



2024 MEDICAL CONTRIBUTIONS - \$ Change

- The monthly employee contribution increase will range from \$2 to \$48, depending on your plan, coverage tier and salary band.

Monthly \$ Change from 2023 to 2024							
	\$35,000 or less	\$35,000.01 - \$50,000	\$50,000.01 - \$90,000	\$90,000.01 - \$130,000	\$130,000.01 - \$200,000	\$200,000.01 - \$300,000	\$300,000.01 or greater
GW HSP							
EE	\$2.00	\$3.22	\$4.96	\$5.41	\$5.89	\$6.42	\$7.00
EE+SP/DP	\$6.22	\$10.05	\$12.29	\$13.60	\$15.93	\$18.30	\$21.38
EE+Child(ren)	\$5.45	\$8.81	\$10.96	\$12.24	\$14.43	\$16.74	\$19.14
Family	\$9.68	\$15.64	\$17.61	\$19.06	\$22.03	\$24.60	\$28.01
GW PPO							
EE	\$2.63	\$4.81	\$7.40	\$8.06	\$8.79	\$9.58	\$10.44
EE+SP/DP	\$7.90	\$14.42	\$22.19	\$24.18	\$26.36	\$28.73	\$31.32
EE+Child(ren)	\$6.94	\$12.67	\$19.49	\$21.25	\$23.16	\$25.25	\$27.52
Family	\$12.21	\$22.28	\$34.28	\$37.02	\$40.73	\$44.40	\$48.39

- No changes to the medical/Rx plan design (i.e. no increases to copays, deductibles, etc)

Medical Claim Cost Drivers

- YTD trend through June 2023 on a PEPM basis was approximately 19% (22% medical and 12% prescription drug).
- High trend driven by significant increase in catastrophic claims. Spend on individual claims of \$50k+ has increased 65% compared to the same period in 2022.
- Inpatient admissions per 1,000 increased 38% compared to YTD 2022, and inpatient spend increased 96%.
- Top clinical cost drivers include:
 - Cancer
 - Mental health disorders
 - Musculoskeletal
 - Maternity
- 2024 healthcare cost increases are at highest rate nationally in over 10 years.

Historical GW Subsidy and Contribution Increases

	2018	2019	2020	2021	2022	2023	2024
GW Employer Subsidy	75%	75%	76%	77%	77%	78%	78%
Total Rate Increase	5.7%	5.4%	4.5%	5.5%	1.0%	5.9%	8.8%
Employee Contribution Increase	5.1%	5.1%	2.0%	1.5%	1.0%	1.3%	5.8%
Sample Monthly EE Contribution: PPO Single \$60K	\$120	\$120**	\$123	\$125	\$126	\$128	\$135

- Over the past several years, GW has increased the employer subsidy by passing on lower employee contribution increases and taking on a larger share of the full rate increase
- The GW subsidy was 70% (2016) and 73% (2017)
- GW's subsidy has increased from 70% to 78% over the past 8 years



WHAT'S NEW FOR 2024



VOLUNTARY

The selection of voluntary benefits expanded with the addition of **Voya Financial** in offering critical illness and hospital indemnity insurance plans. Visit go.gwu.edu/2024oe for more information.

CRITICAL ILLNESS

- Complementing GW's health insurance options, Critical Illness provides additional financial support for medical emergencies.
- Lump-sum payment direct to participant if diagnosis of covered medical condition for you or an eligible family member, in addition to medical and/or disability benefits.
- Coverage Amount Options: \$10,000 or \$20,000 for EE and Spouse/Domestic Partner. Child Coverage (50% of the selected employee benefit)

HOSPITAL INDEMNITY

- In addition to the coverage under GW's health plans for hospital admittance, Hospital Indemnity supplements your existing medical plan by providing coverage for expenses under extended hospital stays.
- Plan Details: Daily benefit amounts are dependent on the type of facility and number of days of confinement.

PHARMACY



IRS ACCOUNT BASED PLAN LIMIT UPDATES

Bank of America will replace PayFlex for Flexible Spending Accounts, Health Savings Account, Pre-Tax Parking Account beginning January 1, 2024.

