



Insights on Faculty Governance

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“One of higher education’s most distinctive values is its commitment to shared governance.”

[ABG Board of Directors’ 2017 Statement on Shared Governance]



ASSOCIATION OF
GOVERNING BOARDS
OF UNIVERSITIES AND COLLEGES

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AGB Principles

1. Boards should commit to ensuring a broad understanding of shared governance and the value it offers an institution or system.
2. For shared governance to work, it must be based on a culture of meaningful engagement.
3. Shared governance requires a consistent commitment by institutional and board leaders.
4. Institutional policies that define shared governance should be reviewed periodically to ensure their currency and applicability.

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Essence of the Traditional Conception of Governance

- All voices are **not** equal in institutional governance.
- The faculty exercises “primary responsibility” in areas of expert knowledge.
- Administration/board normally concur with faculty recommendations regarding areas where faculty have primary responsibility.



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Essence of the Traditional Conception of Governance

In other words, in academic matters, a faculty decision should normally be a final decision.

In other words, administration/board should maintain a hands-off policy with regard to any academic matter: curriculum, subject matter and methods of instruction, academic policies, appointment, reappointment, non-reappointment, tenure, promotion, etc.

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VT VIRGINIA TECH.

Brief History

1966
ACE, AAUP, & AGB
Joint Statement on
Shared Governance

1995
Virginia Tech's Recent
Governance Structure
Established

2005
Updates to
University Council
Membership & Bylaws

2019
President Sands Charged
New Committee on
Shared Governance

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President's Committee on Governance

Co-Chaired by Provost & Faculty Senate President

Core Goals

1. Substantive engagement of collective voices of faculty, staff, and student.
2. Commitment to representative democratic principles.
3. Procedures that allow for streamlined management of business with more time and attention committed to complex issues.

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Principles of Shared Governance

Constituent groups working together to improve, advance shared university governance

February 12, 2021



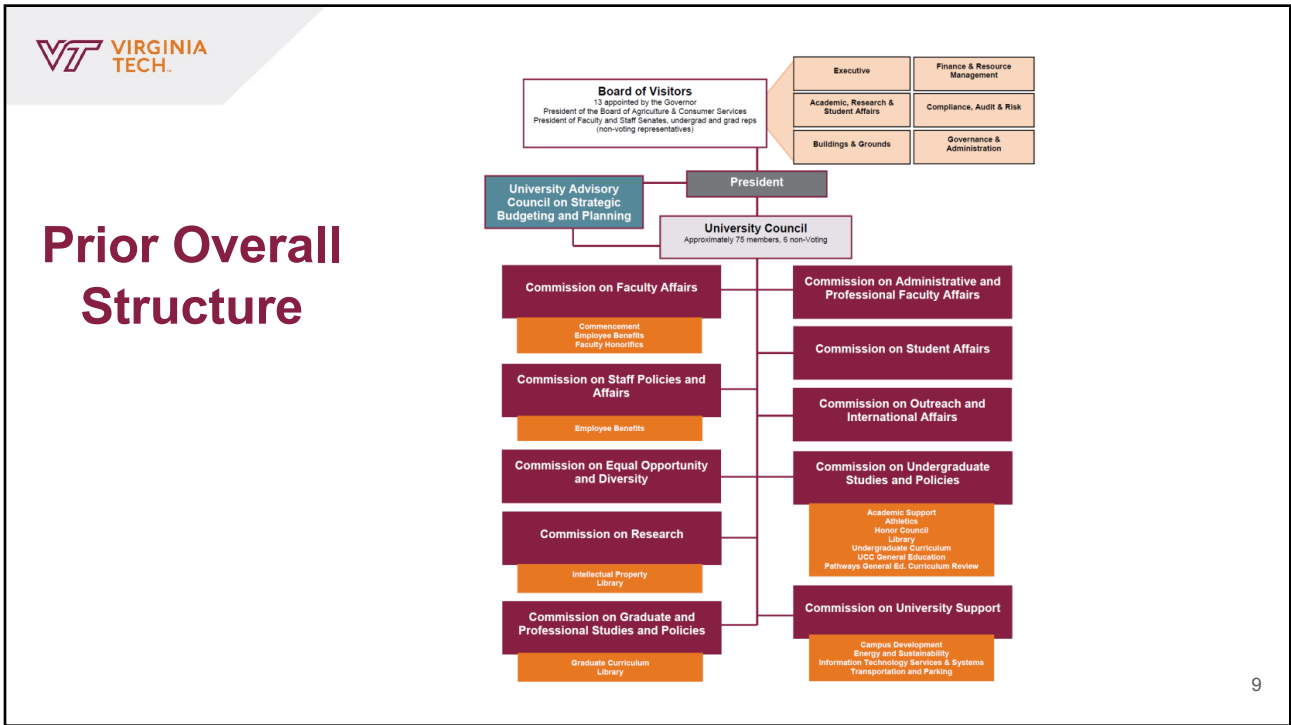
Governance groups are helping university leaders synthesize insights and contributions of faculty, staff, and students to make informed decisions on behalf of the university community.

