

A RESOLUTION ON ESTABLISHING CRITERIA FOR APPOINTMENTS,  
REAPPOINTMENTS, AND PROMOTION OF REGULAR, ACTIVE-STATUS FACULTY  
SERVING IN NON-TENURE-ACCRUING APPOINTMENTS (05/6)

- Whereas, Article IV of the Faculty Code and Part B of the Procedures for the Implementation of the Faculty Code confer upon the faculty of each school the responsibility to establish and publish criteria on which regular, active-status faculty appointments, reappointments and promotions will be based, and require the faculty of each department to establish and publish any additional criteria; and
- Whereas, Part B.2 of the Procedures for the Implementation of the Faculty Code requires that recommendations for faculty appointments, reappointments and promotions shall be made by the faculty members of the appropriate rank in each department or nondepartmentalized school, acting either as a committee of the whole or through a duly elected standing committee; and
- Whereas, Article IV.B.1 of the Faculty Code stipulates that “promotion shall be dependent upon professional competence as evidenced by teaching ability, productive scholarship, participation and leadership in professional societies, service to the University, and public service”; and
- Whereas, the Faculty Code offers no guidance as to whether regular, active-status faculty holding non-tenure-accruing appointments must be judged by criteria identical to those applied to faculty holding tenure-accruing appointments of the same rank within the same department or within a nondepartmentalized school in connection with decisions regarding appointment, reappointment, or promotion; and
- Whereas: it is in the best interests of all regular, active-status faculty to have explicitly-stated criteria governing appointments, reappointments and promotion; and
- Whereas, in the absence of such guidance in the Faculty Code, several schools of the University have proposed the creation of new position titles to provide for school-specific teaching and program development needs; and
- Whereas, it is in the best interests of the University that a universal set of faculty titles and ranks, as specified in Article I.B of the Faculty Code, be applicable across all academic units of the University; and
- Whereas, it is in the best interests of the University, as an integral part of the academy, to expect that all regular, active-status faculty will generate productive scholarship and disseminate existing knowledge through their teaching; and
- Whereas, teaching loads and service assignments for all regular, active-status faculty, including faculty holding non-tenure-accruing appointments, should be structured so that during the term of each appointment, consistent with the University’s needs, each regular, active-status faculty member has a reasonable opportunity to generate evidence of teaching ability and productive scholarship; and
- Whereas, it is not appropriate to appoint faculty members to regular, active-status positions with the accompanying faculty governance rights unless they are expected to be actively engaged in all of the key areas of teaching, productive research, and service to the University, professional societies and the public; and

Whereas, a new category of “special service” faculty designations should be authorized under the Faculty Code for full-time faculty members who are hired to meet special teaching or program administration or development needs within a department or school but who are not expected to be actively engaged in the generation of productive scholarship, and such “special service” faculty should not be granted faculty governance rights (similar to the treatment of research faculty, who do not possess faculty governance rights under Article I.B.4. of the Faculty Code); NOW THEREFORE

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

- (1) That the Faculty Code be amended by adding the following new subsection at the end of Article I.B.:

**5. Special Service:** Special service faculty may be appointed, upon recommendation of the appropriate faculty and officers of the administration, as teaching professor or program administrator or with such other special service faculty designation as may be approved by the Vice President for Academic Affairs, in order to fulfill special teaching or program administration or development needs. Such appointments do not provide tenure, and special service faculty are not expected to generate productive scholarship.

- (2) That the Faculty Code be further amended by adding the following new section after Article IV.A.5:

**6. Criteria and Procedures for Appointments, Reappointments, and Promotion of Regular, Active-Status Faculty Serving in Non-Tenure-Accruing Appointments**

Each school and each department (except in the case of nondepartmentalized schools) shall take the following actions with regard to appointments, reappointments, and promotion of regular, active-status faculty serving in non-tenure-accruing appointments:

- a) In accordance with this Article IV and Part B of the Procedures for the Implementation of the Faculty Code, the faculty of each of the foregoing units shall approve and publish the criteria to be applied in making decisions regarding appointments, reappointments, and promotion of regular, active-status faculty serving in non-tenure-accruing appointments. These criteria shall be based on the purpose(s) of the non-tenure-accruing appointments. Each letter of appointment for a regular, active-status faculty member serving in a non-tenure-accruing appointment shall include appropriate references to the criteria and purpose(s) applicable to such appointment.

- b) Decisions regarding appointments, reappointments, and promotion of regular, active-status faculty for non-tenure-accruing positions at a rank lower than the rank of professor may be based on published criteria that assign different weights to the factors of teaching ability, productive scholarship, and service to the University, professional societies and the public than the published criteria that would be applied to faculty members serving in tenure-accruing appointments in the applicable department or nondepartmentalized school; provided, however, that

- 1) none of the foregoing factors shall be assigned a weight of zero, and each regular, active-status faculty member serving in a non-tenure-accruing position shall be expected to generate evidence of teaching ability and productive scholarship; and

- 2) the weights to be applied to the foregoing factors shall be based on the purpose(s) of the particular non-tenure-accruing appointments, and such weights shall be explicitly stated in the applicable letters of appointment or reappointment; and

c) Decisions regarding appointments, reappointments, and promotion of regular, active-status faculty for non-tenure-accruing positions at the rank of professor shall be based on published criteria that are substantially comparable (though not necessarily identical) to the published criteria that would be applied to faculty members serving in tenure-accruing appointments in the applicable department or nondepartmentalized school.

d) Teaching loads and service assignments for all regular, active-status faculty in a department or nondepartmentalized school should be structured so that during the term of each appointment, consistent with the University's needs, each regular, active-status faculty member in that department or school has a reasonable opportunity to generate evidence of teaching ability and productive scholarship.

Committee on Appointment, Salary, and Promotion Policies  
February 24, 2006

Committee on Professional Ethics and Academic Freedom  
February 24, 2006

Adopted, as amended, March 10, 2006