



FILE PHOTO BY GRAEME SLOAN | CONTRIBUTING PHOTO EDITOR
Mark Diaz, the executive vice president and treasurer, sent an email to faculty last week announcing the establishment of an ethics office.

Ethics office will bring GW up to speed with peer institutions

JOHNNY MORREALE
STAFF WRITER

GW has joined the ranks of many of its peer institutions by establishing an ethics office.

The Office of Ethics, Compliance and Privacy will launch Feb. 1 to oversee compliance, conflicts of interest and data security, officials announced in an email to faculty last week. Ethics and higher administration experts said the office will standardize who will respond to faculty and staff concerns about breaches of morals and help GW address a growing concern about data privacy across the nation.

Eight of GW's 12 peer schools maintain ethics offices, including Northeastern University and the University of Pittsburgh.

Of the schools with ethics offices, only the University of Southern California includes data privacy under its ethics umbrella. The other seven include data privacy and security in their information technology divisions.

"We recognize the importance of establishing a culture of trust and high integrity," Mark Diaz, the executive vice president and treasurer, said in the email to staff last week. "In order to achieve this, an emphasis must be

placed on ethics, compliance and privacy across the University."

University spokeswoman Lindsay Hamilton declined to answer 12 questions about the new office, deferring to Diaz's email.

Hamilton declined to say when officials started planning the new office and who took part in the process. She also declined to say how many employees will staff the new office and how much the office's budget will be.

She declined to say how the office will improve the processes for compliance, risk management and conflict of interest and how officials will evaluate the office's success. She also declined to describe the general structure of the office.

She declined to say how faculty, staff and students will interact with the office. She also declined to say what other universities officials looked toward when building the office.

She declined to say why the office decided to hire Dorinda Tucker as the inaugural assistant vice president for ethics, compliance and risk and data privacy officer or what issues officials hoped she would tackle in her first year.

Officials in similar offices at peer institutions said ethics offices have become more important as schools attempt to prevent regulation and policy infractions in the digital age.

James Ward, the associate vice president for compliance and ethics at Georgetown University, said the importance of ethics offices has grown in recent years as a rise in scandals necessitate a more unified approach to handling potential violations. Last year, officials at Georgia Tech raised questions over the relationship between an administrator and an outside company, and two years ago, the University of Southern California fired its former medical dean for using drugs and hiring escorts.

"An office that can support, coordinate and monitor all of the various offices that have compliance-related responsibilities at a university, while helping to reinforce and bolster its culture of integrity, is really helpful," Ward said in an email.

Seth Kornetsky, the executive director of audit and management advisory services at Tufts University, which does not have a stand-alone office for ethical compliance, said an anonymous

reporting system can help compliance officials ensure all employees are abiding by their university's code of conduct.

"For those individuals who are reluctant to self-identify if they see wrongdoing, it is important to provide for anonymous reporting of suspected employee misconduct," Kornetsky said.

Scott Jaschik, the editor of Inside Higher Ed, said ethics offices are not "rare" but are more commonly found at universities that have a more complicated structure, like schools that also operate a hospital. The complexity of a university can confuse employees and make them unsure of who can resolve their problems.

"One of the issues that universities face is, 'Who do I report something to?'" he said. "And presumably, you report to the ethics offices."

Jaschik added that making data privacy a component of the office reflects nationwide concerns about data security, especially with more intensive federal regulations for university hospitals and medical centers.

"Data privacy is a big issue, and you want to make it possible for people to report concerns," he said.

Outgoing alumni relations officer oversaw largest capital campaign, merger controversy

MEREDITH ROATEN
NEWS EDITOR

The University's outgoing top fundraising official and alumni coordinator tried to better connect graduates during his short tenure at GW, alumni leaders said.

Matt Manfra, the associate vice president for alumni relations and annual giving, announced last week that he will leave GW to serve as the vice president of institutional advancement at an institution in New Jersey after more than three years at the University. Alumni leaders said Manfra's passion for alumni relations was evident as he tried — though unsuccessfully — to merge the independent alumni association with the University's alumni office to better connect graduates with their alma mater.

Manfra, who also served as the interim vice president for development and alumni relations for about a year, said he will miss the "thousands" of alumni who volunteered at and attended events and donated to the University. He said their contributions "are the backbone of alumni engagement."

He declined to say why he stepped down but said he is "looking forward" to his new "promotional opportunity" at Georgian Court University, a school with a population of roughly 2,400 students situated in Lakewood, N.J., which he said is located near his immediate family.

"I'll miss GW and D.C.," he said. "Making any kind of career change is difficult, but it's easier knowing that GW is heading in a terrific direction."

Manfra said he is most proud of his involvement in the University's \$1 billion campaign, which ended a year ahead of schedule in 2017. He said he also faced several challenges during his tenure, including bolstering the number of alumni who are involved with GW.

He said GW is "uniquely positioned" to engage alumni all over the world through digital programming like an alumni book club that launched last spring and online networking events.

Manfra added that the University catered to a diverse group of alumni before he arrived at GW and will continue to do so after his departure early next month.

"Individuals will always have their own unique relationships with GW," he said. "Advancement professionals can only help to strengthen those relationships through programs, communica-

tions and other initiatives."

Janice Warner, the interim provost at Georgian Court University, said that even during the interview process, Manfra was well-informed about the university and had done his research about its relations with alumni. Georgian Court has a 6.5 percent alumni giving rate, compared to GW's relatively low 9 percent.

Warner said it was important that Manfra could work well in a team because he will lead a group of fundraisers and alumni relations staff members in his new role.

"We wanted someone who can really foster the team and the university," she said.

Warner added that Manfra will participate in the execution of the school's recently completed strategic plan and will help the university prepare for a future major fundraising campaign.

Alumni who worked with Manfra said his time as the liaison to what was formerly known as the GW Alumni Association was marked by connecting alumni more effectively to the University, but some remaining members of the organization said he soured relationships with the group during his tenure.

Renee Lewis, who worked with Manfra on the board of the GW Alumni Association last year before resigning from her position, said Manfra brought an "all things are possible" attitude to his job. Some of his initiatives were not popular, but he pushed through them for the good of the University, she said.

"Working with his staff, he elevated the level of measurement in the organization to ensure they brought value to alumni and the University," she said in an email.

Manfra was the University official responsible for coordinating the independent alumni association's merger with the University last year, a process that led to several resignations on the association's board last summer and the removal of the association's president. The merger plans eventually ended months later when officials decided to cut ties with the alumni association and create their own alumni advocacy group.

The independent organization is now known as the Independent Alumni Association of George Washington.

Manfra declined to say who would oversee the creation of the new alumni group in his absence.

GWHATCHET.COM

H for more on Manfra's achievements and challenges at GW

Inaugural diversity training director combats implicit, explicit biases

GABBY PINO & SARAH ROACH
REPORTERS

Jordan West has had a successful day when she makes a student or professor feel uneasy.

She often stands in front of dozens of students or faculty and asks them questions that may uncover implicit racial or gender biases: Who do you picture as the driver of a car traveling particularly slowly? What kind of person comes to mind when you think of a doctor?

West, who stepped in as the inaugural diversity and inclusion education director last semester, said she has facilitated hundreds of conversations on campus with students, faculty and officials to help them identify and combat explicit and implicit biases.

"The goal is never to make you feel like you're being called out but that you're being called into this work and that I'm providing you with a space to feel like you have a role here," she said.

West set foot in Foggy Bottom months after a racist Snapchat incident last February prompted a slew of diversity and inclusion initiatives, including hiring West for her position.

She said that while she's not the first person to assume a role related to diversity and

equity at GW, she has used the past few months to "take a pulse of the campus" and eventually establish a culture of inclusivity that "will live beyond all of us."

Most unconscious bias trainings, which she can host multiple times each day, last roughly an hour and can include longer retreats with fraternity and sorority leaders or the Student Association, West said. She also hosts more informal trainings through short conversations with students or a group of faculty, she said.

West said she typically closes each training session with a homework assignment or "food for thought" to help faculty and students consider how their biases carry into their everyday lives.

"I'm really mindful about when I create a space for a group to come into and ask them to be vulnerable," she said. "How do I make sure that when they leave that space, whether it was for two hours, a day, I've done daylong retreats, half days, whatever it is, that they're leaving in a way that they feel productive?"

This semester, West will help hire new faculty for the fall and plan a new student orientation, which will take place this year about a week before the fall semester instead of over the summer.



Jordan West, who stepped in as the inaugural diversity and inclusion education director last semester, said she has facilitated hundreds of conversations with faculty and students about biases.

West said she is "excited" to be involved in conversations with faculty and officials about how to ensure every decision ties back to diversity and inclusion.

"I think that's a reflection of the readiness and eagerness of colleagues and students and faculty and staff to have a person to be able to say, 'Well, did we think about this? Who is not at the table? What voice is not being heard? Who is excluded from that process? Who is involved?'" she said.

She added that she plans to revamp the website for the Office for Diversity, Equity and Community Engagement this semester to include YouTube videos and news articles about unconscious biases.

SA President Ashley Le, who served on West's hiring committee, said she remembers West asking her why she wanted to stay at GW — a "surprise" given that Le was part of a group conducting an interview, not sitting for one.

