

**KATHRINE G.
McGOVERN**
COLLEGE OF THE ARTS

UNIVERSITY of **HOUSTON**

Bylaws

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Article 1. The College

Section 1. Name

The name of the organization shall be the Kathrine G. McGovern College of the Arts at the University of Houston. At times it shall be referred to as the “College” in these Bylaws.

Section 2. Purpose of the Bylaws

The purpose of the Bylaws is to establish the policies, procedures, and organizational structure for faculty governance in the College.

Section 3. Purpose of the College

To serve our community through the arts, and to be a leader in artistic disciplines regionally, nationally, and internationally.

Article 2. Constituents

Section 1. Degree-Granting Units

The degree-granting units and organized programs of the College shall be the School of Art, the Moores School of Music, the School of Theatre & Dance, and the Arts Leadership Program.

Section 2. Operative Constituencies

The College also oversees administration of the Blaffer Art Museum, the Center for Arts and Social Engagement, and the Cynthia Woods Mitchell Center for the Arts. These affiliated entities do not award degrees or offer degree credit.

Article 3. College Administration

Section 1. The Dean

1. The Dean shall be appointed as a tenured full professor within the College. Appointment is made in consultation and with approval of the Provost subject to applicable policies and procedures of the University including obtaining all required approvals.

2. The Dean is the Chief Administrative Officer of the College and shall:
 - a) direct the College in such a manner as to fulfill its purpose;
 - b) administer the affairs of the College in accordance with its policies and those of the University;
 - c) oversee the College budget and make available a summary of the College's budget to the College faculty;
 - d) oversee and approve the hiring or appointment of College personnel in consultation with the Dean's Cabinet;
 - e) ensure personnel receive written expectations for their position at the time of hire or appointment;
 - f) oversee the evaluation of College personnel;
 - g) oversee the merit review process and salary adjustment recommendations;
 - h) act as a representative of the College to the University and beyond;
 - i) ensure the College's standards of faculty performance in the areas of research, creative activities, teaching, and service are maintained at a level appropriate to the mission of the University;
 - j) call and preside over meetings of the College's faculty, as per Article 6 Section 1 of the College bylaws;
 - k) provide to College faculty and committees information to aid in fulfilling their responsibilities;
 - l) appoint ad hoc committees as necessary.
3. The Dean shall be regularly evaluated in accordance with University policy.

Section 2. The Associate Dean

1. The Associate Dean shall be appointed by the Dean in consultation with the Office of the Provost, and act as the second highest official of the College and shall:
 - a) report to the Dean;
 - b) preside over Dean's Cabinet and College faculty meetings in the absence of the Dean;
 - c) assist the Dean in his or her administrative responsibilities;
 - d) assume the role of Acting Dean in the event of the Dean's inability to perform his or her duties, a role which shall be revoked upon the Dean's return to full ability.
2. Evaluation
 - a) The Associate Dean shall be evaluated annually by the Dean in accordance with applicable University and College policy.

Section 3. The Dean's Cabinet

1. Composition
 - a) The Dean's Cabinet shall be composed of the Directors of the degree-granting and non-degree-granting units, as well as other Directors at the discretion of the Dean.
2. Responsibilities: the Dean's Cabinet shall act as the primary body of advisors for the Dean in his or her execution of College business; it shall:
 - a) meet a minimum of once a month, with the potential for the Dean to call additional meetings;
 - b) represent its constituency within cabinet meetings;
 - c) communicate directly with its constituencies regarding information within Cabinet meetings;

Article 4. The Schools and Professional Programs

Section 1. School and Program Bylaws

1. School Bylaws must align with the supremacy of provisions in the following order:
 - a) Applicable federal and state law;
 - b) University policy;
 - c) College Bylaws.
2. Schools must maintain up-to-date Bylaws that are consistent with the Bylaws of the College.

Section 2. Appointment of Directors

1. The Dean, in consultation with the School faculty, shall decide when a search for a Director will be initiated and whether the search will be an external one or restricted to current University faculty members; any search is subject to applicable recruitment requirements and University policies/procedures.
2. In external searches for a Director, faculty appointments are made in consultation with the office of the Provost; all procedures for appointment of new faculty or staff must be followed.
 - a) the Dean, in consultation with the School faculty, will appoint a search committee, of which the majority shall be from the searching school or program;
 - b) the Dean shall appoint a committee chair;
 - c) through a faculty governance process, the search committee will recommend one or more individuals who represent the best qualified candidates to the Dean;
 - d) the Dean has the prerogative to request a further search;
 - e) the Dean will make a recommendation to the Office of the Provost for appointment of his or her choice of candidate to hold a three-

year renewable administrative term. Selection of a Director is made in consultation with the Office of the Provost.

3. A search within current University faculty will be governed by applicable University protocol, College, and/or School Bylaws and the following conditions:
 - a) the School's voting faculty elect a candidate for Director and forwards their recommendation to the Dean;
 - b) the Dean will make his or her recommendation to the Office of the Provost for Director to hold a three-year renewable administrative term. Selection is in consultation with the Office of the Provost.

Section 3. Review of Directors

1. The Dean shall review the administrative performance of the Directors in the Annual Performance Review. The performance of the Directors as members of the faculty will be evaluated annually by School faculty, in accordance with School policies and procedures, which are subject to applicable University policies and procedures, then College level policies and procedures if there is any conflict in terms or discrepancy in content.
2. In addition to the review of annual performance described above in Section 3.1, directors will undergo a comprehensive evaluation of their administrative performance every three years, which will be conducted in the following manner:
 - a) the Faculty Governance Committee shall administer an assessment of each Director in the fall of the third year of the Director's term of office. This anonymous electronic assessment shall be completed by eligible School faculty through the University Learning and Assessment Services office. The assessment shall have a 21-day window for response. The University Learning and Assessment Services office shall compile data on the number of people to whom the assessment was distributed, the number of people who responded, and the responses to the assessment questions. The Faculty Governance Committee shall distribute the compiled results to the School faculty and the Dean prior to the end of the fall semester;

- b) the Dean shall use this assessment to evaluate the Director.
- 3. If a Director decides not to continue in the position, no third-year evaluation will take place.
- 4. In the event that a Director is deemed unfit to continue in his or her role, the Dean may remove the Director from his/her administrative role.

