

NOTE 11/5/18: The GWSB faculty approved school rules addressing the Faculty Code-specified decanal review process (Rule IV.D) and the role of the School-Wide Personnel Committee (VIII.C.1). Because of concerns with Faculty Code compliance, the Provost has approved all GWSB Faculty Rules with the exception of Rules IV.D.3 and IV.D.4. Further, the Provost emphasizes that Rule VIII.C.1 shall not be construed in a manner inconsistent with Faculty Code Articles IV.D. 2. and IV.D.4. This version of the Rules, now posted on the Provost's website, reflects what has been approved. Upon approval of a revised Rule VIII.C.1, an updated version will be posted.

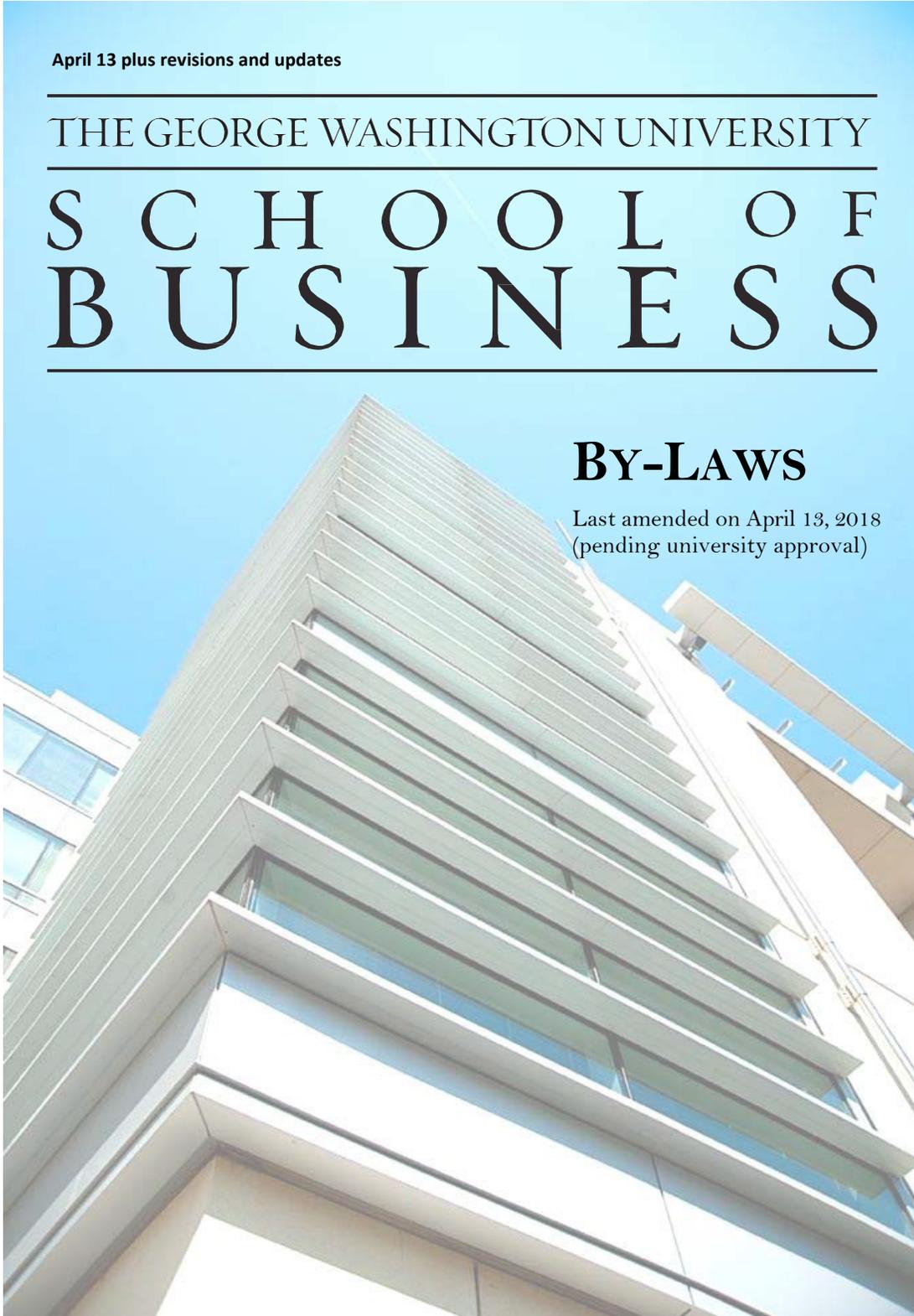
April 13 plus revisions and updates

THE GEORGE WASHINGTON UNIVERSITY

S C H O O L O F
B U S I N E S S

BY-LAWS

Last amended on April 13, 2018
(pending university approval)