Health Savings Account (HSA) - The HSA contribution limit (combined employee + GW contribution)

- For those with individual Health Savings Plan (HSP) coverage, the annual maximum for the HSA will **increase by \$300**, from \$3,850 to \$4,150.
- For those with family HSP coverage, the annual maximum for the HSA will **increase by \$550**, from \$7,750 to \$8,300.
- **GW's HSA matching contribution continues:** GW will match up to \$600 for individuals who contribute at least \$600, and up to \$1,200 for those covering dependents who contribute at least \$1,200.

Flexible Spending Accounts (FSAs) – The FSA contribution limit

- The annual maximum for the Health Care FSA will **increase by \$200 up to \$3,050**.
- The annual maximum for the Dependent Day Care FSA will **remain the same at \$5,000** (or \$2,500 if you and your spouse file separate tax returns).

Engagement Opportunities

The graphic features a dark blue background with a faint pattern of overlapping circles. On the left, the year '2024' is written vertically in large, light green, outlined numbers. On the right, the word 'EVENTS' is written vertically in large, light green, outlined letters. In the center, the words 'OPEN ENROLLMENT' are written in large, white, bold, sans-serif capital letters. Below this, a dark blue rectangular box contains three columns of event information. The first column is titled 'SAVE' in yellow, the second 'THE' in green, and the third 'DATE' in blue. Each column lists a date in white, the location in a smaller white font, and the time in a smaller white font. At the bottom of the box, a line of white text provides a URL for more information.

SAVE	THE	DATE
OCTOBER	OCTOBER	OCTOBER
10	12	23
VSTC 10AM - 1PM ET	Foggy Bottom 10AM - 3PM ET	Foggy Bottom 10AM - 3PM ET

Visit go.gwu.edu/2024oeevents for more information.

Join us for in-person and virtual events held during October.

Meet GW's benefits vendor partners, ask questions, receive assistance with the enrollment process, and participate in activities such as our first annual Open Enrollment scavenger hunt, photo booth, yoga retreat, massages, and pop-up dental clinic services.

Over 30 in person and virtual events and 1x1 vendor appointments available to support faculty and staff.
For additional details and list of events, please visit go.gwu.edu/2024oe

Open Discussion

Contact us:

Sabrina Minor, Vice President & CPO

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202-994-8605

Jennifer Lopez, Associate Vice President, Total Rewards

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Faculty Senate

Nominees for Standing Committee Membership October 2023

Appointment, Salaries, and Promotion Policies

Mindy Galvan (GW Staff Council), nonvoting

Athletics and Recreation

Scott Kieff (LAW), voting/FSEC Liaison

Mayse Yousif (GW Student Association), nonvoting

Honors and Academic Convocations

Scott Kieff (LAW), voting/FSEC Liaison

Libraries

Tricia Greenstein (GW Staff Council), nonvoting

Ira Issoufou (GW Student Association), nonvoting

Physical Facilities

Christie Bogel (GSEHD), nonvoting

Jeff Delinski (CPS), nonvoting

Wendy Ellis (SPH), nonvoting

Ernie Englander (GWSB), nonvoting

Katie Fox (University Resilience), nonvoting – *appointed by the President*

Jonathan Hsy (CCAS), nonvoting

Ishan Lal (GW Student Association), nonvoting

Michelle Rubin (Trustee), nonvoting

Monica Ruiz (SPH), nonvoting

Richard Southby (SPH), nonvoting

Sharon Testor (GW Staff Council), nonvoting

Karen Wright (SMHS), nonvoting

University and Urban Affairs

Heather Richards (GW Staff Council), nonvoting



**Professional Ethics & Academic Freedom Committee
2023-2024 Interim Report
October 12, 2023**

The Committee on Professional Ethics and Academic Freedom (PEAF) has been working this year to address the following charges given to us by the Faculty Senate Executive Committee (FSEC).

