AGENDA

1. Call to order
2. IN MEMORIAM:
   Roy Brandon Eastin, Professor Emeritus of Business Administration
3. Approval of the minutes of the regular meeting of September 8, 2006, as distributed (minutes were previously distributed)
4. Resolutions

   A RESOLUTION TO AMEND THE BYLAWS OF THE FACULTY SENATE (06/2); Professor Arthur E. Wilmarth, Executive Committee of the Faculty Senate
5. Introduction of Resolutions
6. Annual Report on the School of Public Health and Health Services:
   Dean Ruth J. Katz (Report concerning Dean Katz’s meeting with the Committee on Professional Ethics and Academic Freedom on May 8, 2006, is attached)
7. Review of the FY ‘07 University Operating Budget; Budget Planning for FY ‘08
   Professor William B. Griffith, Chair, Fiscal Planning and Budgeting Committee
8. General Business:
   (a) Nominations for election to Senate Standing Committees: Faculty Development and Support: Professor Scott B. Pagel as Chair; Physical Facilities: Professor Paul J. Wahlbeck
   (b) Report of the Executive Committee: Professor Lilien F. Robinson, Chair
9. Brief Statements (and Questions)
10. Adjournment

Elizabeth A. Amundson
Elizabeth A. Amundson
Secretary

Attachments
A RESOLUTION TO AMEND THE BYLAWS OF THE FACULTY SENATE (06/2)

WHEREAS, Section 10 of the Bylaws of the Faculty Senate lists the names of the Standing Committees of the Faculty Senate;

WHEREAS, Section 10 was amended by Faculty Senate Resolution 04/8 to delete a reference to the former Standing Committee on Administrative Matters as They Affect the Faculty;

WHEREAS, the Faculty Senate Executive Committee has determined that there is a continuing need for a Standing Committee whose stated mission will include responsibility for issues involving academic and administrative support for the faculty;

WHEREAS, the Executive Committee has concluded that such issues should be included within the stated mission of the Committee on Faculty Development and Support, and has therefore recommended that the name of that Committee should be revised to reflect its expanded responsibility; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

That Section 10 of the Bylaws of the Faculty Senate be amended by replacing “Faculty Development and Support” with the following: “Faculty Development, Including Academic and Administrative Support.”

Executive Committee of the Faculty Senate
October 27, 2006
MEMORANDUM

TO: Prof. Lilien F. Robinson
Chair, Faculty Senate Executive Committee

FROM: Prof. Arthur E. Wilmarth, Jr.
Chair, Faculty Senate Committee on Professional Ethics and Academic Freedom (PEAF)

RE: Meeting with Dean Ruth J. Katz, School of Public Health and Health Services (SPHHS)

DATE: May 29, 2006

As requested in your memorandum dated February 21, 2006, members of the PEAF Committee met with Dean Ruth J. Katz on May 8, 2006. The principal purpose of the meeting was to discuss plans by SPHHS to achieve compliance with Article I.B.1. of the Faculty Code. Faculty Senate Resolution 01/11, adopted on April 12, 2002, called upon SPHHS to develop a plan to bring that School and each of its departments into compliance with Article I.B.1. not later than the beginning of the Fall 2007 semester. The University Administration’s response to Resolution 01/11 stated that the “Administration accedes in principle and will endeavor to achieve the outcome requested but believes that a 10 year horizon is more plausible”. Copies of Resolution 01/11 and the response of the Administration are attached to this memorandum.

Dean Katz provided a chart showing the number of regular, active-status faculty at SPHHS and its seven departments from 2002 through 2006. That chart (copy attached) indicates that the total number of regular, active-status faculty members at SPHHS has increased from 37 to 50 during 2002-06. During the same period, the number of faculty in tenure-accruing (TA) positions has grown from 13 to 20. As a result, the percentage of TA faculty has risen slightly from 35% to 40% but remains far below the 75% school-wide requirement established by Article I.B.1. In addition, the percentage of TA faculty in six of SPHHS’ seven departments is less than the 50% departmental requirement established by Article I.B.1. Two departments currently have no TA faculty.

