Charge: From UC notes January 2018

Shared governance specifics in system and FPP

Don’t want to just affirm the values, but show how they have played out in the past – and how that decision-making has served us well. Who appoints – what happens – what matters – etc.

need some sort of motivating preamble. Discussion. And then transition to “here’s how it’s operationalized” in various contexts – search and screen, etc. There will be some guidance in FPP and other places, but some needs to be created from scratch. Not clear how difficult it would be to extract those facts.

Important to show how/why the outcome is better.

This is about what ought to be in the report – and aren’t we talking about how to get there

Timing useful to Extension integration process. Starting point would be a listing of the FPP/UWS/etc that address SG – and then could have preamble

Implementation of shared governance

* Shared decision-making
* Advisory to administration
* Policy development

**UW system**

<https://www.wisconsin.edu/governance-representatives/download/systemwide(2)/Shared%20Governance%20Guidelines.pdf>

**VALUES**

The respective responsibilities of the Board of Regents, the UW System President, Chancellors, Faculty,

Academic Staff, and Students arise from the longstanding Wisconsin tradition of shared governance. This system of shared governance, as it is commonly understood and practiced within the UW System, is based on the premise that the above-mentioned parties all contribute to the leadership of the System and the understanding that inclusiveness leads to better decision-making. This tradition calls for a process of Regent and UW System policy development that includes faculty, academic staff, and students, as appropriate to the nature of the policy. Effective policy development comes from early, active, and wide collaboration and consultation. The purpose of this document is to establish workable guidelines for the process of shared governance at the System/Board of Regents level.

<https://www.wisconsin.edu/uw-restructure/download/Board-of-Regents-Restructuring-Proposal-Resolution-7.pdf>

“…

BE IT FURTHER RESOLVED the Board of Regents anticipates that UW Colleges and UW Extension

employees who become employees of a UW System campus or UW System Administration shall continue to enjoy job security rights and shared governance rights consistent with their current appointment at UW Colleges and UW-Extension, the particulars of which will be developed by campus administration and UW System Administration in consultation with relevant governance bodies, and … “

**IN ACTION**

Faculty and Academic Staff governance should be included early in the process of developing Regent and UW System policies in the following areas:

* Personnel Policies (for example, and without limitation by enumeration, UWS Unclassified

Personnel Guidelines; related personnel policies that pertain to both Faculty and Academic Staff roles and rewards; and Faculty and Academic Staff compensation & benefits policies)

* Academic Policies (for example, and without limitation by enumeration, curriculum, admission, retention, and graduation policies; and program review policies)

The UW System and the Board of Regents will actively consult with the UWS Academic Staff and Faculty

Representatives to identify appropriate individuals to serve on committees, working groups and/or task forces, where faculty and/or academic staff input may be indicated.

Process:

This document describes a process of liaison between governance groups that fosters effective and broad collaboration and consultation. The primary channels of communication are between the Board of Regents President, the UW System President, and the UW System Faculty Representatives Advisory Council and the UW System Academic Staff Representatives Council. System and Board of Regents level shared governance items will be brought to the full Faculty & Academic Staff Representatives Advisory Councils at their respective meetings and/or disseminated via UWS System maintained email listservs for both councils. The UW System President will designate a position in System Administration to facilitate such communication.

Whenever practical, the members of the UW System Faculty Representatives Advisory Council and UW

System Academic Staff Representatives Council will be the chairs (or their designees, from among members) of the executive faculty and academic staff governance bodies of each campus. The members of the Councils will be relied upon to provide timely communication to and responses from their respective governance bodies.

**IN ACTION EXAMPLES**

* Shared Governance Feedback requested at the 2020FWD conference <https://www.wisconsin.edu/2020FWD/>
* UW System Administration Internal Policies and Procedures: Development, Review, and Approval:<https://www.wisconsin.edu/uwsa-policies/docs/opr-1/#6.PolicyStatement>

If approved, the IPC shall collaborate with the Responsible UWSA Officer in the development of a policy draft. Members of other UWSA units with purview over the proposed policy may assist in the development process. The policy development process shall include consultation with the affected stakeholders at UWSA which may include, but is not limited to, governance groups, specific units or offices within UWSA, and the President’s Cabinet.

* System level strategic planning

**UW-Madison: https://www.wisc.edu/governance/**

**VALUES**

Shared governance gives representation to academic staff, university staff, faculty and students, who all take part in making significant decisions concerning the operation of the university. Shared governance is a unique and important aspect of life at the University of Wisconsin-Madison.