- Recommend changes to the Faculty Organization Plan (FOP) in the following areas:
 - Continue the work around Faculty Assembly membership
 - Update and codify the procedures around appointing the Faculty Consultative Committee that works with presidential search processes
 - Consider how FSEC can best contribute to supporting shared governance at the university and particularly to putting the Senate in the best position to work effectively with the new President. Consider whether any amendments to the FOP are necessary to support FSEC's effective functioning and/or whether an elaboration of a consensus interpretation of these documents will suffice;
- Assess the Faculty Code for areas needing updates ahead of the upcoming three-year review process to be undertaken with the Board;
- In light of increasing threats to academic freedom, of both individual faculty and collectivities, and from both within the university and by outside actors, consider whether additional mechanisms are required, beyond the existing academic freedom policy to ensure that faculty are protected and supported; and
- Examine the collective bargaining agreement between GW and the part-time instructors' union to ascertain if provisions infringe on academic operations (e.g., the ability of departments to replace underperforming part-time faculty) and provide input to the administration on how to eliminate any such infringements in future revisions of the agreement. Propose processes for engaging and consulting with departments and faculty in future negotiations.

Actions:

The PEAF committee met twice this year and the minutes of those meetings are included in this report. Regular monthly meetings have been scheduled for the Fall semester for the following dates: September 11, October 9, November 13, December 11. Several subcommittees have been formed to address some of the charges (see below) and they are in the process of organizing their own meetings to start working as soon as possible.

MINUTES OF THE REGULAR PEAFF MEETING
HELD ON September 11, 2023
VIA ZOOM

Present: Co-Chairs Houghtby-Haddon and Ortí; Vice Provost Riffat; Professors Bhati, Burke, Callier, Cohen-Cole, Cseh, Gastwirth, Glenn, Jain, Koch, Leibow, Morley, Patel, Perez-Gaitan, Pollard, Seager, Walters-Edwards, Wargotz, Wasserman, Whitt.

Absent: Professors Anderson, Attia, Burke, Clayton, Culbreath, Darr, El-Ghazawi, Gore, Gutman, Jacobsen, Kyriakopoulos, Marotta-Walters, Sheehi, Waraksa, Weitzner, Zhang.

1. Meeting called to order at 1:00 pm
2. Introduction of new members
3. Presentation of charges from FSEC for the academic year
4. The committee initiated discussion of the Senate charge to reconsider Resolution 23/3 that was committed to PEAFF in May 2023, to consider how FSEC can best contribute to supporting shared governance at the university and particularly to putting the Senate in the best position to work effectively with the new President. Relevant documents were shared with the committee before the meeting, including the resolution itself, excerpts from the May 2023 Senate meeting minutes focusing on this issue, statements from the incoming and outgoing FSEC members in regard to this issue (shared with the Senate in May 2023), and a statement from the current FSEC chair. The chairs introduced the motivation and background information to PEAFF members and also referenced the “Statement Of Principles Of Shared Governance” document of 2022 by the Shared Governance task Force posted by the Board of Trustees. Questions were raised about the definition of emergencies and the need for confidentiality. Functions of the FSEC, as stated in the FOP and Faculty Code were reviewed and discussed. Given the complexity of the topic and the limited time remaining, the committee decided to form a dedicated subcommittee to address this topic and (possibly) establish a process to exchange ideas and suggestions off-line.
5. Subcommittees also will be constituted to address the other charges listed by FSEC

Closing

- The committee adjourned at approximately 2 pm.

MINUTES OF THE REGULAR PEAFF MEETING (DRAFT)
HELD ON October 9, 2023
VIA ZOOM

Present: Co-Chairs Houghtby-Haddon and Ortí; Professors Bhati, Burke, Callier, Cohen-Cole, Culbreath, El-Ghazawi, Gastwirth, Glenn, Gutman, Jain, Koch, Leibow, Morley, Patel, Perez-Gaitan, Pollard, Seager, Walters-Edwards, Weitzner,
Absent: Vice Provost Riffat; Professors Anderson, Attia, Burke, Clayton, Cseh, Darr, Gore, Jacobsen, Kyriakopoulos, Marotta-Walters, Sheehi, Waraksa, Wargotz, Wasserman, Whitt, Zhang.