Principles from Joint Resolution:

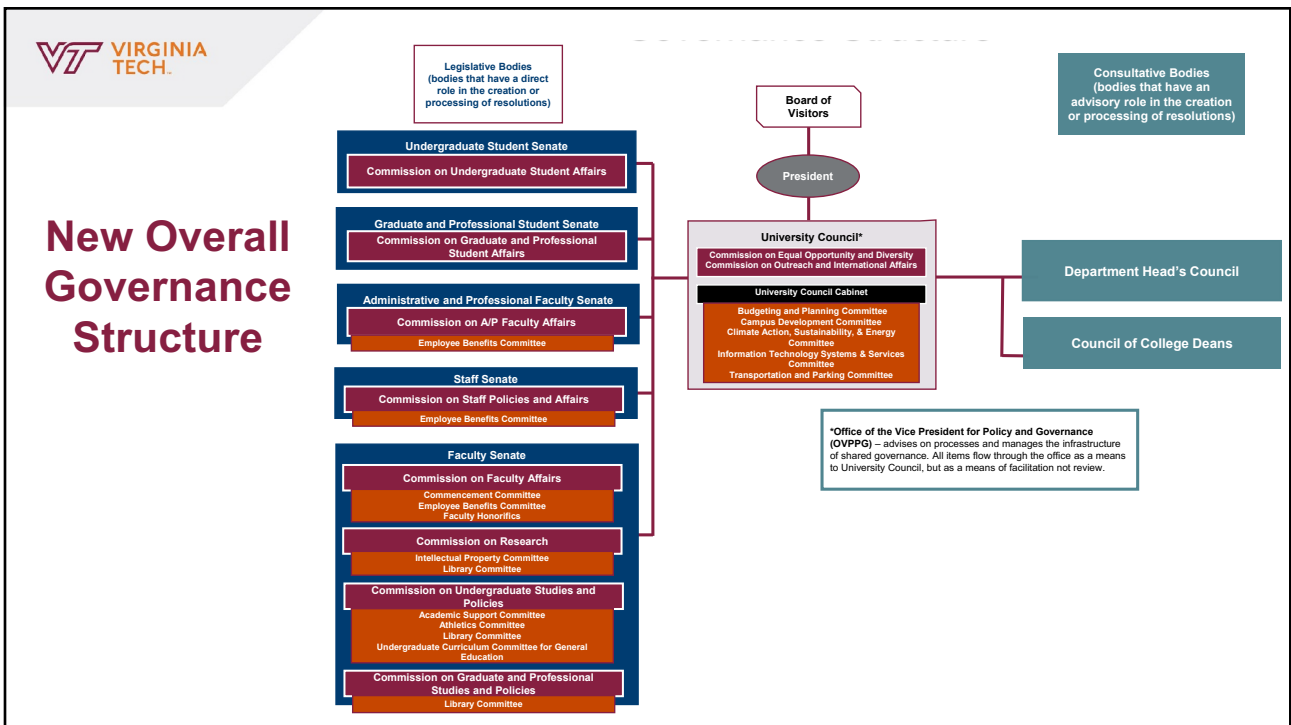
1. Democratic Processes
2. Respect, Collaboration & Trust
3. Clarity of Roles & Authority
4. Inclusion & Diversity
5. Communication & Transparency
6. Efficiency & Effectiveness
7. Accountability
8. Commitment

