

University of Houston

Inter-Office Memorandum

Lu
Chancellor
10/15/81

To Chancellor Munitz and
Senior Vice Chancellor Lawless
Dept. Chancellor's Office
Subject Censure Resolution

From Hyland Packard, Chair
Dept. Faculty Senate
Date April 15, 1981

Attached is a copy of the Censure Resolution passed by the Faculty Senate on Wednesday, April 15, 1981.

HP/kg

BACKGROUND FOR CENSURE RESOLUTION

The Administration of the Central Campus accepted the policy of having faculty participation on major budgeting considerations of the University and accordingly in 1979 it established a Resources Allocation Advisory Committee which included faculty members. An important part of their charge was as follows:

"Its responsibilities will be...to review the various budgeting alternatives facing the Central Campus; to engage in detailed study of particular budgetary operations issues...; and to serve as the primary point of technical and procedural review."

Twice since its establishment the Chancellor's Office has made decisions on major resource allocation involving faculty salaries without any consultation with the Resource Allocation Advisory Committee. When the first instance was brought to the attention of the Chancellor's Office an apology was made, calling it an oversight and assuring that such a matter would not again be decided without consultation with the Resource Allocation Advisory Committee.

The Faculty Senate recognizes that the Administration must have the authority to make difficult decisions, sometimes against the advice or wishes of the Faculty. It is believed that the Faculty generally accepts this view. Moreover, different needs may require differential distribution of University resources and the particular cases involved in the two actions referred to above may well have merited the action taken. The Faculty Senate does not begrudge the gains made by the areas benefited in these instances.

However, the Senate is very disturbed by the PROCESS followed in these cases. The procedure discourages communication and trust between the Faculty and the Administration. It is felt very strongly that the Faculty can be trusted to be told the reasons for difficult decisions and be made a responsible and cooperative part of the decision-making process. Setting up committees with the pretense of communication and trust and then pointedly ignoring them on selected important issues can only diminish the possibility of Faculty-Administration cooperation and promote a fundamental distrust of the motives and methods of the Administration among the Faculty.

DRAFT RESOLUTION TO CENSURE THE OFFICE OF THE CHANCELLOR

Whereas faculty participation in advising administrators on major decisions regarding resource allocation is both appropriate and necessary, and

Whereas in recognition of the above-stated concept in 1979 the Chancellor specifically established the Resource Allocation Advisory Committee to advise the Office of the Chancellor concerning budgeting and resource allocation decisions, and

Whereas in the Spring 1980 the Chancellor, without consultation with the Resource Allocation Advisory Committee or any other appropriate faculty advisory group, unilaterally decided to award differential merit salary increases to different col-

leges, and

Whereas later in the Spring 1980 the Chancellor apologized to the Resource Allocation Advisory Committee for not consulting with it prior to making the decision and assured the committee members that such an oversight would not occur again, and

Whereas the Chancellor recommended to the President, and the Board of Regents approved on March 2, 1981, mid-year salary raises for particular faculty members in two colleges above the 5.1% mid-year increases mandated by the State Legislature and representing a substantial allocation of University resources, and

Whereas the Chancellor's Office once again failed to consult with or advise the Resource Allocation Advisory Committee, or any other appropriate faculty advisory group, of these unusual and selective mid-year faculty salary increments, and

Whereas the repeated action of this nature by the Chancellor's Office is perceived as a breach of good faith rather than as an administrative oversight,

Therefore:

The Faculty Senate censures the Office of the Chancellor for failure to adhere to the agreed procedure of consultation with the Resource Allocation Advisory Committee prior to implementing significant budget decisions, specifically, the recent selective allocation of mid-year faculty salary increments.