

## Shared Governance Report for College Faculty Councils

College: **Business Administration**

Date: April 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
<p>1. a respectful collaborative process between faculty and administration that seeks consensus in the development of shared governance structures and processes.</p>	<p>For any matter of importance, we have committees that make recommendations to the Dean that he almost unfailingly follows. These include faculty advisory committee advises the Dean on contentious matters and issues like the school's strategic plan and shared governance. The Research Committee makes recommendations on nominees for certain campus wide awards and summer research grants. Numerous other committees exist as well for information resources, teaching, tenure &amp; promotion, Ph.D, Specialized Graduate Programs, Undergraduate Programs , MBA committee. The last four committees all oversee programs and pass on recommendations concerning curriculum changes emanating from individual departments and voted on at general faculty meetings.</p>
<p>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;</p>	<p>As mentioned above, we have a faculty advisory committee that meets periodically to advise the dean on certain matters. Generally, the Dean requests that the committee meets for certain matters that may be contentious. The committee is charged with developing and overseeing the implementation of shared governance. It wrote the most recent revision of our college bylaws in December 2009.</p>
<p>3. written guidelines that delineate the responsibilities and roles of the faculty and the administration in implementing shared governance in the unit;</p>	<p>The College bylaws explicitly state the responsibilities of various committees and the election to certain committees and the appointment of academic unit heads via individual department votes with the Dean's approval in consultation with department faculty.</p>
<p>4. written guidelines (e.g. constitution, bylaws, policy manual, or memoranda of operations) for implementing the principles of shared governance in the unit;</p>	<p>Bylaws spell this out. Any faculty member may request an item to be put on the general faculty meeting agenda five days before a meeting takes place.</p>

<p>5. approval of the guidelines, documents, and processes of shared governance by a majority vote of the faculty and unit administrators;</p>	<p>Any changes proposed by any committee concerning shared governance, bylaws, curriculum, etc... must be approved by a majority vote.</p>
<p>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);</p>	<p>Key committees (tenure &amp; promotion and research committee) consist of one half members elected by faculty and one half appointed by the dean. For the faculty advisory committee, all members are elected. For other committees, the dean chooses from individuals nominated by the department unit head (who is him or herself nominated by a vote of the department and appointed (by the dean based on this nomination).</p>
<p>7. procedures to insure faculty input in strategic planning, resource allocation, and budget priorities;</p>	<p>The faculty advisory committee can call a meeting to consider any item it so wishes. Individual faculty members can also place agenda items on the General Faculty meeting agenda.</p>
<p>8. procedures for resolving differences between faculty and administrators;</p>	<p>This rarely comes up. If a truly contentious issue were to arise it could be brought to the attention of the faculty advisory committee.</p>
<p>9. procedures for periodic review and evaluation of the principles and mechanisms of shared governance; and</p>	<p>The faculty advisory committee does this.</p>
<p>10. a means of communicating shared governance processes and outcomes to all members of the unit.”</p>	<p>I would have to say that we are not very active in communicating this sort of thing, though documents like school bylaws are readily available on the school website.</p>

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

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I worry less about the process per se and more about the outcomes. In some sense, the Dean has a lot of authority to override faculty in many instances, but rarely ever does. In the few cases where the Dean has gone against an explicit recommendation it was to recommend professors for promotion and/or tenure. Most key decisions are executed by committees elected by the faculty (in total or in part) and by academic unit heads that are also nominated by vote of faculty. I think the Dean is pretty much in tune with faculty will.

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

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A lot of resource decisions are made by faculty themselves. We are accorded research budgets and faculty decides (within reasonable parameters) how to spend those funds(copying, travel to conferences, subscriptions to journals, computer upgrades, etc...).

The fairly strict adherence of the Dean to recommendations on summer research grant ranks by the research committee.

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

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No real serious problems. The thing about the business school faculty is that it is almost a collection of independent contractors. They like to be left alone and are not terribly concerned about governance issues. Most prefer to have a minimal role in the process.

Submitted by

Michael Ryngaert  
Chair of College faculty council

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