



GEORGETOWN UNIVERSITY SENATE

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MINUTES OF THE GEORGETOWN UNIVERSITY FACULTY SENATE

Monday February 12, 2007
ICC Auditorium
(approved 3-15-07)

PRESENT: Bates, D. Betz, P. Betz, Boettcher, Canzoneri, R. Clarke, Connor-Linton, Cumby, Davis, De Fina, Engler, Fink, K. Gale, Goldfrank, Iglarsh, Keesling, Kertesz, Lamiell, J. Larsen, Lieber, McFadden, S.J., E. Moore, Moran Cruz, S. Mueller, J. Murphy, Norton, G. Owens, Pedrick, Pfeiffer, Ronkainen, Shedel, V. Sheppard, Vroman, C. Weiss, Witek, Yearwood.

ABSENT: Aleinikoff, Andrews, Barbari, Bennett, Bloch, Bondurant, Doug Brown, Byren, Cleary, S. Cohn, G. Daly, Diamond (sabb spr 07), Dimolitsas, Dominique, Dover, Eagles, Ernst, Friedman, Glazer, Haft, Hirsh (excused spr 07) Jung, R. G. Kirkpatrick, Manuel, J. McAuliffe, McCabe, Morrell, Oaklely, J. O'Donnell, P. O'Malley, J. Peck (lv.), Rebeck, S. Ross, Shad, Shambaugh, Singer, Sistrunk, Sitterson (Qater), Soldin, Taylor, Tinkcom, Toporowicz, Verbalis, L. Walker, J. Walsh, S.J., T. Walsh, Walters, Weidenbruch, Wylen.

GUESTS: Jose Teruel, Catherine Langlois & Lisa Zsiga (MC Faculty Ombuds Office), David Rubinstein, Marcia Mintz, Ron Allan (OSFS), Toby Long, Molly Huntsman, Pim Thukral.

Business: The meeting called to order at 4:20 p.m. and adjourned at 6:00 p.m.

1. *Approval of the minutes of the meeting of Dec 12, 2006*

A motion that the minutes be approved without amendment was proposed:

Motion #1: that the minutes of the previous meeting (Dec. 12, 2006) be approved. The motion was seconded and passed as follows:

Aye	Nay	Abstain
23	0	2

2. Faculty Handbook Revision Process

The new "Introduction" and "Revision Procedure" for the Faculty Handbook, as previously approved by the Senate, has now been approved by the Board. Marcia Mintz (Associate Provost) provided the Senate with a crosswalk through the approved changes, and showed how these changes relate to the prior version of the Handbook (crosswalk appended to these minutes). The new Handbook will now be maintained on-line and a beta-website already has been constructed. The on-line version will be maintained by the Provost's Office, allowing new Board approved policies to be rapidly incorporated into the Handbook. When fully complete, the website will include a revision log of all Board approved changes over time. Currently, the Benefits Section of the site needs updating but has not been deleted – this section provides a hyperlink to the website for the Benefits Office (<http://benefits.georgetown.edu>), and an editor's note that plan details in the Handbook are out of date. It was suggested that a similar note preface the section of the Handbook describing administrative officers.

Senators were asked to note that the President has established a Handbook Council to assist and advise with respect to proposed modifications to the Handbook. This committee will include faculty representation; the charge for the committee will be brought to the Senate for comment once it is available.

3. Main Campus Faculty Ombuds Office

The Senate received a short verbal report on the current operations of the Main Campus Ombuds Office from its officers, *i.e.*, Jose Teruel (Department of International Health, School of Nursing and Health sciences), Catherine Langlois (Associate Professor in the McDonough School of Business), and Lisa Zsiga (Associate Professor in the Department of Linguistics). Currently, this office acts only for the Main Campus; no comparable office exists for GUMC or Law Center Faculty. The office provides an informal and neutral environment where faculty can discuss workplace concerns and disputes in a confidential setting, and where possible solutions can be explored. The Office intends to extend its services to the Graduate School but it is not yet clear if this will extend to the entire Graduate School or if it will serve only graduate students in Main Campus departments. The Office receives ~30 requests each year for its services; 18-20 requests were received in the last semester. It was suggested that GUMC senators explore the possibility of creating a similar service for their faculty. Additional information on the Main Campus Ombuds Office is available on-line at <http://www3.georgetown.edu/admin/ombuds/>.