Article 5. Faculty

Faculty categories shall follow the University of Houston Faculty Handbook and applicable policies/procedures posted elsewhere including the Office of the Provost website. The voting faculty of the College include tenured, tenure-track and non-tenure track Professors, Associate Professors, and Assistant Professors with appointments in the College, and all full-time faculty members in other non-tenure track categories. All full-time College faculty members may, in general, vote, serve on College committees, and serve on University bodies to which the College contributes representatives. All full-time non-tenure-track faculty shall be entitled to participate in University, College, and School governance on all matters other than voting on tenure and the appointment of tenure-track faculty.

Emeritus/Emerita faculty are non-voting members.

Article 6. Governance

Section 1. Faculty Meetings

- 1. The College faculty shall meet at least once per semester. The Dean shall preside over these meetings and has the power to call special meetings of the faculty in addition to the mandated meetings. No vote may be taken in the absence of a quorum. Quorum shall be five (5) voting faculty members per School, for a total of fifteen (15). Proposed agenda items shall be collected by the Dean's office, compiled, and distributed among the faculty one week prior to the meeting. The procedures for faculty meetings are as follows:
 - a) faculty meetings shall be administered via *Robert's Rules of Order*;

- b) prior to the first meeting of the academic year, the Dean will appoint a parliamentarian/secretary to serve for any and all meetings of the faculty;
- c) the Dean's office will send a draft of the meeting's minutes to the faculty within a week, which will be voted on for approval at the next meeting;
- d) in the event that agenda items requiring a vote are not completed, or that a quorum is not met, these items may be addressed via an electronic ballot within two weeks of the meeting.

Section 2. Committees

College committee members shall be elected by Schools to begin their term on September 1. The committees of the College shall be as follows:

1. Faculty Governance Committee

a) Membership

The Faculty Governance Committee shall consist of two members of the faculty of each School. Members of the Dean's Cabinet shall be excluded from consideration. Committee members shall serve two-year staggered terms, with a maximum of two consecutive terms. The Committee shall elect its Chair for the following year at the final spring meeting.

b) Responsibilities

The Faculty Governance Committee shall serve in an advisory capacity to the Dean, representing the faculty of the College, and shall meet at least once per semester. This Committee provides the framework for an active partnership between faculty and administration in formulating recommendations and policies affecting the academic community. The Committee will conduct Director elections and evaluations, review College Bylaws on an annual basis, conduct faculty voting on proposed amendments, and review the College budget on an annual basis.

2. Undergraduate Curriculum Committee

a) Membership

The Undergraduate Curriculum Committee shall consist of two members of the faculty of each School. Committee members shall serve two-year staggered terms. The members of the Committee shall elect a Chair at the first meeting.

b) Responsibilities

The Undergraduate Curriculum Committee shall recommend to the Associate Dean undergraduate courses, School curricula, options, degree requirements, and other pertinent information normally included in the catalog. Recommendations on curricular matters will normally originate in the Schools or special committees. Such matters as core curriculum, continual review of general curricula for content, and development of interdisciplinary undergraduate programs will be considered by the Committee. The Committee will track proposals throughout the University approval process. In the event that a nomination to the Undergraduate Committee of the Faculty Senate is required from the college, the Committee will nominate representatives from the college faculty. Nominees will be elected at large by the college faculty. Nominations are only required from the college in certain unusual circumstances, such as when a committee seat is vacated due to resignation or death of a committee member.

3. Graduate Curriculum Committee

a) Membership

The Graduate Curriculum Committee shall consist of two members of the faculty of each School. Committee members shall serve two-year staggered terms. The members of the Committee shall elect a Chair at the first meeting.

b) Responsibilities

The Graduate Curriculum Committee shall recommend to the Associate Dean graduate courses, School curricula, options, degree requirements, and other pertinent information normally included in

the catalog. Recommendations on curricular matters will normally originate in the Schools or special committees. Such matters as continual review of general curricula for content and development of interdisciplinary graduate programs will be considered by the Committee. The Committee will track proposals throughout the University approval process. In the event that a nomination to the Graduate and Professional Studies Committee of the Faculty Senate is required from the college, the Committee will nominate representatives from the college faculty. Nominees will be elected at large by the college faculty. Nominations are only required from the college in certain unusual circumstances, such as when a committee seat is vacated due to resignation or death of a committee member.

4. College Promotion and Tenure Committee

a) Membership

The membership of the College Promotion and Tenure Committee shall be comprised of two full professors from each School, serving two-year staggered terms. The Chair shall be elected at the first meeting of the academic year.

b) Responsibilities

The Committee shall serve as an advisory committee to the Dean for promotion and tenure and other personnel issues as required. A Committee member from a candidate's School shall recuse him- or herself from discussions and votes on that person's candidacy. The candidate may invite the Director of his or her School to name a faculty colleague representative of the candidate's choice to provide information to the Committee.

5. Grievance Committee

a) Membership

The membership of the Grievance Committee shall consist of two members of the faculty of each School, serving two-year staggered terms, for a maximum of two consecutive terms. The Chair shall be elected at the first meeting of the academic year, and shall invite

two students to serve as Committee members in grievance cases involving students.

b) Responsibilities

In the event of a grievance by a faculty member or student, the Dean shall call a meeting of the Grievance Committee. The Committee, in both hearings and appeals, shall follow the procedure listed in the *University of Houston Faculty Handbook*. The Committee shall then recommend specific actions, if any, to the Dean. Committee members shall recuse themselves in the event of a perceived conflict of interest.

