

Shared Governance Report for College Faculty Councils

College: Dentistry

Date: 2/28/2011

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
A respectful collaborative process between faculty and administration that seeks consensus in the development of shared governance structures and processes.	In process. Procedures and processes need to be clarified and publicized to faculty.
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;	The steering committee is elected but is not charged to develop and oversee operation of shared governance. Task force on shared governance was not elected but is working on clarifying shared governance structure and revising the constitution.
written guidelines that delineate the responsibilities and roles of the faculty and the administration in implementing shared governance in the unit;	Bylaws govern the action of the faculty assembly and committee structure. The taskforce is working a revision of the constitution that will specify and clarify structure and responsibilities.
written guidelines (e.g. constitution, bylaws, policy manual, or memoranda of operations) for implementing the principles of shared governance in the unit;	In process and will be presented to faculty in 2011-2012
approval of the guidelines, documents, and processes of shared governance by a majority vote of the faculty and unit administrators;	accomplished
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);	accomplished
procedures to insure faculty input in strategic planning, resource allocation, and budget priorities;	In process
procedures for resolving differences between faculty and administrators;	In bylaws but not well understood. Associate Dean for faculty affairs has handles these cases on an ad hoc basis
procedures for periodic review and evaluation of the principles and mechanisms of shared governance; and	In process

A means of communicating shared governance processes and outcomes to all members of the unit.”	Faculty assembly has been the main mechanism but there is considerable apathy among the faculty.
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A. Overall, how would you evaluate the progress of your college toward meeting these principles of shared governance?

Progress toward shared governance is good but moving to the next level will require many open forums to produce shared ownership. The atmosphere in College of Dentistry is congenial and cooperative.

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

Conversations are open and good will exists among all parties. Practices vary among situations and need greater documentation and consistency. Best practice is that most faculty want this to work.

C. What do you see as problem areas in effective shared governance?

Participation in shared governance requires large blocks of time to accomplish and the faculty are being asked to take on more at a time when resources are shrinking. Balancing the time commitment to produce consistently excellent teaching and scholarship with the new and larger demands of shared governance is a challenge. I sense a reticence among some faculty to take this responsibility on s there are few incentives including little recognition.

Submitted by
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