Shared governance partners are involved in campus decisions regarding areas of academics, research, campus climate, diversity, human resources, as well as other campus-wide issues. We ask you to support and strongly encourage faculty, academic staff, and university staff participation in governance during work hours and/or without loss of pay: <https://www.wisc.edu/pdfs/Shared_Governance_Letter.pdf>

Mirrored in departmental admins

**IN ACTION:**

Shared governance committee membership and appointment by shared governance bodies

* + Academics
  + Diversity and campus life and culture
  + Support (IT, others?)
  + Grievances and discipline
  + Grants and awards (usually devoted to a particular employment group, like students)

**IN ACTION EXAMPLES**

* + Study of student support services
  + TTC

**Faculty Policies and Procedures**

Implementation of shared governance

• Shared decision-making

• Advisory to administration

• Policy development

**Values**

1.03.B.3.

University faculty status provides eligibility to participate in faculty governance as provided in Chapters 1, 2, and 6 of these rules, including voting in university-wide faculty elections, senate representation, and eligibility for election to the senate, and is granted only as provided in 1.03.B. of these rules. University faculty status does not confer membership in a department, school, or college; does not confer rank or tenure; and does not convert an appointment to a faculty appointment.

1.20. AUTHORITY AND RESPONSIBILITIES OF THE FACULTY.

A. The faculty is vested with responsibility for the immediate governance of the university, subject to the responsibilities and powers of the chancellor and under other provisions of 36.09, Wisconsin Statutes, and shall actively participate in university policy development. As such, the faculty has primary responsibility for academic and educational activities and for faculty personnel matters.

6.02. JOINT GOVERNANCE COMMITTEES.

A. “Joint governance committees” are committees established in conjunction with academic staff, classified staff, and/or student government to address issues of common concern which are not the primary responsibility of the faculty.

B. A joint governance committee reports to the faculty through the University Committee and/or the Faculty Senate and to other establishing authorities in accordance with their rules.

C. The rules of the establishing authorities may provide for the selection of committee members; the scope of their authority; the rules and regulations for their proceedings; and the form in which the committee’s work should be reported.

**In action**

5.02. DEPARTMENTAL RESTRUCTURING - GUIDELINES AND CRITERIA.

A. All program changes of any kind require the same open and transparent process, widespread communication, documentation of concurrence by other interested and affected units, and participation in shared governance as is required to gain approval for a new program. Planning and proposal development will involve consultation and communication with a wide range of academic, administrative, and student support units. The suspension or curtailment of an academic program must be managed so as to minimize any potentially adverse impact on students, on applicants admitted to the program, and on faculty and staff. Appropriate and timely notice must be given to all interested groups. *Throughout the planning process faculty and staff should consult with their dean's office, the director of Academic Planning and Analysis, the Registrar’s Office, the Graduate School, the Office of Undergraduate Advising,* ***student governance groups, and others*.**

6.09. COMMITTEE REPORTS, RECORDS, RECOMMENDATIONS, AND POLICIES.

A. All Chapter 6 and ad hoc faculty committees shall report to the University Committee in writing at least annually. These reports shall be submitted to the Faculty Senate for its information. There shall be an opportunity for senators to ask questions regarding these reports. If a committee includes academic staff and/or student representatives, then the represented governance bodies shall also receive copies of the report

**The 30+ Chapter 6 committees**

7.17.C. Post Tenure Review Procedures

2. Review procedures shall include:

a. A review of qualitative and quantitative evidence of the faculty member's performance over at least the previous five-year period. The evidence should include a current curriculum vitae, annual activity reports, teaching, and student evaluations or summaries of evaluations, and other materials providing evidence of the faculty member's accomplishments and contributions that the department or the faculty member feel are relevant to the review. The faculty member should provide the reviewers with a brief summary of career plans for the future. Letters from outside the university would not ordinarily be a part of the review process. The faculty member under review, however, may submit appropriate letters if she or he so chooses. The reviewers shall examine materials to the degree needed to accomplish the purposes of this review.

8.02. FACULTY DUTIES AND RESPONSIBILITIES.

B. ATTENDANCE AT MEETINGS. It is the duty of faculty members to attend departmental, school or college, and university faculty meetings.

Milestones and specific examples

Until 19—shared governance by faculty was viewed as only faculty-to-admin relationship (board of regents mainly)

Faculty influence on administration:

Departmental decisions on own governance, personnel

Committees: over 500 faculty, academic staff, university staff, and students currently serve on committees (not counting search and screen)

Campus planning

library

search and screen (1972: expanded faculty role)

Senate

Research grants

Promotion to tenure

1888: standing committees first formed “assumed special charge of the detailed business of the students’ concerned.

1896: 1st position dedicated as secretary of the faculty

1898-1900: each of the schools and colleges to be administered by its own faculty instead of trying to govern all students as a whole. BoR still controlled pay, hours, exams

1916: first office of the secretary of the faculty

1973: academic staff identified as a separate entity

1974: faculty (and chancellors) invested with responsibility and powers for the immediate governance of such institution and participate in institutional policy development. Is this chapter 36?

1976: academic staff committee formed (advisory to the chancellor) but no way to communicate to the rest of the univ or even academic staff

1985: academic staff written into state statute re: shared governance

1988: student role “still new”