

The background of the slide is a pattern of orange hexagons of varying shades, creating a textured, 3D effect. At the bottom, there is a horizontal bar divided into two sections: a black section on the left and a yellow section on the right. The text is centered in the black section.

**FACULTY SHARED GOVERNANCE REPORT: COMMON THREADS**

# Executive Summary: Close Data Collection Questions

The responses are generally positive for having Shared Governance and being involved in all aspects.

The areas of improvement seem to center around input or feedback concerning fiscal issues, resources and support services.

I would take away that more needs to be done in terms of involving the faculty in the information gathering phase (new ideas, allocation of resources, growth potentials, and critical decision making).



The survey questions focused on six areas of shared governance of success:

- ✓ Climate for Governance
- ✓ Institutional Communications
- ✓ The Faculty Shared Governance (FSGB) Role
- ✓ The Presidents Role
- ✓ The Faculty Role
- ✓ Joint Decision Making

Collection Questions

- In reviewing the result slides, please read the results with these thoughts in mind:
  - ❖ I have indicated results which I feel reflect an inconclusive result because the question design may have been confusing. They are noted by an asterisk.
  - ❖ I also remind you that question results with significant neither agree nor disagree responses often mark the fear of a respondent to give a negative reply. Reading the question asked coupled with the rest of the response ranking mindful of this might give you a better idea of what is really being indicated in the response.
  - ❖ Be sure to look for notes in the slides.

# Interpreting Data Results

# Climate for Governance

## 6. Climate for Governance:

[More Details](#)

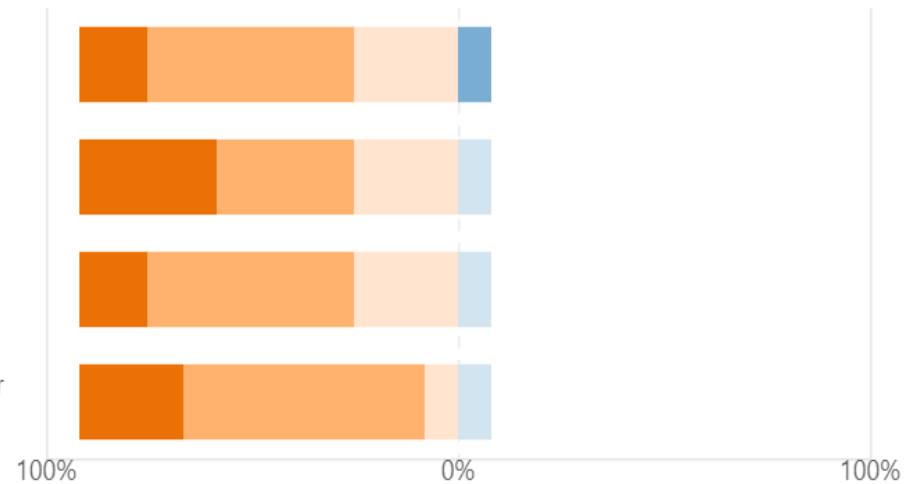
■ Strongly Agree ■ Agree ■ Neither Agree or Disagree ■ Disagree ■ Strongly disagree ■ Not Applicable

Shared governance between the administration and faculty functions in an effective manner.

Shared governance is being used in the development of processes, procedures and policies within the...

Communication among university constituents are open and carried out in good faith and in an...

Faculty can speak openly when expressing opinions or giving counsel whether it be on committees or in...



**DATA  
CONCLUSIONS:  
Climate for  
Governance**

- Shared Governance is working effectively overall!
- Faculty have input in processes, procedures, and policy making.
- Faculty feel they can speak out about issues within the shared governance umbrella.

# OPEN COMMENT SUMMATION: Climate for Governance

- Most universities think their shared governance functions well.
- Generally, faculty feel they can express their opinions freely with some reluctance felt by non-tenured full-time faculty and for all in some situations (e.g., some recorded virtual meetings or some committees).
- Improvement in the area of transparency is expressed by all as something the administration could do to make the climate more harmonious.