6. Faculty Awards Committee

a) Membership

The Faculty Awards Committee shall be comprised of the Associate Dean as a non-voting member and two representatives from the faculty of each School of the College. Committee members shall serve one-year terms.

b) Responsibilities

The Faculty Awards Committee shall administer the annual process for the selection of all research, teaching, and other College awards.

7. Committee on Diversity, Equity, and Inclusion

a) Membership

McGovern College bylaws require that each School in the College maintain its own standing Committee on Diversity, Equity, and Inclusion.

The McGovern College Committee on Diversity, Equity, and Inclusion is a shared faculty, staff, and student-led committee. The McGovern College Chief Diversity, Equity, and Inclusion Officer shall serve as chair of the committee. Committee membership shall be comprised as follows:

1. McGovern College Chief Diversity, Equity, and Inclusion Officer (chair)

2. Chair of the standing committee on DEI in the School of Art
3. Chair of the standing committee on DEI in the School of Theatre and Dance
4. Chair of the standing committee on DEI in the Moores School of Music
5. 1 representative from the Blaffer Art Museum
6. 1 representative from the Cynthia Woods Mitchell Center for the Arts
7. 1 representative from the Arts Leadership Program
8. 1 McGovern College staff member
9. 1 McGovern College graduate student
10. 1 McGovern College undergraduate student
11. 1 McGovern College alum

The Chief DEI officer shall appoint the alumni and student (graduate and undergraduate) members of the committee. When possible, student representatives shall be chosen from among members of the Dean's Student Advisory Council. The chair of the McGovern Staff Council shall appoint a staff representative to the committee.

Terms of membership: Elected faculty shall serve staggered two-year terms. Staff, graduate students, and alumni serve staggered two-year terms. Undergraduate students serve one-year terms.

b) Responsibilities

A minimum of two regularly scheduled meetings will convene each fall and spring semesters. The Committee Chair may call special meetings in consultation with the membership.

The Committee shall be charged with developing and promoting DEI strategies and best practices, and with ensuring that McGovern DEI goals and objectives are consistent in practice within each School or other unit. Specific responsibilities include:

- Share best practices, monitor each unit's initiatives and practices, and ensure alignment with McGovern DEI priorities across unit-level committees
- Promote diversity initiatives, cultural inclusivity, and community engagement

- Recommend recruitment and retention policies, best practices, and implementation strategies to support a culture of DEI
- Encourage curriculum and programming that promote cultural inclusivity, community engagement, and workplace equity
- Support McGovern DEI goals and objectives during search processes
- Draft an annual report of college-level DEI activities

Article 7. Amendments

Proposed amendments shall be distributed at least one week before a College faculty meeting. After discussion at the College faculty meeting, there shall be a two-week comment period. The amendments may then be adopted through an electronic vote of eligible faculty members within two weeks of the close of the comment period.

Article 8. Addendums (continues on next page)

ADDENDUM 1: Promotion & Tenure Procedures

The promotion and tenure policies and guidelines provided by the Office of the Provost form the basis of all promotion and tenure decisions. Departmental guidelines and policies are subject to policies promulgated at the college and University levels. While a college or department may choose to implement more rigorous standards than those detailed in the University-level promotion and tenure guidelines, a college or department may not implement policies that result implicitly or explicitly in the application of less rigorous standards than detailed in the in the University-level promotion and tenure guidelines.

Section 1. Annual Performance Reviews and Pre-Tenure Reviews of Tenure-Track Assistant Professors

1. Every tenure-track faculty will be reviewed annually by the Director of the School or appropriate administrator according to School procedures as required under University policy. The Director will ensure that all faculty members receive the School's Annual Performance Review policy. The Director will provide the faculty member with a written summary of the APR.
2. A full pre-tenure review normally occurs in the tenure-track Assistant Professor's third year. Eligible faculty in the School will conduct a comprehensive review of his or her record of (a) scholarship, creative activities, and/or performance; (b) teaching; and (c) service to the University, community, and/or profession for the purpose of assessing progress toward tenure. Following School procedures, the Director of the School will conduct an independent review and write a letter to the faculty member discussing strengths and weaknesses of the pre-tenure portfolio. This letter will be forwarded to the Dean of the College and placed in the candidate's personnel file. This letter will play a critically important role in the promotion and tenure review.

Section 2. Procedures and Criteria for Tenure and Promotion to Associate Professor in the College

1. All College and School policies and procedures must comply with the Provost's annual Promotion and Tenure Guidelines.
2. Mandatory review for tenure and promotion will take place no later than the sixth year of a tenure-track Assistant Professor's appointment,

unless the candidate received an extension of the probationary period under the provisions of the University of Houston Faculty Handbook.

3. Each School shall develop and make available to faculty members, upon their appointments, written criteria for tenure and promotion consistent with University and College policies.
4. Candidates for tenure and promotion to Associate Professor, which normally occur together, are responsible for the timely submission of tenure and promotion materials consistent with the criteria of the School, the College, and the University. Additionally, School Directors shall solicit three to six external reviews of the candidate's materials from well-qualified senior scholars in accordance with University policies. To the extent allowed by law, external reviews are to be treated as confidential and are intended to be read only by the reviewing Committees and University administrators or faculty involved in the review process. Candidates will not be shown nor have access to external letters as part of the promotion and tenure process.
5. Successful candidates for tenure and promotion to Associate Professor shall demonstrate excellence in (a) scholarship, creative activities, and/or performance, (b) teaching, and (c) service to the University, community, and/or profession as appropriate to the particular discipline. The awarding of tenure shall be based on the candidate's serious and significant contributions in scholarship, creative activities, and/or performance; the promise or achievement of a national or international reputation in his or her field; and the expectation of continued excellence in all areas throughout the candidate's career.
6. Only tenured faculty in the School may vote on the granting of tenure and the promotion to Associate Professor. All deliberations are conducted in confidence. The School Committee shall provide a written report evaluating the candidate's scholarship, creative activities, and/or performance, teaching, and service, including a recommendation based on the majority of votes cast. The Director of the School shall provide an independent written report with his or her recommendations and assessment of the candidate's record. Copies of these reports shall be made available to the candidate; the reports shall not reveal the identity of the external reviewers. These reports will be submitted to the College Tenure and Promotion Committee for review as part of the candidate's portfolio.

