

Charts subcommittee

November 30, 2005

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The Charts subcommittee met on November 22, 2005 to discuss ways to present information related to shared governance via charts.

We reviewed three organizational charts for academic units: one for the College of Liberal Arts and Sciences, one for the Department of Chemistry (46 faculty, chairs typically serve for 4-5 years, cultural expectation that everyone will do their share of service), and a committee of the whole model for a small academic unit. The chemistry model is one for shared governance where the backbone is the committee structure and the representative faculty body is the entire department.

We also looked at two charts on shared governance issues. One, for an academic department, had four boxes:

1. Administrative Determination (budget, salaries)
2. Administration/Faculty Consultation (planning, resources (cap/personnel), space)
3. Administration/Faculty Recommendation (new hires, promotion and tenure)
4. Faculty Determination (curriculum)

Items were shifted in the boxes to indicate that the responsibilities ranged along a continuum from administration determination to faculty determination.

The other chart on shared governance issues had some organizational structure indicated both for faculty and administration, and then several boxes indicating areas to be shared with labeled arrows to indicate the relative contributions of the faculty and the administration.

We had a brief discussion of the difficulties for shared governance of units split over significant distances such as the College of Medicine with faculty in Gainesville and Jacksonville and IFAS with its research and extension units.

Two practices that came up were deemed noteworthy:

1. The Faculty Compensation Plan in the College of Medicine requires an individual to score excellent in two of the areas (research, teaching, academic service, clinical service if applicable) and at least adequate in the remaining area(s).
2. Chair search committees in the College of Liberal Arts and Sciences consist of an elected faculty core supplemented by a chair from another department as a voting member appointed by the dean and an associate dean appointed as a non-voting resource. The committee must recommend at least two candidates to the dean.