"She put me on the spot and made me really think about why I'm at GW," she said. "That really says a lot about Jordan — she isn't afraid to ask the hard questions."

She added that West met with SA leaders during their annual retreat last fall to introduce herself and discuss projects like the SA's task force evaluating buildings named after those with problematic histories and a student-led movement to change the Colonials nickname to something less of-

fensive. West gave SA leaders the idea to form a building name committee with more than just student leaders because the group "has to be a communitywide effort," Le said.

Sammy Chuan, the vice president of diversity and inclusion for the GW College Democrats, said he met with West in November to discuss how he can shape his position and ensure the organization is reaching multicultural student organizations.

"She gave me advice on how to educate myself, Dems' e-board and our organization as a whole to allow diverse dialogue and to be mindful of our own prejudices on certain topics in politics," Chuan said in an email.

SA Sen. Hayley Margolis, CCAS-U, said she met with West in October about setting up meetings with alumni to discuss changing the Colonials nickname during Colonial Weekend in the fall, but West advised her against it because officials were still discussing the matter.

"I would definitely trust her opinion as someone who understands the administrative side of things and how sometimes, especially when it comes to changing an institution like GW," Margolis said. "It's bureaucratic, it's slow, but she's someone who's really passionate about making those changes."

CRIME LOG

BLACKMAIL

Mitchell Hall
1/18/2019 – 1:22 p.m.
Open Case
The GW Police Department received a report from a student that he was being blackmailed by an unknown person on the internet. There is limited information about the blackmail.
Case open

SIMPLE ASSAULT

District House
1/18/2019 – 9:19 p.m.
Closed Case
GWPD responded to a manual fire alarm activation in the food court. The officers swept the building and found no sign of fire or smoke. Officers later reviewed surveillance footage and saw a physical altercation between a male and a female subject, but the police report did not say which person pulled the alarm.
No identifiable suspect

ROBBERY FORCE AND VIOLENCE

Public Property on Campus (2300 Block of H Street NW)
1/20/2019 – 11 p.m.
Case Open
GWPD received a report that a male student was walking on the corner of 23rd and H streets NW when an unknown subject knocked his iPhone X out of his hand and fled the scene with his phone. An individual recorded the incident on their phone and sent it to GWPD.
Open case

— Compiled by Valerie Yurk

January sees three back-to-back resignations

VITA FELLIG
REPORTER

For the second year in a row, three senior administrators have announced their departures in one month.

A top finance official, the medical school dean and an alumni relations leader all announced their resignations this month following a year of eight other administrative departures. Experts said administrative turnover at a high level can make faculty and staff unsure of the overall mission of a university, negatively affecting how comfortable they are in their jobs.

University spokeswoman Lindsay Hamilton said each of the three January resignations reflected personal decisions, and employees make these choices for a “variety of reasons.”

“Employee transitions are a regular part of any large organization,” she said.

She declined to say how three administrators announcing their resignation in one month affects the University. She also declined to say what kinds of leaders the administration is looking for as replacements and how multiple ongoing executive searches would affect the University.

The University last had three top administrators depart in one month last academic year, when the vice president for research, the dean of the Columbian College of Arts and Sciences, the associate dean of students announced their resignations in March.

In total, eight major administrators left the University last academic year, while officials also hired a handful of top officials, including the vice president of development and alumni relations and the chief

financial officer.

Kristen Ren, a professor of higher lifelong education at Michigan State University, said the first years after a new president arrives are an adjustment period for officials to discover how they work within the new administration and if they will be able to work under new division heads. University President Thomas LeBlanc entered his role in August 2017.

“Often, it is that within a few years, senior administrators the senior people will either jump on board with the vision of the new president or realize that it is not a good fit for them and use that as a time pursue a career somewhere else,” she said.

Though administrative turnover is often part of the job, Ren said that rapid departures can scare away fellow officials and even potential university donors because employees prefer a more “stable” environment.

“Because turnover brings so much uncertainty, people get nervous about their jobs they don’t know what direction to follow, so rapid turnover is not good,” she said.

Teboho Moja, a clinical

professor of higher education at New York University, said organizations with a new leader can experience immediate administrative shifts, which does not become a problem until the departures trickle down to leaders past the president’s inner circle.

Two of the three administrators who left in January – Ann McCorvey, the deputy executive vice president and treasurer, and Matt Manfra, the senior associate vice president for development and alumni relations – did not report directly to the president. Jeffrey Akman, the dean of the medical school, reported to LeBlanc in the capacity of vice president for health affairs.

Moja said that if administrators do not believe in the president’s vision for a university or feel they are not being listened to, it can be difficult for them to stay. LeBlanc has been pushing for a major shift in institutional culture since he arrived at GW and issued a culture assessment to faculty and staff last semester. LeBlanc put together a team of administrators last spring to focus on tackling the issue.

“I envision a case where

the president comes in with sort of a preconceived vision of where the institution should be, and that vision is non-negotiable and they will carry on with it,” she said.

Moja said that if the University is trying to meet new goals and make big changes – like the culture shifts that LeBlanc has pushed for – personnel turnover will not help.

“I would not label it as bad but as challenging for the institution to operate and really find its feet and be able to operate and to make change,” she said.

Nathan Harris, an assistant professor of educational leadership at the University of Rochester, said higher education can be “conservative” with changing its leaders, and fresh vacancies offer an opportunity for fresh perspectives.

“When senior roles are filled with new people, especially people from different institutions, they bring different ways of doing things and different ways of thinking about problems,” he said. “So while turnover among senior ranks can create some headaches it also creates opportunities.”

EMILY RECKO | GRAPHICS EDITOR



Jan. 8
Ann McCorvey
Deputy Executive Vice President and Treasurer



Jan. 17
Jeffrey Akman
Dean of the School of Medicine and Health Sciences and Vice President for Health Affairs



Jan. 22
Matt Manfra
Senior Associate Vice President for Alumni Relations and Annual Giving

Elliott School set to launch bachelor of science next fall



DONNA ARMSTRONG | CONTRIBUTING PHOTO EDITOR

The Elliott School of International Affairs will soon offer a bachelor of science degree.

ALEC RICH
STAFF WRITER

Students in the Elliott School of International Affairs will soon be able to graduate with a Bachelor of Science.

Officials said the new degree, which will be available this fall, is designed to prepare students to tackle “pressing” issues in inter-

national affairs like cybersecurity and space policy and will allow students to add a second major in a science field without having to pursue a dual degree.

“International relations from the Elliott School plus a public health degree or plus a data analyst degree or a computer science or a chemistry degree or whatever it might be, I

think students will just be much stronger in the labor pool,” University President Thomas LeBlanc said at a Faculty Senate meeting earlier this month.

Students interested in earning the Bachelor of Science must earn a minimum of 18 credits in the science and engineering disciplines at the 2000 level or above and take courses like

Research Methods, Historical Analysis of U.S. Foreign Policy and International Economics, according to the school’s website.

Lisa Stephenson, the associate dean for academic affairs and student services in the Elliott School, said the new degree option was approved last year and developed by a group of faculty members under the guidance of the provost’s office. She said the core curriculum for both the bachelor’s degrees will be the same, and the school will appoint a new program director in the coming months.

“The main challenge faced when developing the Bachelor of Science in international affairs was maintaining this strong core and integrating additional STEM coursework, all the while maintaining the flexibility for students to pursue second majors with other Bachelor of Science programs within GW,” she said.

She added that the program director and student advisers will ensure that students interested in the program have “ample” time to select courses in their core that fulfill the prerequisites.

“Although we cannot predict how many students will elect to declare the new Bachelor of Science in international affairs as their major, we anticipate great interest based on the enthusiasm and feedback we have received thus far,” she said.

LeBlanc, the University president, said at the Faculty Senate meeting earlier this month that creating the Bachelor of Science degree was a “milestone” achievement in response to student feedback.

He said that previously, it was “almost impossible” to graduate in four years with a Bachelor of Arts in international affairs and a Bachelor of Science in another discipline. Students pursuing a double degree must complete 150 credit hours, according to the University bulletin.

“You have a whole bunch of students who are doing double majors but Elliott School students couldn’t double major in STEM discipline,” LeBlanc said.

Filip Vachuda, a freshman majoring in international affairs, said he originally planned to pursue a dual degree in international affairs and computer sci-

ence, but the new degree will allow him to instead double major and more easily enter required engineering courses, like Introduction to Software Development.

“The Bachelor of Science in international affairs will only make things a lot easier,” he said in an email.

Twenty-seven faculty in the Elliott School did not return multiple requests for comment, and seven faculty declined to comment because they said they were not aware of the new degree.

Henry Nau, a professor of political science and international affairs, said he was both “surprised” and “skeptical” to hear about the new degree because the science-oriented courses will only be useful to students if they complement their courses in international affairs.

“If you want to get more technical training into students, then make these required courses in the technical programs like cybersecurity or even terrorism and counterintelligence where you can have courses that require students to consider the collection and manipulation and interpretation of large amounts of data,” Nau said.

Great lifestyle. Guaranteed.

We’re confident you’ll love us. Ask your friends about us, you’ll be surprised how many already live here!

We redefine apartment living by blending uniquely stylish apartments with high-caliber service delivered by our friendly and professional staff. We work relentlessly to ensure your total satisfaction. It won’t take long to realize that living with us is easier. More reliable. And notably better.