By-Laws
School of Business
The George Washington University

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By-Laws
School of Business
The George Washington University

Preamble

The purpose of these By-Laws is to provide a body of rules for the governance of the School by its faculty and administrative officers as well as the framework within which the School will accomplish its evolving mission, vision, and strategic plans.

I. Name

The name of this organization shall be the School of Business of The George Washington University (GWSB).

II. Subordination of By-Laws

These By-Laws are supplemental and subordinate to the University Charter and *Faculty Code*.

III. Membership

A. Faculty

The faculty of the School shall be defined as provided in the *Faculty Code*. The categories are:

1. Retired
2. Regular
3. Specialized
4. Visiting
5. Part Time
6. Secondary and Courtesy Appointments

B. Non-faculty and Professional Staff

Membership in the School of Business also extends to all other full-time employees of the School, including non-faculty and professional staff.

C. Officers of Administration

The Chief Administrative Officer of the School shall be the Dean.

1. The Dean is responsible for leading the School to the accomplishment of its mission.
2. Each academic year, the Dean shall provide to the Executive Committee of the School comprehensive information about the state of the School including but not limited to enrollment, budget, staff needs, strengths, and weaknesses, unmet needs, trends, future outlook, state of affairs in each Department, specific recommendations concerning all aspects of the School, and any other information related to the status of the School.
3. This information will then be presented to the full faculty of the School.
4. The Dean shall delegate appropriate areas of responsibility. Faculty administrative officers of the School, including but not limited to Vice Deans and Associate Deans shall be appointed by the Dean after consultation with the Dean's Council and the Faculty, and approval by a majority of the tenured or tenure-track regular faculty voting at a faculty meeting.
5. To be given a faculty appointment, academic administrators must meet the standards of the GWSB Guidelines for APT. The procedures in those guidelines must be followed.

IV. Organization

A. Administrative Units of the School

The Administrative Units of the School shall consist of:

1. The School
2. The Academic Departments
3. Other Administrative Units

B. The Academic Departments

The administrative officer of a Department shall be the Chair. The Department Chair shall be selected as provided in the Faculty Code.

1. The Chair, with the full participation and advice of the Faculty, shall devise and implement procedures necessary for the orderly functioning of the Department and shall represent the Department in matters referred to the Dean for approval or decision. In the event the Chair is absent or otherwise unable to fulfill required duties, he/she shall designate, in writing to the Dean, a Regular faculty member to act as Chair.
2. The Department Chair shall manage the departmental budget. The Chair shall be active in, participate in, and encourage all legitimate fundraising activities.
3. The Department Chair shall have authority and responsibility for coordinating and overseeing:

- a. academic instruction, scheduling, and advising
- b. professional development of faculty
- c. curriculum development, including the establishment of courses that are recognized by more than one department
- d. recommendations concerning student admissions, grievances, appeals, and disciplinary actions
- e. relationships with the School and Officers of Administration
- f. relationships with individuals and groups outside the University on all departmental matters
- g. planning and assignment of departmental facilities
- h. recruitment and recommendations to the Dean for faculty appointment, reappointment, leave, retirement, and appeals concerning such matters.
- i. hiring, evaluating, promoting, and recommended disciplining of non-faculty personnel of the department within the policies and procedures of the University
- j. developing a process for and criteria for the evaluation of faculty
- k. developing a system to provide the department's faculty with feedback from the students in their classes and from their academic advisees
- l. participating with the Dean in the development of budgets that are reflective of the needs for the growth and development of the School
- m. participating in all aspects of salary decisions for faculty and staff in their departments, including annual raises, merit increases, etc.

C. Other Administrative Units

The Director shall be the chief administrative officer of the administrative unit.

1. The Director shall perform such roles and responsibilities as are specified by the Dean in terms of purpose(s) of that administrative unit.
2. The Director shall submit an annual status report of the administrative unit to the Dean.

