

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

- WHEREAS,** The University’s Board of Trustees established four working groups on university governance in 2014, and the working group on faculty participation (“Working Group”) recommended changes to the *Faculty Organization Plan* regarding faculty participation in the Faculty Senate;
- WHEREAS,** Article III, Section 1 of the *Faculty Organization Plan* provides that (1) the Faculty Senate has authority to “consider any matters of concern or interest to more than one college, school, or division, or to the Faculty, and make its recommendations or otherwise express its opinion with respect thereto, to the [Faculty] Assembly, the President, or through the President to the Board of Trustees”; and (2) the Faculty Senate is “the Faculty agency to which the President initially presents information and which he consults concerning proposed changes in existing policies or promulgation of new policies”;
- WHEREAS,** Article IV of the *Faculty Organization Plan* provides that if amendments to the *Faculty Organization Plan* are proposed by the Faculty Senate, the Faculty Assembly must adopt such amendments before they can be submitted to the Board of Trustees for consideration and approval;
- WHEREAS,** The *Faculty Organization Plan* and the *Faculty Code* establish a proven and highly successful model of shared governance between the faculty of the University (the “Faculty”) and the Administration, which has enabled the University to make continuous progress since the 1930s;
- WHEREAS,** There has been no occasion on which a substantive change has been made to the *Faculty Organization Plan* unless that change was first adopted by the Faculty Assembly before it was approved by the Board of Trustees;
- WHEREAS,** The Faculty Senate recognizes that the *Faculty Code* and the *Faculty Organization Plan* must be updated to meet changing conditions and needs within the University and emerging trends within the academic enterprise more generally, and the Faculty Senate has a long history of considering and recommending amendments to both governance documents in order to improve the quality of education and life within the University;
- WHEREAS,** The Executive Committee, the Committee on Professional Ethics and Academic Freedom, and the Committee on Appointment, Salary and Promotion Policies of the Faculty Senate (collectively, the “Senate Committees”) and the Faculty Senate have 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,** The Senate Committees and the Faculty Senate have concluded that the categories of faculty members eligible for service in the Faculty Senate should be expanded 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, The Senate Committees and the Faculty Senate have determined 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 should be required to hold tenured appointments, because tenured faculty members are more likely to engage in robust and meaningful policy discussions with members of the Administration without fearing for their future job security;

WHEREAS, The Senate Committees and the Faculty Senate have carefully considered the proposal by the Working Group to allow full-time Specialized Faculty members to serve in the Faculty Senate, and the Senate Committees and the Faculty Senate believe that this proposal deserves further consideration;

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 Senate Committees and the Faculty Senate have not had adequate time to perform a survey or to obtain other reliable evidence of the views of Specialized Faculty members on the foregoing question, and the Senate Committees and the Faculty Senate believe that it would not be appropriate to consider any amendment to the *Faculty Organization Plan* to grant Specialized Faculty eligibility to serve in the Faculty Senate until after such evidence has been obtained and reviewed; and,

WHEREAS, The Senate Committees and the Faculty Senate believe that the amendments to the *Faculty Organization Plan* set forth on Exhibit A attached to this Resolution (unmarked) and on Exhibit B attached to this Resolution (marked to show changes to the Working Group proposal) 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; and

WHEREAS, The Senate Committees and the Faculty Senate are greatly concerned that any decision by the Board of Trustees to approve changes to the *Faculty Organization Plan* that are different from the recommended amendments set forth on Exhibit A attached to this Resolution would be likely to cause great alarm among the Faculty and would gravely impair the confidence of the Faculty Senate and the Faculty in the University's Administration and system of shared governance;

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.
- (2) That the President, as Chairman of the Faculty Assembly, is petitioned to place on the agenda for the next meeting of the Faculty Assembly a resolution to adopt the

amendments to the *Faculty Organization Plan* set forth on Exhibit A attached to this Resolution.

- (3) That, upon adoption 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.
- (4) That the Faculty Senate respectfully urges the Board of Trustees not to approve any changes to the *Faculty Organization Plan* that are different from the amendments adopted by the Faculty Assembly without further consultation with the Faculty Senate and concurrence by the Faculty Assembly in keeping with the University's unbroken tradition of collaborative shared governance.

Faculty Senate Committee on Professional Ethics and Academic Freedom
Faculty Senate Committee on Appointment, Salary, and Promotion Policies
Faculty Senate Executive Committee

April 24, 2015

Adopted by the Faculty Senate
September 11, 2015

EXHIBIT A to “A Resolution to Recommend Changes to the *Faculty Organization Plan* Regarding Faculty Participation in the Faculty Senate” (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.”

EXHIBIT B to “A Resolution on Recommended Changes to the *Faculty Organization Plan* Regarding Faculty Participation in the Faculty Senate” (16/4)

[The following document is marked to show the changes approved by the Faculty Senate to the revised proposals of the Working Group]:

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March 9, 2015

**Recommendations to amend the *Faculty Organization Plan*
Working Group on Participation**

1. Membership in Faculty Senate

Faculty Organization Plan, Article III.2(a)(3)

"...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 (~~regular or specialized~~) ~~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.3(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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