

Governance Committee

2017-2018 End of Year Report

Members: Diane L. Wood (chair), Joni Hand (vice-chair), Avery Henry, Carl Kinnison, Shannon Clapsaddle, Pat Willingham, and Shamik Bhattacharya.

Activities:

- Developed four interactive presentations regarding faculty governance at the departmental level through CSTL’s “Take Away Friday” series (See Appendix 1).
 - **Attendance**
 - 1st presentation “That’s How We Role: The Department and the Department Chair” - **18**
 - 2nd presentation “One Faculty Handbook, Many Ways of Following It” - **19**
 - 3rd presentation “Who’s Running This Joint? Models of Departmental Leadership” - **11**
 - 4th presentation “Incivility: Harshin' the Department Process” - **coming attraction 4 May be there or be.....**
- Discussed termination policies and procedures for RNTT and probationary TT faculty.
 - lack of clarity in language, and organization or reference to different sections regarding position descriptions, work responsibilities/expectations, promotion and termination. In other words, it can require a lot of thumbing through the handbook before a clear picture comes into focus. Furthermore, the language in some places is outdated (polaroid rather than digital).
 - having meet with Alissa Vandeven, there was a conceptual agreement that a “case” must be built by the department chair and/or college dean based on verifiable documentation, and to include attempts at remediation between the faculty member and the department chair. Obviously, some behaviors are so egregious (e.g., selling drugs out of their office, felony assault, etc.) that termination should result without remediation.
 - **Suggestion** - this needs to be worked on, **jointly**, by governance, professional affairs and human resources. This should be a high priority, because current practice across the campus is not uniform and we are relying on people using their “good judgement” rather than uniformly, clear (i.e., high resolution had to carry the analogy) procedures.
- I would like to say, “thank you” to the members of faculty senate, both past and present, with whom I have had the pleasure to serve with these past several years. We have won some and lost some, but, most importantly, we tried

Appendix 1

- **Feb. 1 - Facilitators: Joni Hand & Diane L. Wood**
 - **Title** - That's How We Role: The Department and the Department Chair
 - **Brief description** - When was the last time you sat down with a nice cup of coffee to read the Faculty Handbook? Been awhile? Perhaps a refresher may do some good. This interactive session of Take Away Fridays will focus on section G2 of the handbook concerning the roles of the Department and the Department Chair.
- **March 23 - Facilitators: Carl Kinnison & Pat Willingham**
 - **Title** - One Faculty Handbook, Many Ways of Following It
 - **Brief description** - A panel of department chairs will discuss governance and collegiality as practiced in their departments. Topics may include departmental structures and operations, decision making, planning, curriculum, faculty hiring and other personnel processes, and any other areas of management or leadership in which chairs find themselves engaged. The discussion will include both the parameters established by the Faculty Handbook and the various ways those parameters are interpreted and applied in the different departments.
- **March April 20 - Facilitators: Shannon Clapsaddle, Avery Henry and Shamik Bhattacharya**
 - **Title** - Who's Running This Joint? Models of Departmental Leadership
 - **Brief Description** – What model of departmental leadership best suits you and your department? In this session of Take Away Fridays, we will focus on different models of departmental leadership. Faculty will gain an understanding of where they fall within leadership styles and preferences.
- **May 4th - Facilitators: Melissa Odegard-Koester, Rhonda Weller-Stilson, and Diane L. Wood**
 - **Title** - Incivility: Harshin' the Departmental Process
 - **Brief description** - This session of Take Away Fridays will focus on developing a working definition of incivility in the workplace, which allows for open debate, discussion and compromise among peers. Using this definition, strategies will be discussed on how to empower ourselves when faced with uncivil interactions. In other words, as Michelle Obama so elegantly put it, “When they go low, we go high”.