- Walk to Foggy Bottom Metro
- Oversized floor plans and ample closet space
- 24-hour concierge and 24-hour fitness center
- Located on the GW campus
- Online rent payments
- Free utilities!



THE STATESMAN
2020 F Street, NW
Washington, D.C. 20006
866.432.1395
TheStatesmanApt.com

Medical school task force issues proposals to support female faculty

JARED GANS
STAFF WRITER

Faculty in the medical school have dozens of ideas about improving working conditions for female professors.

A task force of faculty and officials in the School of Medicine and Health Sciences shared more than 30 recommendations for new ways to support women with medical school administrators last semester. The suggested policies included promoting opportunities for associate- and professor-level positions and requiring division and program directors to complete bias training, faculty said.

Jeffrey Akman, the dean of the School of Medicine and Health Sciences, said in an email to *The Hatchet* earlier this month that he launched the SMHS Task Force on Women Faculty last year and received recommendations from the task force “recently.”

Jean Johnson, the chair of the task force and a professor of nursing, said the task force began meeting last April and submitted 32 recommendations to medical school leadership.

“The purpose was to examine issues related to limiting women faculty from moving into senior leadership positions and professor-level appointments and



FILE PHOTO BY MADELEINE COOK | SENIOR STAFF PHOTOGRAPHER
Jean Johnson, the chair of the task force and a professor of nursing, said the task force began meeting last April and submitted 32 recommendations to medical school leadership.

make recommendations to strengthen support for women to be leaders and be promoted,” Johnson said.

Fourteen women currently hold dean and associate dean positions in the medical school, compared to 10 men, according to the school’s leadership directory.

Johnson said the recommendations partly focused on promoting and offering tenure positions to women faculty. One suggestion dic-

tates that all department chairs would meet with the school’s Appointments, Promotion and Tenure committee once a year to review promotion criteria and require all of the committee’s members, chairs, division directors and program directors to complete bias training, she said.

In the leadership category, the group recommended that the school start a group for women in medicine and science, while a third category

focuses on retention of professors with “enhanced family-friendly” policies. One recommendation includes increasing the number and comfort of lactation spaces on campus, Johnson said.

She said the last category asks the medical school to be more transparent in releasing data about salaries and promotion.

The task force’s report was given to Akman in December, and the outgoing dean met

with the task force on Jan. 4 to discuss implementing the recommendations, Johnson said. She said work has begun on “several” recommendations, like developing and implementing a mentoring program for women faculty.

Johnson added that she expects at least 90 percent of the recommendations to be implemented within the next two years. She said there are some “challenging” recommendations, like creating emergency child care and better family leave practices, because the changes will depend on University policy, not medical school policy.

“VP Akman is committed to moving the work forward before he steps out of the VP and dean position and have it continue with the next leader,” she said.

Lisa Anderson, a spokeswoman for the medical school, said the task force held a series of meetings over nine months where members evaluated leadership strategies used at other academic medical centers. She did not specify what approaches were used by other schools.

She said the medical school has more female faculty than the average university’s medical center, but the medical school is continuously attempting to improve. While the University does not

release information about the gender of faculty by school, women made up about 57 percent of all non-tenured positions and about 40 percent of all tenured or tenure-track positions in 2016, according to institutional data.

“We are always striving for excellence in diversity and inclusion and would like to see more women faculty at higher rank levels and more in senior leadership positions,” Anderson said.

She said Akman, the dean of the medical school, is working to enact certain recommendations immediately, but some long-term recommendations will take time to enact. She did not specify what recommendations would be implemented immediately or how many recommendations were made.

“Women are now the majority of entering medical students, and we want to give them a greater number of women role models,” she said in an email.

Women have made up more than 50 percent of the medical school’s student body for at least the past six years.

Anderson declined to say how the incoming dean of the medical school will work with the task force to continue implementing the recommendations.



GRAEME SLOAN | CONTRIBUTING PHOTO EDITOR

MRP Realty, a D.C. real estate company that signed on to develop The Shops at 2000 Penn in May, is proposing plans to upgrade the building to resemble a public market with smaller and more vendor spaces and a refurbished exterior.

2000 Penn vendors question impact of planned renovations

KATERYNA STEPANENKO &
LIZZIE MINTZ
REPORTERS

A local real estate company laid out initial plans to revamp The Shops at 2000 Penn, but store owners and employees said they are still unsure how they will be affected by the renovations.

MRP Realty, a D.C. real estate company that signed on to develop the retail space in May, is proposing plans to upgrade the building to resemble a public market with smaller and more vendor spaces and a refurbished exterior. Store vendors said while conversations with MRP about the project are still ongoing, many are optimistic that renovating the space will bring more “foot traffic” to the complex and increase business.

Kirk Francis, the founder and co-owner of Captain Cookie and the Milkman, said that since moving into the space almost four years ago, the store has continually attracted between 1,000 and 2,000 customers a week.

Francis said he is “in favor” of MRP’s plans to renovate the complex because updates to the building will likely attract more customers. He said that over the past year, he has noticed “a lot of turnover” in the complex, adding that a lack of variety in stores does not attract students.

The complex has historically struggled to keep vendors as businesses scrambled to keep up with rent costs and slow sales. Johnny Rockets, which operated in 2000 Penn for more than eight years, closed in 2016, and Cone E. Island, an ice cream and frozen yogurt business on campus that was open for almost three decades, shuttered two years before. MRP officials said at a local government meeting earlier this month that cutting the size of vendor spaces would help business owners

meet their rent.

Francis said MRP has “stated explicitly” that Captain Cookie’s physical space will not be affected by the changes, but he is concerned that construction could “turn off” customers. He added that once renovations start, the company plans to post signs around the building saying the store is still open.

The initial phases of the project are expected to be completed by 2020.

“I do think it’s going to be a challenge for customers and therefore will probably result in lower sales for us, but it’s something we’re willing to put up with because I do think it’s going to spur more foot traffic after that,” he said.

Patrick Coyne, the owner of Laoban Dumplings, said his store – which opened in November 2017 – attracts between 500 to 1,000 customers each week. He said that over the past year, there has been a “deliberate effort” to bring new vendors to the complex, which the renovations could promote.

Coyne said he has discussed renovation plans with MRP, but the development company has “not really” given him a timeline for the project because it is “pretty fluid.”

He said MRP is “still working through” whether Laoban Dumplings’ location will be physically changed or affected during the renovation process and whether the store will have to close at any point during the project.

He declined to say how much the business pays in rent and whether the store has struggled to pay.

“The physical structure around it is going to be changing,” Coyne said. “There’s going to be certainly a change to the way people are able to walk around and access the space but plans are still kind of taking shape.”

Frances Nepomuceno, the

manager of Bindaas, which also opened in November 2017, said about 300 to 400 people enter the store every day through the restaurant’s entrance on 20th Street and Pennsylvania Avenue.

She said it would be better “long-term” to bring more businesses to the less-frequented interior of the mall, which she said is often used by visitors as a hallway between stores rather than as a place to dine.

“In the winter time, it is very difficult to tell people, ‘Enjoy the mall side and walk around while you are waiting for a table,’ because it is not really welcoming,” Nepomuceno said.

John Hannah, the kitchen manager at Bertucci’s, said owners of the Italian chain restaurant have not told employees what conversations they have had with MRP and have not disclosed how the eatery will be affected by the renovations. He said the revamped complex will be “great” exposure for the restaurant.

“I wouldn’t say that it’s a destination place, but it is a place that if you know Bertucci’s or any other establishment that you want, then you come here,” he said. “If the changes do come, we would definitely welcome the foot traffic.”

Amy Lanctot, the senior manager of public relations for CVS Pharmacy, said the company “remains committed” to serving customers and looks forward to the renovations. She said CVS does not disclose “operational costs” for individual stores.

Representatives for MRP Realty, Paul, Perfect Pita, Au Bon Pain and Chipotle did not return multiple requests for comment. A representative for UPS declined to comment.

Representatives for Expressions, a clothing store in the complex that recently closed, and Kiko’s Shoe Repair could not be reached for comment.

Top finance officer announces first major staffing shake-up

MEREDITH ROATEN
NEWS EDITOR

After five months in his role, GW’s top financial decision-maker is pulling together a team of direct reports.

Executive Vice President and Treasurer Mark Diaz told employees last week that he would add more responsibilities to the roles of some of the top administrators in the finance, tax and business divisions. Diaz said he hoped the changes would better allow GW’s financial divisions to interact and collaborate in a “large and complex organization.”

“An opportunity exists to flatten our organization and ensure greater coordination and collaboration at the leadership level,” Diaz said in an email to staff, which was obtained by *The Hatchet*.

He announced three new hires on the business and finance team, including new managers for the accounting, benefits and business management teams.

Sharon Heinle, the associate vice president and comptroller, will serve as the University controller and will head accounting responsibilities, including those for grants, properties and the University’s \$1.7 billion endowment. She will also supervise tax matters and will “lead the development of appropriate strategies for financial systems operations,” Diaz said.

The Systems, Analytics and Insights Group and the tax department will report to Heinle, Diaz said.

Jennifer Lopez, the new associate vice president for total rewards and the former associate vice president for tax, payroll and benefits, will take on more benefits-related responsibilities, including employee compensation and “recognition strategies,” Diaz said.

