



**A RESOLUTION ON THE RESPONSE TO THE FACULTY SURVEY  
(21/17)**

- WHEREAS**, On November 18, 2020, the Faculty Assembly approved a petition that stated:  
“The Assembly directs the Faculty Senate to conduct a survey of the faculty, with both quantitative and qualitative responses possible, regarding its views of the leadership and communication abilities of the President.<sup>1</sup> The survey shall be launched no later than December 15, 2020, and the complete results shall be reported to the Assembly no later than January 31, 2021, along with comments and recommendations from the Senate. These might include an indication of “no confidence,” “censure,” “approval,” “praise,” or “trust” in the President and his administration;”
- WHEREAS**, From December 17, 2020, to January 31, 2021, a survey of campus climate and the faculty perception of President LeBlanc’s leadership was administered to GW faculty as directed by the Faculty Assembly. The survey comprised quantitative and qualitative questions;
- WHEREAS**, The survey reports results from 1,202 respondents.<sup>2</sup> The responses were analyzed both quantitatively and qualitatively;
- WHEREAS**, The quantitative results indicate broad-based dissatisfaction with President LeBlanc: 52.4% of responding faculty report that they do not have confidence in President LeBlanc’s effectiveness as a leader, 20.5% were neutral, and 27.1% express confidence;<sup>3</sup>
- WHEREAS**, Of the 1,202 faculty who responded to the survey, 734 provided over 4,000 written responses to eight questions;
- WHEREAS**, The Faculty Survey Quantitative Data Report notes that the “overwhelming majority of the written responses expressed negative views of the current university leadership.”<sup>4</sup> The survey data find that none of the schools has more positive sentiment than negative sentiment in regards to the performance of President LeBlanc;
- WHEREAS**, The Senate is deeply concerned by the widespread negative views of President LeBlanc’s leadership among the faculty in five critical areas of concerns, including (1) Leadership Team; (2) Consultation; (3) Decision Making; (4) University Vision: Identity, Values, Strategy; and (5)

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<sup>1</sup> The faculty survey included questions related to the campus climate and President LeBlanc’s leadership. This resolution is focused on the assessment of President LeBlanc’s performance.

<sup>2</sup> Of 1,781 surveyed, 1,223 participants responded. Of these, 21 self-identified as part-time faculty members whose responses were eliminated since the survey population was defined as full-time faculty members. Faculty participation in the survey was voluntary and faculty were given the option to decline to answer any question and withdraw from participation. These reports are available on GW Box: <https://gwu.box.com/v/FacultySurvey>.

<sup>3</sup> Quantitative Data Tabulated Results (Bar Charts), Question 14.4.

<sup>4</sup> “Faculty Survey Qualitative Data Report,” Executive Summary, March 21, 2021.

Competence/Execution.<sup>5</sup> Collectively, these views indicate the existence of severe and persistent obstacles to the university's research and educational mission;

**WHEREAS**, Among the 23 themes considered, including the five above, many of the faculty also expressed concerns with:

- a) Hiring practices;
- b) Communication and transparency;
- c) Diversity, equity, and inclusion;
- d) Failure to address faculty perspectives and concerns regarding strategic plan initiatives; and
- e) Low faculty morale;<sup>6</sup> and

**WHEREAS**, The Faculty Senate has passed four resolutions that stated concerns about the very issues revealed by the survey being reported here: 20/9 (on Shared Governance with Respect to Size, Composition, and Quality of the Undergraduate Class/February 14, 2020), 21/7 (on Diversity, Equity, and Inclusion/July 17, 2020), 21/10 (on Research/July 24, 2020), and 21/13 (of Severe Disapproval of President LeBlanc Regarding the Appointment of Heather Swain/October 9, 2020);

**NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT**

1. The Senate recommends that the Board of Trustees share the complete quantitative and qualitative survey results and the report on the qualitative results in its entirety with the firm evaluating President LeBlanc's performance.
2. Given the repeated calls for solutions contained in the abovementioned four resolutions and the survey's findings of persistent misalignment between the faculty and the university leadership, the Faculty Senate expresses serious concerns about the leadership's ability to uphold and advance GW's vision and mission, the success of which require broad support from faculty, students, and staff.
3. The Faculty Senate directs that the Chair of the Senate Executive Committee or designees of the Chair report the faculty survey results at the next Faculty Assembly.

Faculty Senate Executive Committee  
April 23, 2021

Adopted as Amended by the Faculty Senate<sup>7</sup>  
April 30, 2021

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<sup>5</sup> See "Figure 1: Sentiment Analysis by Themes/Topics of Concern in Faculty Comments, weighted by frequency," in the "Faculty Survey Qualitative Data Report," (p. 2).

<sup>6</sup> See Figure 1, as well as the "Coding Interconnected Themes" and "Findings" sections in the "Faculty Survey Qualitative Data Report," (pp. 12-24).

<sup>7</sup> The resolution as reported by the Faculty Senate Executive Committee was amended by a substitute resolution proposed by Professor Wagner.