The College Tenure and Promotion Committee shall review the candidate's tenure and promotion materials, external review letters, the School's recommendation, and the Director's report and shall make written recommendations to the Dean, based on the majority of votes cast, regarding promotion and tenure as well as the continuance of faculty members in the College according to University procedures, School criteria, and College standards. The Dean shall make an independent evaluation of the candidate's portfolio and provide a written report and recommendation. The reports of the College Committee and the Dean will be included in the portfolio, and the entirety will be submitted to the Provost's Office for review at the University level. A copy of the Committee's and the Dean's reports shall be made available to the candidate; these copies shall not reveal the identity of the external reviewers.

Section 3. Procedures and Criteria for Promotion to Full Professor in the Kathrine G. McGovern College of the Arts

1. All College and School policies and procedures must comply with the Provost's annual Promotion and Tenure Guidelines.
2. Each School shall develop and make available to faculty written criteria for promotion to Full Professor consistent with University and College policies.
3. Candidates for promotion to Full Professor are responsible for the timely submission of promotion materials consistent with the criteria of the School, the College, and the University. Additionally, School Directors shall solicit three to six external reviews of the candidate's materials from well-qualified senior scholars in accordance with University policies. To the extent allowed by law, external reviews are to be treated as confidential and are intended to be read only by the reviewing Committees and University administrators or faculty involved in the review process.
4. Successful candidates for promotion to Full Professor shall demonstrate continued excellence in (a) scholarship, creative activities, and/or performance, (b) teaching, and (c) service to the University, community, and/or profession appropriate to the particular discipline. The promotion to Full Professor shall be based on the candidate's serious and significant contributions in scholarship, creative activities,

and/or performance; the achievement of a national or international reputation in his or her field; and the expectation of continued excellence in all areas throughout the candidate's career.

5. Only Full Professors in the School may vote on the candidate's promotion to Full Professor. All deliberations are conducted in confidence. In the event that there are fewer than three Full Professors eligible to undertake the Committee review in a School, additional Full Professors will be named by the Dean to the School Committee in consultation with the Director of the School. The School Committee shall provide a written report evaluating the candidate's scholarship, creative activities, and/or performance, teaching, and service, including a recommendation based on the majority of votes cast. The Director of the School also shall provide an independent written recommendation and report with his or her assessment of the candidate's record. Copies of these reports shall be made available to the candidate; these copies shall not reveal the identity of the external reviewers. These reports will be submitted to the College Tenure and Promotion Committee for review as part of the candidate's portfolio.
6. In a School where the Director does not hold the rank of Full Professor, the Dean shall appoint a Full Professor from the School, or from another School if there are no Full Professors in the School at issue, to oversee the School's deliberations regarding a candidate's promotion to Full Professor and to provide an independent written recommendation and report with his or her assessment of the candidate's record.
7. The College Tenure and Promotion Committee shall review the candidate's promotion materials, external review letters, the School's recommendation, and the School Director's report and shall make written recommendations to the Dean, based on the majority of votes cast, regarding promotion to Full Professor. The Dean shall make an independent evaluation of the candidate's portfolio and provide a written report and recommendation. The reports of the College Committee and the Dean will be included in the portfolio, and the entirety will be submitted to the Provost's Office for review at the University level. A copy of the Committee's and Dean's reports shall be made available to the candidate; these copies shall not reveal the identity of the external reviewers.

Section 4. Reconsideration of Tenure and Promotion Decision

1. In cases of a negative recommendation, candidates for tenure and promotion to Associate Professor or for promotion to Full Professor are entitled to a reconsideration of the decisions of the School Committee, the Director of the School, the College Tenure and Promotion Committee, and the Dean. Reconsiderations are limited to errors of fact and procedure.
2. Each School shall establish procedures for reconsideration. School reconsiderations should occur before the deadline for portfolio submission to the College.
3. A candidate requesting a reconsideration of the College Tenure and Promotion Committee's decision must submit a written notification of this request to the Committee Chair within five business days of receiving the Committee's report. No later than five business days thereafter, the candidate must provide to the Committee any new evidence to strengthen his or her file or evidence to rebut statements made. When the candidate meets with the Committee, the candidate may invite the Director of his or her School or another faculty colleague to provide information to the Committee.
4. A candidate requesting a reconsideration of the Dean's decision must submit a written notification of this request to the Dean within five business days of receiving the Dean's report. No later than five days thereafter, the candidate must provide to the Committee any new evidence to strengthen his or her file or evidence to rebut statements made. When the candidate meets with the Dean, the candidate may invite the Director of his or her School or another faculty colleague to provide information to the Dean.

Section 5. Annual Merit Reviews and Post-Tenure Reviews

1. Schools shall develop their own procedures and criteria for both the annual merit reviews and post-tenure reviews, subject to the approval of the Dean with final consideration and approval by the Office of the Provost. Directors shall forward to the Dean the outcomes of annual merit and post-tenure reviews. In both instances, recommendations will be made to the Office of the Provost in accordance with applicable policies and procedures as necessary.

Section 6. Faculty Leave as Related to Scholarship, Creative Activities, and/or Performance

1. Faculty members must engage in projects that contribute to their profession and that help them achieve tenure, promotion and national and international prominence. University of Houston policy concerning consulting and outside employment states that a faculty member who engages in consulting or other outside employment, including teaching on a temporary basis at other institutions, during a semester in which the faculty member is assigned teaching duties, must ensure that such activities do not interfere with regularly scheduled classes. Such activities must not require commitments of time averaging more than one day per calendar week (i.e., one day in seven).
2. In certain extenuating circumstances, faculty members may petition their Director for individual exceptions to the portion of the policy regarding limitations on the amount of time occupied by such activities. Petitions will be subject to the approval of the Director, the Dean, and the Provost. Petitions will be evaluated to ensure that the proposed activities benefit the faculty member, that the workload of other faculty members in the School is not adversely affected, and that the proposed activities do not adversely affect regularly scheduled classes.