“She will be the champion for workforce strategies and related administration to ensure competitive compensation and recognition programs at the University,” he said. “This position is a vital cog in our culture initiative efforts at the University.”

University President Thomas LeBlanc has prioritized improving the institutional culture since he arrived at GW a year and a half ago. He recently oversaw the distribution of a culture survey to faculty and staff, who said the University should focus more on employee recognition, communication, leadership accountability and service culture.

Erin Summers, Diaz’s chief of staff, will also temporarily lead the Business Management and Analysis Group while Diaz decides “how best to leverage the talents and value this team brings to the University.”

University spokeswoman Lindsay Hamilton declined to answer nine questions about Diaz’s leadership team, deferring to the email sent to staff.

She declined to say how the new structure of the departments increases coordination between divisions. She also declined to say how the culture leadership team weighed in on the decision to update the structure.

She declined to say why adding

additional responsibilities to Heinle’s and Lopez’s roles is beneficial to the University culture. She declined to say when a permanent leader for the business analytics group is expected to be found.

Hamilton declined to say how Diaz will assess the effectiveness of the new structure. She also declined to say what kind of research and assessment was done to determine the benefits of the structure.

She declined to say if the University is saving money by keeping some positions on Diaz’s team vacant. She also declined to say if the University plans to hire any new staff in association with the announced changes.

Charles Garris, the former chair of the Faculty Senate, said it is not obvious how the changes in the structure of the office would make the organization more collaborative, but it is important that Diaz is taking some first steps to ensure officials are working together more frequently.

“He’s got his marching orders, and he’s working on it,” Garris said. He said the changes already demonstrate that Diaz is a different kind of financial manager than his predecessor Lou Katz, who retired last spring after nearly three decades. He said that while Katz managed to get the University out of financial crises, he didn’t often take risks or shake things up – a quality he said more officials would benefit from.

Joseph Cordes, the co-chair of the Faculty Senate benefits committee, said Lopez, the other co-chair of the benefits committee, has worked well with faculty to help them advise the University on the needs of faculty, especially in the complicated area of health care benefits.

He said faculty need to be educated about how the University’s health care coverage works if they would like to make smart decisions and advise the administration. Lopez has offered explanations on the subject several times, Cordes said.

“She runs the committee very, very well,” he said.

Cordes said the University controller’s role will now be similar to the job’s previous description before Ann McCorvey, the former deputy executive vice president and treasurer, came to GW in 2013. McCorvey announced earlier this month that she will leave GW to become the chief financial officer at Davidson College.

Cordes said McCorvey wrote the University’s annual finance reports during her tenure, but that responsibility will now fall back into the wheelhouse of the University controller.

James Antony, a senior lecturer and director of the Higher Education Program at Harvard University, said it is typical that an administrator would still work on building their direct team five months after taking on their role. If the University has hired a treasurer who is good at his job, he will take his time to explore the office and its full potential, Antony said.

“No one person gets any one thing done at a complex organization,” he said. “You have to make sure your team is working optimally.”

No more National Mall: Panhel hosts bid day on campus for second year

NIA LARTEY
STAFF WRITER

For the second consecutive year, sorority sisters welcomed their new members Wednesday without the Washington Monument and Lincoln Memorial as the backdrop of their photos.

The Panhellenic Association could not hold their annual bid day on the National Mall again this year, where it was held for at least six years before officials moved recruitment to the spring. Sorority members said this year's location in Potomac Park worked better than last year's event in Kogan Plaza, but finding a suitable spot on campus has been a challenge since unpredictable weather and poor lighting pushed them from the National Mall.

Panhellenic Association leaders attributed last year's decision to hold bid day in Kogan Plaza to a government shutdown at the beginning of the academic year. While sororities found themselves in a similar situation this year, student leaders said the mall wouldn't have been an option anyway because dark lighting prevents sororities from taking photos, and it is unsafe for new members to run across the street during



FILE PHOTO BY DEAN WHITELAW | PHOTOGRAPHER Sorority members said this year's location in Potomac Park worked better than last year's event in Kogan Plaza, but finding a suitable spot on campus has been a challenge.

rush hour.

"Given that we need a space that can hold about 1,500 people and allows for noise during a time when there are classes occurring has made finding a location challenging," Panhellenic Association President Izzy Griffith said in an email.

Panhellenic leaders chose Potomac Park, the parking lot behind Tonic Restaurant,

this year because it could accommodate the large number of students without noise restrictions. They opted for the space over Kogan Plaza, where bid day was held last year, because the noise was disruptive to students and could not accommodate all participants, Griffith said.

She added that the association will review its annual post-recruitment survey

distributed to sorority sisters and check in with officials to receive "feedback and suggestions for next year." Members of the Panhellenic Association are still looking into possible locations for next year, Griffith said.

Elizabeth Jessup, the former Panhellenic Association president who graduated in December but oversaw recruitment this year, said the

group has struggled to find a good spot to host bid day on campus since deferred recruitment took effect. She said the National Mall "doesn't really work" for bid day anymore because the weather is unpredictable in the winter.

"It's a beautiful day today, so it really worked out," she said in an interview Wednesday. "But if it was going to be snowing, we wanted to be closer to indoors so we wouldn't be outside too long because of the cold."

Senior Nadia Wiggins – a member of Pi Beta Phi who served as a pi rho chi, a sister who temporarily disassociates themselves to guide potential new members through recruitment – said the National Mall was "really fun" in the past, but sororities can still head off campus to celebrate.

Wiggins added that this year, the Panhellenic Association did not receive permission from the law school to host the "entire bid day celebration" in University Yard, forcing the Panhellenic Association to gather new members in the yard and bring them over in groups to sorority members waiting in Potomac Park.

"I'm very happy we're not in Kogan this year,"

Wiggins said. "I think being in Kogan was disruptive. I think we were too close to the classes, and we wanted to be respectful of people in the library, so having it here was a little bit easier."

Senior Jessie Fairbanks, the former vice president of recruitment for Alpha Delta Pi, said this year's location was "perfect" because it was more open than Kogan Plaza, and sisters could spread out around the parking lot.

"I think it's not about the location," Fairbanks said. "I think it's more so about letting the new members feel welcome, and regardless, we're so excited about the new members and that's what it's all about."

But Claire Todd, a junior and a member of Alpha Phi, said hosting bid day her freshman year on the National Mall was a highlight of sorority recruitment that new members will miss out on.

"You recruit with, 'Your bid day will be on the National Mall next to the Lincoln and Washington monument,' which is dope," she said. "Last year it was Kogan, which is still cool, it's a central part of the GW campus. And this year, everyone is like, 'Where is bid day going to be?' And it's, 'Oh, the parking lot behind Tonic.'"

Online giving surges nearly 60 percent over three years

ALEC D'ANGELO & SHANNON MALLARD
REPORTERS

Donors are increasingly giving money to GW through its website.

Over the past three fiscal years, donations made to the University online have increased by 56 percent to \$2.6 million, according to a post on Executive Director of Marketing and Communications Matt Lindsay's LinkedIn profile. Officials and experts said increased use of the internet and the ease of donating online contributed to the swelling population of online donors.

The fundraising office has outperformed "most" of its targets for online giving, according to the post.

University spokeswoman Lindsay Hamilton said online giving is currently a "small, but growing" percentage of overall giving to GW.

"This trend is true in higher education and non-profits in general as donors become more comfortable with making gifts online and sustaining monthly giving becomes more popular," she said.

She added the University's online platform makes it easier for donors to give money to GW instead of using other methods like mail or phone to donate.

"We work to meet our constituents where they are today and make it as easy as possible for them to engage, volunteer and give back to GW," she said.

She declined to say what percentage of donations from fiscal years 2013 to 2018 have come from online donations.

Fundraising experts said development offices have been forced to adapt to increases in online giving by hiring employees with backgrounds in online marketing and programming.

Elizabeth Nemme, a stewardship specialist at Auburn University in Alabama, said there has been an approximately 10 percent increase in online donations to her school every year over the past few years. She said young alumni feel more comfortable donating online as opposed to sending a check or making a donation over the phone.

"Recent grads, young alumni, they are used to the technology, so being able to do things efficiently from wherever they may be is a quick way for them to engage monetarily, quickly – their comfort with technology definitely helps that," she said.

GW has tried to engage with more alumni in recent years. The proportion of alumni who donate to GW has dropped to roughly 9 percent over the past several years, ranking GW the lowest among its peer schools.

Nemme said it is important for fundraising offices to employ "technologically savvy" individuals and utilize software programs like Advance by Ellucian and Razor's Edge by Blackbaud to keep track of donor history and use that information to make targeted efforts to increase giving to the University.

"It also allows us to see how our base is continuing to give to organizations and be able to make strategic changes to communicate, solicit and steward," she said.

Officials announced last fall that they would use a new donation tracking service to stay in contact with donors. The University also promoted giving last semester by sending thank-you notes to donors.

Nemme added that as online giving has become more popular, fundraising offices have struggled to keep up with various data and payment card security

standards. It is often expensive to update existing infrastructure, she said.

"Being able to balance all those requirements in an effort to take on your online giving is one of the biggest struggles a lot of institutions can have," she said.

