

2002

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Georgia Southern University

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Recommended Citation

Georgia Southern University, "A Summary of the Findings of the Faculty Senate Task Force on the Role of the Faculty in Shared Governance" (2002). *Faculty Senate Index*. 280.

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A Summary of the Findings of the Faculty Senate Task Force on the Role of the Faculty in Shared Governance

As a result of our review of the *written policies* of five units of Georgia Southern University¹ and departments in the Colleges of Liberal Arts and Sciences and Science and Technology, the Task Force members conclude the following about these policies:

1. There is considerable variability in the existence of written policies related to hiring; annual evaluation; pre-tenure review; review for tenure, promotion, and post-tenure evaluation; establishment of committees; appointment of committee members; and evaluation of administrators.
2. No college or department has written policies for all of the decisions referenced above.
3. Existing departmental and/or college documents are, in many cases, difficult to locate.
4. Written policies at the departmental and college levels do not reflect the level of faculty involvement in their development.

A copy of the *survey* and *verbatim responses to open-ended questions* included in the survey are attached. The Task Force members submit the following summary of data from the survey (26% response):

BOR and GSU Policies and Procedures:

The majority of faculty report awareness of and satisfaction with written policies and procedures.

College Policies and Procedures

5. Approximately 75% of faculty report available documents pertaining to annual evaluation; pre-tenure review; and review for tenure, promotion, and post-tenure evaluation. Only 40% report the existence of hiring policies.

¹ Task Force members did not review the document from the College of Health and Human Services. However, we did receive surveys from members in that unit.

6. A majority of faculty report that they have access to written copies of existing documents and that the documents are helpful.
7. Except for hiring policies, approximately 50% of the faculty report that faculty input was used in the development of policies and procedures. The other half report either no faculty involvement or are unsure about such involvement. Only 25% of faculty report faculty input in the development of hiring policies.
8. Forty-two per cent of faculty report the existence of documents for evaluation of the dean, and 70% report that faculty are involved in the evaluation of the dean. Fourteen percent of faculty report that their evaluation of the dean is given adequate consideration by the Provost, while 59% are unsure.
9. Approximately half of the faculty report the existence of policies for evaluating the department chair. Eighty-one percent report that the department chair is valued annually by the department faculty. Twenty-six percent of faculty believe that their evaluation of the chair is given adequate consideration by the dean, while 48% are unsure.
9. Thirty-seven to 46% of faculty report the existence of college policies for determining committee composition, committee assignments, and curriculum.
10. Sixty-two percent of faculty report that tenured faculty comprise the college tenure committee.
11. Regarding the college promotion committee, 52% report that committee members hold a rank equal to or higher than candidate's aspiring rank.
12. Seventy per percent of respondents indicated the name of their college on their survey.

Departmental Policies and Procedures

1. Slightly over one-half of faculty report that departments have policies related to annual evaluation; pre-tenure review; and review for tenure, promotion, and post-tenure evaluation. Remaining responses indicate either nonexistence or uncertainty about the existence of these policies. Three- fourths report access to existing documents.
2. Regarding faculty perception of their involvement in development of governance documents, one-half to 65% report faculty input in those related to annual evaluation; pre-tenure tenure review; and review for

tenure, promotion, and post-tenure evaluation. Only 29% report that faculty had input into hiring policies.

3. Over 90% of faculty report that they are evaluated annually by the department chair and that the chair meets with them personally to discuss the evaluation.
4. A minority of faculty report that departments have written policies for determining committee composition, committee assignments, and curriculum.