
THE GEORGE WASHINGTON UNIVERSITY

WASHINGTON, DC

A RESOLUTION TO AMEND THE *FACULTY ORGANIZATION PLAN* (FA 25/1)

WHEREAS, Article IV of the *Faculty Organization Plan* states:

“Amendments to this University Faculty Organization Plan may be proposed to the Assembly by the President, by the Senate through petition to the President as Chairman of the Assembly, or by 100 of the faculty members of the Assembly. Voting on a proposed amendment by the Assembly may be at a regular or special meeting. For adoption of a proposed amendment by the Assembly, a favorable vote of either two-thirds of those voting, or a majority of the voting members of the Assembly, whichever is the lesser, shall be required. Amendments so adopted shall be submitted to the Board of Trustees for its approval and shall become effective only when so approved.”; and

WHEREAS, the Committee on Professional Ethics and Academic Freedom has reviewed the *Faculty Organization Plan* and made a recommendation for amendments as outlined in Senate Resolutions [24/6](#); and

WHEREAS, The Faculty Senate has approved the adoption of these amendments as noted in Senate Resolutions [24/6](#), and a [redlined version of the *Faculty Organization Plan*](#), respectively;

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

1. That the recommended amendments to the *Faculty Organization Plan* as outlined in the [redlined version of the *Faculty Organization Plan*](#) be adopted; and
2. That these amendments so adopted be submitted to the Board of Trustees for its approval at its next regular meeting.

OFFERED BY THE SENATE VIA PETITION TO THE PRESIDENT AS CHAIR OF THE ASSEMBLY, PURSUANT TO SENATE RESOLUTIONS 24/6, APPROVED BY THE SENATE ON APRIL 12, 2024

Approved by the Faculty Assembly
October 30, 2024



**A RESOLUTION TO IMPLEMENT A FACULTY CONSULTATIVE COMMITTEE IN
PRESIDENTIAL SEARCHES (24/6)**

WHEREAS, Section C, subsection 5, of “Procedures for the Implementation of the Faculty Code” states, without further guidance:

“The Faculty Assembly shall elect a committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President”; and

WHEREAS, In 1986, the Faculty Assembly adopted “A Resolution to Implement Part C.5 of the *Procedures for the Implementation of the Faculty Code*” (FA 86/1), which established procedures for faculty participation in presidential searches and directed each of the Schools then in existence to elect a member-designate for confirmation by the Faculty Assembly to serve on the Faculty Consultative Committee (FCC); and

WHEREAS, Modifications to the selection procedures intended to broaden diversity and enhance representativeness have been adopted for the 2017 (FA 17/2) and 2022 (FS 22/2) presidential searches; and

WHEREAS, These resolutions required the Senate to elect additional members to the FCC so that the FCC and Presidential Search Committee include adequate participation among disciplines and faculty rank; and

WHEREAS, Making such modifications permanent for all future presidential searches underscores the Faculty Senate’s unqualified commitment to fundamental principles of diversity, equity, and inclusion,

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

1. Article IV of the Faculty Organization Plan should be renumbered Article V and the following inserted after Article III:

“Article IV. The Faculty Consultative Committee

SECTION 1. CREATION OF THE FACULTY CONSULTATIVE COMMITTEE

The Faculty Senate shall send to the Faculty Assembly for endorsement an elected Faculty Consultative Committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President:

- (1) No later than four weeks after the announcement of a presidential vacancy, or as

soon thereafter as is possible, the Faculty Senate representatives of the ten academic divisions represented on the Senate (to wit: Columbian College of Arts and Sciences (CCAS), Elliott School of International Affairs, School of Medical and Health Sciences, School of Business, Graduate School of Education and Human Development, Law School, Milken Institute School of Public Health, School of Nursing, School of Engineering and Applied Sciences, College of Professional Studies), shall caucus to nominate to their respective faculties members of those faculties;

- (2) The several faculties shall meet no later than six weeks after the announcement of a presidential vacancy, or as soon thereafter as is possible, to elect member-designate(s) to the Faculty Consultative Committee (FCC) from the slate submitted by their Senate representatives or by nomination and election from the floor;
- (3) The number of elected member-designates from each faculty shall be equal to one-fourth of the number of that faculty's representation in the Faculty Senate, rounded to the next highest integer. The CCAS representatives shall be equally divided across the CCAS divisions;
- (4) In addition to these member-designates per academic division, each faculty will also elect a slate of up to three additional names to increase broader faculty representation with otherwise underrepresented demographic traits or characteristics and with diverse academic disciplines, ranks, and tracks (the 'diversity pool');
- (5) The several faculties shall immediately submit the names of persons thus elected to the Chair of the Faculty Senate Executive Committee (FSEC);
- (6) The FCC will be constituted by the elected member-designates from each faculty plus up to four additional candidates from the 'diversity pool' chosen by the FSEC;
- (7) The FSEC Chair shall present the resulting slate of nominees to the Faculty Senate for its confirmation and approval;
- (8) The proposed FCC shall be submitted to the Faculty Assembly for election at a Special Meeting to be called as soon as feasibly possible after confirmation and approval by the Faculty Senate, upon which the confirmed and approved slate of nominees shall be declared elected to serve as members of the FCC;
- (9) Within three weeks of the confirmation and approval by the Faculty Assembly, the FCC shall convene upon the initiative of the FSEC Chairman, elect a chair, and provide for record-keeping;

