

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D.C.

REGULAR FACULTY ASSEMBLY  
November 10, 2015  
Lisner Auditorium

CALL TO ORDER

The Assembly was called to order by President Knapp at 4:00pm. He welcomed all of the members of the Assembly, particularly the new faculty present.

APPROVAL OF THE MINUTES

The minutes of the regular Faculty Assembly held on October 7, 2014, were approved as distributed.

INTRODUCTION OF NEW FACULTY

President Knapp called upon the deans to introduce faculty members newly appointed in their schools.

REMARKS BY NELSON A. CARBONELL, JR., CHAIR, GW BOARD OF TRUSTEES

Chair Carbonell extended a welcome on behalf of the Board of Trustees to the new faculty members and to the longer-serving faculty members attending the Assembly. He noted that his comments would focus on the now 2+-year-old process of reviewing governance and shared governance at GW. Over that period, the faculty at large, the Faculty Senate and its committees, the administration, and the trustees have collaborated to strengthen the governance systems at the University. He expressed his believe that these groups have proven that they take seriously their respective share of responsibilities and that everyone has been able to collaborate to make changes that will allow the university to be the best it can possibly be.

The current process began two years ago with a task force chaired by Chair Carbonell met with over 600 faculty members in 30 Town Hall Meetings, asking how the new strategic plan aligns with the way that GW governs itself. The task force identified five key areas for further study: (1) academic freedom; (2) appointment, promotion, and tenure; (3) search and review; (4) school rules and procedures; and (5) participation in faculty governance.

The first year of work resulted in the revision and strengthening of the Academic Freedom Provisions of the Faculty Code. Appointment, Promotion, and Tenure, Search and Review, and the School Rules and Procedures areas were reviewed over the 2014/2015 Academic year; the Board passed revisions to the Faculty Code at its June 2015 retreat in those three areas. Chair Carbonell noted that the work that has been done is a testament to how GW's constituencies can collaborate with one another: not necessarily always agreeing but always being focused on our objective to ensure that GW has the best faculty possible moving forward as an institution.

Today's resolution represents action on the fifth of the abovementioned areas: participation. In many of their meetings, the original task force was asked to look at who could participate in

governance. Everyone is a member of the Faculty Assembly, but Faculty Senate membership is confined to only those who are tenured. Several faculties requested a review of this area that would result in expanding Senate participation to full-time faculty (still excluding part-time and adjunct faculty). Chair Carbonell appointed a committee, chaired by Madeleine Jacobs and including one current trustee, one former trustee, and six faculty members to explore this area in more depth. The committee looked into this issue both from internal GW perspectives and from the experience of other institutions.

In June, the Board formulated its recommendation as to how the Code would be amended to allow for participation of the full-time Faculty. In September, the Faculty Senate passed its own resolution suggesting several changes, two of which were adopted by the Board in October. The Board then asked that the revised resolution forward to the Faculty Assembly. Chair Carbonell noted that today's vote is for the Assembly to decide whether the proposal put forward - all full-time faculty, with at least three years of service are eligible for Senate service, reserving that at least half of the Senate will be made up of tenured Faculty from each school - will be the way forward in terms of how the Senate operates. He especially noted the importance of acknowledging all of the faculty at the university regardless of their status, whether they are tenured or full-time non-tenured.

Chair Carbonell concluded his remarks by thanking President Knapp for his leadership and for his assistance in this area as well as the chair of the Faculty Senate Executive Committee, Charles Garris, for his tireless working on this issue. He noted that there are many other people who have been working with the Board on this, resulting in an experience that has reinforced that GW can be amongst the top and most respected institutions in the world in teaching, research, and service.

#### REMARKS BY STEVEN KNAPP, UNIVERSITY PRESIDENT

President Knapp provided updates from around the university, including the 2015 openings of the Science and Engineering Hall and the George Washington University Museum and the Textile Museum, the hiring of new university administrators and faculty, including Elliott School of International Affairs Dean Reuben E. Brigety II and GW Cancer Center Director Eduardo M. Sotomayor, and an update on GW's Making History campaign, which has surpassed the \$810million mark.

The President also recognized Provost Lerman, who will be stepping down from his post at the end of the calendar year. Since becoming provost of the university in Jul 2010, Dr. Lerman has overseen a number of major initiatives, including the university's strategic plan, which was approved by the board in 2013.

#### REMARKS BY STEVEN LERMAN, PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Provost Lerman commented on his over five years as provost, noting that he especially appreciate the opportunity to work with administrators, faculty, staff, and students alike on the collective enterprise of further improving GW.