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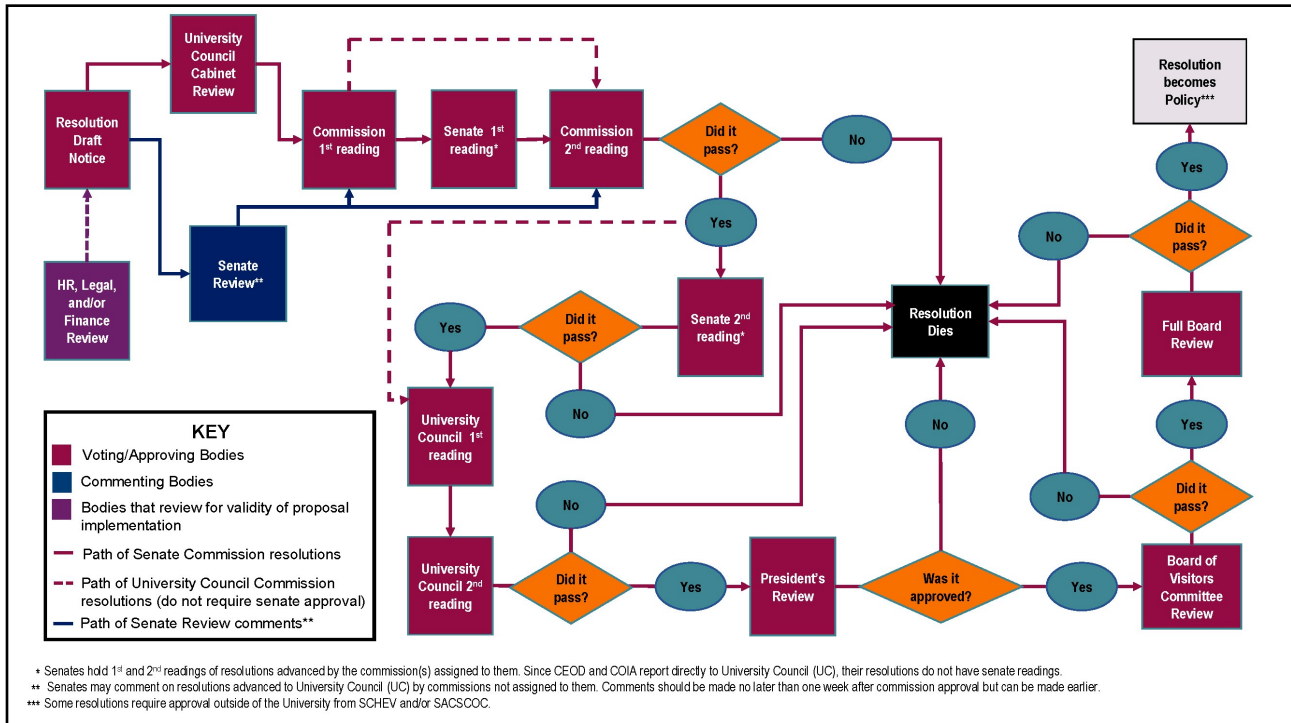
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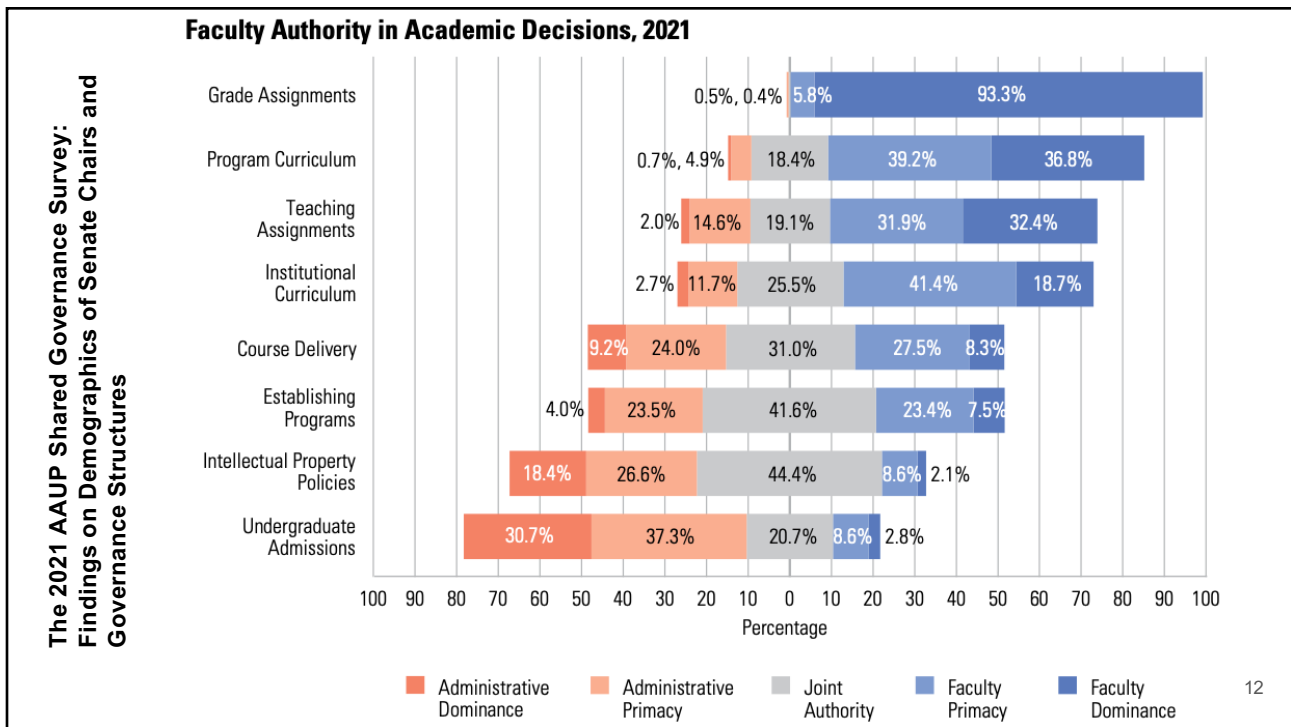
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