

## General Membership Meeting: Shared Governance

Sept. 21 and 22, 2016

### Background

Adrianna Kezar, a Professor of the University of Southern California, led the Faculty Retreat on Aug. 16, 2016, on the topic of shared governance. Our discussion this evening will review some of her ideas and apply them to the Adjuncts and Union at Dominican.

Prof. Kezar said that there's no one, best, or right definition or understanding of what "shared government" is. Each institution will need to determine its own meaning for this idea to fit its particular circumstances. The consensus is, however, that "shared governance" is good and beneficial. In general "shared governance" refers to participation of campus constituents in major decision-making reflecting democratic principles. The constituents may include board members, administrators, faculty, unions, staff, and students.

### Prof. Kezar explains three models of shared governance:

1. **"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." – I see this model of collaboration as "horizontal."
2. **"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." – I see this model of delegation as "vertical."
3. **"Consultative decision-making.** This describes a more communicative model where the faculty's opinion and advice is sought but where authority 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." – I see this model of consultation as "vertical."

Here are some discussion questions building on Prof. Kezar's ideas on "shared governance." After your smaller group discussions, please plan to share some of your responses with the larger group.

1. How would Adjuncts participating in shared governance at Dominican benefit the Adjuncts, students, and University?

2. What “models” of shared governance have you experienced and/or observed at Dominican?
3. How does our Union through its Collective Bargaining Agreement with the University participate in shared governance? That is, how does the “horizontal” intersect with the “vertical”?
4. What are some of your own realities that make it difficult for you to participate in shared governance at Dominican?
5. Given your realities, what are one or two specific ways that you can see yourself as participating in shared governance this academic year—in Faculty Forum, in Schools, Departments, and Programs, and/or in our Union?
6. What other thoughts or questions would you like to bring up regarding shared governance?