#### ASSEMBLY ACTION ON RESOLUTIONS

*Board of Trustees Resolution FA 16/1: A Resolution to Amend the Faculty Organization Plan*

The presented resolution would allow non-tenured, regular contract, and specialized faculty who have attained the rank of associate professor to serve on the Faculty Senate; at least half of faculty members on the Senate from each school would have to be tenured. The current Faculty Organization Plan allows only full-time tenured faculty to serve in the Senate. The resolution, proposed by the Board of Trustees and an amended version of it introduced by the Faculty Senate in September, were raised for discussion and voting, with a two-thirds majority required for passage. President Knapp presented both versions to the Assembly. The Senate version also sought to extend Senate membership to faculty without tenure, but not to include specialized faculty. The amendment failed by a 187-131 vote, which preceded the vote on the Board resolution.

The Board of Trustees resolution was the final of five resolutions created during the university's multi-year effort to revise the Faculty Code and Faculty Organization Plan to better align with GW's strategic plan. The preceding four resolutions were all passed by the Board of Trustees after a lengthy collaborative process with the Senate and working groups of trustees and faculty.

Faculty voted 169-159 in favor of the resolution. However, the two-thirds majority was not achieved, and the resolution did not pass.

#### REPORT OF THE FACULTY SENATE

Professor Garris's report on Faculty Senate activities is included with these minutes.

# Faculty Senate

## The George Washington University

October 23, 2015

Dear GW Faculty,

At its meeting of October 16, the Board of Trustees passed a resolution which directs President Knapp to introduce a resolution at the GW Faculty Assembly, currently scheduled for November 10 in the afternoon, time and place to be determined, which will amend the Faculty Organization Plan (FOP) so as to change the requirements for membership in the Faculty Senate in important ways that may influence the manner in which shared governance is practiced at GW. Adoption of this resolution would require a 2/3 vote of the Faculty Assembly. It is therefore imperative that you attend this Faculty Assembly.

President Knapp Chairs the Faculty Assembly and his office will send out an official agenda next week. There are many details on voting processes that are being worked out by the President's Office and you will be informed of the details.

The faculty membership of the Faculty Assembly consists of the academic personnel holding the rank of professor, associate professor, assistant professor, or instructor who are **full-time** employees (or, in SMHS, the equivalent as defined in affiliations agreements) of a degree-granting college, school, or division of the University. The Faculty Assembly includes **full-time** Research Professors, Teaching Professors, Clinical Professors, etc. as well as Regular and tenure/tenure-track faculty, all of whom are eligible to vote for the resolution.

At its meeting of September 11, 2015, the Faculty Senate passed by a very large margin Resolution 16/4 which included an Exhibit A defining language for expanding membership in the Faculty Senate to include full-time Regular non-tenured faculty with certain provisos. On October 16, the Board adopted most of the Senate's language; however, it differed by expanding participation in the Faculty Senate to Specialized Faculty. Although recognizing the need for inclusiveness, as described in the WHEREAS clauses of Senate Resolution 16/4, the Senate expressed concerns about expanding participation to Specialized Faculty. The Senate further charged the Chair of the Faculty Senate Executive Committee to move the adoption of the amendments to the FOP set forth on Exhibit A attached to Resolution 16/4.

In carrying out my charge, after President Knapp or Provost Lerman moves to consider the Board's resolution, in behalf of the Faculty Senate, I will move to amend the Board's resolution to put it in-line with the Exhibit A of resolution 16/4. By doing this, the Senate is offering to the Faculty **three** options:

1. Expand Participation in the Faculty Senate to Regular and to Specialized Faculty (Vote NO on the Senate Amendment and YES on the Board's Resolution.)
2. Expand Participation in the Faculty Senate to Regular Faculty (Vote YES on the Senate Amendment and YES on the amended Board resolution.)

3. Continue the current limitation of Participation in the Faculty Senate to tenured faculty (Vote NO on the Senate Amendment, and NO on the Board Resolution).

To help you in your decision-making process, we are attaching the following materials:

1. Resolution of the Board of Trustees passed on October 16, 2015 with a cover letter from Chairman Nelson Carbonell.
2. The Faculty Senate Amendment to the Board of Trustees amendment to the Faculty Organization Plan.
3. A Guide to Amendments to the Faculty Organization Plan.
4. Resolution 16/4 of the Faculty Senate with Exhibit A included.

In addition, the Executive Committee will be following our on-line forum [gw.hoop.la](http://gw.hoop.la). Please weigh in on your concerns and thoughts on this matter.

Your attendance at the Faculty Assembly will be very important and I urge you to participate in this event which will have lasting impact on the practice of shared governance at our University.

Best Wishes,

Charles A. Garris, Jr. Chair  
Faculty Senate Executive Committee

# Board of Trustees Resolutions

October 16, 2015

October 20, 2015

To the Members of the Executive Committee of the Faculty Senate:

On behalf of the Board of Trustees, I am transmitting a revised resolution to amend the Faculty Organization Plan. This resolution is a testament to the Board's commitment to collaboration with the faculty and administration. It is also the final iteration of the resolution to be considered by the Faculty Assembly.

