# Shared Governance Review Committee (SGRC)

**Russell S. Witte, PhD**
**Co-Chair, SGRC**
**January 27, 2025**
**Faculty Senate**

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# Major Subject Areas of Shared Governance at UA

1. Budget and Strategic Planning

2. Academic and Academic Personnel Policies

3. Selection & Review of Academic Administrators & VPs

4. Position Searches

List taken from MOUs (1999 – 2022)

# SGRC Membership: Balanced with Elected Faculty, Administration, Students, Staff, Budgetary Policy

**Elected Faculty (4)**

**Admin. (2)**

**Budget (2)**

**Staff (2)**

**Students (2)**

| Mona Hymel | SGRC Chair | mhymel@arizona.edu |
|---|---|---|
| Russell Witte | SGRC Co-Chair, F.S. Rep | rwitte@arizona.edu |
| Leila Hudson | Chair of the Faculty | lhudson@arizona.edu |
| Ted Downing | F.S. Rep | downing@arizona.edu |
| Ron Marx | Provost | ronmarx@arizona.edu |
| Laura Todd Johnson | President Rep #1 | ltj@arizona.edu |
| Vacant | President Rep #2 | Vacant |
| Lucinda Rankin | SPBAC Co-Chair, Rep #1 | crankin@arizona.edu |
| Vacant | SPBAC Rep #2 | Vacant |
| Melanie Madden | UASC Rep #1 | melaniecmadden@arizona.edu |
| Christine Salvesen | UASC Rep #2 | cls@arizona.edu |
| Joshua "Ayo" Jaiyeola | ASUA | jjaiyeola004@arizona.edu |
| Maya Braun Yoon | GPSC | mayabraunyoon@arizona.edu |

**SGRC FY25 Faculty Member List**

A | Faculty Governance

# Shared Governance (UA Faculty Constitution)

## Article VI, Section 1

The Shared Governance Review Committee addresses issues regarding the implementation and functioning of the procedures contained in the Shared Governance Guidelines and Agreements as may be entered into from time to time. It will establish and maintain processes to

**(1) review compliance with the agreement,**

**(2) examine ways in which apparent breaches of the agreement can be addressed, and**

**(3) consider possible extensions of the agreement.**

It is the body to which members of the University community can bring particular shared governance concerns, and it will also examine whether the agreement has been violated or is in need of clarification or modification.

Faculty Governance

# The SGRC is Responsible for …

1.  Continuously monitoring of the health of shared governance at the UA through active engagement with stakeholders

2.  Create action plans for improvement as warranted

3.  Create / administer ad hoc subcommittees on special topics

4.  Report to administration and faculty at least once per semester

5.  Report to the FS annually or more frequently as requested by the FS

List taken from MOUs (1999 – 2022)

# Arizona Law and Policies on Shared Governance

**Arizona Law § 15-1601**

"The Universities shall have colleges, schools and departments and give courses of study and academic degrees as the Board (of regents) approves. Subject to the responsibilities and powers of the Board and the University Presidents, the faculty members of the Universities, through their elected faculty representatives, shall share responsibility for academic and educational activities and matters related to faculty personnel. The faculty members of each University, through their elected faculty representatives, shall participate in the governance of their respective Universities and shall actively participate in the development of University policy."

**ABOR Policy Statement (6-201)**

The Board recognizes that Arizona universities have long adhered to the honorable tradition of academic freedom in teaching, research and service and reaffirms that the process of faculty participation and consultation in matters of academic policy is a valuable tradition that must be preserved. The faculties of the respective universities have a correlative duty to share in the responsibilities and obligations of governance and administration.

https://public.powerdms.com/ABOR/documents/1499253

## Goal: Make Decision with Collective Intelligence

# Table by Senator Ted Downing Breaks Down § 15-1601

| | A. Domain | B. Who? | C. Action required? | D. Conditional, if any? |
|---|---|---|---|---|
| 1. | Academic, educational activities and matters related to faculty personnel. | Faculty members of the university through their elected representatives. | share responsibility | Subject to the responsibilities and powers of the board and the university presidents. |
| 2. | Governance of their respective universities | Elected faculty representatives | Shall participate | None |
| 3. | Development of university policy | Elected faculty representatives | Shall actively participate | None specified |

# SGRC Recommendations (MOU from 2003)

1. Create Atmosphere that Fosters Trust

2. Develop Collaborative Attitude and Participatory Decision Process

3. Communicate Extensively

4. Encourage Informed Participation and Training

5. Focus on Effective and Efficient Processes and Subjects

6. Allow for Flexibility in Shared Governance Structures

**Goal: Make Decisions with Collective Intelligence**

# 1. Budget and Strategic Planning

The Strategic Planning and Budget Advisory Committee (SPBAC), comprised of elected faculty, administrators, and individuals from other sectors of the University community as detailed in the Faculty Bylaws, shall be the university-level forum for shared governance on strategic planning and budget, including budgetary policy and strategy.

Because shared governance frames the context within which major operational decisions are made, any decisions with the potential for significant impact should always be presented to and discussed at SPBAC, whether the intent is to inform, to consult, or to partner with and share in accountability or responsibility for the outcomes. If there is uncertainty about whether a major decision (operational or otherwise) rises to this level, the President, Provost, or Chief Financial Officer should consult with the Chair of the Faculty and/or SPBAC Chair(s) before proceeding.

