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ABSTRACT

This paper will discuss and analyze the most current human resource management policies and practices in the large and comprehensive faculty handbook of a major private University in the United States. Some general principles of sound human capital management will be deduced from this analysis. Efforts to move from the specific to general will be attempted with caution, particularly in complex human resource management situations in which one or more factors may be exerting their weight in a different direction different from that of other factors. The paper will conclude with policy recommendations for University and College Boards of Directors, University and College Presidents, as well as Deans, Associate Deans, Assistant Deans, and Department Heads.

Keywords: Employee Handbooks in Higher Education, Human Resource Management, Human Capital Competitiveness, Fair Organizational Due Process