The Board of Trustees believes its initial resolution was best suited to expand non-tenured faculty participation in the Faculty Senate. In the spirit of collaboration, the Committee on Academic Affairs and the Board of Trustees thoroughly reviewed and considered Faculty Senate Resolution 16/4. After lengthy discussion, the Board of Trustees adopted two provisions within Faculty Senate Resolution 16/4: (1) At least half of the members of the Senate from each school shall be tenured faculty members, and (2) Members of the Senate shall have completed at least three years of full-time academic service at the university prior to being eligible to serve in the Senate. These two provisions address the Faculty Senate's major concern, as expressed in its resolutions, that the Senate will remain an institution whose composition will always be a majority of tenured faculty.

Moreover, the Board of Trustees reaffirmed their commitment to enable specialized faculty to serve in the Faculty Senate if elected by their colleagues to do so. Regardless of their classification under the Faculty Code, all full-time faculty should have the opportunity to represent both their tenured and non-tenured colleagues in the Senate. The Board believes that the enfranchisement of non-tenured faculty, and the subsequent quota placed on school representation, is an amicable compromise.

I will ask President Knapp to bring the revised Board resolution to the Faculty Assembly on November 10.

Sincerely,

Nelson Carbonell  
Chair, GW Board of Trustees

## **RESOLUTION**

### TO ARRANGE FOR FACULTY ASSEMBLY CONSIDERATION OF A PROPOSED AMENDMENT TO THE FACULTY ORGANIZATION PLAN

Whereas, The Board of Trustees of the George Washington University regularly reviews its governing documents and practices to ensure that it engages in best governance practices;

Whereas, The GW Bylaws charge the Board of Trustees with establishing the Faculty Code and approving any amendments thereto;

Whereas, In June 2014, following a year-long review of faculty governance, the Board of Trustees charged the chair of the Committee on Academic Affairs with forming four working groups, each chaired by a member of the Board of Trustees, to include trustees, faculty, and academic administrators, to engage with the faculty and the administration in a further review of faculty governance to be completed during the 2014-2015 academic year;

Whereas, The working group on participation was charged with the following:

- A. Identify who should be considered full-time faculty
- B. Determine eligibility to participate in governance
- C. Examine the voting rights of full-time faculty at peer-institutions
- D. Recommend appropriate changes to expand governance rights

Whereas, The working group, composed of one trustee, one recent trustee, and six faculty members assessed current eligibility requirements for full-time faculty members to both elect and represent their schools in the Faculty Senate;

Whereas, Article III.2(a)(3) of the Faculty Organization Plan, entitled "Membership," currently provides:

- 3. The faculty members of the Senate shall be elected by and from their faculties as follows: the Columbian College of Arts and Sciences, 11 seats; the Graduate School of Education and Human development, 3 seats; the School of Engineering and Applied Science, 4 seats; the School of Business, 5 seats; the School of Medicine and Health Sciences, 5 seats; the Law School, 4 seats; the Elliott School of International Affairs, 3 seats; the School of Public Health and Health Services, 3 seats; and the School of Nursing, 2 seats. The faculty members shall be professors, associate professors, or assistant professors in full-time service who



have tenure as of the academic year next succeeding the date of the election. Vice presidents, assistant vice presidents, deans, associate deans, assistant deans, and other faculty members whose duties are primarily administrative in nature shall be ineligible for election as faculty members of the Senate.

Whereas, Article III.3(3) of the Faculty Organization Plan, entitled "Election of Faculty Members," currently provides:

3. Only members of the faculty in full-time service shall be eligible to vote.

Whereas, The enfranchisement of full-time non-tenured faculty to elect and serve as representatives of their schools in the Faculty Senate is central to executing several pillars of *Vision 2021: A Strategic Plan for the Third Century of the George Washington University*, including cross-disciplinary collaboration, governance and policy, and citizenship and leadership.

Whereas, The Board of Trustees values continued collaboration with the Faculty Senate and its committees, as evidenced by the incorporation in October 2015 of several constructive changes from Faculty Senate Substitute Resolution 16-4 to this resolution;

Whereas, The Board of Trustees recognizes the enfranchisement of non-tenured faculty will strengthen and increase the value of shared governance; now therefore be it

*Resolved*, That the GW Board of Trustees directs the president of the university to introduce a resolution at the GW Faculty Assembly, that amends Sections 2(a)(3) and 3(3) of Article III of the Faculty Organization Plan entitled, "Membership" and "Election of Faculty Members", to read as follows:

"3. The faculty members of the Senate shall be elected by and from their faculties as follows: the Columbian College of Arts and Sciences, 11 seats; the Graduate School of Education and Human development, 3 seats; the School of Engineering and Applied Science, 4 seats; the School of Business, 5 seats; the School of Medicine and Health Sciences, 5 seats; the Law School, 4 seats; the Elliott School of International Affairs, 3 seats; the School of Public Health and Health Services, 3 seats; and the School of Nursing, 2 seats. The members of the Faculty Senate shall have completed at least three years of full-time academic service at the University and shall be either (1) tenured faculty members or (2) full-time faculty members (regular or specialized) who have attained the rank of associate professor or higher. Vice presidents, associate vice presidents, assistant vice presidents, vice provosts, associate vice provosts, deans, associate deans and assistant deans shall be ineligible for election as members of the Senate. At least half of the faculty members of the Senate from each school shall be tenured faculty members.

