

Shared Governance Report for College Faculty Councils

College: Medicine Date: 5/2011

Please evaluate your college's progress toward shared governance using the form below. The columns on the left are the 10 principles of shared governance from the UF *Faculty Senate-Presidential Task Force on the Implementation of Shared Governance Report* (April, 2006). In the columns on the right please describe your college's progress toward these principles. **Please submit to the UF Faculty Senate (facultysenatechair@ufl.edu) by April 1, 2011.** Thank you.

Principles of Shared Governance	College's Progress
1. a respectful collaborative process between faculty and administration that seeks consensus in the development of shared governance structures and processes.	The Dean has been very willing to involve faculty. Only exceptions can be attributed to his learning curve.
2. an elected representative body of the faculty (with its leadership elected by the faculty) that acts on behalf of the faculty and is responsible for working with unit/college administration to develop and oversee the operation of shared governance within the unit/college;	We have a new, 1.5 year old, Constitution and a newer, < 1 year old set of bylaws that are working well. All are members are elected by faculty, new Policy Board structure is getting up and going, again a tough learning curve, for faculty as well
3. written guidelines that delineate the responsibilities and roles of the faculty and the administration in implementing shared governance in the unit;	Yes, bylaws spell things out nicely
4. written guidelines (e.g. constitution, bylaws, policy manual, or memoranda of operations) for implementing the principles of shared governance in the unit;	yes
5. approval of the guidelines, documents, and processes of shared governance by a majority vote of the faculty and unit administrators;	majority vote of faculty for constitution and majority vote of faculty council reps for passage and modification of the bylaws
6. elected faculty committees charged with addressing the major academic missions of the unit (e.g. curriculum, promotion and tenure, standards for appointment, evaluation of students, research, and scholarship);	5 Faculty Council Policy Boards, copied from UF Senate structure (almost word for word)
7. procedures to insure faculty input in strategic planning, resource allocation, and budget priorities;	Yes, through meeting with Associate Deans and Policy Boards All Senior Associate Deans have been very willing to come to Council and Policy Board meetings
8. procedures for resolving differences between faculty and administrators;	Dean has participated in discussion to resolve differences, has been a very good atmosphere

<p>9. procedures for periodic review and evaluation of the principles and mechanisms of shared governance; and</p>	<p>With only one year with our new Constitution we have not yet addressed this. But in our College the Faculty Council actually runs the Chair evaluations, each Chair being evaluated every third year.</p>
<p>10. a means of communicating shared governance processes and outcomes to all members of the unit.”</p>	<p>We have an administrative assistant and have mass mailing to all College faculty and have created new webpage (facultycouncil.med.ufl.edu)</p>

A. Overall, how would you evaluate the progress of your college toward meeting these principles of shared governance?

The Administration has been very willing. We have had some growing pains but none that have not been easily resolved with a single phone call. Usually get told, “..sorry I just did not know...” and it get resolved. Our main problem is getting faculty participation. With clinics starting at or before 8 AM and finishing after 6 PM, with lunch on the run between cases, it is very difficult to get faculty to find time. We have some very difficult changes to undertake this coming year having to do with faculty compensation. It is critical that we find our footing and get faculty involved.

B. What would you say are the best practices in your college for shared governance?

A very willing Administration lead by Dean Good

C. What do you see as problem areas in effective shared governance? Getting time to participate and a very dynamic healthcare industry that will demand many changes over a very short time course

Submitted by

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Chair of College faculty council