Section 7. Non-Tenure-Track Promotion Committee

1. The Non-Tenure-Track Promotion Committee shall consist of a combination of Non-Tenure-Track Associate or Full Professors in addition to the members of the Tenure-Track Promotion and Tenure Committee, with a minimum of one promotion-eligible NTT faculty member. The Directors, in consultation with the Dean, shall assist in selecting the Non-Tenure-Track members to serve a one-year term. The Non-Tenure-Track members of the committee shall be of a higher ranking than the candidates being considered for promotion, or this requirement may be waived with the approval of the office of the Provost. A Committee member from a candidate's School shall recuse him- or herself from discussions and votes on that person's candidacy.

The Committee shall make recommendations to the Dean regarding promotions as well as the continuance of faculty members in the

College according to University procedures, School criteria, and the College standards set forth in these bylaws.

Section 8. Annual Reviews and Continuing Employment Reviews of Non-Tenure-Track Assistant Professors

1. Every non-tenure-track faculty member will be reviewed annually by the Director of the School or appropriate administrator according to School procedures. The Director will ensure that all faculty receive the School's Annual Performance Review policy. The Director will provide the faculty member with a written summary of the APR.
2. A full continuing employment review normally occurs in the non-tenure-track Assistant Professor's third year. Eligible faculty in the School will conduct a comprehensive review of his or her record for the purpose of assessing progress toward promotion. The areas under review for non-tenure-track promotion will be defined by the School as one or more of the following: (a) scholarship, creative activities and/or performance; (b) teaching; (c) service to the University, community, and/or profession. Following Committee review, the Director of the School will conduct an independent review and write a letter to the faculty member discussing strengths and weaknesses of the continuing employment portfolio. This letter will be forwarded to the Dean of the College and placed in the candidate's personnel file.

Section 9. Procedures and Criteria for Non-Tenure-Track Promotion to Associate Professor in the Kathrine G. McGovern College of the Arts

1. All College and School policies and procedures must comply with the Provost's annual Promotion Guidelines and applicable University policy posted on the Office of the Provost website or published elsewhere by the University.
2. Review for promotion may take place as early as the sixth year of a non-tenure-track Assistant Professor's appointment.
3. Each School shall develop and make available to faculty members, upon their appointments, written criteria for promotion consistent with University and College policies.

Candidates for promotion to Associate Professor are responsible for the timely submission of promotion materials consistent with the criteria of

the School, the College and the University. Additionally, School Directors shall submit a minimum of four review letters of the candidate's materials. At least one letter shall be from outside of the School, but may be within the University. Letters external to the University may be used, but are not required. External letters should be from "arm's length" reviewers, as laid out in University Promotion and Tenure Guidelines. To the extent allowed by law, external reviews are to be treated as confidential and are intended to be read only by the reviewing Committees and University administrators or faculty involved in the review process. Candidates will not be shown nor have access to external letters as part of the promotion process.

4. Successful candidates for promotion to Associate Professor shall demonstrate excellence in at least two of the following: (a) scholarship, creative activities and/or performance; (b) teaching; (c) service to the University, community, and/or profession. The awarding of promotion shall be based on the expectation of continued excellence in these areas throughout the candidate's career.
5. Only non-tenure-track Associate and Full Professors and tenured faculty in the School may vote on the granting of promotion to Associate Professor. All deliberations are conducted in confidence. The School Committee shall provide a written report evaluating the candidate's scholarship, creative activities and/or performance, teaching, and/or service, including a recommendation based on the majority of votes cast. The Director of the School shall provide an independent written report with his or her recommendations and assessment of the candidate's record. Copies of these reports shall be made available to the candidate; the reports should not reveal the identity of the solicited reviewers. These reports will be submitted to the College Promotion Committee for review as part of the candidate's portfolio.

The College NTT Promotion Committee shall review the candidate's materials, review letters, the School's recommendation, and the Director's report, and shall make written recommendations to the Dean, based on the majority of votes cast, regarding promotion as well as the continuance of faculty members in the College according to University procedures, School criteria, and College standards. The Dean shall make an independent evaluation of the candidate's

portfolio and provide a written report and recommendation. The reports of the College Committee and the Dean will be included in the portfolio, and the entirety will be submitted to the Provost's Office for review at the University level. A copy of the Committee's and the Dean's reports shall be made available to the candidate; the reports should not reveal the identity of the solicited reviewers.

Section 10. Procedures and Criteria for Non-Tenure-Track Promotion to Full Professor in the Kathrine G. McGovern College of the Arts

1. All College and School policies and procedures must comply with the Provost's annual Promotion Guidelines and applicable University policy as posted on the Office of the Provost's website or published elsewhere by the University.
2. Each School shall develop and make available to faculty written criteria for promotion to Full Professor consistent with University and College policies.
3. Candidates for promotion to Full Professor are responsible for the timely submission of promotion materials consistent with the criteria of the School, the College and the University. Additionally, School Directors shall submit a minimum of four reviews of the candidate's materials including at least one arm's-length external reviewer. To the extent allowed by law, these reviews are to be treated as confidential and are intended to be read only by the reviewing Committees and University administrators or faculty involved in the review process.
4. Successful candidates for promotion to Full Professor shall demonstrate continued excellence in at least two of the following: (a) scholarship, creative activities and/or performance; (b) teaching; (c) service to the University, community, and/or profession. The promotion to Full Professor shall be based on the candidate's significant contributions to his or her field and the expectation of continued excellence throughout the candidate's career.