When Dean Katz arrived at SPHHS in the fall of 2003, five of the seven departments had acting chairs. She has focused a great deal of her faculty recruitment efforts on appointing new chairs to head those five departments, because she believes that new chairs will serve as catalysts for attracting talented new junior faculty members. Thus far, three new department chairs have been appointed, and nationwide searches are in process for the other two chairs. However, only one of the three new chairs was given tenure, and the other two chairs were appointed to non-tenure-accruing (NTA) positions. Members of the PEAF Committee expressed disappointment that all three chairs did not receive tenure. In the Committee’s view, department chairs cannot provide the requisite academic leadership and cannot operate with the desired independence within the
University’s framework of shared governance if they are not deemed worthy of tenure and are not given the protections of tenure.

Dean Katz stated that the financial position of SPHHS limits the School’s ability to appoint faculty to TA positions. The School currently derives about two-thirds of its funding from tuition and the remaining third from research grants. More than three-quarters of the full-time faculty are supported in whole or in part by research grants. Dean Katz explained that SPHHS has adopted a conscious strategy of working closely with public health agencies in the Washington metropolitan area. Several SPHHS faculty members currently work with the D.C. Department of Public Health under contracts with that agency. The work of those faculty members is expected to produce experiential databases in the fields of HIV/AIDS, Medicare, Medicaid, and other areas. Dean Katz believes that the generation of these databases will support the work of SPHHS’ research-active faculty. SPHHS is currently considering the establishment of clinical faculty positions to increase the School’s involvement in such partnerships with public health agencies. Dean Katz also explained that the top priority of SPHHS is to move forward with plans to construct a new wing on Ross Hall in order to provide SPHHS with a unified facility for its educational and administrative functions.

Looking forward, Dean Katz said that SPHHS currently plans to recruit twelve new full-time faculty members during the next 3-4 years. Dean Katz stated that she could not make any firm predictions as to the number of these new faculty members who will be appointed to TA positions. If all twelve of the projected new faculty members were appointed to TA positions, the percentage of TA faculty in SPHHS would be slightly higher than 50% (32 TA faculty compared to the existing 30 NTA faculty). Of course, that percentage would be lower if some of the new faculty members were appointed to NTA positions. The Committee notes that this 3-4 year period would end at about 2010, eight years after the adoption of Faculty Senate Resolution 01/11 and quite close to the “10 year horizon” suggested by the University Administration as a time period for compliance with Article I.B.1. in its response to Resolution 01/11.

Dean Katz did not offer any prediction as to when SPHHS could reasonably expect to comply with the requirements of Article I.B.1. of the Faculty Code. Committee members concluded that such compliance will not occur within the foreseeable future unless there is a very significant shift in the current trajectory of faculty hiring at SPHHS. In this regard, members expressed concern about the evident lack of any hiring plan with specific goals and benchmarks for increasing the percentage of TA faculty in SPHHS. Committee members also noted that the reliance of SPHHS on teaching by adjunct faculty appears to have increased significantly during the past five years. According to Executive Vice President Lehman’s report to the Faculty Senate in February, entitled “State of Academic Affairs,” the number of limited-service faculty teaching at SPHHS (excluding research and visiting faculty) increased from 180 to 232 during 2001-05. On both a numerical and percentage basis, SPHHS recorded the largest increase in limited-service faculty during this period. Committee members are concerned that this large increase in limited-service faculty, viewed in combination with the relatively low
percentage of TA faculty at SPHHS, could potentially raise questions about the overall commitment to top-quality teaching at SPHHS.

cc: Dean Ruth J. Katz
    Executive Vice President Donald R. Lehman
A RESOLUTION TO BRING THE SCHOOL OF PUBLIC HEALTH AND HEALTH SERVICES INTO COMPLIANCE WITH THE FACULTY CODE WITH RESPECT TO TENURED AND TENURE-ACCRUING APPOINTMENTS FOR REGULAR, ACTIVE-STATUS FACULTY (01/11)

WHEREAS, the Statement of Principles on Academic Freedom and Tenure (1940, as amended), adopted jointly by the Association of American Colleges and Universities and the American Association of University Professors, recognizes that tenure ensures “freedom of teaching and research” and is therefore “indispensable to the success of an institution [of higher education] in fulfilling its obligations to its students and to society”;

WHEREAS, Article I.B.1. of the Faculty Code requires that no fewer than 75% of the regular, active-status faculty members in each school must be either tenured or have tenure-accruing appointments, except for (i) faculty in the Law School and (ii) faculty in the Medical Center who are “stationed at affiliated institutions”; and