# Institutional Communication

## 8. Institutional Communications:

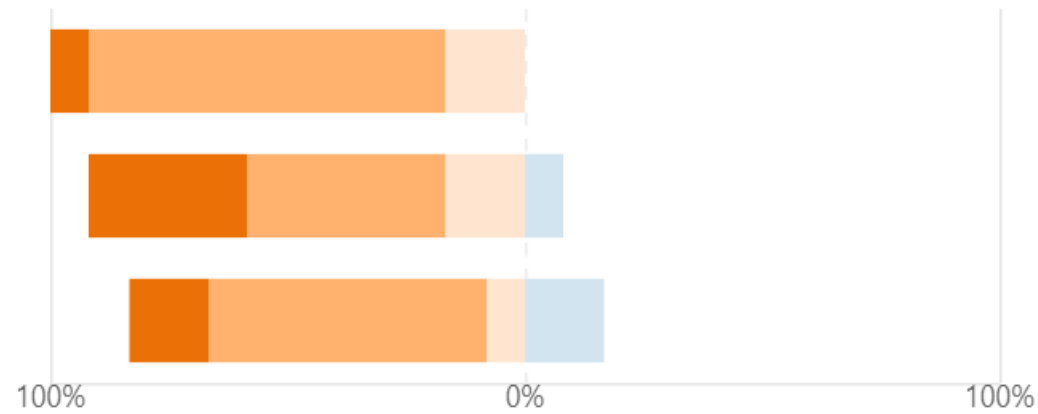
[More Details](#)

■ Strongly Agree ■ Agree ■ Neither Agree or Disagree ■ Disagree ■ Strongly disagree ■ Not Applicable

The administration consults faculty Shared Governance Body or Bodies (FSGB) on important...

The administration is encouraging and open to supporting new FSGB concerns and initiatives.

The Administration is more likely to create a policy or new initiative and come to the FSGB for feedback...





# Data Conclusions: Institutional Communication

- Faculty see communication between shared governance groups and administration as open.
- Administration is more likely to create a policy, process or procedure and then ask for faculty feedback.
- There is definite room for improvement in the consideration of their concerns on and new initiatives. Visible actions of reaching out should be considered.

# Open Comments: Communication

- Communication is often between shared governance bodies and upper-level administration.
- Faculty beyond this show less understanding of what is happening on campus.
- Faculty feel they often are not included in the planning process for policies, or new initiatives that affect them and therefore are unaware that these are happening until they are asked for approval or feedback. This was especially apparent in COVID-19 Planning.