Only non-tenure-track Full Professors and tenured faculty in the department may vote on the candidate's promotion to Full Professor. All deliberations are conducted in confidence. In the event that there are no non-tenure-track Full Professors eligible to undertake the committee review in a School, additional non-tenure-track faculty may

be named by the Dean to the School Committee in consultation with the Director of the School. The School Committee shall provide a written report evaluating the candidate's scholarship, creative activities and/or performance, teaching, and/or service, including a recommendation based on the majority of votes cast. The Director of the School also shall provide an independent written recommendation and report with his or her assessment of the candidate's record. Copies of these reports shall be made available to the candidate; the reports should not reveal the identity of the solicited reviewers. These reports will be submitted to the College Promotion Committee for review as part of the candidate's portfolio.

5. The College NTT Promotion Committee shall review the candidate's materials, review letters, the School Committee's recommendation, and the School Director's report and shall make written recommendations to the Dean, based on the majority of votes cast, regarding promotion to Full Professor. The Dean shall make an independent evaluation of the candidate's portfolio and provide a written report and recommendation. The reports of the College Committee and the Dean will be included in the portfolio, and the entirety will be submitted to the Provost's Office for review at the University level. A copy of the Committee's and Dean's reports shall be made available to the candidate; the reports should not reveal the identity of the solicited reviewers.

Section 11. Reconsideration of Non-Tenure-Track Promotion Decision

1. In cases of a negative recommendation, candidates for promotion to Associate Professor or Full Professor are entitled to a reconsideration of the decisions of the School Committee, the Director of the School, the College NTT Promotion Committee, and the Dean. Reconsiderations are limited to errors of fact and procedure.
2. Each School shall establish procedures for reconsideration. School reconsiderations should occur before the deadline for portfolio submission to the College.
3. A candidate requesting a reconsideration of the College NTT Promotion Committee's decision must submit a written notification of this request to the Committee Chair within five business days of receiving the Committee's report. No later than five business days

thereafter, the candidate must provide to the Committee any new evidence to strengthen his or her file or evidence to rebut statements made. When the candidate meets with the Committee, the candidate may invite the Director of his or her School or another faculty colleague to provide information to the Committee.

A candidate requesting a reconsideration of the Dean's decision must submit a written notification of this request to the Dean within five business days of receiving the Dean's report. No later than five business days thereafter, the candidate must provide to the Committee any new evidence to strengthen his or her file or evidence to rebut statements made. When the candidate meets with the Dean, the candidate may invite the Director of his or her School or another faculty colleague to provide information to the Dean.

ADDENDUM 2: CIVILITY POLICY

PURPOSE

The McGovern College of the Arts embraces universal human dignity as a precious entity we inherently possess. As a college devoted to the practice and study of the arts, we value the academic, social, and broader community benefits that arise from a diverse campus committed to equity, inclusion, and accountability. Together, the McGovern College administration, faculty, and staff are vested in maintaining a diverse and supportive learning, teaching, and creative community. Our community reflects and is part of a society comprising all races, creeds, and social circumstances. Embracing our diversity is a driving force instrumental to our institution's future success. Successful participation in university affairs obliges each member of the McGovern College community to acknowledge our shared values and the basic principles that flow from those values.

SHARED VALUES

- We embrace the diversity and creativity of all college personnel and, in so doing, seek to prepare our students for future success in the arts.
- We believe in the arts' transformative power, embrace universal human dignity, celebrate our differences, and promote open expression, individuality, decency, and respect within our workplace.
- We actively promote inclusivity and strive to build and sustain a productive and innovative learning and research-driven community.
- We encourage each individual's right to think and speak freely as a means of expressing personal beliefs while being mindful of university policy and regulations.
- We uphold an individual's right to freedom of expression and commit ourselves to the highest standards of equity, civility, and decency towards all.
- We commit to creating an environment in which all manifestations of discrimination (including but not limited to those based on race, ethnicity, gender, age, disability, sexualorientation, nationality, religious or political beliefs, rank, or status in or outside the university environment) are unacceptable in our shared work environment.
- We acknowledge our society's deeply-rooted history of racism, racial violence, sexism, xenophobia, homophobia, religious intolerance, ageism, discrimination

against individuals with disabling conditions, and other conditions that create inequity. In response to such examples of bias and inequity, we uphold and promote the values of universal human dignity and mindful mutual understanding.

- We strive to apply our shared values of civility, equity, and inclusivity in our professional activities as creative artists, performers, researchers, and teachers.

POLICY

Intent

The purpose of this policy is to ensure an inclusive environment for all. Our position is driven by a commitment to protect freedom of speech and empower all community members. This policy will not be, nor is intended to be, applied arbitrarily to abuse or retaliate against faculty or staff. Accusations of incivility must not be made lightly, and selective notions of “civility” must not be assembled in a manner that aims to marginalize particular targets.

This policy provides a means for McGovern College of the Arts employees subject to acts of workplace incivility to be assured of a prompt, orderly, and fair response to their grievance or complaint. The College is committed to establishing and maintaining constructive mechanisms to resolve all acts of incivility, including those that may be accidental or unintended.

Wherever possible, employees are encouraged to pursue workplace incivility concerns through informal processes. If a grievance is unresolved through informal processes or policies and processes developed for and maintained by the McGovern College of the Arts and outlined in this document, university-specific policies and procedures may be activated.

Definitions

Incivility may take many forms and may occur among any member of the College. Verbal or physical bullying; expressions of racist, sexist, misogynistic, or homophobic slurs; threatening comments or actions; invasion of an individual’s personal space; or aggressive verbal or physical forms of humiliation or emotional harm are all unacceptable examples of incivility. Microaggressions are less overt but insidious examples of incivility as well. Microaggressions are regular and persistent statements or actions that communicate hostile, derogatory, and harmful slights; they often emphasize differences in the injured party’s race, gender, identity or sexual orientation, age, physical ability, language, and immigration status, including reminding the

individual of their historic second-class status or invoking past or current stereotypes and injustices.

Rights and Responsibilities

All university employees always have the option to report acts of incivility to University Human Resources, at <https://www.uh.edu/human-resources/>, or to the Office of Equal Opportunity Services <https://uh.edu/equal-opportunity/>.

