

THE FACULTY GOVERNANCE SPECTATOR

Models of Shared Governance

Consultative decision-making. This describes a more communicative model where the faculty's opinion and advice is sought but where authority for most (all) decisions remains with the senior administration and the board of trustees. Although many individuals and groups are brought into the decision-making process, the model revolves around information sharing and discussion rather than joint decision-making.

Fully collaborative decision-making. This refers to a traditional approach that some might call a "collegial model" of governance. Here, the faculty and administration make decisions jointly and consensus is the goal.

Distributed decision-making. In this model, decisions are made by discrete groups responsible for specific issues. The understanding is that faculty have a right to make decisions in certain areas, and the administration and board in others.

FACULTY RETREAT

The Annual Faculty Retreat

This year's Faculty Retreat was held on January 17th in the Wine Spectator Center. The topic was: **Shared Governance at the Crossroads: Building better definitions and expectations from the faculty perspective.**

After a few tech fits and starts, President Sakaki talked about her vision for shared governance. She stressed her willingness to listen and the value of hearing all sides to an issue. We look forward to continued discussions with the President and Cabinet regarding improving shared governance on our campus.



Dr. Adrianna Kezar spoke to us via Zoom. She is a leading scholar of research on shared governance in higher education. She provided us with the historical context for shared governance in the United States, discussed the complexity and difficulties in shared governance, the national pressures on shared governance and these 5 key principles for improving shared governance:

- **Articulation of the meaning of shared governance** -- Often no decided upon understanding
- **Delineation of responsibilities and authority**
- **Utilization of multiple decision-making venues** – not everything needs to go thru certain groups – Joint committees between administration and faculty, faculty senate, depts and admin delegated authority, etc.

Models of Shared Governance con't

The Chair of the Faculty will be sending these models of shared governance to the Councils of Department Chairs in the Schools and to the Library. She will ask for input about what model faculty think we have now and what model we should aspire to. This will put faculty governance in a stronger position to begin discussions of clarifying our definitions and model of shared governance with our administrators.

Commencement

Commencement will be held on May 18 and 19 in Weill Hall. We urge all faculty to attend! Students appreciate seeing faculty at the event. Celebrate the lives you have touched in many important ways, some known and some unknown. More information will be forthcoming.

Information about cultural graduations is not yet available.

Spring Elections

We will be holding elections for faculty governance leadership positions early in the Spring semester. Schools will hold their elections for faculty governance committees throughout the Spring semester. Please run and vote to help make our faculty governance the best it can be.

•**Communication** – multiple avenues enhances governance; consistent communication key

•**Creating conditions of trust** - accept the importance of one another and have bonds of mutual obligation. Trust is accomplished over time as a group or individual sees that what was said is done.

We heard a presentation on preliminary results of the survey on shared governance. You can see the ppt of this at: <http://senate.sonoma.edu/events/faculty-retreat>. A full report will be developed this semester and will be sent to all faculty.

We received many great ideas in the breakout sessions. We will continue discussions at the Executive Committee and let you know our next steps to improve faculty governance and shared governance at SSU.

Annual Faculty Emeritus Dinner

The Emeritus Dinner will be held on campus this year in the Ballrooms on March 8th. Complete information is available at: <http://senate.sonoma.edu/events/emeritus-dinner>. We must receive RSVPs by February 14th and no refunds can be given after that date. Your RSVP is not confirmed until payment is received.

Know your Senators

It will be key this semester to stay in close communication with the Senator representing your School. You can see all the members of the Senate on the Senate website: <http://senate.sonoma.edu/memberships-and-meeting-dates/academic-senate>. Make sure your Senators know your positions on the GE Revision so they can deliberate in an informed manner.

GE Revision Update

The curriculum for the GE Revision is at a second reading at EPC. Once EPC moves the documents forward, they will be discussed at the Senate. All faculty are reminded that both EPC and the Senate are public meetings that anyone may attend. We will send an email to all faculty when the GE Revision is scheduled for the Senate. <http://ge.sonoma.edu/>