

Faculty Shared Governance and Faculty Senates' Significance

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Speaking for myself as an individual

Not speaking on behalf of any group, institution, or organization

Faculty Shared Governance

Has power to make the campus a better place to learn, work, and play for students, staff, faculty, and administrators

Help improve learning & growth opportunities for all on campus

- Build better climate, relationships, and communities
- Foster better communication, hear out disagreements, and resolve conflicts

Help provide safe & supportive environments for all on campus

- Health care, food security, and safety
- Academic support and professional development

Example: Fall 2019. UT Austin Counseling & Mental Health Center.

1966 Statement on Government of Colleges and Universities (3500 words)

Jointly formulated by Faculty (AAUP), Presidents (ACE) and Regents (ACB)

- American Council on Ed. (ACE): 1500+ institutions including UTRGV & UT System
- Assoc. of Gov. Boards of Univ. & Colleges: 1300+ members including UT System

Faculty have primary decision-making authority in

- Curriculum, subject matter, and methods of instruction
- Those aspects of student life which relate to educational process
- Matters related to faculty status – appointments, reappointments, decisions not to reappoint, promotions, granting of tenure, and dismissal
- “President should exercise adversely only in exceptional circumstances, and for reasons communicated to the faculty” & receive faculty feedback

Faculty have authority in financial exigency and program closures

1966 Joint AAUP/ACE/AGB Statement on Government of Colleges and Universities

President shares responsibility in

- Definition and attainment of goals
- Administrative action
- Communications to link components of academic community

President provides institutional leadership

- Innovate, initiate, and persuade others to work toward goals
- Utilize judgments of the faculty and outside competent scholars
- Ensure standards and procedures conform to policy established by the board and standards of sound academic practice
- Manage and create resources

President represents institution to public

1966 Joint AAUP/ACE/AGB Statement on Government of Colleges and Universities

“Maintains a general overview of the institution”

- Entrusts conduct of administration to administrative officers
- Entrusts conduct of teaching and research to the faculty

**Governing
Board Roles**

Publishes codified statements defining policies and procedures

Provides long-term resource planning and oversees endowment

Obtains capital and operating funds

Supports institution when “ignorance or ill will threatens” any part

“In grave crises it will be expected to serve as a champion.”

2016 UT System Faculty Advisory Council Shared Governance White Paper

1. An institution-wide commitment to the concept of shared governance linking the president, faculty, and all stakeholders in a well-functioning partnership, purposefully devoted to a clearly defined and broadly affirmed institutional vision.
2. An organizational culture of caring, mutual respect, and trust.
3. Consistently open, bidirectional, and transparent communication without threat or fear of reprisal.
4. A standing elected faculty governance organization recognized institution-wide as the voice of the faculty.
5. Partnership, shared responsibility, and shared accountability in decision-making for all academic, clinical, and research matters
6. A proclivity for action and persistent follow-up on all institutional decisions.

2016 UT SysFAC Statement,

[https://wikis.utexas.edu/download/attachments/141739715/FINAL%20version%20UTS%20FAC%20White%20Paper%20on%20Shared%20Governance .pdf](https://wikis.utexas.edu/download/attachments/141739715/FINAL%20version%20UTS%20FAC%20White%20Paper%20on%20Shared%20Governance.pdf)

American Association of University Professors

AAUP founded in 1915 by faculty and has 45,000 members.

AAUP champions academic freedom, advances shared governance, and organizes all faculty to promote economic security and quality education.

AAUP affiliated with the American Federation of Teachers (1.7M members including 148,000 professors) Aug. 2022



1940 Joint AAUP/AAC&U Statement of Principles on Academic Freedom & Tenure (2600 words)

Amer. Assoc. Colleges & Universities (AAC&U): 860+ institutions

Academic Freedom for teachers consists of interrelated elements

- freedom to explore all avenues of scholarship, research, and creative expression and to publish the results of such work
- freedom to discuss all relevant matters in the classroom
- freedom from institutional censorship or discipline when speaking or writing as participants in the governance of an educational institution
- freedom from institutional censorship when speaking or writing as a citizen

Free inquiry, free expression, and open dissent are critical for student learning and the advancement of knowledge

Safeguards include **tenure**, due process, **shared governance**

UT Regents Rule 31004: Rights and Responsibilities of Faculty Members

- Sec. 1 Freedom in Research. Faculty members are entitled to full freedom in research and in the publication of the results.
- Sec. 2 Freedom in the Classroom. Faculty members are entitled to freedom in the classroom in discussing his or her subject, but are expected not to introduce into their teaching controversial matter that has no relation to his or her subject.
- Sec. 3 Clarification of Role. Faculty members are citizens, members of learned professions, and officers of an educational institution supported by the State of Texas. When the faculty member speaks or writes as a citizen, he or she should be free from institutional censorship or discipline, but should make it plain that the faculty member is not an institutional spokesperson....

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In departments, colleges, and university-wide

Faculty Senate

Membership

- Faculty Senators elected by the faculty
- Faculty Senators represent faculty to the administration
- Deans, VPs, Provost, and President as ex-officio members

Who is invited to Faculty Senate meetings?

How to include student and staff voices?

Faculty Senators represent academic units

- What about faculty senators to represent tenured faculty? Non-tenured faculty?

Faculty Senate – Resources @ UT Austin

Staff Support

- 2 full-time administrative staff
- 1 half-time IT staff - elections, meetings, staff support, web pages, etc.

Support for Officers

- President - 50% time administrative appointment. Reduction in teaching load of two courses. \$15K discretionary funding for summer support or other uses.
- Secretary - Same as President.
- President-Elect - 25% time administrative appointment. Reduction in teaching load of one course.
- Past President - same as President-Elect

Example Faculty Senate Standing Committees

Academic Freedom

Faculty Grievance

Faculty Workload and Compensation **

Academic Calendars **

Educational Policy **

Research Policy **

University Budgets **

** Include administrators whose portfolios are aligned with committee as ex-officio members-- this will help ideas be implemented. Include student/staff government reps.

Example Joint Faculty Senate – Provost Task Forces

Faculty grievance policy revision

COVID grading policies (Mar. 13-26, 2020)

Academic calendar modification

Course evaluation survey redesign

Financial exigency policy (2015-2020)

Examples @
UT Austin

Natural to draw faculty members from relevant standing committee members and Faculty Senate Executive Committee

Auxiliary Orgs to Help Faculty Senate

AAUP members on campus

- Gives training on AAUP principles of academic freedom and shared governance
- Works with Faculty Senate to influence changes to campus policies
- Encourages members to run for Faculty Senate

[UT System Faculty Advisory Council](#) – association of Faculty Senates of all UT campuses

[Texas Council of Faculty Senates](#) – association of Faculty Senates of all 38 public universities

Supplemental Slides

1940 Joint AAUP/AAC&U Statement of Principles on Academic Freedom & Tenure

Free inquiry, free expression, and open dissent are critical for student learning and the advancement of knowledge

Tenure provides the conditions for faculty to pursue research and innovation and draw evidence-based conclusions free from corporate or political pressure

Tenure is an indefinite appointment terminated only for cause or extraordinary circumstances such as financial exigency

All full-time faculty members, regardless of rank, are to be considered eligible for tenure