D. Periodic Review of the Dean

1. At the end of every third year following a Dean's assuming office, the Dean's Council shall work with and advise the Provost on the design and administration of the Dean's evaluation.
2. The Dean's Council shall ensure that all fulltime faculty have ample opportunity to express their views as to the Dean's performance and receive a summary of the general conclusion of the Provost review with respect to the established criteria of the dean's performance.

E. Periodic review of other Appointed Faculty Officers of Administration

1. Once every three years or prior to the individual's reappointment, whichever is shorter, the Dean's Council shall design a process to provide feedback concerning each faculty administrative officer appointed by the Dean.
2. The Dean's Council shall ensure that all faculty members have ample opportunity to express their views.
3. The results shall be communicated in detail to that Officer and to the Dean.

V. Rights and Responsibilities

The rights and responsibilities of faculty members and other members of the School shall include, but not be limited to, the following:

1. Regular faculty are eligible to attend regular and special meetings of the School and their relevant Department, to vote (except when prohibited by the Faculty Code), to serve on all committees, and to serve as committee chairs. The Regular faculty shall also determine all matters relating to educational policy, determination of standards of admission for academic programs, and the conduct of all degree programs.
2. Specialized faculty may attend regular and special faculty meeting of the School and have a voice at such meetings.

Specialized faculty are permitted to serve on, chair, and vote in school committees, except when prohibited in the School by-laws

At GWSB faculty meetings, specialized faculty may vote on all curriculum issues, except those concerning the doctoral program.

Specialized faculty may vote on conferral of degrees, election of faculty senators, and approval of minutes.

3. All other grades of faculty, non-faculty, and members of the staff may attend regular and special faculty meetings of the School at the invitation of the Dean and may have the floor at such meetings. Such members, however, are not permitted to vote or to serve on committees except in an ex officio or advisory capacity.

4. Standards for graduation
The Faculty, before every graduation, shall vote to approve to candidates recommended by their respective programs to receive degrees.
5. Allegations of arbitrary evaluation
The process for addressing student allegations of arbitrary or capricious academic evaluation will conform with the GWSB *Process for Resolving Student Grade Grievances*.

VI. Election of Faculty Senate Representatives

A. Term and Eligibility

The School is currently entitled to elect representatives to the Faculty Senate as determined by the Faculty Organization Plan, Article II, Section 2, of the Faculty Organization Plan stipulates that persons elected to the Faculty Senate:

1. Shall serve a two-year term beginning on May 1 of the year in which they are elected.
2. Must hold the rank of Professor, Associate Professor, or Assistant Professor, be in full-time service, and have tenure as of the academic year next succeeding the date of election. The Dean, Vice Deans, Associate Deans, and other faculty members whose duties are primarily administrative in nature shall be ineligible for election or service as members of the Faculty Senate.

B. Procedures for Nomination and Election

1. Election shall take place at the first faculty meeting of the new calendar year, but in any event no later than March 14.
2. At least four weeks before the election meeting, the Dean shall solicit nominations from all members of the Faculty; provided, however, the failure of the Dean to solicit nominations shall not void an otherwise valid election.
3. Unless otherwise determined by a two-thirds vote of the members eligible to vote who are present, no election may occur unless there are at least two nominees for the seat to be filled.
4. Voting shall be by secret ballot. A nominee must receive a majority of the votes cast to be elected. The results of the election shall be announced at the election meeting and transmitted by the Dean to the Executive Committee of the Faculty Senate.

C. Vacancies

Should a vacancy occur in the School's representation in the Faculty Senate, the Faculty

will elect a representative to serve the unexpired term of the office vacated. Such elections shall conform to the requirements set forth in sections A and B of this Article, with the exception that the election may take place at either a regular or special meeting of the Faculty.