If a student makes a formal initial incivility complaint to a faculty or staff member, that faculty or staff member will immediately instruct the student to report the incident to the Office of the Dean of Students, at <https://uh.edu/dos/behavior-conduct/incident-report/>.

Employees and students may also use the non-emergency contact for the University of Houston Police Department at 713-743-3333. In the event of an emergency, please call 911.

FACULTY

Faculty should refrain from uncivil actions when conducting university business or representing the McGovern College of the Arts. This includes all interactions (whether in person, online, or on the phone) with staff, students, and faculty colleagues inside and outside the classroom, during meetings, while conducting hiring and personnel decisions, and across social media platforms. Any breach of community values, principles, and standards within physical or online spaces is unacceptable.

Process and Procedures

Faculty incivility complaints will go to the Director of the School in which the offending faculty member works. If the claim is against a School's Director, the complaint will go to that School's committee responsible for personnel decisions (as constituted by the School's bylaws; hereafter the "faculty personnel committee").

The Director and the faculty personnel committee will serve as the disciplinary hearing committee. In cases of a conflict of interest involving hearing committee members, members must recuse themselves.

The initial complaint will include essential information: the names of the person or persons reporting the complaint, names of persons involved in the alleged incident, the time and date of the alleged incident, when and where the alleged incident occurred, the nature of the alleged incident, and any evidence that supports the complaint.

Upon receipt of the initial complaint, the Director and the faculty personnel committee's inquiry will ensue to determine the facts associated with the alleged offense. The investigation will include interviews of all parties and witnesses involved in the alleged offense. The investigation will conclude within two weeks of receipt of the initial complaint and result in a summary report written by the Director or the Director's designee. The summary report will include a summary outlining the incident, the reporting process, the proposed action taken to resolve the alleged incident, and the findings and conclusions.

The Director will submit the final summary report as an informational item to the Dean. If the Director, the faculty personnel committee, or the Dean finds that any aspect of the alleged incident falls within the Office of Equal Opportunity Services jurisdiction, that party will report the incident to EOS. Depending upon the offense stage within the progressive discipline system outlined below under "consequences," a copy of the initial complaint, the final report, or a letter of reprimand will be added to the employee's personnel file in the School.

The Director will write a formal letter to the complainant, assuring the complainant that the complaint has been addressed and closed according to procedures outlined in the policy.

This policy does not interfere with or discourage any employees from reporting incidents directly to University Human Resources or EOS. University employees can always seek guidance, support, or make formal complaints directly to Human Resources or EOS, irrespective of any departmental process. Employees or the departmental committee may also choose to include a university Human Resources representative in a departmental process.

Consequences

When possible and practical, disciplinary action will be progressive and will involve increasingly severe penalties each time an employee is disciplined for a violation of policy. The purpose of progressive discipline is to ensure that the employee is fully aware of any performance deficiencies and to provide the employee with a reasonable opportunity to improve such deficiencies.

First documented complaint: if the inquiry reveals that the faculty member has committed an infraction, a disciplinary conference will occur between the Director, the faculty personnel committee, and the faculty member to discuss the infraction. The Director will maintain a record of the meeting. The violation results in a warning but

does not become a part of the employee's official personnel record unless further corrective action occurs.

Second documented complaint: if the inquiry reveals that the faculty member has committed an infraction, a disciplinary conference will occur between the Director, the faculty personnel committee, and the faculty member to discuss the infraction. The Director will place an account of the meeting and a letter of reprimand in the employee's official personnel record. Such written notifications may not be repealed. The violation automatically results in the deduction of a whole point from the faculty member's next annual performance review score.

Third documented complaint: if the inquiry reveals that the faculty member has committed an infraction, a formal disciplinary conference will occur between the Dean, the Director, and the faculty member. The Dean will place a record of the meeting and a letter of reprimand in the employee's official personnel record. Such written notifications may not be repealed. The violation automatically renders the faculty member ineligible for a merit increase in the next annual performance review cycle in which merit increases are available.

Fourth documented complaint: if the inquiry reveals that the faculty member has committed an infraction, a formal disciplinary conference will occur between the Dean, the Director, and the faculty member. The Dean will place a record of the meeting and a letter of reprimand in the employee's official personnel record; the Dean will forward both the record of the meeting and the letter of reprimand to the Provost. Such written notifications may not be repealed. The violation automatically renders the faculty member ineligible for a merit increase in the next annual performance review cycle in which merit increases are available.

If a merit increase is not available during the academic year in which the offense is committed, the applicable penalties will occur during the next available merit cycle.

The supervisor and the employee will sign all formal disciplinary documents. The employee's signature serves as an acknowledgment of receipt of the document but does not necessarily indicate agreement with the conclusions or actions taken. If the employee refuses to sign the written document, that fact is noted on the document. The employee will receive copies of the signed documents.

STAFF

Staff should refrain from uncivil actions at all times when conducting university business or representing the McGovern College of the Arts, throughout the university

workplace, and in all interactions with faculty, students, and staff colleagues during meetings and across social media platforms. Any breach of community values, principles, and standards within physical or online spaces is unacceptable.

Process and Procedures

Staff incivility complaints will go to the immediate supervisor of the staff member against whom the complaint is directed. If the complaint is brought by a staff member against their immediate supervisor, the complaint will go to the Associate Dean. If the complaint is against the Associate Dean, the complaint will go to the Dean.

The initial complaint will include essential information: the names of the person or persons reporting the complaint, names of persons involved in the alleged incident, the time and date of the alleged incident, when and where the alleged incident occurred, the nature of the alleged incident, and any evidence that supports the complaint.

Upon receipt of the initial complaint, an inquiry by the immediate supervisor and the Associate Dean will ensue to determine the facts associated with the alleged offense. The investigation will include interviews of all parties and witnesses involved in the alleged offense. The investigation will conclude within two weeks of receipt of the initial complaint and will result in a summary report written by the immediate supervisor. The summary report will include a summary outlining the incident, the reporting process, the proposed action taken to resolve the alleged incident, and the findings and conclusions.