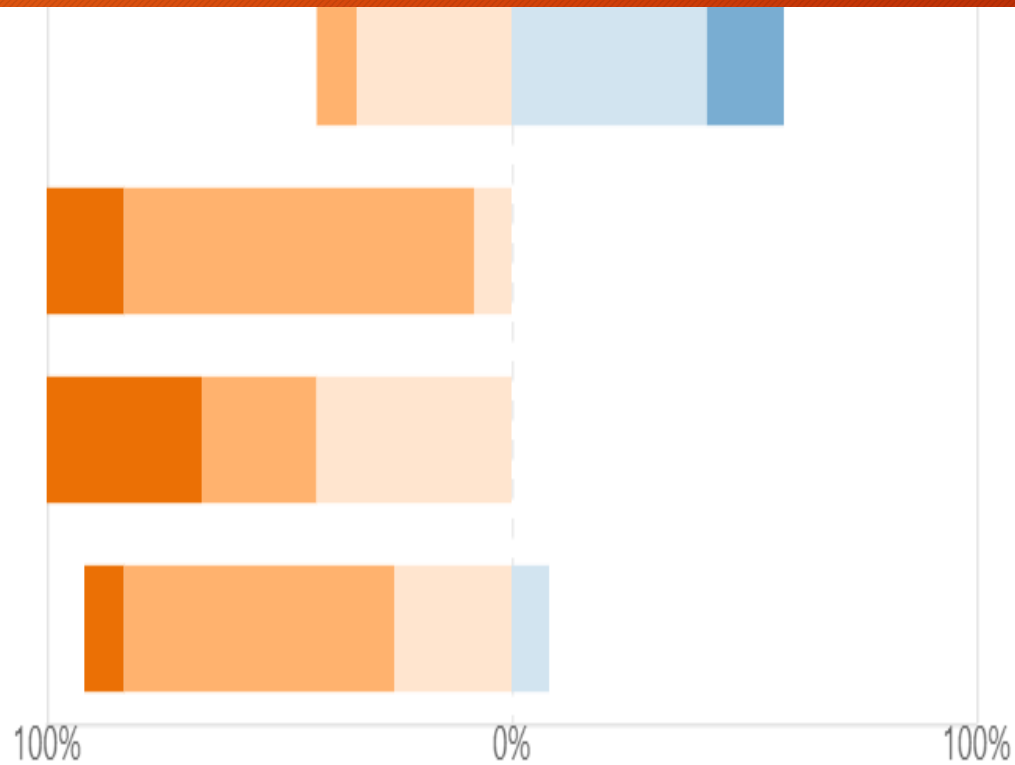
# Faculty Shared Governance Role

The administration provides resources to support faculty involved in FSGB functions or positions (cour...

Structures and processes that allow for shared governance are clearly defined in the governance...

Shared Governance structures and processes are periodically collaboratively reviewed for improve...

For joint committees on which the faculty is included, representation appropriately reflects the degree of t...



# Faculty Shared Governance Role

■ Strongly Agree ■ Agree ■ Neither Agree or Disagree ■ Disagree ■ Strongly disagree ■ Not Applicable

The FSGB and its committees provide active academic and administrative functions at the university.



The role of the FSGB and its committees should be expanded at the university to include areas that are...



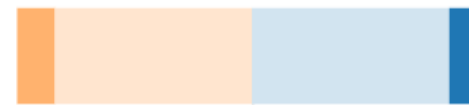
The FSGB meet on a regular basis with administration as determined by the shared governance documents.



FSGB determines how their own representatives are selected.



Administrators often ask the same faculty to serve on committees regardless of expertise or ability.



# Data Conclusions: Shared Governance

- The process of shared governance is working well. Review of the process on a consistent basis for purposes of improvement is not as prevalent among schools so this is an area to review.
- Improvement is needed in the area of support resources for FSGB members. Faculty shared governance representatives and organization need time as in course release and/or renumeration, and/or administrative help to complete their duties effectively.
- The Presidents are responsive to shared governance with faculty but visible support in the lower subunits (e.g., Deans, Department Chairs etc.) needs to be encouraged. Faculty support for participation in shared governance work is not uniformly encouraged in subunits.

# Open Comments:

## Faculty Shared Governance Body Role

- Faculty need resources to perform their shared governance roles effectively and still do their job and student responsibilities well.
- All FSGB's meet regularly and elect their own representatives.
- Most schools have a formal record of their shared governance role and duties, but few have regular reviews. The latter is an area for improvement.
- Communication of what FSGB's do has serious room for improvement.
- Most schools feel faculty are represented in appropriate committee work. Some room for improvement could be helpful in the foundation process of decision-making.

# President's Role

## 12. The President's Role:

[More Details](#)

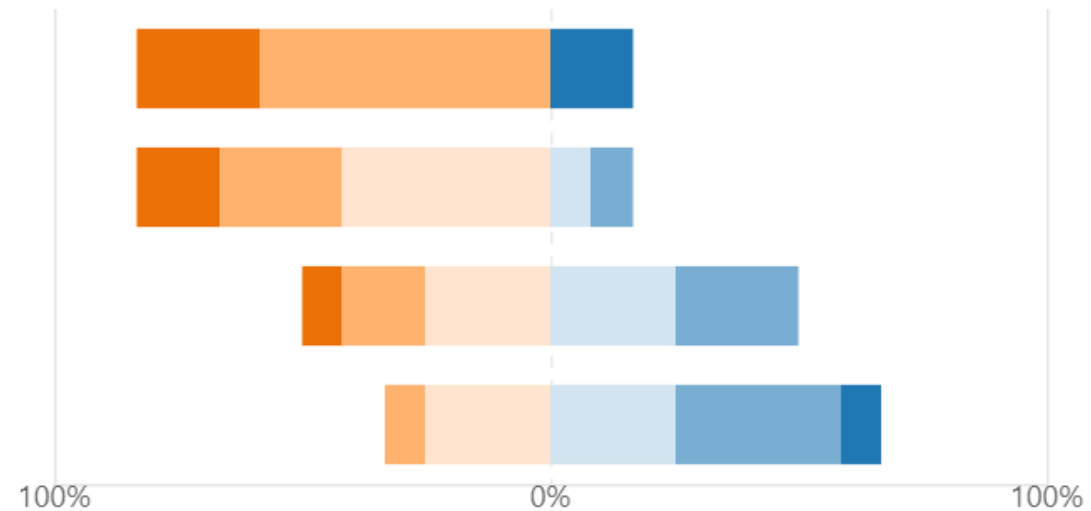
Strongly Agree   Agree   Neither Agree or Disagree   Disagree   Strongly disagree   Not Applicable