VII. Meetings of the School of Business Faculty

- A. The Faculty of the School of Business shall meet at least once each semester or more often on written notice by the Dean.
- B. The Dean or the Dean's designee shall serve as Chair of the Faculty meeting.
- C. The agenda for a faculty meeting, together with supporting materials, shall be distributed in writing at least seven days before the date of the meeting.
- D. Whenever these Bylaws require notice in writing, such requirement can be met by electronic or paper notice sent to the office or home address of those entitled to notice.
- E. Special meetings of the Faculty may be called by the President of the University, the Provost, or the Dean and must be called by the Dean upon a request for such meeting signed by one-third of the faculty who are eligible to vote. Notice of special faculty meetings must be provided in writing at least seven days before the meeting and shall include a statement of the purpose of the meeting and an agenda.
- F. Roberts Rules of Order, Newly Revised, shall be used in Faculty meetings. With the consent of the faculty, the Dean shall annually appoint a member of the Faculty to serve as Parliamentarian.
- G. Eligibility to attend regular Faculty meetings shall extend to all members of the current teaching staff, including part-time instructors and Graduate Teaching Fellows and Emeritus Professors, plus such members of the non-academic administrative staff, other members of the University community, and visitors as the Dean shall choose to invite.
- H. The right to vote in Faculty meetings shall extend to all members of the Regular Faculty. A quorum shall consist of a majority of the eligible voting members.
- I. With the consent of the Faculty, the Dean shall annually appoint a Secretary to the Faculty. It shall be the secretary's responsibility to see that a record is kept of all deliberations and decisions by the faculty and to maintain all files and archives pertaining to Faculty meetings.
- J. By majority vote, the Faculty may at any time resolve itself into executive session consisting of those entitled to vote.
- K. The Faculty must be sent a written copy of any resolution at least seven days before the meeting at which the resolution will be considered. In individual cases,

this requirement for notification may be amended or eliminated by a two-thirds vote of the voting members present.

- L. The format of the agenda will normally follow that stipulated for the Faculty Senate in Appendix II of the Faculty Organization Plan. Special agenda items must be arranged with the Dean at least ten days before the scheduled meeting. This requirement may be amended or eliminated by a two-thirds vote of the voting members present.
- M. In the event meetings of University committees may be scheduled before a School of Business faculty meeting can be held to elect a permanent committee representative, the Dean may either (1) conduct an electronic election by the faculty of such representative, or (2) appoint a member of the faculty on an interim basis to attend such meetings.

VIII. Committees

The School shall have the following committees. All members of the committees shall be voting members unless indicated otherwise.

- Executive Committee
- Dean's Council
- School-Wide Personnel Committee
- Curriculum, Programs and Student Learning Committee
- Doctoral Studies Committee
- Research Committee
- Dean Search Committee
- Other Committees

The functions of these committees include but are not limited to those set forth below. Ex-officio members and members of the School's administrative staff serve as non-voting members on several of the committees as stipulated below.

A. Executive Committee

1. Functions

The committee shall

- a. Discuss with the Dean issues relating to School policies and programs.
- b. Provide general management advice and assistance to the Dean.

2. Membership

The committee shall be composed of the Dean (chairing), Vice Deans, Associate Deans,

Department Chairs, and other appropriate administrative personnel as determined by the Dean.

B. Dean's Council

1. Functions

The Dean's Council shall

- a. Act as a liaison between the faculty and the Dean.
- b. Advise the Dean on matters affecting the welfare of the School.
- c. Advise the Dean on appointments of Vice Deans and Associate Deans.
- d. Execute the evaluation of the Dean: according to the procedures outlined in the Code.

2. Membership

The Council will be composed of one tenured faculty member of the rank of associate or higher elected from each academic department and a Vice or Associate Dean, who shall be a non-voting ex officio member. With the exception of the Vice or Associate Dean, department chairs, Deans, and other administrative officers will not be eligible to serve as members of the Dean's Council. The Chair of the Dean's Council will be elected for a one-year term by the Council's voting members at the first meeting of the fall semester. The Vice or Associate Dean is not eligible to serve as Chair.

C. School-Wide Personnel Committee

1. Functions

The School-Wide Personnel Committee shall make a substantive review of all recommendations originating from Departments regarding appointments with tenure, promotion, or tenure of regular full-time faculty, but it shall not conduct a de novo review of the recommendation.

In the event that the Committee determines that additional information would augment the originating department's recommendation, it shall consult with and request that from said department.

The Committee shall consult with the chair of the responsible departmental committee before obtaining any additional materials and shall provide copies of all such additional materials to the chair of that committee. The departmental committee may submit a written response to such additional materials.

The Committee shall then issue its own independent concurrence or non-concurrence with the department's recommendation in accordance with the Faculty Code's stipulation of "compelling reason."