3. All members of the faculty in full-time service shall be eligible to vote with the exception of visiting faculty.”

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Aristide J. Collins, Jr.  
Secretary of the University

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Date

Faculty Senate Amendment  
to the  
Board of Trustees Amendment  
to the  
Faculty Organization Plan

## Faculty Senate Amendment to the Faculty Organization Plan Article III – Section 2(a)(3)

To be moved at the Faculty Assembly, November 10, 2015

On September 11, 2015, the Faculty Senate passed Senate Resolution 16/4. As directed by the Faculty Senate Resolution 16/4, I move to amend the Board of Trustees Resolution regarding Article II, Section 2(a)(3) of the Faculty Organization Plan as follows:

Between the numeral (2) and the term "full-time faculty", insert the term "regular", and also under (2), delete the parenthetical "(regular or specialized)" and insert the term "without tenure".

The amendment is shown in "track change form" below:

"3. The faculty members of the Senate shall be elected by and from their faculties as follows: the Columbian College of Arts and Sciences, 11 seats; the Graduate School of Education and Human development, 3 seats; the School of Engineering and Applied Science, 4 seats; the School of Business, 5 seats; the School of Medicine and Health Sciences, 5 seats; the Law School, 4 seats; the Elliott School of International Affairs, 3 seats; the School of Public Health and Health Services, 3 seats; and the School of Nursing, 2 seats. The members of the Faculty Senate shall have completed at least three years of full-time academic service at the University and shall be either (1) tenured faculty members or (2) regular ~~full-time~~ faculty members without tenure ~~(regular or specialized)~~ who have attained the rank of associate professor or higher. Vice presidents, associate vice presidents, assistant vice presidents, vice provosts, associate vice provosts, deans, associate deans and assistant deans shall be ineligible for election as members of the Senate. At least half of the faculty members of the Senate from each school shall be tenured faculty members."

A Guide to Amendments  
to the  
Faculty Organization Plan

# Guide to Amendments to the Faculty Organization Plan

## Article III. Section 2(a)3 and 3(3); Election of Faculty Members of Senate

Requirements for Membership in the Faculty Senate	Current FOP	Senate Amendment (Resolution 16/4 September 11, 2015)	BOT Amendment (October 16, 2015)
The faculty members of the Senate shall be elected by and from their faculties.	YES	YES	YES
Faculty members of the Faculty Senate shall have completed at least three years of full-time academic service.	NO	YES	YES
Tenured Faculty	YES	YES	YES
Regular Faculty without tenure who have attained rank of associate professor or higher.	NO	YES	YES
Specialized full-time faculty who have attained rank of associate professor or higher.	NO	NO	YES
Vice presidents, vice provosts, associate vice provosts, deans, associate deans, and assistant deans shall be <u>ineligible</u> for election.	YES	YES	YES
At least half of the faculty members of the Senate from each school shall be tenured faculty members.	NO (All must be tenured)	YES	YES
All members of the faculty in full-time service shall be eligible to vote with the exception of visiting faculty.	YES	YES	YES

# Faculty Senate Resolution 16/4

September 11, 2015

**A REVISED SUBSTITUTE RESOLUTION ON RECOMMENDED CHANGES TO THE  
FACULTY ORGANIZATION PLAN REGARDING  
FACULTY PARTICIPATION IN THE FACULTY SENATE (Revised Substitute 16/4)**

