

Resolution on Sending UH Faculty Senate Faculty Affairs Committee Report on the 1996 Faculty Handbook Addendum to Appropriate Parties



The University of Houston Faculty Senate directs that the following Faculty Affairs Committee Report on the 1996 Faculty Handbook Addendum be sent as an expression of the will of the Senate to the appropriate parties working on the next handbook revision.

Faculty Affairs Committee Report

The Faculty Affairs Committee has reviewed the document entitled "Faculty Handbook Addendum 1996 - 97" and has forwarded its recommendations to the Faculty Handbook Committee. The Faculty Affairs Committee is concerned over the manner in which the process of the modification of existing policy, as contained in the current handbook, has operated.

A substantial document entitled "Faculty Handbook Addendum 1996 - 97" made its appearance late in the summer and was circulated [presumably along with a copy of the current Faculty Handbook] to new faculty members when they arrived on campus. Early in the Fall semester the Faculty Affairs Committee, along with other appropriate bodies, was asked to review the document by November 1.

There are several points, general and specific, that the Faculty Affairs Committee would like to make with regard to this matter.

General Points:

- I - In order to provide a comprehensive and thorough review of a substantial document such as this addendum, much more lead time is needed. The committee was not presented with any evidence to suggest the need for the unseemly haste with which this process has occurred. The worst case scenario would have the policies in the existing handbook be operational for another two years.
- II - In revising a document such as the Faculty Handbook it is imperative that the revisions be made in the context of the existing document in which all changes, additions and deletions, be clearly indicated in the framework of the current text. In presenting a completely new document, significant difficulties were experienced because it was difficult to keep track of items that were being deleted. In documents such as this, the addition or deletion of single words can be of great significance.
- III - Where possible, the individual or group recommending changes should be identified and brief statements of rationale for changes should be made.

Specific Points:

- I - The Faculty Affairs Committee recommended that the new Mission Statement be deleted and the existing statement retained. It has been pointed out however that the new Mission Statement has been approved by the Board of Regents and therefore cannot [should not?] be tampered with.
- II - The Faculty Affairs Committee recommended that the existing guidelines with respect to "Faculty Position Approval and Search Procedures" be retained. The new policy represents a significant change in emphasis with respect to the roles of departments and colleges on the one hand and the provost's office on the other. The committee does not support the increasing tendency to focus more control at higher levels within the administration.

- III - The Faculty Affairs Committee recommended that the new policies with respect to Promotion and Tenure be rejected largely because the new policies do not address a number of issues that are presently addressed in the current handbook. This problem highlights the point made earlier that wholesale deletions of existing policy and their wholesale replacement without specifically addressing each and every substantive policy being deleted can lead to serious consequences [unintended or otherwise].
- IV - The Faculty Affairs Committee recommended that the Interim University of Houston Sexual Assault Policy be deleted. This was done because there is currently a plan to combine the Sexual Harassment, Sexual Assault, and Title IX Grievance Policies into one policy with procedures modeled after the Title IX policy.

FSECR96: F-5

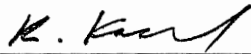
Committee Report Date: November 19, 1996

Outcome: Approved by unanimous vote

Faculty Senate Date: November 20, 1996

Outcome: Approved by unanimous vote

Status: To the 1997 Faculty Handbook Revision Committee and Dr. Ivancevich



Karl M. Kadish
President
University of Houston Faculty Senate

December 6, 1996
Date