2. Membership and Elections

- a. The Committee shall be elected by a vote of all Regular faculty in the School of Business (as defined in the Faculty Code, Section I.B.).
- b. Membership is restricted to one tenured faculty member from each department.
- c. The election for Committee members will normally be held at the April faculty meeting of each year from a list of all willing eligible tenured faculty members in the School. All tenured faculty members are eligible except Department Chairs, the Dean, the Vice Deans, and the Associate Deans. Faculty who do not wish to stand for election must inform the Dean in writing at least one week prior to the faculty meeting.
- d. All elections shall be by secret ballot. Regular faculty vote for only one member from each department.
- e. The faculty member from each department receiving the most votes shall be elected to the Committee.
- f. In the case of promotions to Professor, each department is represented by its Professor receiving a plurality of votes.
- g. In the event the faculty member receiving a plurality of votes in e) or f) is unable to serve, the eligible faculty member from that department receiving the next highest number of votes will become the member of the Committee.
- h. Following the election of the Committee, the members shall elect a Committee chair from among the Committee members.
- i. Committee members will serve two-year terms and are eligible for reelection.
- j. Committee members will serve staggered terms to be determined by drawing straws. In the first election, the chair will serve two years, and four members will serve one-year terms, and the other four members will serve two-year terms. (Note. The “j” remains here re the 1st sentence
- k. The Committee representative from the department making the recommendation shall be available for consultation by the other committee members, but will neither participate in the deliberations nor vote on the recommendation.

3. Procedures

- a. Recommendations for appointments with tenure, for promotion, or for tenure of regular full-time faculty shall originate from the individual departments. Recommendations are submitted by the departments to the Dean. These recommendations should be accompanied by (a) the published criteria the department uses for making its recommendations, (b) the published procedures the department follows for making its recommendations, (c) supporting material that explains how the candidate has met the relevant department and school-wide criteria for promotion and/or tenure and (d) a detailed description of the procedures the department followed to make this recommendation.
- b. The Dean shall review the supporting materials to verify that all required materials are present, and forward them to the Committee with a letter of transmittal.
- c. The Committee shall request a meeting with the departmental APT chair making the recommendation.
- d. The Committee shall provide candidates for tenure with feedback on their progress toward meeting School criteria for tenure, which is ordinarily provided in the spring of the final year of the candidate’s first contract. Such feedback is not to be construed as

- a recommendation regarding reappointment, promotion, or tenure.
- e. The Committee shall (1) develop School criteria for promotion and tenure, (2) provide feedback to candidates for tenure, and (3) advise the Dean on matters of tenure and promotion for appointments from outside GWSB.

D. Curriculum, Programs, and Student Learning Committee

1. Functions

The committee shall review and evaluate the content of all existing and proposed academic programs in the School. In particular, it will review proposed curriculum changes, such as additions and deletions of courses and fields of instruction in degree programs, and proposals for the creation or termination of academic degree programs, prior to formal approval by the School's faculty.

The committee may divide its responsibilities among subcommittees.

2. Membership

The committee shall be composed of one Administrative Officer appointed by the Dean (who presides without vote), and one faculty member selected by each of the academic departments.

If the committee chooses to divide its responsibilities among subcommittees, each subcommittee shall consist of one Administrative Officer appointed by the Dean (presiding, but not voting), and one faculty member from each academic department. Any department may waive its right to representation on any subcommittee.

E. Doctoral Studies Committee

1. Functions

The committee shall

- a. Formulate and recommend policy to the faculty regarding existing and proposed doctoral programs; in this regard, the functions of the committee will overlap with those of the Curriculum Committee.
- b. Oversee the administration of the Doctoral Program and advise the Program's Director on administrative matters.
- c. Serve as an admissions committee for the Doctoral Program.
- d. Monitor the development and implementation of doctoral student study plans.
- e. Chair dissertation proposals and final defenses.

- f. Adjudicate student petitions.
- g. Serve as liaison between the Doctoral Program and the School's academic departments.

2. Membership

The committee shall be composed of the Associate Dean for Research and Doctoral Programs (chairing), one faculty member from each of the School's academic departments. In addition, the committee may invite one representative of each of the other Schools of the University to serve on the committee, as it considers appropriate to reflect the participation of students enrolled from those Schools in the Doctoral Program. Any representatives of other Schools will be non-voting members of the committee.

