New UF Faculty Senator Orientation

Thursday, August 28, 2014

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President Machen

Shared Governance

Presenter:

Pradeep Kumar, Professor of Physics, Chair, UF Faculty Senate and Member UF Board of Trustees.

Shared Governance

The University of Florida has about 5,000 faculty members with distinguished records in teaching, research and service...

Including:

- 52 Eminent Scholar chairs
- 35 members of the National Academies

We're pleased to have you join us!

Faculty Titles

Faculty have many titles, including:

- ➢ Professor, Associate Professor, or Assistant Professor
- ➢ Curator, Associate Curator, or Assistant Curator
- ➢ Research Scientist, Associate Research Scientist, or Assistant Research Scientist
- ➢ Scholar, Associate Scholar, or Assistant Scholar
- ➢ Engineer, Associate Engineer, or Assistant Engineer
- ➢ Distinguished Professor…Eminent Scholars and Endowed Chairs…

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Faculty Titles

➢ Extension Scientist, Associate Extension Scientist, or Assistant Extension Scientist

➢ University Librarian, Associate University Librarian, or Assistant University Librarian

➢ Master Lecturer, Senior Lecturer, or Lecturer

➢ PKY University Developmental Research School Professor, PKY Associate Professor, PKY Assistant Professor, or PKY Instructor

➢ County Extension Agent IV, County Extension Agent III, County Extension Agent II, County Extension Agent I

Faculty members play a central role in shared governance at UF, in units at every level:

- ➢University
- ➢College
- ➢Departments and Centers
- ➢And even Statewide

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Five Principles of Shared Governance

1. Mutuality, Collegiality and Collaboration
   - Faculty and administration express support for responsibilities of one another
   - Either faculty or administration can call meetings of unit
   - Unit has a joint process for setting priorities for unit resources

2. Transparency
   - Faculty and administration regularly report to one another
   - Unit has processes that establish open meeting requirements
   - Unit has readily available written guidelines and policies

Five Principles of Shared Governance

3. Representative Participation
   - Faculty elect members and/or chairs for faculty committees
   - The unit has an elected body with elected leadership that represents faculty views

4. Mutual Accountability
   - Unit engages in regular evaluation of timeliness of responses to requests for information and consultation
   - Unit regularly assesses effectiveness of shared governance and makes modifications where necessary

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Five Principles of Shared Governance

5. Clarity of Roles

   ➤ Unit has policy for areas of faculty and administration responsibilities for determination, recommendation, and consultation

   ➤ Unit has due process rules for resolution of differences between faculty and administrators

Indicators of Shared Governance (AAUP Website)

➢ BOT and President verbally acknowledge the importance of shared governance

➢ Faculty view participation in shared governance as a worthwhile faculty responsibility

➢ Institution fosters SG by maintaining reasonable workloads & supporting service work

➢ Faculty members can express dissenting views on governance without reprisal

➢ Campus climate supports a diversity of ideas

➢ Relationships between faculty, administrators, and governing board are cooperative

➢ Communications are transparent and carried out in good faith

Indicators of Shared Governance (AAUP Website)

➢ Given reasonable time, the faculty, administrators, and board respond expeditiously to requests from each other

➢ Faculty committees determine educational policy, curriculum design, curriculum review, and standards for evaluating teaching and scholarship

➢ Faculty committees largely determine standards for hiring, retention and promotion of faculty

➢ Faculty sets agendas, chooses representatives and leadership, and establishes procedures for committees that oversee those areas in which the faculty has primacy

➢ Faculty has an influential role in developing the institutional budget

➢ The faculty has a strong influence on the selection and evaluation of academic administrators

Faculty Senate

The Faculty Senate <u>shall be the legislative body of the University</u>, thereby providing a forum for mutual exchange of ideas between senior officers and faculty.

– *UF Constitution*

Faculty Senate

In this capacity, the Senate shall take cognizance of, and may legislate with respect to *matters which concern more than one college, school, or other major academic unit, or which are otherwise of general university interest.*

– UF Constitution

Senate Organization

The organization and operation of the Faculty Senate is specified in the UF Constitution and Bylaws.

