<p style="text-align:center">Shared Governance Discussion</p>

Analysis of Shared Governance Group Discussions during May 5, 2022 Faculty Senate Meeting:

- There is a belief that shared governance is top-down and administrators do not always engage faculty in decisions that are made.
- There is a strong belief that there should be inclusion of faculty in decision-making and for faculty to be seen as valued contributors.
- There should be faculty voice with meaningful application of feedback and **transparency** in decision-making; faculty should not be surprised by decisions and we should know what was behind the decisions.
- There needs to be enough faculty representation on committees to have a voice and more organized methods to include voices from around the university, such as administering surveys to get opinions from across the university.
- If we had shared governance, faculty morale would be higher; faculty need to be able to trust administrators to act justly and fairly.
- There needs to be time during the Faculty Senate meetings when administrators are not present; some faculty feel that it is intimidating to have administrators present because of issues of retaliation that can take many shapes and be subtle.

Recommendations by Governance Committee shared in their report from May 2022:

1. Faculty Senate should create an award for faculty members and administrators who demonstrate through their work and commitment to the essential role of faculty to successful shared governance. This award need not be awarded every year but can be a way to show our appreciation for their work.
2. Faculty Senate shall continue to ask administrators to be transparent in their decision making and to include a diverse body of faculty to create solutions to problems.
3. Transparency is a crucial part of governance. We would like the administration to provide a specific faculty-wide meeting where they set out the university's financial situation on an annual basis.
4. Faculty Senate should reconsider the role played by non-senators in meetings and reconsider the "open access" to full meetings given them and explore making attendance by invitation.

Related Documents:

VCU University Council – Philosophy of Shared Governance:
https://president.vcu.edu/media/bov/assets/pdfs/Univ_Council_Philosophy_of_Shared_Governance_Approved_May_4_2017.pdf

AAUP Shared Governance Website: https://www.aaup.org/our-programs/shared-governance and 1966 *Statement on Government of Colleges and Universities:* *https://www.aaup.org/report/statement-government-colleges-and-universities*