4. Report on University Finances

Wayne Davis provided the Senate with an overview of the fiscal year (FY) FY2006 and proposed FY 2007 University Budget. Briefly, the University had (as of June 30, 2006) approximately \$2.0 billion in assets (property, investments, land, etc) and total liabilities of \$0.991 billion; total net assets exceeded \$1.01 billion. Total net assets increased \$173M in FY06.

The University ended FY 2006 with a net operating loss of \$3.8 million. The FY 2007-2011 budget plans were also briefly presented. The Senate was advised of the very conservative nature of many of the more volatile assumptions in the model. For example, the predicted return from development activities is essentially flat in 2007 out to 2011, despite the University already being actively involved in the early stages of an 8-year capital campaign. Similarly, research revenues are shown to increase modestly, reflective of the current fiscal environment at the major federal research funding agencies. The University is projected to break even on operations in FY10, moving back into deficit as the science center comes online.

The issue of the ongoing operating deficits in GUMC also was discussed. Wayne Davis indicated that, after significant and detailed review, it is now evident that, while expenses at the Medical Center might be reduced by perhaps an additional million dollars, cost cutting has now likely achieved about as much as can safely be accomplished without adversely affecting the GUMC biomedical research enterprise. The operating deficit for FY2006 (\$16.9 million on a budget of \$224.5 million) represents one of the most cost effective biomedical research operations in the nation. One large source of the shortfall is GUMC's \$26M annual contribution to the "block grant" for centralized university services. This appears as a deficit because the University funding uses a decentralized model, with each of its campuses independently budgeted and expected to balance its own income and expenses. Many other institutions apply a centralized model, and the use of centralized funds to support their research enterprise is presented as an investment by the institution in research (rather than a loss incurred by research on behalf of the institution). While the choice of model does not affect the net fiscal outcome for GUMC or the University as a whole, the implications of defining this as a deficit by GUMC, rather than as an investment by the University, has significant implications for the ability to build effective development. For example, the present approach provides a negative view of GUMC among its peer institutions, rather than a positive view of the entire University's commitment and support for biomedical research. It is apparent that the University is fully committed to supporting GUMC and, while it is unlikely to change its decentralized budgeting model, it may change how it represents any shortfall in future GUMC budgets.

University Services is expected to run deficits, mainly due to deficits in the Athletics Department, as is "University Wide," mainly due to benefits expenses exceeding recovery from the campuses. While the Main Campus provides some \$12M in support to Athletics, and another \$30M to University Services for the "block grant," it does not provide any funds to GUMC.

Minimum cash balances are projected to remain at safe levels through FY11, beginning to increase in FY10. In addition to operating surpluses at the Main Campus and Law Centers, the University's cash position is improving because "depreciation" and "accrued interest" are large non-cash expenses. The University's debt level will remain near \$700M, increasing when the MSB and Science buildings come on line, and being paid down in other years. It is projected to be paid down entirely in 40 years. The Endowment increased \$125M (16%) in FY06, and another \$88M (10%) in the first half of FY07, to \$968M on December 31, 2006.

5. Main Campus Faculty Senate Vice President – role as Acting Associate Dean

Jeff Connor-Linton (Vice President for the Main Campus Faculty Senate) brought to the Steering Committee's attention his recent appointment as a part-time Acting Associate Dean in the Graduate school. He raised the concern of whether this appointment created a potential conflict of interest with respect to his role as Main Campus VP, and whether he remained eligible to continue his service to the Faculty Senate in this role. The Steering Committee could find no definitive policy or precedent in the Senate Constitution with respect to its Officers holding joint decanal appointments. In addressing this issue, the Steering Committee brought to the Senate the following observations:

1. The requirement that Jeff be an elected senator is not problematic
2. The requirement that Jeff be a "full-time" faculty member is difficult to resolve because the definition of such is unclear. However, as an Associate Professor, Jeff holds a rank that is considered "full-time" in the Handbook.
3. The Faculty Senate includes other University Vice Presidents and Main Campus deans.