David Wishart, the assistant vice president for philanthropic engagement at Syracuse University, said his university has made efforts to make online giving easier, like offering an auto-fill function for donation forms similar to those available on popular websites like Amazon.

He said higher education's prioritization of security makes it harder to meet expectations of ease and speed for online transaction. He said customers are used to the convenience of services like Venmo and PayPal, but higher education has not yet developed the security measures to use them.

Wishart added that while online donations have become more frequent, the largest proportion of donations still comes from traditional methods like sending a check or making a donation over the phone.

"Online giving will always be a great venue for frequency and total donor numbers, but they are still a long way to go before they catch up with dollar volume," he said.

Wendy Kobler, the vice president of institutional advancement at Kentucky State University, said online donors are a new pool of donors that development offices should research and connect with to make sure they are maximizing the relationship.

"It's going to bring more people into our mix, more awareness, so taking a look at those individuals, what's motivated them to go online and give to your organization?" she said.



FILE PHOTO BY OLIVIA ANDERSON | PHOTO EDITOR GW College Democrats President Bridget Anzano said the organization is not involved in any active campaign.

College Democrats hold off on endorsing candidates in crowded Democratic primary

NIA LARTEY
STAFF WRITER

Coming off a successful midterm election cycle, the GW College Democrats are waiting to back any one candidate for the 2020 presidential election.

The group will follow a growing pool of at least eight Democratic presidential candidates, but student leaders said the organization will not endorse or support any candidate until there is an official nominee at the Democratic National Convention next July. Instead, College Democrats leaders said they are taking the upcoming months to educate organization members about key policies like climate change and abortion so students can make an informed decision in 2020.

College Democrats President Bridget Anzano said the organization is not involved in any active campaign. She said members of College Democrats are currently supporting several different Democratic candidates as they jump into the race, but the organization is waiting to see how the primaries next year play out before party members support one particular candidate.

"We don't really want to throw our hat in the ring too early in terms of campaigning or throwing our support behind any one candidate," she said.

During the "off-cycle," she said members will hold a panel discussion about climate change and a discussion about mass incarceration next month to educate members about key issues. College Demo-

crats is also hosting two fundraisers this year to support Planned Parenthood and survivors of domestic violence.

"That way, when it comes close to seeing who the real front-runners in the Democratic primary are going to be, our members know what issues they're interested in, are more informed about how they feel about different policy areas," Anzano said. "Then, they can make more informed decisions for themselves about who they want to support."

In past years, College Democrats has held town halls educating members on issues and candidates in preparation for elections. The organization has also invited and supported some candidates who have announced their bids for president, including South Bend Mayor Pete Buttigieg and former student Elizabeth Warren, now a senator from Massachusetts.

Lauren Bordeaux, the Mount Vernon Campus freshman representative for the College Democrats, said the organization's events this semester aim to keep students engaged in the Democratic Party and aware of all the candidates running for office. She said that while it is still early in the race, she hopes the large number of candidates will not divide the organization.

She said during the midterm elections, most members of College Democrats rallied for any Democratic candidate running for office, but the organization will need to be more conscious about the Democratic pick in the

presidential election to ensure the person can beat a Republican nominee.

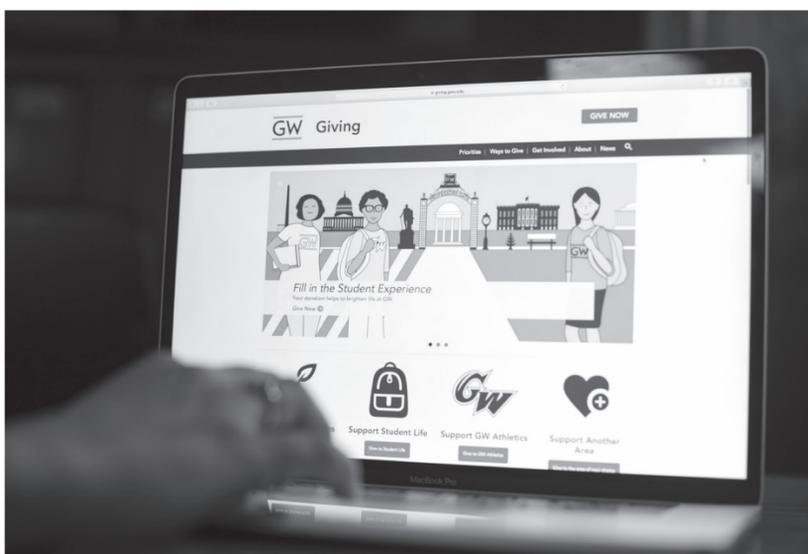
"For midterms, it was just like if you're a Democrat, please win," she said. "It wasn't like anything you had to look into. But with all of these candidates running, you're going to have to."

Yunny Seo, the director of campaigns for the College Democrats, said she is going to use the next couple of months to teach members about the different components of a campaign outside of the "very familiar" phone banking and volunteer activities. College Democrats campaigned in Virginia's 10th congressional district last semester in preparation for the midterm elections.

Seo said she will invite speakers, like current and former campaign managers and advisers from the 2016 presidential campaign, to talk members through the logistics of running a presidential campaign. The speakers will also represent a variety of campaign backgrounds, like communications, finance and social media, Seo said.

Seo said members of College Democrats want to be as active as possible before the race heats up, but "it's hard to bet on a horse" when the election is still in its early stages.

"Right now, I think it's a lot about waiting," Seo said. "It is pretty early. I'm very surprised that so many candidates announced very early because we still have like a long time ahead, and so it's going to be a very lengthy campaign process."



DONNA ARMSTRONG | CONTRIBUTING PHOTO EDITOR

Over the past three fiscal years, donations made to the University online have increased by 56 percent to \$2.6 million.

GAMES OF THE WEEK



MEN'S BASKETBALL
vs. Fordham
7 p.m. • Wednesday
GW enters the match on a three-game losing streak and will take on the Rams, who are winless in conference play.



WOMEN'S BASKETBALL
vs. Davidson
Noon • Thursday
The Colonials return to the Smith Center coming off a two-game win streak in a mid-week match up against the Wildcats.

NUMBER CRUNCH 59.1

Average points per game scored by men's basketball away from the Smith Center, compared to 68.5 average points per game at home.

Women's basketball compensates for lack of height on the post

WILL MARGERUM
CONTRIBUTING SPORTS EDITOR

Women's basketball is one of the lowest rebounding teams in the Atlantic 10, but the Colonials said they are taking advantage of the versatility offered by playing a small-ball lineup.

The Colonials (8-12, 5-2 A-10) average 5.7 fewer rebounds per game than opponents they have faced, and rank No. 12 of 14 teams in the league averaging 34.7 rebounds per game. In games when she knows her team will be at a height disadvantage, head coach Jennifer Rizzotti said she has used her team's strengths on offense to make up for their lack of height on the post.

"We're not going to out-rebound every opponent but we're going to be hard to match up against," Rizzotti said after the team's win over VCU Wednesday.

Rizzotti said the three-guard lineup she has been going with since the beginning of conference play – freshman guard Maddie Loder and senior guards Mei-Lyn Bautista and Anna Savino – spreads the floor and makes the Colonials difficult to guard on offense.

"When they have to worry about guarding Kelsi [Mahoney] at the three-point line and Neila [Luma] at the elbow and on the block, they

have a 6-foot-4-inch center trying to stop a 6-foot athletic driver or a 6-foot shooter, it gives us an advantage," Rizzotti said.

Rizzotti said the team's lack of height on the post is not a problem and helps boost the team's defense by making it more versatile.

The Colonials have gone 6-2 since the start of the new year after going winless in the month of December. In the team's last two games against VCU and Duquesne, the Colonials have gone a combined 21-for-51 from the three-point line while limiting opponents to a combined 6-for-33 clip from beyond the arc.

The Colonials are last in the A-10 in scoring 52.1 points per game, but are the fourth-hardest defense to score against in the league, allowing their competitors to score 57.6 points per game.

But the Colonials are giving up points on the post. In 13 out of 20 games this year and each of the last four, GW has allowed opponents to grab double-digit offensive rebounds. So far in A-10 play, opponents have averaged 8.6 second-chance points per game on 12 offensive rebounds per game while the Colonials have scored 4.1 second-chance points per game on 6.3 offensive boards per game.

The top-three rebounding teams in the A-10 – Dayton,



FILE PHOTO BY OLIVIA ANDERSON | PHOTO EDITOR
A defender guards sophomore forward Neila Luma in a game against George Mason on Jan. 19.

George Mason and Davidson – are also the three highest-scoring teams in the conference.

"We're not a big team, so when we give those up and we're not doing what we're supposed to do on the board, it's tough for us," Bautista said after the game against VCU. "Giving up those points on second chances is really tough so we don't want to do that."

The Colonials have struggled all season with rebounding, allowing opponents like

George Mason, Fordham, USF, NC State and Maryland to outrebound them by a double-digit margin.

When GW and George Mason squared off on Jan. 19, the Patriots won 64-60 and enjoyed a 49-27 advantage in rebounds. George Mason tallied 12 second-chance points in the game while the Colonials scored just two.

Because her team is playing with a smaller lineup, Rizzotti said she needs her guards to be "tougher" on the glass and to rebound bet-

ter defensively.

