

Shared Governance Report for College Faculty Councils

College: Health & Human Performance 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 (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.	The College Council, the policy-making body of College, serves as a forum for mutual exchange of ideas between college administrators, faculty and staff. In addition, Faculty Advisory Council, Council of Principal Investigators, Graduate Faculty Committee are elected committees. FAC serves to provide advisement to the dean and the Administrative Council on matters pertaining to the faculty. CPI provides advice on issues pertaining to research enterprises of the college.
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 Faculty Advisory Council is comprised of faculty from all departments in the college. FAC provides advisement to the dean and Administrative Council on matters pertaining to the faculty. Elected FAC members serve 3-year terms. Responsibilities include input on development of policy and procedures that affect faculty; review/ selection of sabbaticals and other leave awards; supervision of election of HHP faculty to UF Faculty Senate, the college Tenure and Promotion Committee, and it coordinates the annual feedback of the deans and department chairs.
3. written guidelines that delineate the responsibilities and roles of the faculty and the administration in implementing shared governance in the unit;	Each department and every committee in college has written by-laws ("Operating Codes") that delineate functions, membership, and responsibilities. All are posted on college/department websites.
4. written guidelines (e.g. constitution, bylaws, policy manual, or memoranda of operations) for implementing the principles of shared governance in the unit;	HHP Constitution was ratified on March 23, 2007 and posted http://hhp.ufl.edu/find/forfacstaff/governance/pdf/HHP-Constitution-Ratified.pdf
5. approval of the guidelines, documents, and processes of shared governance by a majority vote of the faculty and unit administrators;	All by-laws are reviewed and approved by the College Council, which has representatives of faculty, staff, and administration.
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);	Each department has elected committees for tenure and promotion. Department Chairs typically ask faculty to serve on committees addressing curriculum. Decisions regarding curriculum, standards for appointment, evaluation of students, research and scholarship are brought to faculty in regularly scheduled faculty meetings in which discussion and votes take place.
7. procedures to insure faculty input in strategic planning, resource allocation, and budget priorities;	Departments typically handle decisions about strategic planning, resource allocation, and budget priorities through faculty meetings facilitated by the Department Chair.
8. procedures for resolving differences between faculty and administrators;	This would be handled through the Faculty Advisory Committee, and (if appropriate) then brought to College Council. The Associate Dean for Faculty Affairs serves as Ombudsman.

<p>9. procedures for periodic review and evaluation of the principles and mechanisms of shared governance; and</p>	<p>The College Constitution mandates that it be reviewed by a committee established by College Council every 5 years (after an initial 2-year review). The initial review was completed and approved January 2010.</p>
<p>10. a means of communicating shared governance processes and outcomes to all members of the unit.”</p>	<p>The Associate Dean for Faculty Affairs oversees shared governance, ensures that all documents are posted on college and department websites and communicates with faculty about shared governance.</p>

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

The College has infrastructure in place that functions well in serving the principles of shared governance.

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

Regularly scheduled meetings of College Council and Faculty Advisory Council. Posting minutes of these meetings on the website. All Departments, Councils and committees in the college have by-laws, posted on the websites.

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

Submitted by
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