



## Faculty Senate

### A RESOLUTION TO MAINTAIN THE UNIVERSITY'S COMMITMENT TO TENURE (25/9)

- WHEREAS,** Article I.B and Article I.C of the Faculty Code define two principal grades of academic personnel—Regular Faculty and Specialized Faculty—yet Specialized Faculty are not currently recognized within the Code as part of the Regular Faculty for the purposes of counting tenured and tenure-track faculty;
- WHEREAS,** the teaching, service, and/or research contributions of Specialized Faculty are significant and vital to the functioning of the University;
- WHEREAS,** Article IV.C of the Faculty Code affirms that The George Washington University (GW) aspires to be a preeminent research university, for which tenure and a robust tenure-track system are fundamental;
- WHEREAS,** tenure is necessary to ensure Research 1 universities are at the forefront of research and innovation, and the criteria for membership in the Association of American Universities are closely correlated with the freedoms and responsibilities inherent to tenure;
- WHEREAS,** Article I.B of the Faculty Code stipulates that, except for the School of Medicine and Health Sciences, the School of Nursing, the Milken Institute School of Public Health, and the College of Professional Studies, the proportion of Regular Faculty serving in non-tenure-track appointments shall not exceed 25 percent in any school, nor shall fewer than 50 percent of a department's Regular Faculty appointments be tenured or tenure-track;
- WHEREAS,** Specialized Faculty are not included in these calculations under the current Code because, by definition, they are not considered Regular Faculty;
- WHEREAS,** Specialized Faculty now compose an increasing proportion of the full-time faculty at GW, obscuring the intent of the 25 percent/50 percent thresholds set forth in Article I.B;
- WHEREAS,** the denominator for calculating the proportion of tenured and tenure-track faculty should accurately reflect the current and actual composition of GW's full-time faculty; and
- WHEREAS,** there is an established pattern of non-compliance with Article I.B as written, owing in part to the exclusion of Specialized Faculty from the relevant calculations;

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

- That the Faculty Senate of The George Washington University calls upon the administration to adhere to the established intent of Article I.B and maintain the University's commitment to tenure and a strong tenure-track faculty; and
- That the Faculty Senate hereby proposes the following amendment (Exhibit 1) to the Faculty Code to ensure consistent and transparent compliance with the 25 percent/50 percent thresholds.

Appointments, Salary, & Promotion Policies Committee  
Professional Ethics & Academic Freedom Committee  
April 2, 2025

Adopted as amended by the Faculty Senate  
April 11, 2025

## Exhibit 1

### Redline Version of Proposed Amendments

#### I. GRADES OF ACADEMIC PERSONNEL

*Amend Section B*

##### B. Regular Faculty

Regular Faculty are full-time faculty members with the title of university professor, professor, associate professor, assistant professor, and instructor who are tenured or tenure-track, and non-tenure-track full-time faculty members who are on a renewable contract, do not hold either a regular or tenured appointment at another university, have a nine or twelve month appointment and who have contractual responsibilities for all of the following: research, teaching, and service. ~~However, the proportion of regular faculty serving in non-tenure-track appointments shall not exceed 25 percent in any school, nor shall any department have fewer than 50 percent of its regular faculty appointments either tenured or tenure-track. The foregoing shall not apply to the School of Medicine and Health Sciences, the School of Nursing, the Milken Institute School of Public Health, and the College of Professional Studies~~

*Add new section G*

##### G. Proportion of Tenured or Tenure-track Faculty

Except for research faculty, the School of Medicine and Health Sciences, the School of Nursing, the Milken Institute School of Public Health, and the College of Professional Studies, the proportion of the Regular and Specialized Faculty serving in non-tenure-track appointments shall not exceed 25 percent in any school, nor shall any department have fewer than 50 percent of its Regular Faculty appointments in tenured or tenure-track positions.