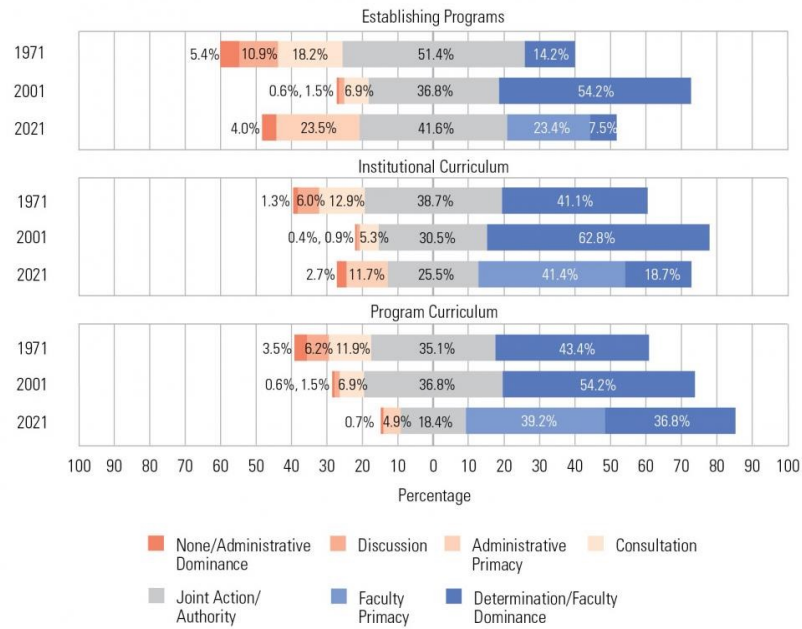
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The 2021 AAUP Shared Governance Survey:
Findings on Demographics of Senate Chairs and
Governance Structures

