

**ARTICLE X  
SHARED GOVERNANCE**

**WHAT CHANGES ARE PROPOSED**

- Adds new article entitled “shared governance”

**WHY THE CHANGES ARE IMPORTANT**

- Recognizes connection of shared governance with academic freedom;
- Acknowledges alignment of the administration and the UFF on the value and necessity of a strong system of shared governance in the management of the university;
- Sets forth basic principles, procedures and institutions of shared governance;
- Provides for accountability where basic principles, procedures and institutions of shared governance are not followed;
- Insures protections against reprisal for those that participate in shared governance.

Article XX

**SHARED GOVERNANCE**

XX.1 Shared governance and academic freedom are inextricably connected. The University Administration and the UFF recognize the necessity of a strong system of shared governance involving in-unit faculty members in all areas of academic concern, including but not limited to curricular, pedagogical, and budgetary matters and that elected bodies are the primary vehicle for such shared governance.

XX.2 Elected in-unit faculty representatives shall serve on the committees that formulate and implement academic policies, or other policies that affect the terms and conditions of faculty employment.

XX.3 The University Administration shall notify in-unit faculty members of any impending action affecting the faculty members and provide faculty and their departments/units sufficient opportunity to give the University Administration advice and counsel prior to the debate and final action on such matters.

XX.4 In-unit faculty members shall be included in the process of recruitment, hiring, and selection or reappointment of those administrators with supervisory responsibility over faculty.

XX.5 Departments or other traditional governance structures shall have an active and significant role in academic matters. The faculties of the colleges and departments shall have the right to make their own constitutions and operating procedures, by which to conduct their respective governance responsibilities. Such procedures shall be subject to review and approval by appropriate Administration officials.

(a) The in-unit faculty members of each department/unit, by majority vote, shall develop and adopt operating procedures. Governance in the departments/units shall be conducted in accordance with their respective operating procedures, which shall be filed with the appropriate academic administrators and posted on the department/unit web sites.

(b) The operating procedures of each department/unit shall include procedures for in-unit faculty members to share significantly in governance responsibilities, including recruitment of new faculty and other professionals; development of high quality programs; program review; department/unit review; department/unit reorganization; development of guidelines for tenure, promotion, and merit salary increases; selection and evaluation of Chairs and certain other academic administrators; procedures for amending operating procedures; and other matters of professional concern.

XX.6 No reprisal of any kind shall be made by the University Administration against any faculty member based on that faculty member's participation in the system of shared governance. Any damage to a faculty member as a consequence of such reprisals shall be repaired.