

## Faculty Assembly General Meeting

### Executive Board:

**Dr. Robin Young**, Chair  
*School of Theology and  
Religious Studies*

**Dr. Janet Selway**, Vice-Chair  
*School of Nursing*

**Dr. Sharyn Battersby**  
*Rome School of Music,  
Drama & Art*

**Dr. William Barbieri**  
*School of Theology and  
Religious Studies*

**Dr. Ann Cederna**  
*School of Architecture and  
Planning*

**David Lipton, Esq.**  
*Columbus School of Law*

**Dr. Michael Mack**  
*School of Arts & Sciences,  
English*

**Dr. Ann Corsi**  
*Arts & Sciences, Biology*

**Dr. Alex Russo**  
*School of Arts & Sciences,  
Media Studies*

**Dr. Vijay Sookdeo**  
*School of Arts and Sciences,  
Mathematics*

**Dr. Binh Tran**  
*School of Engineering*

**Dr. Julia Young**  
*School of Arts & Sciences,  
History*

### Minutes

Date: 24 September, 2020

Dr. Robin Darling Young called the Zoom meeting to order at 1:05 p.m.

In attendance were 97 faculty members from the Schools of Architecture and Planning; Arts and Sciences; Business; Canon Law; Engineering; Law; Music, Drama, and Art; Nursing; Philosophy; Social Service; and Theology and Religious Studies.

Dr. Young announced that we would dedicate the full meeting to the topic of the salary cuts proposed by the administration.

FA Executive Board members reported on the proposed cuts as presented by Mr. Rob Specter to the Senate Budget and Planning Committee two days earlier. The plan includes three options for pay cuts:

- 10% across-the-board pay cuts for all making over \$50k / year.
- Two-tiered pay cuts for all making over \$50k. The first tier is 13% for those making up to \$125k; second is 15% for those making over \$125k.
- 14% across-the-board pay cuts for all making over \$50k / year.

Each of these options includes other cuts, including layoffs, to cover whatever remains of the budget shortfall after pay cuts. All pay cuts are envisioned to run from October 2020 to April 2022.

In its report to the Senate, the Budget and Planning Committee itemized assets that could be made available to meet the budget shortfall. In addition to the 44 acres of undeveloped land west of Harewood, according to the university's recently released financial statements, \$90M could be made available. Additionally, the University has a \$9M line of credit that remains (as of April 30, at least) untapped.

Faculty speakers gave a brief summary of that morning's Senate meeting. Mr. Specter, the BPC and CoFEW were invited to attend for a discussion of the BPC report. During that discussion, which extended to three hours, a number of deans spoke up against pay cuts. The question of the legality of the pay cuts was raised, and Mr. Specter said that he himself raised that question with the General Counsel and is waiting for guidance.

## FACULTY ASSEMBLY

At the Senate meeting, a number of resolutions passed: 1) a resolution not to cut salaries and instead to look for other ways to address the budget challenges; 2) a resolution to communicate the BPC report to the Board of Trustees; 3) a resolution to send the resolution on graduated pay cuts to the Board of Trustees; 4) a resolution formally asking Mr. Specter to share information with the Senate.

Discussion followed. A member of CoFEW emphasized that Mr. Specter told that committee that additional cuts of \$40M—beyond the current pay cuts and layoffs amounting to \$20M--will be necessary if campus does not open in the spring. A BPC member noted that salary cuts are intended to buy us time in order to make greater cuts.

A member of BPC affirmed that there is no discussion of financial exigency, which in itself would create significant financial challenges for the University.

Other points discussed included the President's adamant refusal to sell unused land; the leadership's resorting again and again to cuts rather than revenue growth to address financial problems; the fact that peer institutions have not had similarly devastating freshman recruitment; GWU's well-organized campaign to fight its administration's plan for cuts.

The last portion of the meeting focused on our own options for challenging the administration's planned cuts and issued in a number of action items.

The meeting adjourned at 2:30 PM.