- WHEREAS,** In 2014, the University’s Board of Trustees established four working groups on university governance, and the working group on faculty participation (“Working Group”) recommended changes to the *Faculty Organization Plan* regarding faculty participation in the Faculty Senate;
- WHEREAS,** The Faculty Senate’s Executive Committee, Committee on Professional Ethics and Academic Freedom, and Committee on Appointment, Salary and Promotion Policies (collectively, the “Senate Committees”) carefully reviewed the proposals by the Working Group for changes in the *Faculty Organization Plan* with regard to faculty participation in the Faculty Senate;
- WHEREAS,** In May 2015, the Senate Committees proposed Substitute Resolution 16/4, which would expand the categories of faculty members eligible for service in the Faculty Senate to include the following categories of faculty with at least three years of full-time service at the University: (1) tenured faculty members and (2) Regular, full-time faculty members without tenure who have attained the rank of associate professor or higher;
- WHEREAS,** Substitute Resolution 16/4 also provided that, in order to ensure the independence of the Faculty Senate from undue influence by the Administration, at least half of the Senators from each school would be required to hold tenured appointments, because tenured faculty members are more likely to engage in robust dialogue with senior members of the Administration and to disagree with the policy preferences of the Administration without fearing for their future job security;
- WHEREAS,** At the Faculty Senate’s meeting on May 8, 2015, the Faculty Senate postponed Substitute Resolution 16/4 for further consideration at its meeting on September 11, 2015;
- WHEREAS,** On June 18, 2015, the Board of Trustees adopted a resolution proposing amendments to the *Faculty Organization Plan* (the "Proposed Board Amendments") with regard to the participation of faculty in the Faculty Senate;
- WHEREAS,** The Proposed Board Amendments incorporate the recommendations of the Working Group that (1) all non-tenured, full-time faculty members who have attained the rank of associate professor or higher, including Specialized faculty, should be eligible to serve in the Faculty Senate, and (2) there should not be any limitation on the number of non-tenured, full-time faculty members who may represent their respective schools in the Faculty Senate;
- WHEREAS,** In a separate resolution adopted on June 18, 2015, the Board of Trustees approved numerous amendments to the *Faculty Code*;



**WHEREAS,** The amendments to Article I of the *Faculty Code* approved by the Board of Trustees did not place any limitation on the number or percentage of Specialized faculty in any school;

**WHEREAS,** The amendments to Article I of the *Faculty Code* approved by the Board of Trustees did not follow the recommendation made by the Faculty Senate in Substitute Resolution 16/2 adopted on May 8, 2015, which proposed that the number of Specialized faculty within a school should not exceed 25% of the total full-time faculty of that school (with exceptions for the School of Medicine and Health Sciences and the School of Nursing, in view of their special clinical teaching models, and the College of Professional Studies, in view of its different academic model and unique status under the *Faculty Code*);

**WHEREAS,** Under Article I.C. of the *Faculty Code*, as amended by the Board of Trustees, Specialized faculty do not engage in all of the three core faculty activities of research, teaching, and service, and instead are responsible for only one or two of those activities;

**WHEREAS,** Many Specialized faculty are appointed on year-to-year contracts, and many Specialized faculty receive "soft money" appointments supported by external grants (with the result that their positions are not renewed if supporting external grants are not renewed);

**WHEREAS,** Many Specialized faculty with "soft money" appointments are contractually obligated under external grants to dedicate all of their working time and effort to grant-related activities and are therefore prohibited from devoting time and effort to the Faculty Senate or other University service;

**WHEREAS,** Due to the short-term and highly contingent nature of many of their appointments, Specialized faculty are significantly more vulnerable to pressure from administrative officials of the University in comparison with Regular full-time faculty, who hold tenured, tenure-accruing, or longer-term, non-tenured appointments and therefore have greater job security and stronger protections under their contracts of appointment and the *Faculty Code*;

**WHEREAS,** The Faculty Senate believes that it is unlikely that most Specialized faculty would feel able, if they were members of the Faculty Senate, to engage in robust dialogue with senior members of the Administration or to disagree with the policy preferences of the Administration without fearing for their future job security;

**WHEREAS,** The Proposed Board Amendments will be presented by the President to the Faculty Assembly for consideration at the Faculty Assembly's meeting on October 6, 2015;

**WHEREAS,** The Faculty Senate believes it is essential that the Faculty Assembly receive the advice and recommendations of the Faculty Senate before the Faculty Assembly votes on the Proposed Board Amendments;

**WHEREAS,** The Faculty Senate is greatly concerned that the Proposed Board Amendments, if adopted by the Faculty Assembly, would severely undermine the independence of the Faculty Senate as well as the Senate's ability to carry out its vital role in the shared governance of the University without undue influence by the Administration, in view of (1) the limited scope, short terms and highly contingent nature of the appointments of many Specialized faculty and their greater vulnerability to pressure from administrative officials, (2) the absence of any limitation on the number of Specialized faculty in any school under Article I of the *Faculty Code* as recently amended by the Board of Trustees, and (3) the absence of any limitation on the number of Specialized faculty or non-tenured Regular faculty who could serve in the Faculty Senate under the Proposed Board Amendments;

**WHEREAS,** The Senate Committees and the Faculty Senate are concerned that Specialized Faculty members have not had an adequate opportunity to consider and express their views on the question of whether they would favor an amendment to the *Faculty Organization Plan* granting them eligibility to serve in the Faculty Senate even if such an amendment might impair their existing potential rights to engage in collective bargaining under the National Labor Relations Act;

