

**A RESOLUTION TO ENDORSE A REVISED EDITION OF  
THE FACULTY HANDBOOK OF THE GEORGE WASHINGTON UNIVERSITY (15/1)**

**WHEREAS**, the Faculty Senate has previously endorsed the adoption of the University’s Faculty Handbook, including the most recent revision of that Handbook in 1999; and

**WHEREAS**, the Faculty Handbook is a matter of great interest and concern to the faculty, as it represents a part of the contract of each faculty member with the University (subject, in the case of certain part-time faculty members, to the terms of a collective bargaining agreement between the University and Service Employees International Union Local 500); and

**WHEREAS**, the University Administration has proposed to adopt a revised edition of the Faculty Handbook in the form attached to this Resolution as Exhibit A; and

**WHEREAS**, the Faculty Senate’s Committee on Professional Ethics and Academic Freedom (PEAF) has reviewed the proposed revised edition of the Faculty Handbook for consistency with the rights, privileges and duties of faculty members as set forth in the University’s *Faculty Code* and *Faculty Organization Plan*; and

**WHEREAS**, the PEAF Committee has raised questions about the following new language included in Section 2.7 of the revised Handbook:

“Throughout the university there is the expectation that all regular, fulltime faculty will stay current in their field and engage in publishable scholarly and applied research or its equivalent in creative work in the arts. It is expected that special service faculty will stay current in their field and in teaching pedagogy.”

**WHEREAS**, in response to those questions, the President and the Provost have assured the Executive Committee and the PEAF Committee that the new language in Section 2.7 will not provide a basis for any form of post-tenure review of the performance of tenure-accruing faculty, except for the existing customary annual review of faculty performance for the purpose of determining merit increases in faculty salaries; and

**WHEREAS**, based in part on the President’s and the Provost’s foregoing assurances, the PEAF Committee has endorsed the revised Faculty Handbook in the form attached to this Resolution as Exhibit A, and the Faculty Senate believes that the revised Handbook is consistent with the best interests of the University and its faculty; **NOW THEREFORE**

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

- (1) That the Faculty Senate hereby endorses the University’s revised Faculty Handbook in the form attached to this Resolution as Exhibit A; and

- (2) That the Faculty Senate's endorsement in Paragraph (1) of this resolution is based in part on assurances given by the President and the Provost that the new language included in Section 2.7 of the revised Faculty Handbook will not provide a basis for any form of post-tenure review of the performance of tenure-accruing faculty, except for the existing customary annual review of faculty performance for the purpose of determining merit increases in faculty salaries; and
- (3) That the Faculty Senate understands and expects that future proposed revisions to the Faculty Handbook will be presented to the Faculty Senate for its review and recommendations in accordance with the procedures followed in connection with the adoption of this Resolution.

Faculty Senate Committee on Professional Ethics and Academic Freedom  
January 14, 2015

Recommitted to the PEAFC Committee, February 13, 2015

Adopted by the Faculty Senate, April 10, 2015