Excerpt from UA 2022 MOU on Shared Governance

# 2. Academic and Academic Personnel Policies

Subject to the authority and responsibilities of the Arizona Board of Regents and the President, academic and curricular policies rest primarily with the faculty, as represented by the Faculty Senate or other shared governance bodies. The creation, reorganization, merger, or elimination of programs and academic units; academic personnel, research, or student affairs policy; and guidelines on faculty reviews and compensation are all within the scope of shared governance. An initial proposal to change these policies may come from any source, but the formal consideration and development of such policy changes shall always be undertaken through shared governance processes.

Excerpt from UA 2022 MOU on Shared Governance

# 3. Selection/Review of Academic Administrators & VPs

The faculty and administration will play a collaborative role in the recruitment, selection, and review of academic administrators. This includes heads of departments, academic unit directors, associate/vice deans, deans, vice provosts, and senior academic vice presidents. It is the responsibility of all search and review committees to ensure open faculty input, including the input of the appropriate elected faculty body (e.g., Senate or the relevant College Advisory Council – see UHAP 7.09 Resolution on College Governance, etc.)

Search and review committees **must be comprised of half or more faculty, of which at least half are recommended by their elected faculty peers.** Selection of faculty to serve on these committees shall be determined through procedures decided by the faculty of the respective unit. Elected faculty (e.g., Faculty Senators and/or College Advisory Council members) should have a direct role in this process, either serving as members of the committee, or as nominators of their colleagues to the committee (either through direct election **or** via otherwise generating a short-list to be shared to the hiring administrator).

The remaining 50% of the faculty on the committee may be appointed by the supervising administrator, as is the rest of the committee members.

Committee composition should reflect individuals from diverse backgrounds who represent the breadth of faculty within the unit (i.e., inclusive of tenure-track, career-track, and continuing status track, as well as assistant, associate, and full rank) as well as relevant disciplinary expertise.

Excerpt from UA 2022 MOU on Shared Governance

# Shared Governance (FAQ at AAUP)

**Why should the faculty voice be authoritative in the academic area? Why shouldn't presidents and boards just make the decisions?**

Faculty have special training and knowledge that make them distinctly qualified to exercise decision-making authority in their areas of expertise. And they are best qualified to judge the competence and effectiveness of fellow faculty members.

Even though the president and board may possess final authority, they should routinely concur with faculty recommendations made in areas of faculty responsibility and should reject faculty decisions in those areas only in rare instances and for compelling reasons which should be stated in detail. In short, when it comes to academic matters, a faculty decision should normally be the final decision.

# SGRC Objectives for FY25

1) Fill vacant slots on SGRC

2) Define role/responsibility of SGRC

3) Survey climate of SG at UA

4) Identify strengths and weakness ("areas for improvement") in SG

5) Provide feedback, make recommendations to faculty and admin

6) Promote principles of healthy SG

# The SGRC Welcomes Your Feedback!

## Feedback: UA Shared Governar

| 1/28/2025 | | st Name | | | | |
|---|---|---|---|---|---|---|
| | | | | | | |
| **Major Areas of Shared Governance** | | | **Strengths** | **Weaknesss** | **Suggestions** | **Other Comments** |
| 1 Budget Strategic Planning | | | | | | |
| 2 Academic and Academic Personnel Policies | | | | | | |
| 3 Selection & Review of Academic Administrators & VPs | | | | | | |
| 4 Position Searches | | | | | | |
| | | | | | | |
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| **Key Indicators of State of Shared Governance** | | | | | | |
| (modified from Ramo 1998) | | | | | | |
| 1 Climate for Shared Governance | | | | | | |
| 2 Assessing Shared Governance Structure | | | | | | |
| 3 Joint Decision Making | | | | | | |
| 4 Institutional Communication | | | | | | |
| 5 Faculty's Role | | | | | | |
| 6 President's Role | | | | | | |
| 7 Staff's Role | | | | | | |
| 8 Student's Role | | | | | | |

https://drive.google.com/drive/folders/1vDaK1jiwdVsOe8leD2IFx7lM8jK1M5MK

## Shared Folder on Google Drive

My Drive › Faculty Senate › UA Shared _Governance...

| Name ↓ | | Owner | Last modified ↓ | File size |
|---|---|---|---|---|
| Statement on Government of Colleges and Universities _ AAUP.pdf | | me | Oct 13, 2024 | 161 KB |
| Shared_Governance_Climate_at_UA_Feedback_Form_012825.docx | | me | 11:30 AM | 182 KB |
| SGRC_Feedback_on_Shared_Governance_Climate_at_UA_012825.xlsx | | me | 11:43 AM | 10 KB |
| SGRC_Faculty_Senate_012825_Long.pdf | | me | 11:54 AM | 1.3 MB |
| FAQs on Shared Governance _ AAUP_American_Association_of_University... | | me | Oct 13, 2024 | 98 KB |
| 2021-AAUP-Shared-Governance-Survey-Findings-on-Faculty-Roles_0.pdf | | me | Nov 13, 2024 | 465 KB |