"I think our mindset needs to be, 'we're going to give up some offensive rebounds so how many second-chance points are we willing to give the other team?'" Rizzotti said. "Is it a matter of being out-hustled or just being smaller?"

Sophomore forward Neila Luma's 5.8 rebounds per game leads the Colonials, but her newfound role as one of the team's primary scoring threats has moved her away from the post area some.

In the loss to George Mason, Luma posted a career-high 22 points and grabbed two rebounds, and against Dayton on Jan. 12, she led the Colonials with 13 points off 14 shots, while also grabbing five rebounds.

Freshman center Kayla Mokwuah is the tallest rostered player, listed at 6 feet 4 inches, but she is outmatched by other A-10 centers like 6-foot-5-inch Massachusetts redshirt freshman Anil Soysal and 6-foot-6 inch VCU sophomore center Sofya Pashigoreva. Saint Louis alone has three players measuring in at 6 feet 4 inches or taller.

Averaging 11.5 minutes per game on the season, Mokwuah has played less than five minutes per game since GW's contest against Dayton on Jan. 12, but Rizzotti said she is trying to find more opportunities in games for the freshman to get more experience under the rim for the Colonials down the stretch.

Rizzotti has continued to play a guard-heavy lineup in the A-10 and the Colonials have found other ways to win without size and strength beneath the basket.

"We just out-hustle them, that's a really big focus for us every game," Loder said. "Even though we're a little bit undersized, we're always going to work harder than them to get 50/50 balls, to get rebounds we shouldn't get."

Top-tier opponents sweep men's and women's squash in weekend competition

EMILY MAISE
REPORTER

Men's and women's squash fell to top opponents in matches played at home over the weekend.

Women's squash (2-11) came up short against three competitors that are ranked above the No. 13 squad to extend its current losing streak to six games – the longest of the season. No. 12 men's squash (7-10) also lost to two top-10 programs in matches over the weekend.

The men faced off against No. 7 Yale Saturday and No. 5 Columbia Sunday and were swept 9-0 in both contests. The women's squad started competition one day before the men, falling to No. 12 Cornell, and went on to lose to Yale and Columbia.

Athletic department spokeswoman Lauren Shear declined to facilitate interviews with student-athletes after their on-campus competition over the weekend due to the content of past stories published by The Hatchet about the team. Through Shear, head coach Wendy Lawrence also declined to be interviewed due to the content of past stories published by The Hatchet about her team.

Friday

The women's team kicked off weekend competition Friday dropping all nine matches to No. 12 Cornell.

Two Colonials were blanked 11-0 in individual games and three separate Colonials scored one point in 11-1 game losses.

Junior Engy Elmandouh

pushed her match to four games at the No. 2 spot, but fell 3-1 against freshman Lily Zelov.

Saturday

Both the men's and women's programs were swept 9-0 by Yale Saturday.

During the individual game losses, the women's team fell by an average of 7.22 points and no Colonial extended a match beyond three games against No. 4 Yale.

The bottom of the ladder shifted slightly as sophomore Aarushi Lakhotia moved from the No. 9 to the No. 8 spot to replace freshman Zoe Eberstadt-Beattie, who did not compete. Freshman Anna Moscovici slid into the No. 9 spot for the third time this season.

No. 7 Yale dominated the men's team 9-0 as its roster continues to shift with the addition of freshman Ben Sim, who will compete with the Colonials for the remainder of the season on exchange from Singapore, according to an athletic department release Saturday. The Colonials also welcomed back junior Jamie Oakley into the lineup after he was sidelined with an injury.

Sim debuted at No. 5 and Oakley, who played at No. 4 prior to his injury, competed at No. 7 on the ladder.

Junior Juan Sebastian Laguna extended his match to four games against freshman Eric Kim at the No. 6 spot. Kim took the first two games 11-8 and 11-7, respectively, before Laguna fought back in an intense game three, overcoming Kim 18-16. Laguna ultimately fell 11-5 in

game four to lose the match.

Sunday

Women's squash was short-rostered in its 9-0 loss to No. 7 Columbia Sunday, with just eight players competing for GW. Eberstadt-Beattie did not compete for the second time over the weekend for the Colonials and Moscovici played at the No. 8 spot for the first time.

Four Colonials extended their matches past three games, but were unable to secure wins against their competitors.

Sophomore Zoe Foo Yuk Han battled senior Maddie O'Connor in a fast-paced, five-game match.

Junior Emma Tryon competed in an energetic four-game contest against sophomore Habiba Mohamed. Mohamed finished up on top, winning the last two matches 11-8 and 11-5.

Men's squash also saw roster changeups as the team lost to No. 5 Columbia 9-0.

Mohammad Alterki, who has been playing in the No. 1 spot for the Colonials, did not compete, and the lineup shifted players up one spot on the ladder.

Sophomore Salim Khan played at the No. 1 spot for the first time this season against sophomore Velavan Senthilkumar. Senthilkumar took the first game 11-9, but Khan fought back the second game to pull ahead 4-2. Khan ultimately lost the second and third games 11-9 and 11-8, respectively.

Both teams are back in action Saturday as they compete in the Mid-Atlantic Squash Conference Championship in Charlottesville, Va.



FILE PHOTO BY OLIVIA ANDERSON | PHOTO EDITOR
Redshirt junior guard DJ Williams drives to the basket in a game against George Mason Saturday.

Men's basketball has 'sprints' of strong play in losses

BARBARA ALBERTS
SPORTS EDITOR

Men's basketball was down more than a dozen points to George Mason Saturday night when junior guard DJ Williams hit a shot in the paint with 4:10 left to play in the game.

After being down by as many as 15 points in the second half to the Patriots, the Colonials mounted a late-game 8-0 run to get within six points of the lead. But by the final whistle, they were unable to complete the comeback.

In the team's last three losses, the Colonials have pieced together strong play to put them back into competition after playing from behind. However, these stretches have not been enough to push them to a victory.

Head coach Maurice Joseph said with 11 games left in the regular season, GW now needs to execute a consistent 40 minutes of basketball.

"We're playing well enough to be in a lot of games, we're playing well enough to beat some good teams," Joseph said after the game against George Mason. "We're not finishing the job and that's where I have got to figure out how to get our guys to do that."

In their last three games, the Colonials have battled back after being down nine or more points, but ill-timed turnovers and missed shots have plagued their efforts, Joseph said.

"Our record isn't indicative of who we are because we've had big leads against some really good teams, we've been up late and didn't finish games so I believe we're right there," Joseph said.

The Colonials overcame an 18-point deficit against Duquesne to take the lead in the final two minutes of play at home earlier this month. But GW turned over the ball with less than one minute in the frame, allowing the Dukes to pick up a layup and cut the Colonials' lead to one point. Duquesne earned the win in overtime.

"I think we need to have more

focus going into the game and more of a sense of urgency and not wait to get punched in the face in order to respond," Mazzulla said after the game against Duquesne.

On the road at Davidson, the Colonials were down by as many as nine points in the first half. The lead was cut to one possession on multiple occasions, but the Wildcats embarked on a 10-0 run in the middle of the second half – as GW turned the ball over and missed its shots – and ultimately pulled away with an 11-point victory.

"We put spurts of basketball together where we looked exceptional and then we put some stretches where we're average," Joseph said after the loss to Duquesne.

After the contest against George Mason, Joseph said youth "comes into play" with the Colonials' struggles on the court, but is not the main contributor to their inconsistent play.

Turnovers also helped shape the Colonials' most recent win, a Jan. 16 match up against La Salle. The Explorers outscored GW 23-14 in the first half, forcing the Colonials to commit 12 first-half turnovers.

But once they were able to hold onto the ball more securely, turning the ball over just six times in the second half, they put together a 45-point effort in the final 20 minutes to secure the victory over La Salle.

"That's the thing about league play, you're going to have highs, you're going to have lows, you're going to have everything in between," Joseph said after the game against Duquesne. "Got to keep plugging, got to keep plugging, that's what we'll do."

Despite the 6-14 record, the Colonials have seen increased point production by sophomore forward Javier Langarica, sophomore guard Maceo Jack and Mazzulla in Atlantic 10 play.

"We just got to keep growing," Nolan said. "We're a young team and we're still figuring each other out but it's going to click one game. One game it's going to click and then from there we'll be a better team."



GABRIELLE RHODES | PHOTOGRAPHER

Senior Brooke Feldman swings at a ball during a women's squash game over the weekend.

CCAS academic advising changes don't solve all the office's problems

Students in the Columbian College of Arts and Sciences have inefficient academic advising – but a new system won't fix the problems.

CCAS employs a POD system that divides students into three groups by last name and assigns them to a group of four advisers with whom they can meet to settle academic issues. Officials announced that this semester, first- and second-year CCAS students in POD 3 will be assigned an individual adviser rather than a group of advisers.

Jack Murphy
Columnist

The University also said the new system could be expanded to include all CCAS students as early as next year. It is clear that the goal of this change is to foster a closer connection between students and advisers with the hope that a personal connection will improve the quality of advising itself. However, personalized advising systems are not the solution. Students don't need an individual academic adviser, they just need to be able to schedule appointments with the advising office and get their questions answered with ease.

While it is still too early to judge the effectiveness of a personalized advising system, this new policy ignores the root of the issue: There are far too few advisers



Cartoon by Jekko Syquia

to serve the students in the University's largest school.