The president seldom overturns faculty decisions and recommendations in areas in which the faculty has...

The president seeks meaningful FSGB input on those issues (such as budgeting) in which the faculty has a...

The president's support for the principles of shared governance is not perceptible to faculty (visible in...

The president does not actively support and advocate the principles of shared governance at the sub-unit...



# Data Conclusions: President's Role

- ❖ Overall faculty are finding their President supportive of shared governance activities.
- ❖ A major area of improvement is in getting the message out to faculty that participation in shared governance activities is important to them.
- ❖ The need for shared governance needs to be encouraged in the sub-unit level. This means below the Provost level, Deans and Department Chairs in particular.



# Open Comments: President's Role

- Most faculty feel that the President's do not overturn decisions made with faculty participation.
- Presidents need to be more responsive to new initiatives sponsored or supported by their FSGBs (e.g., faculty equal pay, shared decision making in how grant, alumni or endowment money can be spent).
- Most schools feel the Presidents need to be more visible in their support of the FSGB's school wide in terms of evaluation of service and resources.

# Faculty Role

## 14. The Faculty's Role:

[More Details](#)

Strongly Agree   Agree   Neither Agree or Disagree   Disagree   Strongly disagree   Not Applicable

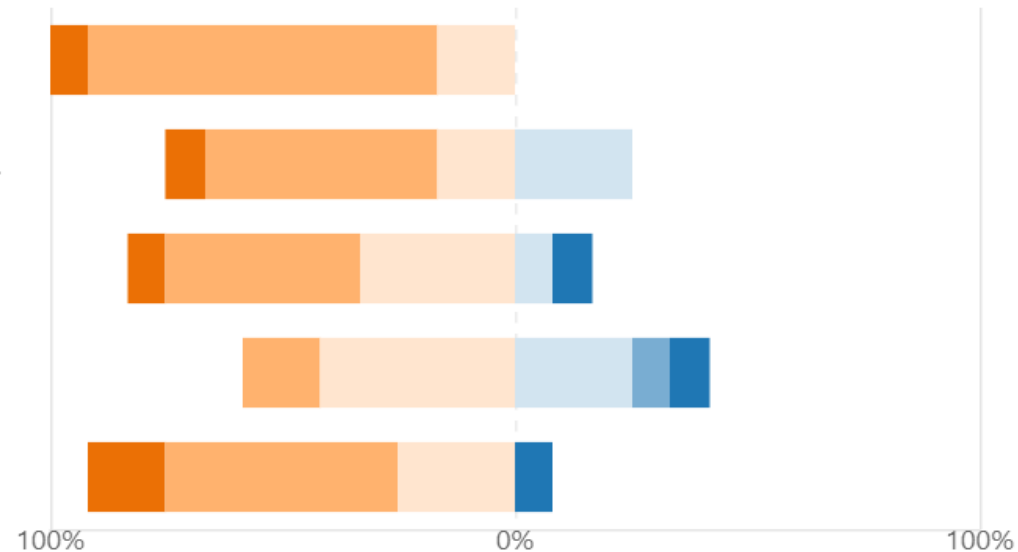
Faculty participation in a FSGB is viewed as worthwhile.

Faculty are eager to participate in Shared Governance.

The administration utilizes faculty involvement in the area of planning and strategic planning.

The administration involves faculty in budgeting and fiscal resource planning.

The administration involves faculty in academic affairs and program development.



# Data Conclusions: Faculty Role

- Overall Faculty view their role in shared governance is positive.
- Communication with Faculty over budget concerns should be more visible and less top down.
- Affirmation of the previous questions suggests that participation could be encouraged if support was given from lower-level subunit leaders.

