Report to the Faculty
A&S Ad Hoc Committee on Shared Governance
December 8, 2016
Committee Charge
Proposal for an exploratory ad hoc committee on shared governance within the School of Arts & Science (Approved by A&S Faculty, November 2015)

1. Address inefficiencies & unusual governance structures
2. Address absence of written policies and procedures
3. Build on governance strengths of UFS
4. Build on the shared governance already present in A&S
5. Initiate a discussion within A&S about shared governance
6. Recommend possible changes in order to optimize shared governance within our school
Committee Members

Dixon Abreu, Director of Portuguese

Elizabeth Baughan, Associate Professor of Classics and Archaeology

Geoff Goddu, Professor of Philosophy and Chair, Department of Philosophy

John Gupton, Floyd D. and Elisabeth S. Gottwald Professor of Chemistry

Lucretia McCulley, Head, Scholarly Communications and Access Services, Boatwright Library

Mari Lee Mifsud, Professor of Rhetoric and Program Coordinator, Women, Gender, and Sexuality Studies
Interviews and Research Process

• How do we understand “shared governance”?

• What is our history of shared governance? Challenges?

• How is shared governance institutionalized beyond A & S?

• How do peer institutions approach shared governance? How might any of these work in A&S in light of the specific ways we work, meet, and care about our academic mission?

• What recommendations should the A&S faculty consider in order to achieve more effective governance in A&S?
Interview and Research Process, cont.

• In order to answer these questions, we conducted months of interviews:

• The Provost, the current A&S Dean, and the incoming A&S Dean: Fetrow, Skerrett, Rankine

• Past and present members of the Dean’s Advisory Council: Hoke, Gupton, Goddu, French

• A&S Senators: Yellin, Hamm, Erkulwater, French

• Members of the A&S Nominating Committee and chairs of A&S committees: to be interviewed in early Spring, including McWhorter, Brandenberger, de Sa, Downey, Howell, Geaney

• Department chairs and program coordinators: Will meet with Academic Council in early Spring 2017

• Other relevant stakeholders, as the ad hoc committee believes appropriate: Al Goethals, Jim Monks
Liberal Arts Shared Governance Models

Bowdoin College
College of William and Mary
Pomona College
Williams College
Amherst College
Swarthmore College
Carleton College
Pacific University
American University
Wellesley College
University of Virginia – Arts and Sciences
Possible A&S Shared Governance Components

• Written Records

• Create Bylaws
  - Determine meetings and related procedures
  - Responsibilities of faculty
  - Faculty committee structure and function
  - Describe relationship to University Faculty Senate
  - Describe relationship to A&S Dean’s Office

• Make available from 2004 existing written records on asadmin.richmond.edu via username/password.

• New governance structure should be responsible for archiving governance material (minutes, committee rosters, committee functions, committee reports) on the website.
Possible A&S Shared Governance Components (continued)

• Executive/Steering/Governance Committee offers an appealing model as an elected body
  - Chair of the Faculty
  - Oversees committee creation
  - Sets agendas for meetings
  - Works closely with A&S Dean
  - Attends A&S Deans’ meetings
  - Determines when faculty voice is a priority
Shared Governance Components (Continued)

• Existing Committees: T&P, DAC, Curriculum, Grievance, Faculty Research, Undergraduate Research, and Nominating

• Possible Modifications: Personnel, Diversity and Equity, Budget, Innovation/Creativity, Judiciary, Grants, Assessment, Faculty Secretary, Faculty Affairs

• Determine committee/subcommittee structure

• Determine efficiency of committees and define election process.

• Define governance duties vs. operations/administrative duties.
Key Questions and Continuing Processes

• Key Question: *What needs do A & S faculty have that are not being covered in our work thus far?*

• After gathering more info from A & S faculty, including information from A & S Committee chairs, and continuing our study of the whole, we will proceed in Spring 2017 with presenting recommendations for shared governance.

• We anticipate a February/March presentation, though additional time may be needed.
A&S Ad Hoc Committee on Shared Governance Webpage

• Webpage
  http://asadmin.richmond.edu/faculty-governance/shared-governance.html

• Committee Charge

• Links to current A & S governance structures

• Minutes including notes from interviews

• Links to peer and aspirant governance models

• Faculty Comment/Feedback form