SECTION 2. FACULTY CONSULTATIVE COMMITTEE ROLE IN THE PRESIDENTIAL SEARCH PROCESS

- (1) The FCC shall request the Board of Trustees or appropriate members thereof to accept some or all of its members to serve on the Presidential Search Committee

for the duration of the presidential search. In the event that not all members of the FCC are so accepted, the FCC shall, in keeping with the principles set forth in Section 1(4) above, elect from among its members that number designated by the Board to serve on the Search Committee; but the FCC shall retain a separate order of business and confer regularly with those of its members who become active members of the Search Committee;

- (2) The FCC shall request of the Board of Trustees or appropriate members thereof that, whether some or all of its members are accepted as full members of the Search Committee:
 - a. The FCC be accorded an active role in defining the criteria which the Search Committee will apply in its consideration of the applicants; and
 - b. The Search Committee give full and judicious consideration to any well-reasoned views which the FCC may express with respect to particular applicants;
 - c. Within constraints imposed by the need for confidentiality, as defined by the Search Committee, the FCC may, at its discretion, make interim reports to the Faculty Senate;
 - d. The duly constituted FCC will be disbanded upon the appointment of a new president.”

2. Section C.5 of the Procedures for the Implementation of the Faculty Code should be deleted.

Professional Ethics and Academic Freedom Committee
April 1, 2024

Adopted as Amended by the Faculty Senate
April 12, 2024

Appendix A

Faculty Consultative Committee Composition

School	Senate Members	One-Fourth	One-Fourth Rounded Up
CCAS	11	2.75	3
CPS	2	0.5	1
ESIA	3	0.75	1
GSEHD	3	0.75	1
GWSB	5	1.25	2
GWSPH	3	0.75	1
LAW	4	1	1
SEAS	4	1	1
SMHS	5	1.25	2
SON	2	0.5	1
Senate Total	42		14
Additional Members			4
TOTAL			18

Appendix A

FA 25/1 Redline (reflecting changes proposed in the Resolving Clauses)

THE GEORGE WASHINGTON UNIVERSITY FACULTY ORGANIZATION PLAN

Originally put in operation in 1960; as amended most recently in 2024.

Article IV. ~~Amendments~~The Faculty Consultative Committee

SECTION 1. CREATION OF THE FACULTY CONSULTATIVE COMMITTEE

The Faculty Senate shall send to the Faculty Assembly for endorsement an elected Faculty Consultative Committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President:

1. No later than four weeks after the announcement of a presidential vacancy, or as soon thereafter as is possible, the Faculty Senate representatives of the ten academic divisions represented on the Senate (to wit: Columbian College of Arts and Sciences, Elliott School of International Affairs, School of Medical and Health Sciences, School of Business, Graduate School of Education and Human Development, Law School, Milken Institute School of Public Health, School of Nursing, School of Engineering and Applied Sciences, College of Professional Studies), shall caucus to nominate to their respective faculties members of those faculties;
2. The several faculties shall meet no later than six weeks after the announcement of a presidential vacancy, or as soon thereafter as is possible, to elect member-designate(s) to the Faculty Consultative Committee (FCC) from the slate submitted by their Senate representatives or by nomination and election from the floor;
3. The number of elected member-designates from each faculty shall be equal to one-fourth of the number of that faculty's representation in the Faculty Senate, rounded to the next highest integer;
4. In addition to these member-designates per academic division, each faculty will also elect a slate of up to three additional names to increase broader faculty representation with otherwise underrepresented demographic traits or characteristics and with diverse academic disciplines, ranks, and tracks (the 'diversity pool');

5. The several faculties shall immediately submit the names of persons thus elected to the Chair of the Faculty Senate Executive Committee (FSEC);
6. The FCC will be constituted by the elected member-designates from each faculty plus up to four additional candidates from the 'diversity pool' chosen by the FSEC;
7. The FSEC Chair shall present the resulting slate of nominees to the Faculty Senate for its confirmation and approval;
8. The proposed FCC shall be submitted to the Faculty Assembly for election at a Special Meeting to be called as soon as feasibly possible after confirmation and approval by the Faculty Senate, upon which the confirmed and approved slate of nominees shall be declared elected to serve as members of the FCC;
9. Within three weeks of the confirmation and approval by the Faculty Assembly, the FCC shall convene upon the initiative of the FSEC Chairman, elect a chair, and provide for record-keeping;

SECTION 2. FACULTY CONSULTATIVE COMMITTEE ROLE IN THE PRESIDENTIAL SEARCH PROCESS

1. The FCC shall request the Board of Trustees or appropriate members thereof to accept some or all of its members to serve on the Presidential Search Committee for the duration of the presidential search. In the event that not all members of the FCC are so accepted, the FCC shall, in keeping with the principles set forth in Section 1(5) above, elect from among its members that number designated by the Board to serve on the Search Committee; but the FCC shall retain a separate order of business and confer regularly with those of its members who become active members of the Search Committee;
2. The FCC shall request of the Board of Trustees or appropriate members thereof that, whether some or all of its members are accepted as full members of the Search Committee:
 - a. The FCC be accorded an active role in defining the criteria which the Search Committee will apply in its consideration of the applicants; and
 - b. The Search Committee give full and judicious consideration to any well-reasoned views which the FCC may express with respect to particular applicants;
 - c. Within constraints imposed by the need for confidentiality, as defined by the Search Committee, the FCC may, at its discretion, make interim reports to the Faculty Senate;
 - d. The duly constituted FCC will be disbanded upon the appointment of a new president.

Article ~~IV~~V. Amendments