



**A Joint Resolution of the UH Faculty Senate, Research Council
and Graduate and Professional Studies Council**

[Passed by unanimous vote of the Faculty Senate on October 19, 2005;
passed by unanimous vote of the Research Council on September 23, 2005; and
passed by majority vote of the Graduate & Professional Studies Council on September 6, 2005]

Whereas scholarship is an essential component of what makes the University of Houston a vibrant institution;

Whereas the breadth and impact of the scholarship output from the faculty and students at UH contributes to achieving the stated goal of research excellence at the University; and

Whereas information that could help fully and faithfully characterize the scope of scholarship output on the UH campus is not available in a single convenient location; therefore be it

Resolved by the Faculty Senate, Research Council, and Graduate and Professional Studies Council of the University of Houston that the Provost initiate a Scholarship Report for the University of Houston to be broadly available to the University community;

Resolved that the Provost make sufficient funds available to facilitate data collection, analysis and reporting;

Resolved that the first UH Scholarship Report be issued before May 1, 2006 and that annual reports continue to be issued in following years;

Resolved that the UH Scholarship Report be designed in consultation with the Faculty Senate, Research Council, Graduate and Professional Studies Council, departmental personnel committees and other interested faculty and student groups to reflect scholarship output in all of its forms of the several academic units of the University; and

Resolved that the information contained in the report progress in its breadth and depth over time, so that although the first report may concentrate on broadly aggregate measures of scholarship output, reports further in time will incorporate an inventory of published research and other scholarship and creative accomplishments, as well as a departmental assessment of the importance of the research outlets.

A handwritten signature in black ink, appearing to read 'Allen R. Warner'.

Allen R. Warner
President, University of Houston Faculty Senate

10/21/05
Date

Library Faculty

(passed unanimously by Faculty Senate at its May 12, 2004 meeting)

A. Definition

Library faculty appointments may be assigned the ranks library assistant professor, library associate professor, and library professor. Library faculty appointments are within the University of Houston library faculty continuing appointment status. This academic status encourages and recognizes the contributions of library faculty to the teaching function of the University, to scholarship, and to service.

B. Qualifications for Appointment

Individuals at each rank will have experience and qualifications comparable to faculty members at the equivalent level as outlined in the Library Faculty Bylaws. The minimum criterion for appointment to any library faculty rank is normally a terminal degree accredited by the American Library Association.

C. Appointment Procedure

Appointment of library faculty, including the specific offer and all related conditions, will be the responsibility of the Dean of Libraries with approval of the Provost. In the case of law librarian appointments, the Dean's role is delegated to the Law Library Director.

D. Duration and Nature of Appointment

Library faculty are appointed for twelve-month terms. Prior to successfully achieving continuing appointment status, library faculty appointments are probationary and will be reviewed annually.

E. General Privileges

Library faculty have the same rights and privileges as regular faculty.

F. Academic Privileges

Library faculty may teach within a college, department/school or serve on thesis and dissertation committees at the option of the individual college/school. Library faculty academic privileges shall be governed by the same regulations as regular faculty members as outlined in the *Faculty Handbook*.

G. Promotion

Library faculty members are eligible for promotion within the library rank as a result of a formal review procedure. This procedure is stipulated in the Library Faculty Bylaws and approved by the Provost.

H. Compensation

Adequate and equitable career salaries, properly graduated through the academic ranks, are established and maintained by the Library to provide incentive for professional growth, to support morale, and to recruit highly qualified personnel in a national market. Library faculty with administrative responsibilities receive additional compensation for these responsibilities.

I. Exceptions

Any exception to the policy requires the approval of the Provost.

Additional Changes/Additions to Faculty Handbook

Definitions

C. Designations of Faculty Positions/Titles:

2. Non-tenure Track Positions:

Add:

g. Library Faculty: The library faculty will consist of members with the titles: library assistant professor, library associate professor, library professor. Library faculty appointments are within the University of Houston library faculty continuing appointment status.

Library Faculty Status: Rationale [Explanation from Judy Myers, Professor and Librarian]

Librarians at the University of Houston have had their own governance system since the early 1980s. This system is directly modeled on the faculty tenure track system. Librarians must progress through a series of ranks within a specified amount of time. In order to accomplish these promotions, a librarian must do more than the tasks associated with the actual duties of her/his job. It is necessary to demonstrate professional competence and commitment through scholarly activities such as research, publications, and presentations; significant involvement in professional associations; service to the community; and continuing professional development. If a librarian is unable or unwilling to meet the requirements of governance, then a terminal appointment is the result.

Librarians are treated in every respect the same as regular faculty at the University of Houston. They report through the Provost rather than through the Vice President for Administration and Finance. They have representation in the Faculty Senate and serve on faculty committees. All matters related to appointment, promotion, or discipline are handled the same for librarians as for faculty. Librarians are covered by the Faculty Handbook.

In order to clarify the status of librarians and to mitigate certain bureaucratic limitations, it is proposed that the University follow well-established precedent by calling them Library Faculty. Nothing about this change of label will change any of the rights and responsibilities that already apply to librarians at the University of Houston. It merely serves to depict their role within the University more accurately and enables the University to administer this group of employees more effectively and efficiently.

Senate discussion:

Sen. Karger said the Library faculty status is fairly detailed. The committee discussed it. There were some questions raised and the discussion went back and forth through e-mail exchanges. Judy Myers provided the rationale and who says that there is a good consensus among the librarians about this definition. Sen. Karger urged the Senate to endorse the proposed Library Faculty.

Sen. Copeland said what would be the effective change of saying this? Will this give faculty rights or privileges or responsibilities that they don't already have? Prof. Myers said hopefully what this does is clarify to the rest of the world what the library faculty is now. Librarians are participating in the Faculty Senate and the university continuing appointments. It is just that every time there is a new administration, the Library Faculty have to explain who they are. So many places in the Faculty Handbook it says faculty and librarians. This should tell everyone who the Library Faculty are.

Pres. Auchmuty said in the new Faculty Handbook there are other forms of faculty. One way library faculty differ from other faculty is in the way that their promotions are done, they don't go through the same procedures as tenure-track faculty.

Dr. Charlson said the issue is that most of the librarians, with the exception of three, are classified as staff. The librarians have continuing appointments and the faculty who are tenure-track have tenure. This is not a proposal that the librarians have made that they become tenured or tenure-track faculty. The dean is working with the librarians to come up with this proposal. In analogy it is more like Clinical Faculty.

Pres. Auchmuty said one of the other groups that UH has is Research Faculty. Research faculty can be at any rank, assistant, associate or full professor, but they also are not eligible for tenure.

Sen. Karger moved to approve this issue of Library Faculty for inclusion in the Faculty Handbook. The motion passed unanimously.