An understaffed advising department would not be such an egregious issue if it was universal, but all other schools at GW have a far lower adviser-to-student ratio. CCAS has more than 8,200 students that share three PODs, which equates to one POD for roughly 2,733 students. With four advisers assigned to each POD, the ratio works out to more than 650 students assigned to each adviser. In comparison, the Elliott School of International Affairs enrolls about 2,200 students and has nine advisers, a ratio of about 244 students

to one adviser. The School of Business has 1,690 students sharing six advisers, which results in about 200 students for each adviser to oversee.

The recent change comes after a Student Association survey illustrated that students are dissatisfied with advising on campus. The POD system was implemented in 2015 after staff turnover plagued the office and students reported having difficulty making appointments with their assigned advisers – a problem that continues today.

But complaints in 2015 were certainly not new. Concerns over personalized advising can be traced

back to an SA survey in 2006, which found that students felt misinformed by their assigned advisers. Parents and students said years later in 2010 that advising was failing first-year students by not being hands-on enough.

Since the POD system was implemented in 2015, the number of advisers per POD has decreased from five to four, while the number of students at GW has increased. This year's freshman class is the largest in recent history and the office is understandably swamped.

The CCAS advising office just began taking reservations for the spring semester, yet appointments

are nearly booked for the upcoming week. The office offers walk-in advising as well, but students who choose this route often face long wait times.

The shortage of advisers may in part be caused by the high rate of turnover within the department. Turnover in the upper levels of CCAS advising – as well as among advisers themselves – is high. By retaining, and ultimately hiring more advisers, GW can ensure that CCAS doesn't suffer from advising shortages that lead to long wait times and underserved students.

Additionally, having professors who double as advisers – an issue that

was raised as early as 2010 – has yet to be addressed. At least one of the 12 CCAS advisers also works as a professor. In an understaffed environment, advisers who are forced to split their time between advising and teaching only exacerbate the problem. While all of the advisers I have interacted with have been very helpful, knowledgeable and committed to helping students – there simply are not enough advisers to serve the largest school at GW.

The result is that CCAS students have less access to academic advising than other students, making it more difficult to declare a major or plan a course of study. Especially considering that CCAS is the largest school at GW and has a wide variety of subject areas, students need access to advisers that can help them navigate the various offerings.

For CCAS students, ensuring that they follow requirements for their major and for the school's general education requirements is confusing enough. Students do not need an ever-changing advising format to complicate things. Rather than ignore the issues and revert to a previously ineffective form of advising, CCAS students deserve more academic advisers to have an advising system that is on par with the other schools.

—Jack Murphy, a freshman majoring in philosophy, is a Hatchet columnist.

STAFF EDITORIAL

Financial aid updates are a step in the right direction

The University has finally listened to students' concerns about financial aid.

Complaints about the financial aid office are not unique to GW, but students have long complained about inefficiencies in the office. But now administrators have shown they heard students' qualms and announced sweeping changes to the Office of Student Financial Assistance this Tuesday. Administrators claim that these changes will clear up poor communication between students and financial aid staff members. Any move that works toward remedying the complicated and expensive process of securing funding to cover GW's increasing tuition is a positive one, but administrators must be aware that these changes will not fix all the issues in the office and fixing a broken system is an ongoing process.

Beginning in the fall, students will be assigned individual advisers, have access to a 24/7 chat service and can contribute to an advisory council and voice problems they have encountered with financial aid at GW.

While one-on-one advisers could be good for monitoring students' financial situations, most students do not require that service on a regular enough basis to call for an individual to be assigned to each student.

Many issues with financial aid come from a complete lack of communication

between students and financial aid staff, not poor communication. If assigning each student an adviser means an individual will contact students if they are missing documents before a deadline approaches or a hold is placed on their account so they are proactive, the change will be a welcome one. Otherwise, the addition is unnecessary.

One positive that could come from the one-on-one advising model is new hires in the office. Officials said with the new model, they will hire new employees but did not yet know how many would join their ranks. Regardless, extra staffing is needed and this is a welcome change.

Financial aid is a sensitive topic and roadblocks along the way can have huge consequences for students and their families, so ample support staff is vital to a productive office. Students need near-immediate support when it comes to financial challenges to avoid additional fees and undue stress, so more staff members who are available to students would alleviate that problem.

On top of the individual advisers, administrators and students will pair up for an advisory council where students can express concerns regarding their experience with the office. Students have taken to Facebook and other forms of social media to complain about the financial aid office before, and now they will

have a productive way to elevate issues to the University. Now it is just up to officials to listen.

The final change – a 24/7 chat service – may be helpful for some, but most issues are too personal and complex to solve via instant message, so this isn't a fix-all solution. The chat will be able to answer some of students' more basic questions about their financial aid packages or required documents, but the most effective solution is to talk directly to an employee. Simple questions likely gum up the office's phone lines and in-office waits, so having this service will increase efficiency, but it needs to be paired with knowledgeable staff in the office to truly benefit students.

It is heartening to see the University finally listening to student concerns regarding financial aid. The topic can be heated and is a high stakes issue for many students, so the University needs to adequately respond to student concerns, which it does with many of the new changes. The individual adviser model and 24/7 chat service – when paired – seem to address issues with time and staff constraints in the office, and the advisory council creates a built-in model for students to give ongoing feedback. As the University continues to roll out these financial aid changes and hear feedback from students, officials must continue to shift course to effectively serve students.

Students need free subscriptions to top news outlets

GW is situated in the center of U.S. politics. With political science courses taught by experts in the field, student organizations dedicated to political involvement and an array of political leaders speaking steps from students' residence halls, the University is positioned to prepare students to be informed citizens.

But if GW wants to best prepare its students for post-college life and expand their knowledge of current events, the University should provide them with free access to reliable digital media sources. Subscriptions to The New York Times, The Washington Post or The Wall Street Journal – or all three – would advance students' awareness of local and national issues and support their education.

As a cornerstone of political science education in the District, the University needs to provide students with access to top media outlets if it wants to best educate the next generation of political thinkers.

GW ended a program in 2011 that provided daily deliveries of The Washington Post, The New York Times and USA Today to students. But officials should bring that program back because students need the service now more than ever.

Over the past few years, the press has come under attack. The media, once a constant moderating force in American politics, is seeing its influence erode. From the violent torture and killing of Washington Post correspondent Jamal Khashoggi to the White House's continued disrespect for journalists, the media is facing critique from the political left and

right.

With growing concerns of "fake news" online, students need access to media sources that provide accurate news bolstered by strong and fair reporting. In a 2016 study by Stanford University, U.S. high school students failed to determine the difference between a real and fake Facebook news article. Even Stanford's own students, who attend one of the nation's most selective universities, could not identify key differences between the real and fake article. This shows that students could benefit from advanced media training and need access to reliable news without financial barriers.

Zach Nosanchuk
Writer

The University offers free unlimited usage of the Adobe Suite, Google Drive, HBO GO and Philo, a TV streaming service, but many of these resources are explicitly for personal entertainment. If GW can easily afford these entertainment services, it can surely provide digital news subscriptions that would actually be beneficial to students.

Providing three top newspapers to students would not be an enormous financial burden for the University, especially considering the school is operating on a \$60 million surplus for the second year in a row. GW spends money each year to ensure students have access to top tier faculty and other educational resources so students can expand upon what they learn in the classroom, so

GW should also invest in teaching students about current affairs – especially today.

Having free digital access to these world-renowned newspapers would give students a better understanding of current events around the world and in the District. Faculty could better educate their students using current events as examples, but they cannot do that effectively because not all students can afford to subscribe to numerous outlets.

One could purchase individual subscriptions to these newspapers, but even for students, yearly rates are about \$60 for The Washington Post and \$48 for The New York Times and The Wall Street Journal. Coupled with GW's expensive housing and pricey tuition, these costs can be painful for some students.

Some of GW's peer universities, like Boston and Georgetown universities, offer free digital subscriptions to students. Boston University's College of Communication now offers free digital capabilities to staff, faculty and students for The New York Times, The Boston Globe and USA Today.

If the University seeks to best educate its students and faculty on the ever-changing political news in our nation, it must provide digital subscriptions to top news outlets. If the University seeks to best educate its students and faculty on the ever-changing political news in our nation, it must provide digital subscriptions to top news outlets.

—Zachary Nosanchuk, a freshman majoring in political communication, is a Hatchet opinions writer.

Velvet Lounge
Jan 29 • \$10
Check out students' performance as band PineWalls rocks out at the Velvet Lounge.

DC9 Nightclub
Jan 31 • \$10
Viral vocalist Juan Wauters performs acoustic folk-rock with simple lyrics with songs like "James Brown."

The Theater at MGM National Harbor
Feb 1 • \$73
Although Toni Braxton started in the '90s, she embraces modern hip-hop sound in her new album "Sex & Cigarettes."

Alumnus hosts comedy shows, attempts to expand scene in D.C.

ARIEL ANZA
REPORTER

Alumnus Jack Coleman came to D.C. to study politics. Now he spends his time joking about the topic on stage.

Coleman, who graduated in 2011 with a bachelor's degree in political science, is the co-founder of Capital Laughs, an organization that hosts weekly comedy shows around the District. After starting Capital Laughs about two and a half years ago with three other comics, the group now hosts eight weekly shows and has expanded to a team of 19 people who want D.C. to be known as a top destination for comedy.

