



A RESOLUTION TO AMEND THE *FACULTY CODE* (1) (19/2)

WHEREAS, Article III.E of the Code should reflect the reality that the extent to which faculty members should engage in teaching, scholarship and service is governed by the terms of their faculty appointment. Not all faculty members engage in scholarship, teaching and service, and those without scholarship requirements are recognized as engaged in scholarly pursuits when participating in professional societies. All faculty are expected to participate in service to the university.

WHEREAS, Article III.F should be revised to include both full-time regular and specialized as the primary responsibilities of both are to the university.

WHEREAS, Article IV.A.1.b) should correct the name of the former Medical Center and add some flexibility in the date on which the notifications of changes in rank or of other terms and conditions of service, and of salary, are to be made.

WHEREAS, The caption and text of Article IV.A.4.2 should add specialized appointments to non-tenure track appointments for purposes of reappointment.

WHEREAS, Article VI.D, which entitles certain faculty to parental childcare, should extend to specialized faculty in addition to regular faculty.

WHEREAS, The Heading of Article VIII should be revised to reflect the fact that an annuity is an option within the Retirement Plan, not the Plan itself.

WHEREAS, The Code should consistently refer to the Provost by that title only.

NOW, THEREFORE,

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

1. That Article III.E be amended to include the text in italics and to delete the text that is struck out:

Members of the faculty shall *strive for the advancement of knowledge and* ~~strive~~ to grow in professional competence by means of effective teaching, ~~and~~ sound

scholarship, *and productive service (including. They shall strive for the advancement of knowledge in their fields by individual research and by participation in the activities of professional societies) in accordance with the terms of their faculty appointment.*

2. That Article III.F be amended to include the text in italics and to delete the text that is struck out:

Regular *and specialized* members of the faculty shall have the primary responsibility of devoting their time, thought, and energy to the service of the university. No such member of the faculty shall accept an outside teaching appointment during the academic year or engage in any other regular activity of a remunerative nature without the approval of the university. Even when officially approved, such employment shall not be permitted to interfere with a faculty member's responsibility to the university.

3. That Article IV.A.1.b) be amended to include the text in italics and to delete the text that is struck out:

Tenured members of the faculty and faculty members (except those appointed in the ~~Medical Center~~ *School of Medicine and Health Sciences, the Milken Institute School of Public Health, and the School of Nursing*) whose appointments do not expire or whose appointments will be renewed shall be notified in writing annually, ~~on or about~~ *May 15 (or within a reasonable time thereafter not to exceed 15 days)*, of changes in rank or of other terms and conditions of service for the next academic year and further shall be notified annually in writing of changes in salary, ~~by no later than~~ *November 1 (or within a reasonable time thereafter not to exceed 15 days)*.

4. That Article IV.A.4.2 be amended to include the text in italics:

Stated Periods by Rank for Regular Non-Tenure-Track *and Specialized* Appointments

Faculty members with regular, non-tenure-track *or specialized* appointments at any rank may be reappointed to the same rank or to a higher one as many times as the needs of the university may require.

5. That Article VI.D be amended to include the text in italics:

D. Parental Childcare Leave: A regular *or specialized* member of the faculty shall be entitled to parental childcare leave upon certifying that he or she will provide at least half of the child's care during the leave period, subject to the terms and conditions set forth in this section. Parental childcare leave shall include release from teaching responsibilities and service responsibilities for one semester with full salary and benefits, and such leave shall terminate within twelve months after a minor dependent child is born or adopted or enters the faculty member's home

under a foster care arrangement. During such leave, faculty members shall continue providing thesis and dissertation advising to students whom they advised prior to the leave unless adequate alternative arrangements are made. For faculty members engaged in externally funded grant or contract related activities, parental childcare leave shall include release from responsibilities to the University, but shall not include release from responsibilities to the external funding sources unless alternative arrangements are approved by such sources. A regular *or specialized* faculty member is entitled to parental childcare leave for a maximum of two minor dependent children who are born or adopted or enter the faculty member's home as foster children after the starting date of the faculty member's appointment to the university. Parental childcare leave under other circumstances or for other faculty, including leave with full or partial salary, may be granted at the discretion of the Vice President for Academic Affairs, after consultation with the appropriate department chair (if applicable) and dean.

6. That the Heading of Article VIII be amended to include the text in italics and to delete the text that is struck out:

Article VIII

Retirement ~~Annuity~~ Plan

7. That all references to "Vice President for Academic Affairs" should be amended to "Provost" in the Faculty Code and in Procedures for Implementing the Faculty Code.

Faculty Senate Committee on Professional Ethics and Academic Freedom
December 7, 2018

Adopted by the Faculty Senate
December 7, 2018