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Shared Governance Document

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Shared Governance : Principles and Guidelines

The faculty and the administration of Georgia Southern University agree that the success of the University and the positive morale of the faculty and administration are dependent upon continued use of the collective intelligence of the university community in planning and decision-making. Shared governance is mutual participation in the development of policy decisions by both faculty and administration, and requires shared confidence between faculty members and administrators.

The following guidelines are the beginning of a process intended to further detail and clarify the way the faculty and administration address certain issues. These guidelines express a mutual desire to work together. In case of any divergence from or conflict with the *Statutes* of Georgia Southern University or the *Bylaws* or policies of the Board of Regents, the official *Statutes* and the *Bylaws* and policies of the Board of Regents shall prevail.

SCOPE

Faculty have the responsibility to participate in shared governance and must have a role in developing and implementing University policies, including, but not limited to: short and long range planning; hiring and evaluation of faculty (annual evaluation, pre-tenure, tenure and posttenure review, and promotion); academic and curricular policies; committee establishment and appointments; selection and retention of academic unit leaders; review and monitoring of the shared governance process.

METHOD

1. Representation of the faculty at all levels of University governance will be carried out by members of the faculty who have been elected directly by their faculty peers or selected by a committee on committees or other faculty body which has been elected directly by the faculty at the University, college, or departmental level.

2. All policies regarding faculty must be in writing, whether they are at the departmental, college, or university level. These policies include, but are not limited to: hiring and evaluation (annual evaluation, pre-tenure, tenure and post-tenure review, and promotion); committee establishment and appointments. Each department and college must submit a written copy of these policies to the provost.

3. In consultation with the chair and full-time faculty in each department, each dean should verify the existence of, review and, when necessary, initiate revision of, current policies of all departments in the college to guarantee their consistency with university-wide policies for annual evaluation, pre-tenure, tenure and post-tenure review and promotion. (2003-2004 Faculty

Handbook, sections 205-213).

4. In consultation with the dean of each college, the Provost should review and, when necessary, initiate revision of current policies of each college to guarantee their consistency with university-wide policies for annual evaluation, pre-tenure, tenure and post-tenure review and promotion (*2003-2004 Faculty Handbook*, sections 205-213).

5. All faculty must have access to written departmental and college policies related to the personnel decisions mentioned above. These policies should appear on each department and college web site and be available in print in the departmental and college offices.

6. All faculty have the responsibility to be aware of written policies of their department and college and Georgia Southern University, as well as those of the Board of Regents.

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