

Shared Governance Report for College Faculty Councils

College: Institute of Food and Agricultural Sciences Date: 3/19/2011

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 (faculty senate chair@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.	There has been an enormous amount of progress in establishing respectful collaborative working relationship between IFAS upper administration and faculty, primarily via the elected Faculty Assembly. An indication of the cooperation by the new Senior Vice President Jack Payne can be seen at his State of the Institute address where he agreed that the faculty have a determining role in policy issues of tenure and promotion and curriculum. http://icsde.ifas.ufl.edu/Accordent/FacAssembly/
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;	The IFAS Faculty Assembly has elected representatives from each department, research and education center, and extension district. The Assembly has elected officers and five standing committees. The Assembly website is http://faculty.ifas.ufl.edu/assembly/index.html
3. written guidelines that delineate the responsibilities and roles of the faculty and the administration in implementing shared governance in the unit;	IFAS has a constitution that describes the responsibilities and roles of faculty and administration and also mechanisms for implementing shared governance. In addition, each department, center, and district has drafted its own set of bylaws that describe how shared governance will be implemented at the department level. The constitution and bylaws are posted on the Faculty Assembly website (above).
4. written guidelines (e.g. constitution, bylaws, policy manual, or memoranda of operations) for implementing the principles of shared governance in the unit;	See above point 3
5. approval of the guidelines, documents, and processes of shared governance by a majority vote of the faculty and unit administrators;	The constitution was ratified by a vote of all IFAS faculty and signed by the administration. Bylaws were approved by votes of faculty in individual departments, centers, and districts.
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);	Standing elected committees of the Faculty Assembly are Executive Committee, Infrastructure and Resources Committee (IRC), Professional Welfare Committee (PWC), Tenure, and Permanent Status and Promotion Committee. Ad hoc task force committees are formed as needed.
7. procedures to insure faculty input in strategic planning, resource allocation, and budget priorities;	The IRC, which consists of faculty, department, center, and district representatives, and IFAS senior administration, addresses budget and resource allocation. An intensive dialogue is underway this year among the IRC, the senior vice president, and deans for research, teaching, and extension regarding the levels of interaction in determining budget and resources. This includes strategic plans and budget priorities. A status report can be found http://faculty.ifas.ufl.edu/assembly/standing_committees.html
8. procedures for resolving differences between faculty and administrators;	Generally, this involves conferences between officers of the Assembly or standing committees and administration. Administration has also addressed the Assembly at their meetings on such issues.
9. procedures for periodic review and evaluation of the principles and mechanisms of shared governance; and	We've informally asked for feedback from Assembly members, but have no formal process in place.
10. a means of communicating shared governance processes and outcomes to all members of the unit."	We communicate through our website that posts meeting times, agenda, streaming video of each Assembly meeting, minutes, and a section called "What's New", where summaries of assembly activities and actions are

	<p>placed after each Assembly meeting. Emails are sent from the chair to all faculty to inform them of activities and links to direct them to the locations on our website to find such information. We also started a blog, modeled after the Faculty Senate blog.</p>
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A. Overall, how would you evaluate the progress of your college toward meeting these principles of shared governance?

It is good and improving. There still appears to be some inconsistency with regards to shared governance both at the administrative level and at the department level.

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

- Scheduled and ad hoc meetings between faculty and administration on policy issues and on the perceptions of interactions between faculty and administration
- Monthly meetings of the Assembly and standing committees in which senior administrators frequently address the faculty.
- Bylaws for each department, center, district.

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

A culture change is necessary for the college to fully embrace shared governance at all levels. That culture change seems to be occurring among many members of the Faculty Assembly and certain senior administrators. It is not yet clear that it is occurring as broadly at the department level. My perception is that faculty are not uniformly convinced that shared governance is really doing anything and that a significant amount of apathy and cynicism exists among the faculty. In addition, some administrators appear not to be embracing the shared governance model.

Submitted by:
 Kenneth Cline
 Chair of IFAS Faculty Assembly