Report to the Faculty
A&S Ad Hoc Committee on Shared Governance
February 23, 2016
Goals for Faculty Governance

• Conceptualize a unified governance structure for the A & S faculty through which all A & S governance is centralized, with clarified reporting and shared governance connections to the Dean, the Associate Deans, the Provost, and the University Faculty Senate.

• A & S Faculty Governance Structure must accomplish the following:
Create Bylaws

• Bylaws for all A & S dimensions of faculty governance must be created.
Clarify the role of Deans

- Clarify the duties of the Dean and the relationship of the Dean of A&S, the Associate Deans of A&S and the A&S Faculty concerning matters of governance.
Define Relationship to University Faculty Senate

• Clarify the relationship of A&S Governance structures with those of the University Faculty Senate.
Review A&S Committee Structure and Academic Council

- Organization
- Areas of responsibility
- Reporting protocols for inefficiencies and omissions
- Recommend an updated committee/governance structure
Review Selection of A&S Committee Representation: Voting and Nominating

- Current practices of election
- Equitable distribution of committee assignments
- Ensure a diverse representation
- Ensure increased participation and equity of service across all A & S Faculty
Archive A&S Governance Documentation

- Work with the A&S Dean’s Office to restore and make accessible past governance documents and actions.
- Develop a method of archiving past, current and future documents.
- Develop protocols and templates for recording, presenting and accessing A&S governance documents and actions.
  - Create written records of all that has been a matter of oral tradition in committees
Training for A&S Governance

• Work with A&S Dean’s Office to insure proper training of A&S faculty with governance procedures.

Examples:

• Robert’s Rules of Order, Parliamentary Procedure
• Orientation for new faculty
• Workshops for existing faculty
• Training for Committee Chairs
Pathways to establishing an A&S Faculty Governance Committee

• **Option 1**: Elect an A&S Shared Governance Task Force *(Create details for a complete governance structure)*

• **Option 2**: Elect an A&S Faculty Governance Committee and Chair of the Faculty *(Assume immediate moderate governance - Incremental approach)*

• **Option 3**: Elect an A&S Faculty Governance Committee and Chair of the Faculty *(Assume immediate and full governance)*
Option 1: Elect an A&S Shared Governance Task Force

- Focus on producing a complete set of recommendations to accomplish the above tasks (Governance Committee, bylaws, etc.)
- This process would ensure that a structure is in place before any changes are made.
- The task force would NOT assume any governing responsibilities.
- Creation of a full structure might take 1-2 years.
Option 2: 
Elect Governance Committee and Chair of the Faculty 
(Assume immediate moderate governance - Incremental approach)

- Immediately elect an A&S Governance Committee, including a Chair of the Faculty.

- Ad hoc committee recommends bylaws, a description, and the constitution of the Governance Committee as a first step.

- In the first year (2017-2018), the main duties of the Committee would be to call faculty meetings and create by-laws and a structure of shared governance for the School of Arts and Sciences.

- There would be dotted lines to the Dean and to current A&S committees that now report directly to the Dean.

- Recommend to the Committee on Committees that the Nominating Committee reform how committee members are selected for A&S committees.
Option 3: Elect Governance committee and Chair of Faculty (Immediate governing and creation of governance)

- Immediately elect an A&S Governance Committee, including a Chair of the Faculty.

- Ad hoc committee recommends bylaws, a description, and the constitution of the Executive Committee as a first step.

- In the first year (2017-2018), the Governance Committee would assume immediate governing as well as the creation of governance. A&S Committees would report directly to the Governance Committee and official communication would go through the Governance Committee, which in turn, would communicate with the Dean.

- Recommend to the Committee on Committees that the Nominating Committee reform how committee members are selected for A&S committees.
Specific ideas found to be worthy of further consideration

A&S Committee Structure

• Strengthen Curriculum Committee

• Keep Faculty Research and Undergraduate Research Committees and centralize faculty governance in these committees so faculty have greater voice and vote on budget related issues and awards according to merit.

• Consider shifting DAC to Budget Committee

• Consider adding Innovation and Initiatives Committee

• Consider adding a Personnel Committee that would house
  • T & P
  • Equity Committee
  • Mentoring Committee
  • Grievance Committee
Specific ideas found to be worthy of further consideration

Academic Council

• Academic Council could become a true council of chairs and coordinators

• Academic Council could focus on more narrow charge as a Dean’s advisory committee for administrative work in and through departments and programs
Specific ideas found to be worthy of further consideration

Improved Voting and Nominating

• Quadripartite voting, along with voting in division seemed to enhance representative governance.

• In an earlier voting system in A&S, everyone nominated 10 people in rank, and those ranks were compared, so that someone who was often ranked #4 might win over someone who was ranked #1 by only a few people. This process resulted in greater variety among the people winning the elections.

• Hold people accountable for filling out committee preference forms.

• Recommend departmental governance to enhance service appointments by way of departmental nomination.
Specific ideas found to be worthy of further consideration

• Governance should be designed to protect Faculty Time and Labor
  • Course release for Faculty Governance Committee Chair
  • Administrative Support for Faculty Governance Committee
  • Shorter 2 year terms of service for untenured faculty
  • Strategic planning at Departmental level to ensure service to FGC is factored into faculty assignments and review
Specific ideas found to be worthy of further consideration

- Faculty Governance in A & S involves both Interdisciplinary Programs and Departments, and infrastructure for supporting both must be built.