Faculty Authority in Academic Decisions, 1971–2021

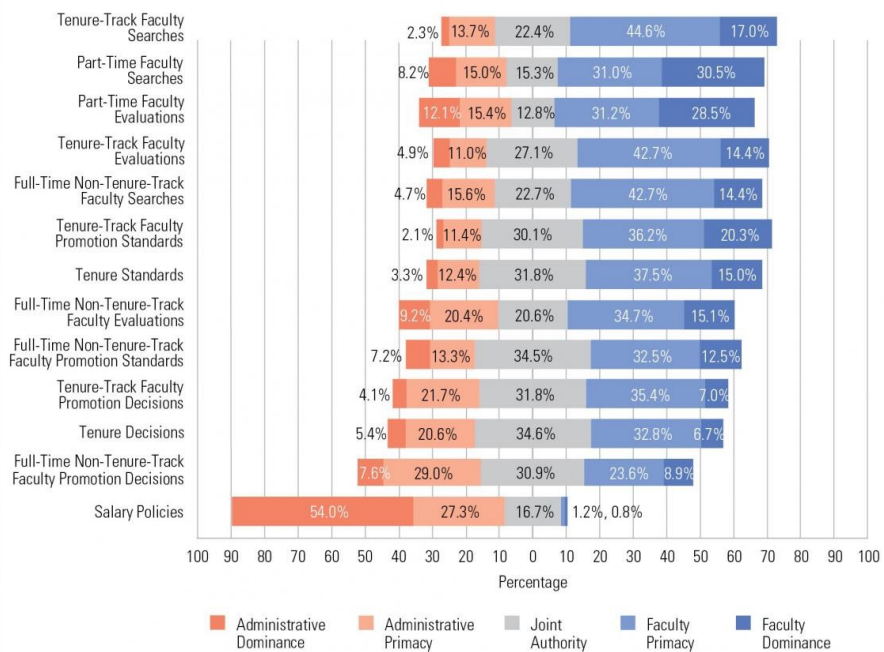


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The 2021 AAUP Shared Governance Survey:
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Faculty Authority in Personnel Decisions, 2021

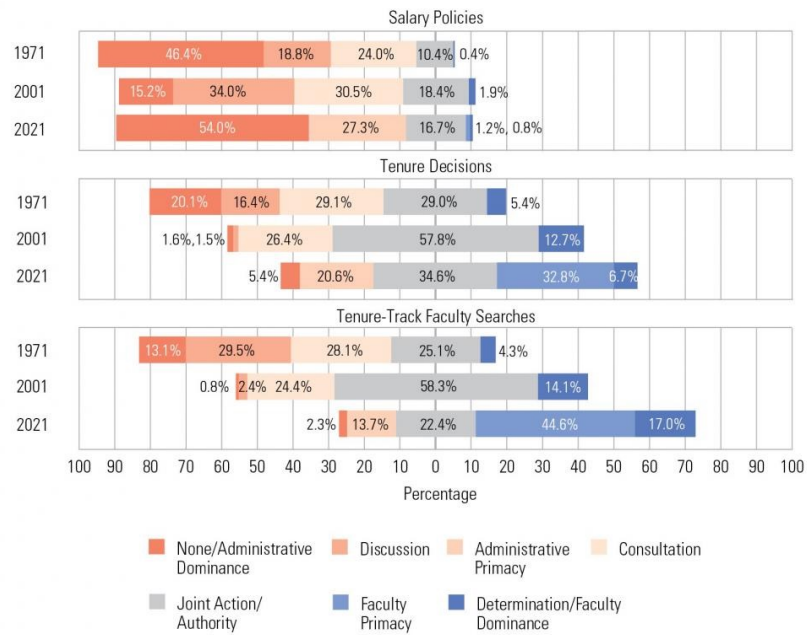


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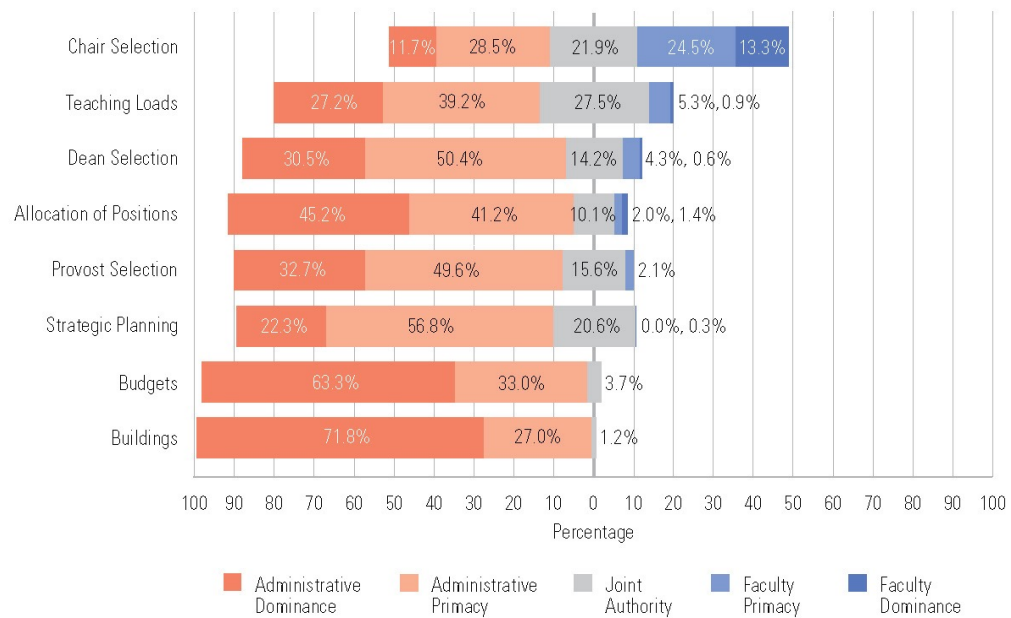