WHEREAS, Article I.B.1. of the Faculty Code requires that no fewer than 50% of the regular, active-status faculty members in each department must be either tenured or have tenure-accruing appointments, except for (i) faculty in the Law School and (ii) faculty in the Medical Center who are “stationed at affiliated institutions”; and

WHEREAS, the foregoing provisions of Article I.B.1. of the Faculty Code are intended to ensure that most faculty members will have the opportunity to obtain tenured status and, accordingly, will have strong incentives to achieve excellence in teaching, engage in research and produce scholarly works while maintaining appropriate standards of scholarly rigor, independence and objectivity; and

WHEREAS, the School of Public Health and Health Services (“SPHHS”) is a school that is subject, without exception, to the requirements of Article I.B.1. of the Faculty Code; and

WHEREAS, the Committee on Professional Ethics and Academic Freedom (“PEAF”) of the Faculty Senate has studied the composition of the regular, active-status faculty of SPHHS; and

WHEREAS, the PEAF Committee has determined that SPHHS and almost all of its departments are out of compliance with the foregoing provisions of Article I.B.1. of the Faculty Code, because at present (i) less than 40% of the regular, active-status faculty members of SPHHS are tenured, (ii) none of the regular, active-status faculty members of SPHHS has a tenure-accruing appointment, and (iii) except in one department, a majority of the regular, active-status faculty members in each of the departments of SPHHS do not have either tenured or tenure-accruing appointments;
WHEREAS, the PEAF Committee has determined that SPHHS and almost all of its departments have been out of compliance with the foregoing provisions of Article I.B.1. of the Faculty Code since SPHHS was established in 1997;

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

1. That the Dean of SPHHS shall take immediate steps to develop a plan that will bring SPHHS and each of its departments into compliance with Article I.B.1. of the Faculty Code.

2. That such plan shall be developed in consultation with the faculty of SPHHS and shall be completed and adopted by SPHHS not later than the end of the Fall semester of 2002.

3. That such plan shall bring SPHHS and each of its departments into compliance with Article I.B.1. of the Faculty Code not later than the beginning of the Fall semester of 2007.

4. That, beginning in January 2003, the Dean of SPHHS shall provide annual reports to the Executive Committee of the Faculty Senate regarding the progress made by SPHHS and each of its departments in achieving compliance with Article I.B.1. of the Faculty Code in accordance with this resolution.

Committee on Professional Ethics and Academic Freedom of the Faculty Senate
March 5, 2002

Adopted, 4/12/02
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<tr>
<th>Resolution Number</th>
<th>Date of Meeting</th>
<th>Title of Resolution</th>
<th>Action</th>
<th>Response of Administration</th>
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<td>01/8</td>
<td>3/8/02</td>
<td>Resolution to Establish a GW Film Festival</td>
<td>Adopted 3/8/02</td>
<td>Okay subject to external funding</td>
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<td>01/9</td>
<td>3/8/02</td>
<td>A Resolution Regarding the Administration's Establishment of a &quot;Compliance Line&quot;</td>
<td>Adopted 3/8/02</td>
<td>See Resolution No. 01-13</td>
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<td>01/10</td>
<td>4/12/02</td>
<td>A Resolution to Develop a Revised Student Evaluation of Courses</td>
<td>Adopted, as amended 4/12/02</td>
<td>We accede</td>
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<td>01/11</td>
<td>4/12/02</td>
<td>A Resolution to Bring the School of Public Health and Health Services into Compliance with the Faculty Code with Respect to Tenured and Tenure-Accruing Appointments for Regular, Active-Status Faculty</td>
<td>Adopted 4/12/02</td>
<td>Administration accedes in principle and will endeavor to achieve the outcome requested but believes that a 10 year horizon is more plausible</td>
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<td>01/12</td>
<td>4/12/02</td>
<td>A Resolution to Amend the Faculty Code of The George Washington University with Respect to the College of Professional Studies</td>
<td>Adopted, as amended 4/12/02</td>
<td>Okay - Approved by Board of Trustees May 2002</td>
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<td>01/13</td>
<td>4/12/02</td>
<td>A Resolution Requesting Administrative Action on the Implementation of the Faculty Senate's Resolution on the Establishment of a &quot;Compliance Line&quot;</td>
<td>Adopted 4/12/02</td>
<td>Faculty/Administration drafted document, completed and submitted to the Executive Committee</td>
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Report date: 5/5/06