The immediate supervisor will submit the final summary report to the Associate Dean and as an informational item to the College's Human Resources representative (the Director of Business Operations, unless otherwise designated by the Dean). The Human Resources representative will submit the summary report as an informational item to the Dean. If the Human Resources representative is the subject of the complaint, the report will be submitted directly to the Dean. If the immediate supervisor, the Associate Dean, the Director of Business Operations, or the Dean finds that any aspect of the alleged incident falls within the Office of Equal Opportunity Services jurisdiction, that party will report the incident to EOS. Depending upon the offense's stage within the progressive discipline system outlined below under "consequences," a copy of the initial complaint, the final report, or a letter of reprimand will be added to the employee's personnel file in the School.

The immediate supervisor will write a formal letter to the complainant, assuring the complainant that the complaint has been addressed and closed according to procedures outlined in the policy.

This policy does not interfere or discourage any employees from reporting incidents directly to University Human Resources or EOS. University employees can always seek guidance, support, or make formal complaints directly to Human Resources or EOS, irrespective of any departmental process. Employees or the departmental committee may also choose to include a university Human Resources representative in a departmental process

Consequences

When possible and practical, disciplinary action will be progressive and will involve increasingly severe penalties each time an employee is disciplined for violating policy. The purpose of progressive discipline is to ensure that the employee is fully aware of any performance deficiencies and to provide the employee with a reasonable opportunity to improve such deficiencies.

First documented complaint: if the inquiry reveals that the staff member has committed an infraction, an informal disciplinary conference will occur between the staff member, the immediate supervisor, and the Associate Dean to discuss the infraction. The immediate supervisor will maintain a record of the meeting. The violation results in a warning, and the violation does not become a part of the employee's official personnel record unless further corrective action occurs.

Second documented complaint and all further documented complaints: if the inquiry reveals that the staff member has committed an infraction, an informal disciplinary conference will occur between the staff member, the immediate supervisor, and the Associate Dean to discuss the infraction. The immediate supervisor will maintain a record of the meeting. The violations will result in a half-point deduction from the staff member's next annual performance review score and initiate formal, university-specific progressive disciplinary actions. Employees are encouraged to become familiar with their rights and responsibilities as an employee.

For more information, see The University of Houston Staff Handbook and MAPP 02.04.01, available at https://uh.edu/policies/_docs/mapp/02/020401.pdf.

WHISTLEBLOWER PROVISIONS

The law known as the "Whistleblower Act" prohibits retaliation against public employees who report official wrongdoing. The act states that "a state or local governmental entity may not suspend or terminate the employment of, or take other adverse personnel action against, a public employee who in good faith reports a

violation of law by the employing governmental entity or another public employee to an appropriate law enforcement authority.” (Tex. Gov’t Code Ann.

§554.002(a); <https://statutes.capitol.texas.gov/Docs/GV/htm/GV.554.htm#554.002>.)

If employees believe they are being retaliated against for reporting, in good faith, unlawful acts or practices by state employees, they should report such actions to the Fraud and Non-Compliance Hotline 1-800-461-9330 or go to

<https://app.convercent.com/en-us/LandingPage/b3d1c670-e06c-e711-80cf-000d3ab0d899>

University of Houston employees may contact the Office of Equal Opportunity Services at 713- 743-8835, eosinfo@uh.edu, or visit the website <https://uh.edu/equal-opportunity/make-a-report/> to file an EOS report. For more information, visit <https://www.uh.edu/equal-opportunity/>.

For more information on the University of Houston institutional compliance policy, see <https://uh.edu/compliance/faq/institutional-compliance-faq/>.

APPEALS

The University requires fair and consistent treatment for all employees during all matters related to their employment. It provides faculty, staff, and students with the right to express their grievances through multilevel procedures for redress according to existing policies and procedures. In the event of an appeal, the grievance process is intended to provide conflict resolution. Consistent with SAM [02.A.05](#) and with the stage of offense in the process outlined above, a faculty or staff member who is the subject of an incivility complaint can appeal the result according to university grievance policies and procedures.

Such a right to petition for every alleged offense will protect due process principles and the individual’s constitutional rights.

NOTE: This policy does not address allegations of unlawful discrimination, harassment, or sexual misconduct. Any claims of unlawful discrimination, harassment, or sexual misconduct are filed with the [Office of Equal Opportunity Services](#) per the University’s Sexual Misconduct Policy (SAM [01.D.08](#)) or the University’s Anti-Discrimination Policy (SAM [01.D.07](#)).

POLICY REVIEW

As an amendment to College Bylaws under Article 7, this policy applies to all faculty and staff. Information from this policy may be applied to documents produced at unit or departmental levels. All new or any major amendments to this existing document are formulated by the Faculty Governance Committee and require the Faculty Governance Committee's approval.

- (a) Policy review should consider:
 - i. whether the policy fulfills its intended purpose and is still needed
 - ii. whether the policy reflects the McGovern College current context or practices
 - iii. any lessons learned since the policy was initiated or last reviewed
 - iv. any changes to related policies or procedures in the documents
 - v. whether the policy is written in accordance with university guidelines.
- (b) Policy review should be supported by objective evidence, including feedback sought and received from policy users.
- (c) Where policy review leads to significant changes to the policy document, consultation on the amended document should occur with stakeholders.

Stages for the development and revision of this policy include:

1. Identification of the need for new policy or procedure or review of an existing policy or procedure
2. Research and data gathering
3. Draft new policy or procedures or amend existing policy or procedures
4. Circulate draft document
5. Consult with stakeholders
6. Circulate redrafted of document
7. Policy approval
8. Communication and implementation of policy

9. Maintenance and review of policy

Approvals history, Civility Policy:

Approved with no dissensions by Faculty Governance Committee, January 20, 2021 (approval by electronic vote). Sent to entire faculty for consideration.

Approved 40-3 (2 abstentions) by eligible faculty of the College, May 6, 2021.