➢ http://www.generalcounsel.ufl.edu/downloads/Constitution.pdf

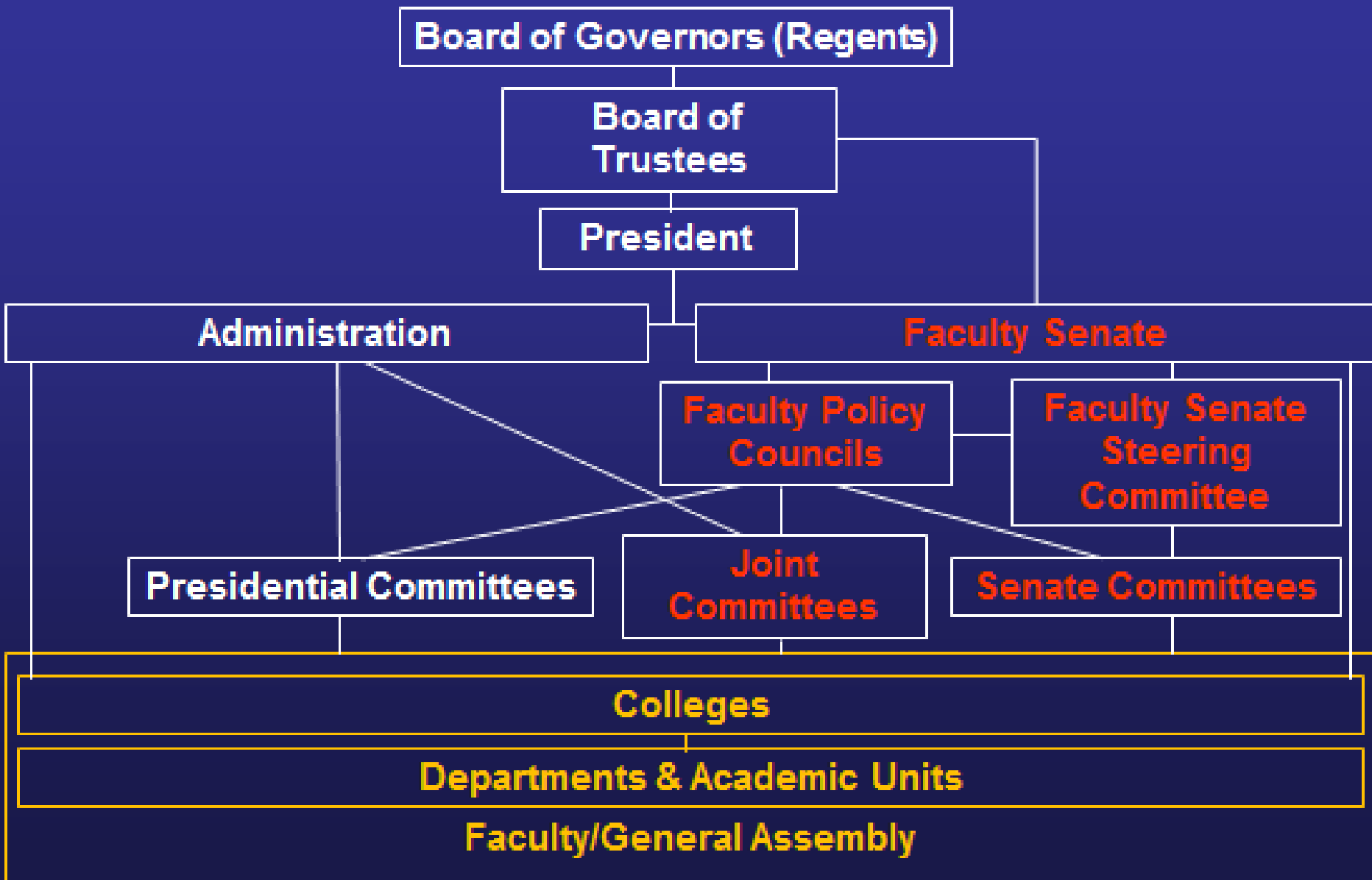➢ http://www.generalcounsel.ufl.edu/downloads/Bylaws.pdf

Senate Membership

Senate members are elected proportionally according to the number of faculty in each college (with a maximum of 25), for a total of 150 Senators.

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Senate Principles

The Faculty Senate is designed to be a <u>deliberative body</u> in which active and evolving discussion with colleagues shapes policy.

Accordingly, no proxy or absentee votes are allowed.

UF Model for Shared Governance

Board of Governors (Regents)

Board of Trustees

President

Administration

Faculty Senate

Faculty Policy Councils

Faculty Senate Steering Committee

Presidential Committees

Joint Committees

Senate Committees

Colleges

Departments & Academic Units

Faculty/General Assembly

Five Policy Councils

Senators elected by the Senate are members of the Policy Councils. They are charged with making policy recommendations and serve as liaisons between the Senate and the administration within their areas:

