



GEORGETOWN UNIVERSITY FACULTY SENATE

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MINUTES OF THE GEORGETOWN UNIVERSITY FACULTY SENATE

Tuesday, April 22, 2014, 4:00 p.m.

Murray Room, Lauinger 5th Floor

(approved May 12, 2014)

PRESENT: Berlinerblau, Biesenbach-Lucas, Boettcher, E.Crooke (for H.Federoff), W.Davis, DeFina, Ernst, Eshkevari, Glazer, Goldfrank, Groves, Hyams, Iglarsh, Kertesz, J. Lamm, Leister (Qatar)(via Skype), Lieber, P.O'Connor, Ortiz, Pfeiffer, Michel Shaw (for Carter), Toporowicz, Treanor, J.Turner, S. Turner, Vroman, T.Walsh, Withy

ABSENT: Abusharaf (Qatar), Anderko, Arend, Augustini, Benson-Allott, Bloch, Byrne, Celenza, Cohn, Colie, Cumby, Danielsen, Diamond, Djakiew, M.Donoghue, L.Donohue, C.Dover, Dutton, Ecelbarger, Engler, Evangelista, Feinerman, Francomano, Friedman, Gale, Gillis, Kamrad, Kessler, Kesten, Kirkpatrick, Lancaster, Luta, Marquez, McCabe, Mezey, A.Mitchell, E.Montgomery, E.Moore, Morales-Front, N'Gouemo, Patel, S.Pinto, Roshwald, Ross, Sadowska, Salles-Reese, Santos, Saunders, Sheppard, Singer, Sonbol (Qatar), K.Tercyak, D.Thomas, S. Tsung, P.Young

GUESTS: Ian Gale (Economics), Jack Hoadley (Health Policy Institute, McCourt), Adriana Kugler (Vice-Provost for Faculty), Greg Shambaugh (SFS), Astrid Weigert, Charles Weiss

The meeting was called to order by Wayne Davis, Faculty Senate President at 4:00 p.m.

Approval of Minutes

Motion #1: The minutes of Mar. 17, 2014 were approved with the following votes:

Aye	Nay	Abstain
17		5

NTL Framework

Adriana Kugler (Vice-Provost for Faculty) presented the the Main Campus Full-time Non-Tenureline (NTL) framework to the Senate. A taskforce was charged by the provost to develop the framework to include titling and tracks, with an annual evaluation process. The taskforce consisted of tenure-line and non-tenureline faculty, as well as University Counsel. There are currently 338 NTL faculty

teaching in various programs and departments across the faculty; 61 are involved in research on “soft” monies while others are teaching in various programs.

A titling structure was developed within 3 tracks for long-term faculty that includes:

a. Practice tracks:

Assistant Professor of the Practice; Associate Professor of the Practice; Professor of the Practice

b. Teaching tracks:

Assistant Teaching Professor; Associate Teaching Professor; Teaching Professor

c. Research tracks:

Assistant Research Professor; Associate Research Professor; Research Professor

Faculty in these tracks will undergo annual reviews and may meet qualifications for promotion, which will be linked to salary increases. These faculty will also have specific search requirements, and specific contract lengths, to include possibility of multiple year contracts.

Additionally, two shorter term faculty titles will be used for those who are true visiting professors, or lecturers who are here for one or two years.

a. Lecturer

b. Visiting Assistant Professor; Visiting Associate Professor; Visiting Professor

The Provost’s Office will form an implementation committee to advise on the implementation of these principles, as well as determine processes and resources for professional development of the NTL faculty. Recommendations of the implementation committee will send to the Main Campus Executive Faculty (MCEF) for approval.

There were several comments were raised by the faculty Senate:

NTL faculty expressed gratitude for the work of the task force.

TL faculty brought up the issue of the trend of perhaps moving away from hiring TL faculty. However, this was dispelled; as the Provost, and Department Chairs raised the points that this framework was really a manner by which the Chairs could have a framework on a rational understanding of hiring, promoting and titling of this type of faculty since they do exist and carry out a lot of the teaching and some of the research on campus.

It was moved that the Senate be given general approval for the framework, with details of the implementation to be worked out over the summer and reviewed by the MCEF. The motion was withdrawn until the MCEF discussed the proposal at its upcoming meeting.

Retirement Plans

Elliott Crooke, Associate Dean of Faculty for Medical Center, presented the phased retirement and buyout plans that were recommended by a task force appointed by the 3 campus EVPs and the Senate. The task force was charged to come up with a University wide, financially sustainable plan which would not affect faculty makeup of the campuses.

The proposed phased retirement program is an added benefit provided to faculty during the retirement period, and is voluntary. The buy-out plan is also voluntary, but is available only to Medical Center and Main Campus faculty, and for the 2014-15 academic year.

The two proposed programs include:

- a. Phased Retirement Program for eligible faculty- (65 years or older and 10 years or more of service at GU) to transition to retirement for up to 2 years working at 50% effort. Faculty earning less than 105% of the FICA limit would receive 100% of their salary. Faculty making more than 105% of the FICA limit would receive 75% of their salary or 105% the FICA limit, whichever is greater.
- b. Voluntary Early Retirement Program for Med and Main Campuses-Eligible tenured faculty on these campuses can opt to take a one-time lump sum payment of 150% of their final annual faculty base salary. Eligibility includes 65 years or older and 10 years or more of service at GU.

The proposed timeline is: 9/1/2014-faculty will be given notice that they are eligible, and information sessions will be held during the fall semester; 2/1- applications are due, 4/15- decisions are made, 5/1-appropriate, separation paperwork will be signed.

There was discussion of the burden on the departments, and the hiring of adjuncts to ensure coverage of workload. The Provost assured the Senate that the EVP's offices would provide the funds for the replacement teaching; departments will not have to come up with it out of their own budgets. Also, the issue of merit increases during the phased retirement period was raised, and how that would be handled if it pushed the individual over 105% of FICA. Finally, the make up of the "administrator" who would determine approval of the program, and benefits was questioned.

Motion #2: Approve the recommendations of the task force with the understanding that the last year of service merit can be considered for adjustment.

Motion #3: Table motion #2 as MCEF had not had the chance to review and give input on the proposal.

The proposed phased retirement plan is less generous than the previous practice on the Main Campus, which was to receive 100% of salary for 2 years at 50% workload. The motion to table was approved.

Aye	Nay	Abstain
12	3	1

Motion #4: to adjourn,

Aye	Nay	Abstain
10		

The meeting was adjourned at 6:04 p.m.

LE/WAD/jhg