1. Meeting called to order at 1:00 pm
2. Approval of minutes (May 1st and Sept 11, 2023 meetings)
3. Subcommittees formed to address several charges sent to us by FSEC: (i) recommend changes to the Faculty Organization Plan (FOP) in the following areas: continue the work around Faculty Assembly membership; (ii) consider how FSEC can best contribute to supporting shared governance at the university and particularly to putting the Senate in the best position to work effectively with the new President and consider whether any amendments to the FOP are necessary to support FSEC's effective functioning and/or whether an elaboration of a consensus interpretation of these documents will suffice; (iii) assess the Faculty Code for areas needing updates ahead of the upcoming three-year review process to be undertaken with the Board; (iv) in light of increasing threats to academic freedom, of both individual faculty and collectivities, and from both within the university and by outside actors, consider whether additional mechanisms are required, beyond the existing academic freedom policy to ensure that faculty are protected and supported.
 - a. **Faculty Organization Plan, to define the Faculty Assembly membership:** Cohen-Cole, Ortí, Houghtby-Haddon, Walters-Edwards, Waraska, Wasserman, Weitzner, Whitt.
 - b. **Faculty Organization Plan, to consider how FSEC** can best contribute to supporting shared governance: Cohen-Cole, Cseh, El-Ghazawi, Houghtby-Haddon, Koch, Marotta-Walters, Morley, Ortí, Seager.
 - c. **Faculty Code revisions:** Attia, Darr, El-Ghazawi, Gastwirth, Gutman, Houghtby-Haddon, Jain, Kyriakopoulos, Leibow, Marotta-Walters, Ortí, Patel, Perez-Gaitan, Pollard, Wargotz, Zhang.
 - d. **Academic freedom policy:** Burke, Callier, Glenn, Gore, Houghtby-Haddon, Kyriakopoulos, Leibow, Morley, Patel, Seager, Walters-Edwards, Whitt.

Each subcommittee will meet independently as soon as possible, choose a chair, and start working on their respective charges. When subcommittees have specific proposals, these will be placed on the agenda for the next full PEAFF meeting.

4. Update to codify the procedures around appointing **the Faculty Consultative Committee** (FCC) that works with presidential search processes. A review of the history of this issue was facilitated by documents that included FA-86/1, FA-17/2, FS-22/2, ASPP resolution 22/6 (postponed indefinitely by the Faculty Senate in March 2022), PEAFF Resolution 22/7 (postponed indefinitely by the Faculty Senate in March 2022), Minutes of the Faculty Senate meeting on March 2022. In light of this history, a proposal was discussed and amended and subsequently tabled until the next PEAFF meeting (Nov 13). The proposal was based on the previous two (ASPP and PEAFF) resolutions and the concerns raised during Senate discussions at its regular meeting in March 2022. The draft resolution under consideration is appended below. At the next PEAFF meeting, we will know whether the resolution “on defining representation of the College of Professional Studies(CPS) in the Faculty Senate” (SR23/8) is approved at the upcoming Faculty Assembly meeting (on November 6), so we can approve appropriate language to include representatives of CPS in the FCC. The draft version of the proposal assumes that SR23/8 will be accepted and the FOP will reflect this change.

5. Other matters: an interim report of PEAFF activities will be submitted to the Senate office this week.

Closing

- The committee adjourned at approximately 2:10 pm. Next meeting will be November 13.



**A RESOLUTION TO IMPLEMENT A FACULTY CONSULTATIVE COMMITTEE IN
PRESIDENTIAL SEARCHES (24/x)**

WHEREAS, Section C, subsection 5, of “Procedures for the Implementation of the Faculty Code” states, without further guidance:

“The Faculty Assembly shall elect a committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President”; and

WHEREAS, In 1986, the Faculty Assembly adopted “A Resolution to Implement Part C.5 of the *Procedures for the Implementation of the Faculty Code*” (FA 86/1), which established procedures for faculty participation in presidential searches and directed each of the Schools then in existence to elect a member-designate for confirmation by the Faculty Assembly to serve on the Faculty Consultative Committee (FCC); and

WHEREAS, Modifications to the selection procedures intended to broaden diversity and enhance representativeness have been adopted for the 2017 (FA 17/2) and 2022 (FS 22/2) presidential searches; and

