

Shared Governance Report

College: Pharmacy

Date: March 30, 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 active Faculty governance committee functional for several years, but a respectful and collaborative process requires good will and support of the concept from all who are party to the process. As most faculty and administrators have not had a lot of experience in a system where faculty governance and associated goals are highly valued the system is a work in progress. Faculty and administrators with their varied backgrounds view the success of faculty governance in our college as quite variable. The goals of faculty governance must be communicated and continuously reinforced in order to change the culture at UF
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 administration to develop and oversee the operation of shared governance within the unit;	The committee members are elected by their respective departments. Membership on the committee is not viewed as critical, relevant and a high priority for most faculty. There have not been a lot of concerns raised by faculty and presented to the committee for discussion.
3. written guidelines that delineate the responsibilities and roles of the faculty and the administration in implementing shared governance in the unit;	The committee has reviewed and revised the Policy and Procedures manual for the College and has sent it forward for approval by the executive committee of the college, if approved it will be presented to the faculty for a vote at our upcoming faculty retreat in May. While the guidelines are in place it is as yet uncertain that the faculty and administration understand and value their roles and responsibilities in faculty governance
4. written guidelines (e.g. constitution, bylaws, policy manual, or memoranda of operations) for implementing the principles of shared governance in the unit;	Policy and Procedures manual has been revised and is in the process of approval.
5. approval of the guidelines, documents, and processes of shared governance by a majority vote of the faculty and unit administrators;	Approval in process, it is still a work in progress and will take some time to determine if the principles of faculty governance will be accepted by the faculty 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);	Committees exist and their roles and responsibilities were reviewed during the revision of the Policy and Procedure manual. Membership on the Faculty governance and Tenure and Promotion committees is voted on by the faculty, Graduate studies committee consists of departmental graduate coordinators, other committees are appointed by the faculty governance committee after consultation with department chairs and committee chairs.
7. procedures to insure faculty input in strategic planning, resource allocation, and budget priorities;	A new strategic plan was initiated this last year at our faculty retreat with input from the faculty. The faculty governance committee has taken oversight responsibilities for the plan. Individual members of the faculty governance committee have been assigned as liaisons with the administrator tasked with completing each of the strategic goals. They are to report back to the Faculty Governance committee progress on achieving each goal.

<p>8. procedures for resolving differences between faculty and administrators;</p>	<p>It is an option that is in place in theory. It is unclear at this stage whether it is utilized and/or effective. Being a relative small College there have been few differences to be resolve between administrators and faculty.</p>
<p>9. procedures for periodic review and evaluation of the principles and mechanisms of shared governance; and</p>	<p>Being accomplished by this survey</p>
<p>10. a means of communicating shared governance processes and outcomes to all members of the unit.”</p>	<p>Members of the committee are tasked with keeping their respective departments up to date on issues being discussed in the committee. They are asked to seek input from their departments on issues being discussed by the committee and issues that the committee may need to become involved in. How effectively this mechanism is working to keep all faculty informed is unknown.</p>

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

The institution of faculty governance requires a significant change in the culture of the organization. The first steps have been taken, but how well it will work depends on the continued efforts of both faculty and administrators working together to adhere to the goals and principles of faculty governance. It will take time and it will require a steady commitment as a priority of successive presidents, provosts and deans.

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

Ongoing involvement of faculty who value the concept of shared governance and want more responsibility and accountability is a bright spot. New ideas and initiatives important to the unit are beginning to be discussed. However for shared governance to be effective it must be local and agreed to by those involved and will be very different depending on the unit. Shared governance should be encouraged at all levels.

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

Faculty and administrator apathy and a lack of a tradition of shared governance. Administrators have been hesitant to completely involve the committee in shared decision; ie. those involving budget reductions. The administration and faculty need to learn to agree to disagree on certain topics. Both administration and faculty must continue to mature with regard to shared governance.

Submitted by

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