**WHEREAS,** The Faculty Senate has carefully considered the amendments to the *Faculty Organization Plan* originally proposed in Substitute Resolution 16/4, and the Senate strongly believes that those amendments are consistent with the best interests of the Faculty and the University by (1) granting the right to serve in the Faculty Senate to faculty who have completed at least three years of full-time service at the University and who hold either tenured appointments or Regular, full-time appointments at the rank of associate professor or higher, and (2) requiring that at least half of the members of the Faculty Senate representing each school must hold tenured appointments, thereby ensuring the independence of the Faculty Senate from undue influence by the Administration; and

**WHEREAS,** The Faculty Senate therefore strongly believes that the amendments to the *Faculty Organization Plan* set forth on Exhibit A attached to this Resolution should be adopted by the Faculty Assembly because they are consistent with the best interests of the University and all of its constituencies and stakeholders (including the Faculty) and would help to maintain an effective system of shared governance at the University;

**WHEREAS,** The Faculty Senate also strongly believes that the Proposed Board Amendments should be rejected by the Faculty Assembly;

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

- (1) That the *Faculty Organization Plan* be amended as set forth on Exhibit A attached to this Resolution, conditional upon the adoption of such amendments by the Faculty Assembly pursuant to Article IV of the *Faculty Organizational Plan*.
- (2) That the Faculty Senate recommends that the Faculty Assembly reject the amendments to the *Faculty Organization Plan* proposed by the Board of Trustees in its resolution of June 18, 2015.
- (3) That the Chairman of the Faculty Senate Executive Committee is hereby directed, at the next meeting of the Faculty Assembly, to move the adoption of the amendments to the *Faculty Organization Plan* set forth on Exhibit A attached to this Resolution as alternatives for the amendments to the *Faculty Organization Plan* proposed by the Board of Trustees in its resolution of June 18, 2015.
- (4) That, if the amendments to the *Faculty Organization Plan* set forth on Exhibit A attached to this Resolution are adopted by the Faculty Assembly, the President is requested to forward those amendments to the *Faculty Organization Plan* for final approval by the Board of Trustees.

Faculty Senate Executive Committee  
Faculty Senate Committee on Professional Ethics and Academic Freedom  
August 31, 2015

Voted on and Passed by the Faculty Senate, September 11, 2015

**EXHIBIT A to “A Revised Substitute Resolution to Recommend Changes to the Faculty Organization Plan Regarding Faculty Participation in the Faculty Senate”(Revised Substitute 16/4)**

1. **Membership in Faculty Senate**

*Faculty Organization Plan*, Article III, Section 2(a)(3) [final two sentences]:

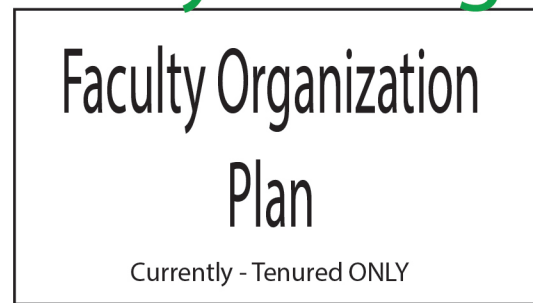
"...The faculty members of the Faculty Senate shall have completed at least three years of full-time academic service at the University and shall be either (1) tenured faculty members or (2) regular, full-time faculty members without tenure who have attained the rank of associate professor or higher. Vice presidents, associate vice presidents, assistant vice presidents, vice provosts, associate vice provosts, deans, associate deans and assistant deans shall be ineligible for election as faculty members of the Senate. At least half of the faculty members of the Senate from each school shall be tenured faculty members.

2. **Election of Faculty Members**

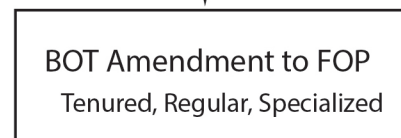
*Faculty Organization Plan*, Article III, Section 3(3):

“All members of the faculty in full-time service shall be eligible to vote with the exception of visiting faculty.”

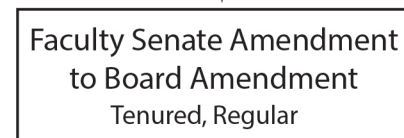
# Faculty Assembly Voting Options



President Knapp Introduces BOT Amendment to FOP



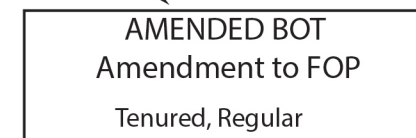
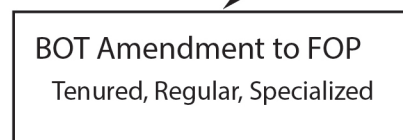
EC Chair Garris Introduces Senate Amendment to BOT Amendment