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Faculty Authority in Administrative Decisions, 2021

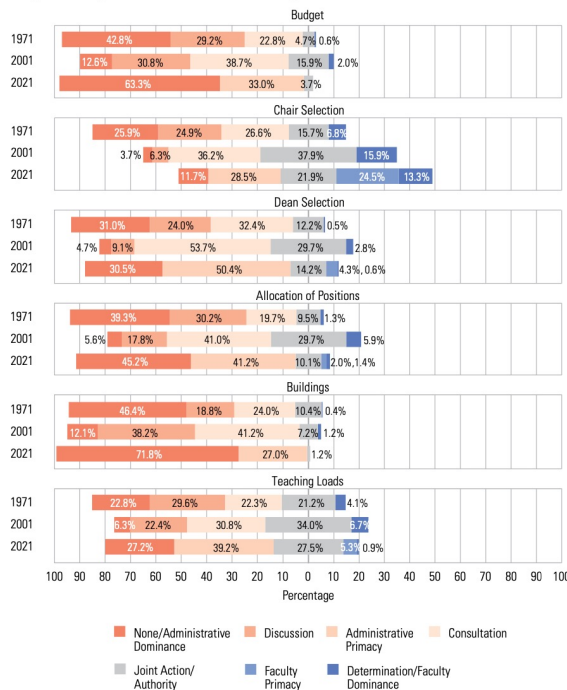


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Faculty Authority in Administrative Decisions, 1971–2021



“The most important resources board, presidents, and faculty can provide to shared governance are time, attention, and commitment.”

[ABG Board of Directors’ 2017 Statement on Shared Governance]



Faculty Senate Roles & Activity

2020-21 Annual Report

Senate Roster & Representation



Membership included 92 Faculty Senators, representing 71 academic units, across 9 colleges (plus the University Libraries).

Meeting Attendance



Convened 15 meetings of the full senate, with an average attendance of 76 individuals (62 senators and 14 guests).

In total, 176 different individuals participated in Faculty Senate meetings (including senators and guests).

Prominent Guests for Q&A Sessions



- Tim Sands, University President
- Cyril Clarke, Provost & Executive Vice President
- Horacio Valeiras, Rector for Board of Visitors
- Noell Bissell, New River Health District Director

Notable Presentations



- Academic Bullying Considerations (Bryan Hanson)
- Climate Action Commitment (CUS Resolution 2020-21A)
- Faculty Open Access Policy (Ginny Pannabecker)
- Modifications to Policy 13015 (COR Resolution 2020-218)
- Undergraduate Honor System (Kara Latopolski)

Other Significant Discussion Topics



- Adaptations to Promotion and Tenure (P&T) in Response to Pandemic
- Standardized Test Requirements for Admissions
- Expectations for Instruction During the Pandemic
- Experiential Learning and Bridge Experiences
- Revisions to Shared Governance
- Student Perceptions of Teaching (SPOT) Reporting

Ideas/Topics Highlighted for Future Attention



- Assessment of Instruction (Including SPOT & Peer Review)
- Faculty Senate Policy Oversight
- Google Workspace for Education
- Services for Students with Disabilities
- Software Licensing and Procurement
- Undergraduate Admissions' Use of Standardized Test Scores

Surveys & Reports



Facilitated a university-wide faculty/staff survey on Fall 2020 planning that yielded more than 3,000 responses.

Co-sponsored a town hall on COACHE Survey of Faculty Job Satisfaction, highlighting faculty insights on how to improve the workplace.

Structural Improvements Through Constitution & Bylaw Amendments



- Affiliation of college faculty associations (and representatives)
- Expansion and balancing of senate membership
- Oversight of Faculty Senate committees
- Transition of secretary/treasurer role to operations officer

University Governance Resolutions Considered



The Faculty Senate Cabinet considered 34 resolutions that were advancing through university governance. Of those, 8 resolutions were advanced to the full senate for comment, including resolutions from the Commissions on Faculty Affairs, Research, and University Support.

Public Statement



In solidarity with Virginia Tech's Asian Pacific Islander Desi American (APIDA) community, the Faculty Senate formally adopted a statement condemning the acts of violence committed against members of the APIDA community.

Recognitions



After serving in Faculty Senate officer roles for four consecutive years, Bob Hicok and John Ferris have earned membership in the Academy of Faculty Service and the Academy of Faculty Leadership (respectively).