F. Research Committee

1. Functions

The Research Committee shall:

- a. Formulate and implement a strategy to position the School as a premier research institution.
- b. Encourage and support departmental, institute, and center research programs.
- c. Encourage and support individual faculty research efforts.
- d. Organize seminars, presentations and events to highlight SB research.
- e. Serve as a liaison with other research units of GW schools.
- f. Serve as a liaison with the GW Office of Research and Graduate Studies and the Office of Research Services.

2. Membership

The committee shall be composed of the Associate Dean for Research and Doctoral Programs (chairing) and one faculty member from each of the school's academic departments.

G. Dean Search Committee

1. Functions

When a vacancy in the School's deanship arises, the full-time faculty will form a search committee.

2. Membership

The search committee shall include:

- a. One full-time faculty member from each department, elected by a vote of all full-time faculty. The election will be held at a faculty meeting from a list of all willing eligible faculty, except Department Chairs, the Dean, Vice Deans, Associate Deans, and Assistant Deans. Faculty who do not wish to stand for election must inform the dean in writing at least one week prior to the faculty meeting,
- b. The Provost or a representative designated by the Provost,
- c. Two current students (one graduate and one undergraduate) selected by the respective student association,
- d. One or two members of the staff selected by the search committee,
- e. One or two alumni.

The elected members of the search committee shall select one of their group (who must be a tenured professor) as the chair of the search committee.

One or two trustees will serve, in accordance with the Faculty Code.

The elected faculty members and trustees shall be voting members, resulting in at least 5 but not more than 10 elected faculty. The faculty members with tenured appointments shall constitute a majority of the voting members.

H. Other Committees

Other committees may be formed ad hoc at the discretion of the Dean or by vote of the faculty.

1. Functions

The committee shall execute the function assigned to it by the Dean or the faculty at the time of its creation.

2. Membership

The committee shall consist of an Administrative Officer appointed by the Dean and a faculty member from each department selected by the Dean after consultation with the Department's Chair; provided, however, that either the Dean or any department may waive the right to have a representative on the committee.

If the committee is formed at the discretion of the Dean, the Dean shall appoint the Chair. If the committee is formed by vote of the faculty, the committee shall elect the Chair.

IX. Adoption of and Amendments to These By-Laws

- A. These By-Laws shall become effective upon their adoption by a two-thirds vote of the Regular faculty present at a meeting of the faculty.

- B. These By-Laws may be amended by a two-thirds vote of the Regular faculty present at a meeting of the Faculty. Motions to amend these By-Laws must specify the wording of the proposed amendment and be distributed to the Regular Faculty in writing not less than fifteen nor more than fifty days before the meeting at which the amendment will be considered for adoption.

- C. Amendments to these By-Laws that affect personnel matters will take effect in AY 2018-19 (pending University approval), except for appointments with tenure from outside GWSB, for which the amendments will take effect the year following approval of School criteria for promotion and tenure.

- D. For purposes of adoption and amendments to these By-Laws only, absentee ballots signed by members of the Regular faculty shall be accepted if presented at the meeting of the Faculty where the vote is taken. Notwithstanding the provisions of paragraph B, absentee ballots will be counted as if the members were present.

- E. A copy of these By-Laws shall be furnished by the Dean to every new member of the faculty, and a copy of amendments to these By-Laws shall be distributed promptly by the Dean to each member of the Faculty.

Approved at the May 1991 Faculty Meeting
 Amended at the December 1991 Faculty Meeting
 Amended at the May 1995 Faculty Meeting
 Amended at the May 1998 Faculty Meeting
 Amended at the April 2000 Faculty Meeting
 Article VII, Section J, interpreted at the January 2001 Faculty Meeting
 Amended at the December 2001 Faculty Meeting
 Amended at the November 2002 Faculty Meeting
 Amended at the November 2003 Faculty Meeting
 Amended at the April 10, 2009 Faculty Meeting
 Amended at the April 23, 2010 Faculty Meeting
 Amended at the May 6, 2016 Faculty Meeting
 Amended at the December 2, 2016 Faculty Meeting
 Amended at the April 7, 2017 Faculty Meeting
 Amended at the May 5, 2017 Faculty Meeting
 Amended at the April 13, 2018 Faculty Meeting