Faculty Vote on Senate Amendment

NO

YES



Faculty Vote on BOT Amendment

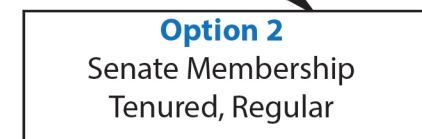
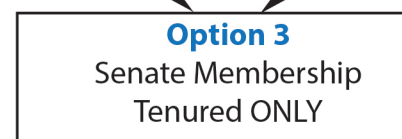
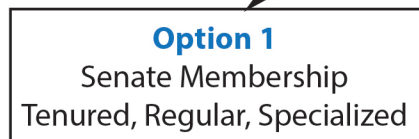
YES

NO

NO

YES

RESULT



Faculty Assembly  
November 10, 2015  
**Report of the Faculty Senate**

Charles A. Garris, Jr. Chair  
Faculty Senate Executive Committee

1. On behalf of the Faculty Senate, I am delighted to extend to all present our warm welcome. I take special pleasure in welcoming new faculty and informing them about the Faculty Senate and inviting them to participate in our work. The Faculty Senate is very active this year. Our Senate Committees do the heavy lifting. I am happy to report that we have very strong committees with an abundance of dedicated faculty. As a result, the Faculty Senate has accomplished a lot and we expect to accomplish much more by the end of the academic year.
  
2. Sad News – Passing of Linda Sue Campbell
  - a. Sue passed away at GW Hospital on June 3, 2015.
  - b. Sue ran the Senate administration for over 20 years and had been at GW for nearly 40 years. Her wisdom, her capacity for hard work, her concern for the details of process, committee structure and formation and her deep roots in the university community make her irreplaceable.
  - c. The Faculty Senate deeply appreciates her many contributions over the years and will sorely miss her, and we will remember her.
  - d. Provost Steven and Lori Lerman hosted a memorial reception in her honor on October 9 where there was much testimony to her many contributions to the Faculty Senate and to GW.
  
3. The Senate has not as yet obtained a new Senate Coordinator but hopes to complete its search soon. In the meantime, the Provost's Office has helped us by giving us the services of Jennifer Sieck, Cassandra Wiseman, and Jackie Akyea who have done their very best to help us with the administrative tasks of the Senate.
  
4. General Comment on Governance: A good part of our activities this year have been dedicated to Faculty Governance. The Executive Committee with the heavy support of PEAFF and ASPP has interacted extensively with the Academic Affairs Committee of the Board of Trustees and has had very productive and robust discussions on the recommendations of the Governance Working Groups and the recommendations embodied in Faculty Senate resolutions 16/1, 16/2, 16/3, and 16/4. After the Board met on June 18 and 19 and passed its three resolutions, the Executive Committee prepared a detailed mailing to the Faculty on July 15 which included the Board's resolutions, a spreadsheet comparing the 2004 Faculty Code, the amended provisions of the Faculty Code approved by the Board, and the Senate resolutions. To facilitate identifying variations, key segments of the various documents were highlighted and comments by the Executive Committee were included. A cover letter was provided to assist in understanding the results of the changes and which emphasized that we have engaged in a highly collaborative process that has resulted in improvements in our shared governance system. However, as has been stated by Chair Carbonell,

we are in a new era where the Board actively engages with the Faculty and Administration in a manner that is new to GW.

**5. Resolutions**

- a. A RESOLUTION TO ENDORSE AMENDMENTS TO THE COPYRIGHT POLICY OF GEORGE WASHINGTON UNIVERSITY (14/3), presented by PEAf, passed unanimously.
- b. RESOLUTION TO ADDRESS THE BURDEN PLACED ON CURRENT UNIVERSITY EMPLOYEES WITH REGARD TO PROPOSED CHANGES IN TUITION BENEFITS (14/4), passed unanimously.
- c. A RESOLUTION TO ENDORSE A REVISED EDITION OF THE FACULTY HANDBOOK OF THE GEORGE WASHINGTON (15/1), passed unanimously.
- d. A RESOLUTION TO ADOPT AN "OPEN ACCESS" POLICY FOR RESEARCH PUBLICATIONS AT THE GEORGE WASHINGTON UNIVERSITY (15/2), passed by a vote of 12 in favor, 11 opposed.
- e. A RESOLUTION ON RECOMMENDED CHANGES TO THE FACULTY CODE WITH RESPECT TO DEAN SEARCHES AND REVIEWS (16/1), PEAf, passed by large margin.
- f. A RESOLUTION ON RECOMMENDED CHANGES TO THE FACULTY CODE WITH RESPECT TO SCHOOL FACULTY COMPOSITION AND GOVERNANCE (16/2), PEAf, passed by large margin.
- g. A RESOLUTION ON RECOMMENDED CHANGES TO THE FACULTY CODE WITH RESPECT TO SCHOOL FACULTY COMPOSITION AND GOVERNANCE (16/2), PEAf, Passed by large margin.
- h. A RESOLUTION ON RECOMMENDED CHANGES TO THE FACULTY ORGANIZATION PLAN REGARDING FACULTY PARTICIPATION IN THE FACULTY SENATE (16/4), PEAf, Passed by large margin.
- i. RESOLUTION TO IMPROVE FACULTY BENEFITS (16/5), ASPP, Passed unanimously.