WHEREAS, These resolutions required the Senate to elect additional members to the FCC so that the FCC and Presidential Search Committee include adequate participation among disciplines and faculty rank; and

WHEREAS, Making such modifications permanent for all future presidential searches underscores the Faculty Senate’s unqualified commitment to fundamental principles of diversity, equity, and inclusion,

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

1. Article IV of the Faculty Organization Plan should be amended by striking and replacing Article IV with the following:

“Article IV. The Faculty Consultative Committee

SECTION 1. CREATION OF THE FACULTY CONSULTATIVE COMMITTEE

The Faculty Senate shall send to the Faculty Assembly for endorsement an elected Faculty Consultative Committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President:

{1) No later than four weeks after the announcement of a presidential vacancy, or as

soon thereafter as is possible, the Faculty Senate representatives of the **ten** academic divisions represented on the Senate (to wit: Columbian College of Arts and Sciences, Elliott School of International Affairs, School of Medical and Health Sciences, School of Business, Graduate School of Education and Human Development, Law School, Milken Institute School of Public Health, School of Nursing, School of Engineering and Applied Sciences, **College of Professional Studies**), shall caucus to nominate to their respective faculties members of those faculties;

- {2) The several faculties shall meet no later than six weeks after the announcement of a presidential vacancy, or as soon thereafter as is possible, to elect member-designate(s) to the Faculty Consultative Committee (FCC) from the slate submitted by their Senate representatives or by nomination and election from the floor;
- {3) The number of elected member-designates from each faculty shall be equal to one-**fourth** of the number of that faculty's representation in the Faculty Senate, rounded to the next highest integer;
- {4) In addition to these member-designates per academic division, each faculty will also **elect a slate of up to three additional names** to increase broader faculty representation with otherwise underrepresented demographic traits or characteristics and with diverse academic disciplines, ranks, and tracks (the 'diversity pool');
- {5) The several faculties shall immediately submit the names of persons thus elected to the Chair of the Faculty Senate Executive Committee (FSEC);
- {6) The FCC will be constituted by the elected member-designates from each faculty plus up to **four** additional candidates from the 'diversity pool' chosen by the FSEC;
- {7) The FSEC Chair shall present the resulting slate of nominees to the Faculty Senate for its confirmation and approval;
- {8) The proposed FCC shall be submitted to the Faculty Assembly for election at a Special Meeting to be called as soon as feasibly possible after confirmation and approval by the Faculty Senate, upon which the confirmed and approved slate of nominees shall be declared elected to serve as members of the FCC;
- {9) Within three weeks of the confirmation and approval by the Faculty Assembly, the FCC shall convene upon the initiative of the FSEC Chairman, elect a chair, and provide for record-keeping;

SECTION 2. FACULTY CONSULTATIVE COMMITTEE ROLE IN THE PRESIDENTIAL SEARCH PROCESS

- (1) The FCC shall request the Board of Trustees or appropriate members thereof to accept some or all of its members to serve on the Presidential Search Committee for the duration of the presidential search. In the event that not all members of

the FCC are so accepted, the FCC shall, in keeping with the principles set forth in Section 1(5) above, elect from among its members that number designated by the Board to serve on the Search Committee; but the FCC shall retain a separate order of business and confer regularly with those of its members who become active members of the Search Committee;

- (2) The FCC shall request of the Board of Trustees or appropriate members thereof that, whether some or all of its members are accepted as full members of the Search Committee:
 - a. The FCC be accorded an active role in defining the criteria which the Search Committee will apply in its consideration of the applicants; and
 - b. The Search Committee give full and judicious consideration to any well-reasoned views which the FCC may express with respect to particular applicants;
 - c. Within constraints imposed by the need for confidentiality, as defined by the Search Committee, the FCC may, at its discretion, make interim reports to the Faculty Senate;
 - d. The duly constituted FCC will be disbanded upon the appointment of a new president.”
2. Section C.5 of the Procedures for the Implementation of the Faculty Code should be deleted.
3. Article IV of the Faculty Organization Plan should be renumbered Article V.

Professional Ethics and Academic Freedom Committee

(Discussed and amended on Oct 9, 2023; tabled until the next regular PEAFF meeting on Nov 13)