One of the eight shows put on by Capital Laughs is Coleman's own weekly show, "U Don't Know Jack w/ Jack," every Wednesday at Town Tavern in Adams Morgan. As a host, Coleman creates the list of comics who will perform, seats the audience and actually hosts the show on stage.

Coleman is also behind some of Capital Laughs' latest shows like "The Comedy Shuffle," where any comedian — experienced or not — goes on stage and gets interrupted by a shuffler, or an experienced local comic, who will heckle the performer



Alumnus Jack Coleman is the co-founder of Capital Laughs, an organization that hosts weekly comedy shows around the District.

ERIC LEE | PHOTOGRAPHER

to entertain the audience.

While Capital Laughs shows are typically free, Coleman occasionally plans "fancy shows" that come with a price tag. Next month, one of Capital Laughs' fancy shows will be "General Shaw's Chicken Comedy Show-

case," where local stand-up comedians will perform, and the first five people who say "chicken" at the door will get a free chicken sandwich.

Coleman said one of his favorite parts of running Capital Laughs is the diversity of the types

of comics he brings to the stage in the District. Since Capital Laughs allows comedians of all different levels to perform, many stand-up beginners have their first performances with Capital Laughs to get their feet wet in D.C.'s comedy scene.

"We put on stage more than 100 comics a week from first-timers to people with HBO and Comedy Central specials," he said. "Helping comics get better is fun."

While Coleman helps young comedians get their starts, he has four

years of experience under his belt. He said he draws on inspiration from British comedians — landing the occasional innuendo or political jab as long as it's not "too barbaric." In addition to using his political science background as a source for factual — yet funny — material, he said he also discusses the fact that he is from Alabama in many of his jokes.

With a bevy of political material to joke about, Coleman said the comedy scene is "expanding significantly" in D.C.

"In five to 10 years, the big names in comedy are going to be from D.C.," he said. "We've got the right amalgamation of a smart, high-expectation audience, a culture that pushes each other but isn't competitive and comics who approach comedy with a purpose."

Coleman said he came to D.C. to study politics and while working in a government office, he realized his love for attention could spur him into a comedy career.

"One of my bosses gave me this weird piece of Confucius-like advice: That which you can't not do, you must do," Coleman said. "Meaning, I am always goofing off and will always continue to, so why not try to make some money off of it."



ARIELLE BADER | STAFF PHOTOGRAPHER

Sophomore Lauren Bolger started Clean Closets last semester with a fellow student to promote sustainable fashion on campus.

Sophomores start group to make closets on campus more sustainable

KATHERINE ABUGHAZALEH
CONTRIBUTING CULTURE EDITOR

For most people, a clean closet means crisp clothes on hangers all arranged in an orderly fashion. It might also mean shoes are perfectly aligned, right foot next to left foot.

But a new student organization is redefining the phrase. Two sophomores started Clean Closets last semester to promote sustainable fashion on campus. The co-founders said they will recruit members for the first time this semester and the group will raise awareness about sustainable fashion, take trips to thrift shops and organize eco-friendly clothing drives.

Chelsea Connolly, a history major, said she found her passion for sustainable fashion after watching the documentary "The True Cost," a documentary about the negative labor and environmental practices of big clothing companies like H&M and Zara. Connolly and Lauren Bolger, a psychology major, decided to take the issue into their own hands with an organization when they realized the issues associated with clothing production weren't being addressed on campus.

"When people go to the mall to buy clothes, they don't really think about the ethical and environmental implications of their purchases," Connolly

said. "Sustainable fashion is a new way to think about how you can use clothing because it really does impact many other facets of life."

Connolly said she considers environmental issues related to fashion — like water waste and clothing waste — an everyday issue but realized that not many people think about the issue when they get dressed each morning.

"When people go to the mall to buy clothes, they don't really think about the ethical and environmental implications of their purchases."

CHELSEA CONNOLLY
SOPHOMORE, CO-FOUNDER OF CLEAN CLOSETS

It can take up to two 3,781 liters of water to make one pair of jeans, according to a lifecycle assessment by Levi Strauss & Co. Americans also produced 15.1 million tons of textile waste in 2013 and about 85 percent of that ended up in landfills, according to the Environmental Protection Agency.

Connolly said while she cannot personally "open people's eyes" to the environmental stress caused by the fashion industry, she hopes to help people realize the problems through the organization.

Kat Dorochenko — a sophomore, former Hatchet reporter and the secretary of Clean Closets — said it is important for

students to get involved with sustainable clothing practices because people are not aware of where their clothes are coming from.

"All the people at GW are going to be the next CEOs, the next business owners and the economy now is going to be our economy," Dorochenko said. "Hopefully they can get into the habit of getting clothes from places that have sustainable business practices."

Jana Khalil, a sophomore majoring in interior architecture and the organization's treasurer, said she was always interested in sustainability and thought Clean Closets was the perfect way to combine two of her main interests: fashion and sustainability.

While Khalil said she has always been conscious of her shopping habits because of a family member that often preached about buying second-hand clothing, but she didn't realize the statistics and actual impacts of the fashion industry until she took a University Writing course and learned about the issue her freshman year.

"I hope that we can set up a sort of go-to space to turn to shop more sustainably through GW and give people access to a space where we promote ethical clothing," Khalil said.

— Lindsay Paulen contributed reporting.

Senior starts new organization for queer men to navigate life on campus

LINDSAY PAULEN
CULTURE EDITOR

When Pedro Rojas came to campus as a freshman, he said he needed a support group for queer men to help him navigate coming out while also grappling with adjusting to life in an unfamiliar setting.

Now four years later Rojas, a senior, is created the student organization that mirrors the group he wished was available to him.

Rojas started a student organization called Purple Circle last semester to serve men who are part of the LGBTQ community at GW. The organization will host weekly conversations about issues queer men face on campus like financial disparities in the queer community, hook-up culture and discrimination.

"I had issues with other gay men where I would hear about things in our community and I didn't really know how to talk about it," Rojas said. "I didn't really know who to turn to. There are plenty of conversations that need to be had."

At the organization's first meeting Sunday night in the Marvin Center, a group of about 10 students discussed their own challenges with coming out.

Rojas said working with the Posse Foundation — a national student leadership development program — during a resident adviser training session and as a Colonial Cabinet member last summer spurred the idea for the organization. After having conversations about diversity on campus with the group, Rojas said he realized there is a network of LGBTQ people at GW — but no forum for them to discuss the problems they face on campus.

While Rojas said he felt more comfortable coming out at GW because of the "sizable" LGBTQ population, there can be a negative side to the community because students immediately dive into an unknown group when they come out. Rojas said "rapid gossip" in the large population can make it easy to feel isolated and overwhelmed when dealing with the day to day of college life.

"I think the school has an accepting culture that makes it easy to come out here," he said. "But much of what happens after coming out is difficult to navigate."

Rojas said he hopes Purple Circle will serve as a way for

queer men — or anyone who relates to the issues within the community — to support each other.

"I hope that this organization can not only educate people, but also comfort for others navigating where they are in college — whether they came out five years ago in high school or they're just starting to go through that process," Rojas said.

Beyond conversations, Rojas said he wants to host more social events like mixers with other LGBTQ groups on campus, nights out for members to get to know one another and even trips to the gym.

"As a gay man, going to the gym alone is a little tricky and intimidating," Rojas said.

Rojas visited the Center for Student Engagement to learn more about how to start a student organization to support members of the queer male community on campus. When he arrived, he met Nicholas Kirkstadt, an area coordinator for multiple residence halls on campus, who told Rojas about Purple Circle, an organization at Temple University he joined as a student.

Kirkstadt now serves as the Purple Circle adviser, not only because he happened to be at the CSE that day, but also because of his history with this type of group.

Kirkstadt said he will attend meetings and help facilitate conversation so Purple Circle can serve as an extra support system for LGBTQ students on campus.

"When it comes to gay individuals, we don't get that representation. We're not taught what it means to be a gay person in society," Kirkstadt said. "There are no real role models, there's nothing ever taught in schools so a lot of us — especially like when I was coming out myself — we had to navigate a lot of this on our own."

Kirkstadt said Purple Circle can be a place for students to navigate their challenges and successes going through college as a member of the LGBTQ community. He also said that a group like this can be helpful because LGBTQ students are less likely to graduate than their heterosexual peers.

"There's a lot of studies that those students need a lot more support," Kirkstadt said. "Having this group where students are able to share what they do and how they handle these challenges is just really beneficial."

— Katherine Abughazaleh and Anna Boone contributed reporting.

INTRODUCING



INDEPENDENT ALUMNI ASSOCIATION *of*
GEORGE WASHINGTON

*An independent non-profit organization
dedicated to strengthening and supporting
the GW Alumni and Student communities*

Please Join Us For A
**CAREER SERVICES
DIALOGUE**

Featuring
RECRUITERS & RESOURCES
Available for
**NETWORKING & CAREER
DISCUSSIONS**

**SATURDAY
APRIL 13, 2019
11AM – 3PM**

**RIVER INN
924 25TH ST NW
WASHINGTON, DC**



Check Out IAAGW.net for information
on Grant support for your organization
Follow us on Twitter @AlumniGW