

## Preface

The previous revision of The Faculty Handbook occurred in 1983-84. Changes in policy were added to the handbook on an annual basis from 1984 to 1997. The handbook reproduced here, based substantially on the 1983-84 handbook, was revised in 1996, and the contractual section was approved by the Board of Trustees in March, 1997, for use in the 1997-98 contract year. Editors for the handbook were Laura Crouch, Professor of English and J. Thomas Terry, Executive Assistant to the President. Significant contributors included: Joseph Weaver, Vice President for Academic Affairs; Peggy Askins, Director of Academic Records/Registrar; Max Brattin, Associate Professor of Economics; Mary Kay Parrish, Associate Professor of Music, and Norris Russell, Professor of HPER. The Guenther, Jordon, and Rogers law firm of Nashville, Tennessee, provided legal assistance. Bob R. Agee was University President.

Revisions of section two of Faculty Handbook began in the spring of 1996. The Faculty Council was asked to identify any specific concerns which should be addressed. In the spring faculty forum meeting the faculty discussed a draft of proposed revisions to the dismissal policy, section 2.9.6, which was being substantially revised.

The first draft of section two, composed in the spring and summer, was reviewed by the deans and the Provost, and a second draft was ready for faculty review in the fall, 1996. Copies of the handbook draft were distributed to all faculty sitting on the Faculty Council and were available through deans and department chairmen for faculty review. The handbook editor and the acting Provost met with faculty groups to answer questions and gather comments.

The President, the Vice President for Academic Affairs (then acting Provost), the chairman of the Faculty Council, and the handbook editor reviewed the handbook and specifically addressed many faculty concerns, modifying handbook language where appropriate.

Simultaneously, other sections of the handbook were revised to reflect current practice. J. Thomas Terry coordinated these revisions in consultation with members of the Executive Cabinet and members of their staff.

The procedure utilized provided a balanced faculty and administrative review of handbook policies, in addition to the necessary legal review. The handbook was brought into legal compliance at several points, and some changes were made to update the handbook to reflect current practice and to address specific faculty and administrative concerns.

This handbook is also found on the OBU Web site.