

Minutes for GWUFA Meeting 9.17.2014

Called to order 11.35

Andrew Zimmerman, GWUFA President, presiding

Attendance: 40

1. Discussion of GWUFA goals and strategy for 2014-15
 - a. Inside/outside strategy
 - i. Outside
 1. Healthcare petition
 2. Defensiveness of administration as demonstrated by GW Today interview with Lou Katz (<http://gwtoday.gwu.edu/gw's-2015-benefits-budget-explained>)
 3. Press releases sent to Washington Post/Chronicle of Higher Ed
 - ii. Inside:
 1. Enacting shared governance through participation in bureaucratic participation
 2. Review of principles guiding participation
 3. Communication outlets
 - a. GW Today/GW Hatchet
 - b. Recognition of a need for our own communication platform
 - c. FacCheck – GWUFA newsletter, which needs wider circulation
 - b. Strategy Discussion
 - i. Suggestion of a 'civil disobedience' campaign
 1. Protest administrative overkill in reporting requirements
 2. Ideas: Not participating in lyterati, comments on annual reports
 3. Suggestion that we survey administrative discontent, perhaps starting with department chairs
 - a. Action Item: Initiating survey of department chairs regarding hours dedicated to administrative paperwork
 4. Challenge administration to justify costs of

lyterati, both in terms of development and faculty time

5. Need to link faculty governance to administrative overkill. The latter is a symptom of the failure of the former
- ii. Research Committee – sites of research as sites of action
 1. Currently focused on healthcare
- iii. Emphasis on the willingness to confront university administration over concerns
 1. But also a call to be mindful of different positions of risk/exposure
 2. Need to target strategy
 3. Focus on calls for transparency of information from administration; GWUFA's role as information resource for faculty
- iv. Call to support of part-time faculty (SEIU 500)
- v. Student debt: Take the lead on this discussion; collect data and make public statements; upward distribution of resources

2. Report on the Senate Meeting (Dina Khoury)

- a. Benefits: This year's increase in premiums was lower than in years past, but still above national average. The administration has taken a defensive tone (see Katz interview above).
- b. Faculty Code: The proposed 'Academic Freedom resolution' which was tabled at the May senate meeting was amended through the efforts of GWUFA senator Ilana Feldman to exclude a 'civility clause'. The amended resolution was accepted by BoT.
- c. Discussion: Charles Garris reported there is an expanded faculty participation on benefits committee, APT committee, fiscal planning/budgeting committee. All these committees include active GWUFA members.

3. Health Care report (Tyler Anbinder)

- a. Tyler Anbinder is now a member of the benefits

committee, which is a subcommittee of the senate's ASPP committee.

- b. Sabrina Ellis, VP for benefits, argued that she can only spend the amount approved by the board. Suggests lobbying through the senate.
- c. Fringe benefits comparison: In a survey done by Ellis' department, GW ranks the last amongst 23 peer market-basket institutions in its 'fringe rate' (the number of cents a university spends on faculty benefits per dollar it spends on salary). See the attached document.
- d. The high deductible health plan (HDHP) introduced this year good deal for those who don't get sick (i.e. – young faculty with few medical needs). However, even amongst HDHP plans, GW's is below average. Nearly 70% of employers who offer these contribute to the associated health savings account (HSA). GW does not.
- e. Discussion
 - i. CVS partnership problematic vis-à-vis local pharmacy. Prevents those on the plan from patronizing local business.
 - ii. Health plan deductibles remain very high.
 - iii. The linkage between salaries/benefits promoted by Katz is absurd. This is a policy created by board and it needs to be challenged.

4. Upcoming Events and Recruiting (Rachel Riedner):

- a. Outreach committee
 - i. Goal: Increase participation in organization
 - 1. Recruiting more members
 - 2. Get those already recruited actively engaged in organization
 - ii. Focus recruitment and targeting outside CCAS. Our membership includes faculty from Business, CCAS, the Elliott School, the Law School, as well as the Medical School.
- b. Upcoming events
 - i. Party at Tyler Anbinder's: September 21
 - ii. Happy Hours: Mixer with part-time faculty

colleagues/possibly graduate students

c. Block captain system

i. Talking to department members

ii. Recruitment as well as sounding board

d. Reminder to follow us on Twitter

Adjourned 12.32