**6. Reports**

- a. Report on Corcoran School by Dean Vinson (10/10/2014)
- b. Report of the George Washington University Faculty Association (GWUFA)(10/10/2014)
- c. Report on BOT Working Groups on Faculty Governance by Dr. Madeleine Jacobs(11/14/2014)
- d. Report on Employee Benefits; FP&B & ASPP Joint Task Force, by Prof. J. Cordes (11/14/2014)
- e. Report on Funding SEH(11/14/2014) by Provost Lerman
- f. Report on Implementation of GW Sexual Harassment Policy (12/12/2014) by Vice Provost T. Reed
- g. Report on SEH (12/12/2014) by Senior Vice Provost F. Maltzman
- h. Annual Report on Research (1/9/2015) by Vice President L. Chalupa
- i. Report on Technology Transfer (1/9/2015) by Director of Tech Trans. S. Kubisen
- j. Report on Financial Health of GWU (1/9/2015), FP&B, by Prof. J. Cordes

- k. Update on Sustainability Initiatives (2/13/2015) by Dr. Kathleen Merrigan, Executive Director of Sustainability
  - l. Update of Faculty Governance Review Process (3/20/2015) by Prof. C. Garris
  - m. Annual Report on Core Indicators of Academic Excellence (3/20/2015) by Provost Lerman
  - n. Interim Report of ASPP on Fringe Benefits by Profs. R. Harrington & T. Anbinder
  - o. Faculty Governance – Discussion with Chair N. Carbonell and M. Jacobs (4/10/2015)
  - p. Report of the Board of Trustees Activities on Faculty Governance (9/11/2015) by Chair Nelson Carbonell
  - q. Report on Executive Committee Activities on Faculty Governance (9/11/2015) by Professor Garris
  - r. Status of Health Care Benefits; report on developments since the May 8 Senate meeting and Open Enrollment for Fall 2015 (9/11/2015) by Vice President Sabrina Ellis
  - s. Report on the Recommendations of the Benefits Task Force by Professors J. Cordes and B. Hopkins
7. Non-Concurrences
- a. There were two nonconcurrences from the Columbian College of Arts & Sciences. Since the Board did not change the mechanisms described in the Faculty Code charging the Executive Committee with administering nonconcurrences, the Executive Committee proceeded as always. However, the nonconcurrences went much more smoothly this year since the dean had the benefit of the templates for nonconcurrency that the Executive Committee created last year in collaboration with the Provost. As a result, the compelling reasons for nonconcurrency were clearly articulated and commensurate with Faculty Senate Resolution 03/10. The recommendations of the Executive Committee supported the dean in one case, and provided an alternative means of resolving the issue in the other case. In both cases, the actions taken by the Administration were supported by the Executive Committee recommendations.
8. Grievances
- a. There are currently three grievances. One in the School of Engineering and Applied Science, one in the School of Medicine and Health Sciences, and one in the Graduate School of Education and Human Development. All are in the mediation stage.
9. Ongoing Activities
- a. Monitoring Health Benefits.
    - i. Benefits Advisory Task Force (Long term report due in November)
  - b. Conflict of interest policy
  - c. Development of new patent policy
  - d. Faculty Governance
    - i. Considering proposals for formalized mechanisms for amending the Faculty Code with possible upcoming resolution
  - e. Monitoring Open Access Policy
10. Upcoming Reports
- a. December 2015



- i. Dean Livingstone – Vision and Status of School of Business
  - ii. Patrick Nero – Status of GW Athletic Programs
  - iii. Prof. J. Cordes – FP&B Financial Status of GW
- b. January 2016
  - i. Vice Provost Berman: Status Report on On-Line Education Programs
  - ii. Vice Provost D. Shaw: Status Report on GW International Programs
- c. February 2016
  - i. Dr. Aristide Collins: Report on Development at GW

**11. Senate Committees**

- a. GW has a wonderful tradition of shared governance between faculty and administration. The Faculty Senate contributes to this process through its standing committees. The stronger our committees, the more useful and credible our advice will be in the shared governance process. The better the contributions to the welfare of the university, the more exciting work on our committees will be, further engendering faculty participation. I would like to emphasize that our standing committees are open to both Regular Faculty and Specialized Faculty alike. Please join – we need faculty who are willing to contribute. A list of committees is included in the Senate website. Please contact me or one of your Senators if you would like to join.

This is a very exciting year to be in the Faculty Senate. We are looking forward to a productive year.