➢ Academic Policy

➢ Faculty Welfare

➢ Budget

➢ Research and Scholarship

➢ Academic Infrastructure

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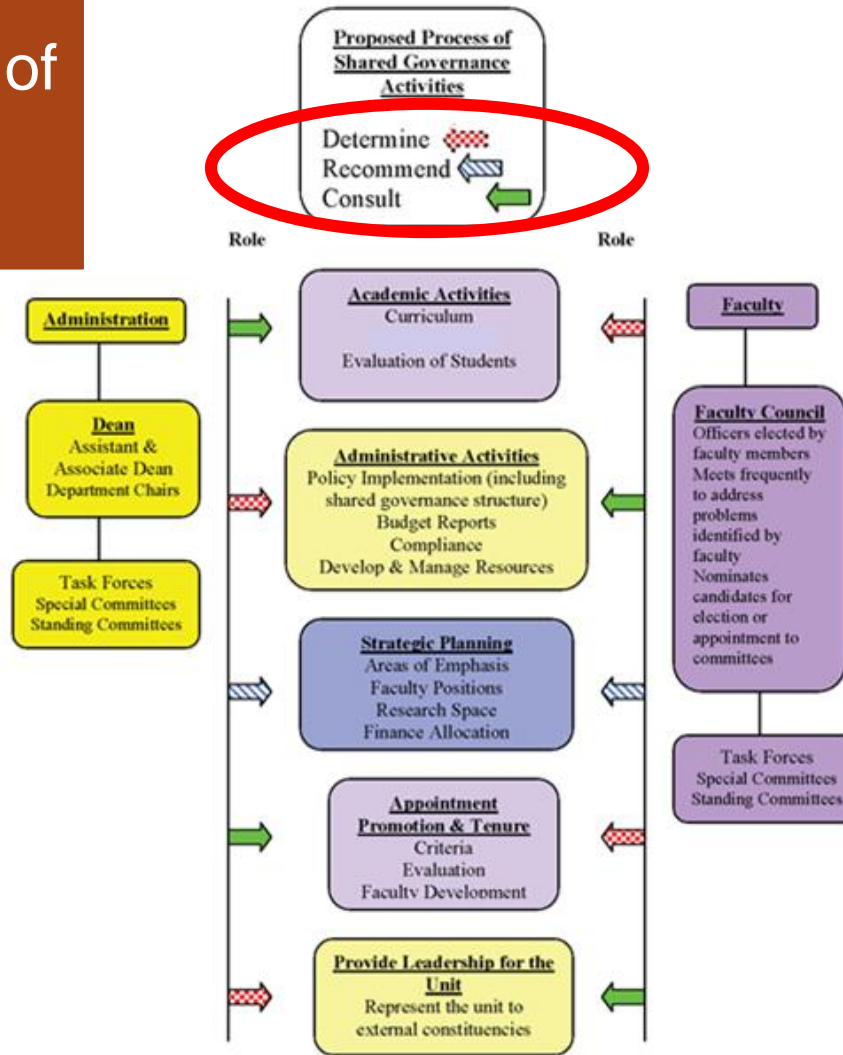UNIVERSITY of
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University Committees

➤ <u>Senate Standing Committees</u> – members are elected by the Senate from the faculty at large

➤ <u>Joint Committees</u> – members are elected by the Senate and other members are appointed by the President from the faculty at large

➤ <u>Presidential Committees</u> – members are appointed by and report to the President

Liaisons to the Senate

- ➤ President and Provost
- ➤ Vice Presidents of the University
- ➤ Deans of academic units
- ➤ Registrar
- ➤ Members of the Senate Steering Committee
- ➤ Chairs of committees and councils (if not elected members of the Senate)
- ➤ Five undergraduate students
- ➤ Seven graduate students

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Graphic Representation of an Example of Shared Governance

Graphic Representation of Shared Governance

Five Policy Councils

➢ Academic Policy

➢ Faculty Welfare

➢ Budget

➢ Research and Scholarship

➢ Academic Infrastructure

Academic Policy Council

➢ Admission and graduation requirements, majors, departments, colleges, other academic units, and other academic programs of study

➢ Evaluates any proposed changes in academic organization that are not contained within a single college

➢ Student life as it affects student academic performance

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Budget Council

➢ Recommends budget priorities involving academics and research

➢ Monitors past budget allocations

➢ Makes recommendations regarding long range allocations and costs of strategic plans

Faculty Welfare Council

➢ Academic criteria for appointment to the faculty and for promotion and tenure

➢ Faculty diversity

➢ Matters important to the quality of faculty life

➢ Academic freedom

Research & Scholarship Council

➢ Appropriate policies and priorities to support the quality, stature, and relevance of the University's research initiatives

➢ Existing, expanded and new interdisciplinary research initiatives based on the expertise of the faculty

➢ Matters concerning graduate and undergraduate research experience

Academic Infrastructure Council

➤ Facilities and services necessary for academic excellence

➤ Libraries, computing, sustainability, historical preservation, parking, physical plant and maintenance, campus master plan

Faculty Senate Steering Committee

Officers:
- Pradeep Kumar, Chair, CLAS
- Marc Heft, Past Chair, Dentistry
- Paul Davenport, Chair-Elect, Vet-Med.

Council Chairs:
- Florin Curta, Budget
- Bradley Walters, Infrastructure
- Jorg Peters, Research
- Chris Hass, Welfare
- Renee Goodrich, Academic Policy

Members at Large:
- Jeannine Brady, Dentistry
- Nicole Stedman, IFAS
- Margaret Temple-Smith, Law

Liaisons:
- Bernie Machen, President
- Joe Glover, Provost

Staff:
- Barbara Wingo, Parliamentarian
- Sue Alvers, Secretary

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Why Serve in Shared Governance?

➢ Help set policy that contributes to academic excellence

➢ Develop an overview of how the university works

➢ Meet other faculty outside your own program

➢ Explore interdisciplinary potential of work at UF

➢ Understand long-term impact of decisions

➢ Develop an institutional memory

➢ Network with other leaders

Senate Contacts

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Thank You!

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www.senate.ufl.edu