# Open Comments: Faculty Role

- Most faculty value shared governance but its value is tempered by the fact that service has less importance in performance evaluations.
- “Sometimes service is viewed as taking away from faculty responsibilities such as research, teaching, student mentoring or advising.”
- The faculty feel improvement is needed in showing shared governance is valued activity by the administration on all levels.
- Many schools report that follow up in decisions or feedback is needed to make faculty feel that participation in committee work is worthwhile. “We go to many meetings, but nothing seems to come from it..”

# Joint Decision Making

## 16. Joint Decision Making:

[More Details](#)

Strongly Agree   Agree   Neither Agree or Disagree   Disagree   Strongly disagree   Not Applicable

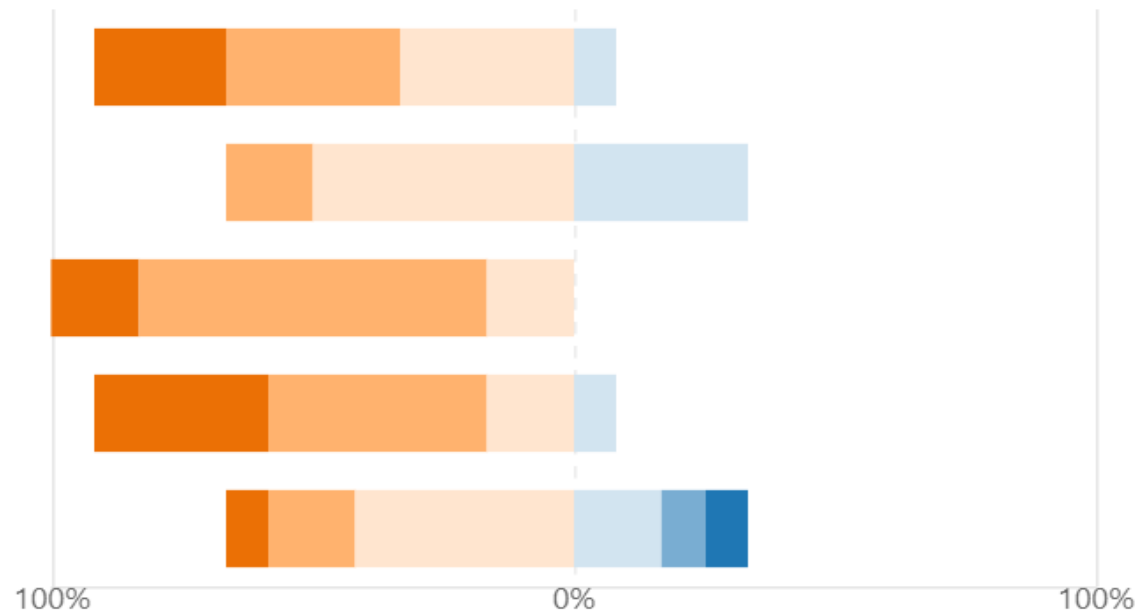
The administration utilizes faculty involvement in the area of planning and strategic planning.

The administration involves faculty in budgeting and fiscal resource planning.

The administration involves faculty in academic affairs and program development.

The administration involves faculty in staff selection and hiring of VP level administrators.

The administration relies heavily on persons not involved in FSGB when making decisions related to...



# Data Conclusions: Joint Decision Making

- ❖ Overall faculty feel included in decision making related to academic endeavors as is their defined role in shared governance.
- ❖ They would like to have more inclusion in budget matters that relate to their interests.
- ❖ There appears to be some room for improvement on faculty inclusion in strategic planning and fiscal decision making.

# Open Comments:

## Joint Decision Making

- Overall faculty believe they are included in academic affairs decision making but it is of concern that Deans and Provosts are viewed as having more influence than faculty.
- This coincides with the idea that shared governance seems not to be encouraged in the subunits of the school organization.

# Overall Comments:

The responses are generally positive for having Shared Governance and being involved in all aspects.

The areas of improvement seem to center around input or feedback concerning fiscal issues, resources, and support services.

I would take away that more needs to be done in terms of involving the faculty in the information gathering phase (new ideas, allocation of resources, growth potentials, and critical decision making).