



GEORGETOWN UNIVERSITY FACULTY SENATE

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**MINUTES OF THE GEORGETOWN UNIVERSITY FACULTY SENATE
Thursday, October 13, 2016, 4:00PM
Murray Room, Lauinger 5
(approved on Dec. 14, 2016)**

PRESENT: Abusharaf, Berlinerblau, Biesenbach-Lucas, Boettcher, Bronstein, Calvert, Cumby, Danielsen, Davis, L.Donohue, Engler, Ernst, Ecelbarger, I.Gale, Gewanter, Glazer, Goldfrank, Groves, Harbert, Hoffman, J.Huang, Iglarsh, Jensen, Kaltman, Kamrad, Kertesz, Krim, Lamm, Luta, Mastowfi, M.Nolan, Otter, Parsons, Pasachoff, Pfeiffer, Sadowska, Shaw, Shields, Steenhuisen, Turner (by phone), Weigert, Williams, Withy

ABSENT: Arend, Bloch, Byers, Byrne, Cohn, Colie, DeFina, Djakiew, Dutton, Evangelista, Feinerman, Fitzpatrick, Gentic, Gillis, Healton, Harris, Hinkson, Hoffman, LaRocque, M.Levy, Lieber, Marhanka, Marquez, McCabe, McCartin, Montgomery, Moore, Moran-Cruz, Mulrone, Olesko, Pellathy, Ross, Salles-Reese, Sandberg, Santos, Saunders, Singer, Suarez-Quian, Thomas, Treanor, Vroman, Williamson, Young.

GUESTS: Reena Aggarwal (Vice Provost for Faculty), Norberto Grzywacz (Dean, Graduate School of Arts & Sciences), Rosemary Kilkenny (VP, IDEAA), Laura Cutway (Title IX Coordinator, IDEAA), Elissa Newport (Neurology), Allen Sessions (SCS), Erik Smulson (VP for Public Affairs & Sr. Advisor to the President), Cal Watson (Director of Business Policy & Planning, Public Affairs)

The meeting was called to order by Wayne Davis at 4:08 p.m.

Approval of Minutes

Motion #1: The minutes of Sept. 21, 2016 were approved with the following votes:

Aye	Nay	Abstain
20		5

Open Forum

Wayne Davis reminded members that the Book Store is trying to improve the presence of GU authors in its book presentation and is asking faculty members to forward the information to the store.

Appointments

Motion # 2: Confirm appointment of Jen Swift (Chemistry) to the Research Integrity Committee and Micah Jensen (McCourt) to the COACHE Survey Review Committee.

Aye	Nay	Abstain
25		2

Just Employment Policy

Prof. Joseph McCartin (History) and Cal Watson (Director of Business Policy and Planning) gave a brief history of the University's just Employment Policy. This policy has its roots in the protests connected with living wage controversies and ensures that the University and its contractors compensate at a level of the living wage in the DC area and respect the right to unionize. McCartin identified five major points that the policy affects.

- a. Ensure a living wage for University and contract employees
- b. Provide safe and harassment-free environment
- c. Respect the right to freely associate and organize
- d. Provide for full-time jobs when and where possible
- e. Establish an Advisory Committee on Business Practices

The current total compensation minimum is \$16.45/hr. The Policy ensures that GU employees and contract employees have equal access to GU resources such as library privileges, GUTS bus access, student ESL classes, etc.

There have been three successful unionization drives in the past, involving both GU employees and contract company employees.

Tenure line faculty members do not have the right to unionize under the National Labor Relations Board rules that govern these unionization drives.

McCartin stated that Georgetown University has a leadership position with regards to policy and practice in treatment of employees.

Consensual Sexual Relations Policy

Josh Dermott and Lisa Brown (Counsel's office) as well as Rosemary Kilkenny (VP, IDEAA) presented two revised versions of the Consensual Sexual Relations Policy, one with a ban on any such relations with undergraduate students, the other one merely discouraging such relations. Presenters made clear that revision was needed because of a significant change in the legal environment addressing conflicts in this area.

There was significant discussion with opinions expressed in favor of both versions. There were a number of motions made and friendly amendments sought – but since there were additional aspects of the wording that needed to be worked out, all were withdrawn. Counsel

will return with two clean versions of the policy, one with an outright ban on relations with undergraduate and one with the discouragement.

Motion #3: Adjourn meeting

Aye	Nay	Abstain
17		

Respectfully submitted,

Peter C. Pfeiffer
PCP/WAD/jhg

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