

COLLEGE AND UNIVERSITIES

Bracewell advises colleges and universities on a full range of matters, from academic governance and governmental relations, to personnel, real estate, construction, student rights and technology issues. We work closely with academic and administrative leaders in the design, communication and implementation of faculty and staff policies on issues such as hiring, tenure, promotion, academic freedom, dismissals, health and welfare benefits, compensation, retirement plans, employment discrimination and grievance procedures.

We assist with the development of employee and student handbooks, counsel trustees in the selection of key administrators and personnel, and help negotiate collective bargaining agreements. When disputes arise, our team of experienced litigators draw on their considerable experience in employment- and discrimination-related cases and union matters, providing effective defense in arbitrations, mediation, agency proceedings and at trial.

Our real estate and construction attorneys advise institutions in all areas concerning the development, construction, acquisition and disposition of facilities. We have in-depth knowledge and firsthand experience in all aspects of campus master planning. Our attorneys provide guidance on leasing, construction, contracts, environmental and other real estate-related matters.

Colleges and universities are often among the early users of new technology. We advise clients on the relevant data privacy and data security requirements under state and federal laws, including the USA PATRIOT Act and the Health Insurance Portability and Accountability Act (HIPAA). Compliance with HIPAA is particularly important for institutions that manage their own student health systems. We also provide guidance on matters that result from judicial decisions, including Supreme Court decisions regarding e-mail retention, and other regulatory and agency guidelines.