4. The Steering Committee recommended that it could find no impediment to Jeff continuing to serve as Main Campus Faculty Senate Vice President while also holding a part-time decanal position.

The Senate briefly discussed the issue and a motion was proposed and seconded that Jeff Connor-Linton be permitted to continue as Main Campus Faculty Senate Vice President. In the ensuing discussion, a concern was raised that approving this dual appointment could cause problems in the future, e.g., unforeseen conflicts of interest might arise, or the individual in this position may become unable or unwilling to represent adequately the views of faculty. The Senate agreed that this was most unlikely given the present incumbent but concern was raised that this could set an unfortunate precedent. A friendly motion was proposed, seconded, and accepted that the motion reflect specifically that it relates only to the present circumstance and that it is definitively not precedent setting.

Motion #2: that Jeff Connor-Linton be permitted to continue as Main Campus Faculty Senate Vice President until his term expires at the end of this academic year; this motion definitively does not set a precedent for any similar future circumstances, which must be decided by the Senate on their own merit. The motion was seconded and passed as follows:

Aye	Nay	Abstain
22	0	0

A motion to adjourn was proposed, seconded, and adopted by unanimous consent.

RC/jhg

Documents Appended to the Minutes of Feb. 12, 2007

1. Crosswalk of the approved revisions to the Faculty Handbook

Handbook 1999 Contents	FACULTY HANDBOOK			Board Approval Requested
		Section		
		Homepage	University Mission Statement	
			EEO Statement	
<i>Foreword</i>	deletion			
<i>The History of the University</i>	deletion			
<i>Special Objectives of the University</i>	deletion			
	addition	I	Introduction	
		II	University Governance and Organization	
I. The Board of Directors	as is		A. The Board of Directors	
II. The President of the University	as is		B. The President of the University	
III. University Administration	as is		C. University Administration	

IV. Provost and Executive Vice Presidents	as is		D. Provost and Executive Vice Presidents	
V. Deans of Schools	as is		E. Deans of Schools	
		III	Faculty Policies and Procedures	
VI. Faculty Governance Bodies	as is		A. Faculty Governance Bodies	
VII. Chairs of Departments	as is		B. Chairs of Departments	
VIII. Faculty Rights and Responsibilities	as is		C. Faculty Rights and Responsibilities	
IX. Rank and Tenure	as is (with two previously Board-approved revisions – tenure clock and clinical emeritus and five items from 1999 section XXI)		D. <i>Appointments</i> , Rank, and Tenure	
X. Faculty Senate Constitution	as is		E. Faculty Senate Constitution	
XI. Faculty Grievance Code	Board-approved updated version		F. Faculty Grievance Code	
--	addition		G. Revision Policy	
		IV	Other Policies Governing Employment at Georgetown University	
XII. Affirmative Action Grievance Procedures	as is		A. Affirmative Action Grievance Procedures	
XIII. Policy on Copyrights, Inventions, Patents and Grants	Board-approved updated version		B. Intellectual Property	
XIV. Financial Conflicts of Interest Policy	as is		C. Financial Conflicts of Interest Policy	
XV. Procedures for Alleged Misconduct in Research	as is		D. Procedures for Alleged Misconduct in Research	
XVI. Computer Systems Acceptable Use Policy	as is		E. Computer Systems Acceptable Use Policy	
XVII. Sexual Harassment and Consensual Relations Policy	Board-approved updated version as is		F. Harassment Policy G. Policy on Consensual Sexual Relations	
XVIII. Policy on Drug Free Workplace	as is		H. Policy on Drug Free Workplace	
---	addition, Board-approved policy		I. Whistleblower policy	
	Editor's note and link to the Office of Faculty and Staff Benefits website	V	Benefits	
XIX. Fringe Benefits	as is			
XX. Tuition Scholarships	as is			
XXI. Appendix: AAUP 1940 Statement of Principles	deletion (also see above for five items inserted elsewhere)			
--		VI	Campus Policies	
<i>Index</i>	replace		Site search capability	