

MINUTES OF THE FACULTY SENATE MEETING
TUESDAY, FEBRUARY 11, 2003
LEAVEY PROGRAM ROOM
(Approved 3/6/03 with corrections)

PRESENT: Arend, D. Betz, P. Betz, Bloch, D. Brown, Clarke, Connor-Linton, Cumby, Davis, Dover, Friedman, Haramati, Hirsh, Iglarsh, Kromer, Larsen, Lightfoot, Massaro, McCabe, McFadden, S.J., Morris, A. O'Donnell, Pfeiffer, Rameh, Ronkainen, Sitterson, Stent, Suyderhoud, Vroman, J. Walsh, S.J., Walters, Witek, S.J.

ABSENT: Andrews (sabb), Areen, Attinger, Bates, Bonanno, Byrne, Cleary, Cohn, Collins, Danielson, Diamond, Dimolitsas, Ernst, Fink, Gaintner, Gale, Gallucci, Glazer, Goldfrank, Haft, Hauser, Hussey, Lachat, Lieber, Linafelt, Little, Mann, Mastorovich, McAuliffe, McGrail, MoranCruz, Mujal-Leon (sabb), J. Murphy, Oakley, J. O'Donnell, Owens, Pedrick, Richardson (sabb), Rom, S. Ross, Salles-Reese, Sanz, Shad, Taylor, Temple, Verbalis, Walker, T. Walsh, Weidenbruch, Weiss

GUESTS: Valerie Earle (First Senate President), Paul DeGal (Fringe Benefits Committee), William McElroy (Former Chair, Economics Department), Kevin Sexton, George Viksnins (Recently Retired) and wife, Edmond Villani (Board of Directors),

The meeting was called to order at 4:25 p.m. by Professor Wayne Davis.

Professor George Viksnins, a member of the Faculty Senate who recently retired from Georgetown University, was honored by the Faculty Senate. Professor Davis noted that Professor Viksnins was one of the original members of the Faculty Senate and has served since 1967. He read portions of the minutes from the first Faculty Senate meeting in 1967, noting that Professor Valerie Earle was installed as the first president. Professor Doug McCabe called Professor Viksnins "a distinguished colleague" and "an institution builder." Mr. Edmond Villani, Chair of the GU Board of Directors, also spoke, noting that Professor Viksnins' respect and care for students embodies what Georgetown University is all about.

Professor Viksnins thanked the Faculty Senate, recommending for the future that half of the members of any academic search committee should be ordinary faculty. Professor Ilkka Ronkainen gave Professor Viksnins an alumni chair with a plaque on it from the Faculty Senate. Professor William McElroy also praised Professor Viksnins.

The minutes of the December 3, 2002 Faculty Senate meeting were approved unanimously.

Professor Davis announced that next year's Faculty Senate officers will be elected at the last meeting of the academic year. He will send out an email asking for nominations for a nominating committee. From the nominations received, the Steering Committee will put together a nominating committee of three members, who will be nominated at the next meeting of the Faculty Senate. The floor will be opened for discussion, and senators will elect the nominating committee. It was suggested that all names nominated (instead of only 3) be put before the Senate. Professor Davis said that if the numbers are small, that would work, but that a large number of nominees would make this option unfeasible.

Professor Davis suggested that at the next Senate meeting, we invite Dave Lambert, from UIS, to join us in a discussion of email security and privacy.

Professors Brown and Iglarsh, from the University Fringe Benefits Advisory Committee, spoke about faculty concerns over premiums and benefits. Professor Brown discussed premium increases since 1989. He noted that since 1997, the nationwide increase was 46% while at Georgetown it was 20%. The result is fewer benefits, and employees paying a greater share. He announced that they are researching ways to slow the increases.

Professor Iglarsh introduced Kevin Sexton, Director of Faculty and Staff Benefits, and Paul DeGal, financial analyst. Professor Iglarsh noted in the last couple of years, when costs were going up substantially nationwide, they were not going up at GU. Then, in 2001, when the benefits department improved its accounting and record keeping, the numbers became clear.

The fringe benefits budget, without restructuring the medical plan, was projected to be at a deficit of \$9,572,000. By 2007, the budget deficit was projected to be over \$16,000,000. The five-year deficit would be about \$63 million.

About 47% of the fringe benefits are FICA and 403B, which are out of our control. The health plans are about 22% of the remainder of the fringe benefit budget. Other pieces are the tuition benefits (8%), and GURP.

The Benefits Committee tried to find a way to reduce the projected deficit. They tried to "spread things around", so monthly costs were raised, deductibles raised, prescription benefits, etc. With that restructuring, a deficit of \$7.5 million is still projected for 2003. In 2007, the deficit will be \$10,700,000. The committee's restructuring proposal will reduce the overall deficit by \$5.5 million by 2007. So, it cuts the deficit, but not enough.

Professor Paul Betz suggested that at a prior meeting of the Senate statistics had been presented which indicated that Georgetown pays a lower benefit rate than many of the institutions with which we compare ourselves. He suggested that the Faculty Senate Standing Committee on Fringe Benefits be resuscitated. Professor Iglarsh said that the university-wide Fringe Benefits Committee contains many faculty, and is more responsive now than in the past, so a Faculty Senate Committee may be redundant.

There was considerable discussion and clarification about some budgetary numbers for 2004, whether they were based on the federal negotiated rate or an internal rate for campus departments' budgets. According to Professor Davis, while we

are now requesting 28% from federal grants, that is still lower than what we'll be 'paying out' for fringe benefits, which will be closer to 31%. This rate is actually a bit higher than most other universities. Professor Bates added the clarification that the amount that the federal government pays through grants is a negotiated rate that is based upon an estimate; if it ends up being more than the actual fringe benefit rate, the difference goes back to the government.

Professor Aviad Haramati provided an update on the new School of Medicine Educator Track, designed for approximately 25-30 University-based non-tenure-track faculty in the Medical Center. The Faculty Senate Steering Committee has reviewed the plan and approved it, subject to three changes: 1. mention explicitly that the plan is "intended for a limited number of faculty, typically no more than one per department"; 2. show that it is unique to the Medical Center by calling it "Medical Educator Track"; and 3. remove the expectation that the faculty engage in patient care.

There was a motion to approve the Medical Educator Track as modified by the Senate Steering Committee. An objection to any strict membership limits for the track was raised. Another question was posed why these specific faculty cannot be classified as Visiting Professors as are their peers on the main campus. The response was that they were career-long Georgetown faculty, so "visiting" is a misnomer. Another concern was raised that the proposed track-members' titles of Associate Professor is ambiguous, not distinguishing them from Associate Professors who have tenure. It was noted that this situation already exists for research professors at the Medical School.

After much discussion, the motion to approve the Medical Educator Track, subject to the Steering Committee's three amendments, was approved with a vote of 19 in favor, 5 opposed and 3 abstentions.

The meeting adjourned at 5:25 pm.