IN THE ROOM WHERE IT HAPPENS

ESTABLISHING, EXPANDING A SHARED GOVERNANCE STRUCTURE FOR PROFESSIONAL STAFF

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WHO'S IN THE ROOM



INTRODUCTIONS

- NAME
- STATE
- WHERE YOU WORK
- ROLE ON CAMPUS/ROLE IN THE UNION*
- DO YOU HAVE A GOVERNANCE STRUCTURE AT YOUR CAMPUS?



"OBSERVING THE TABLE"

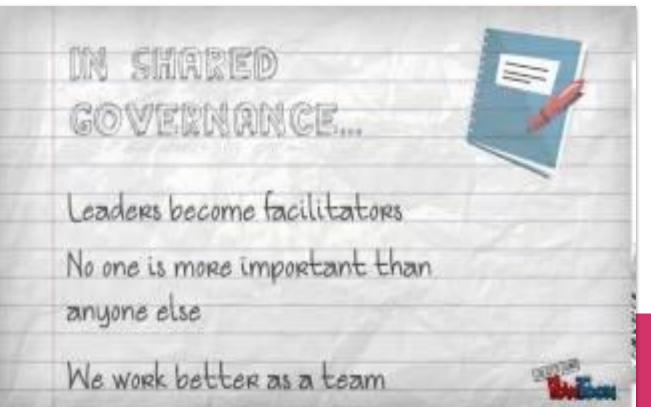


WHAT IS SHARED GOVERNANCE?

 "SHARED GOVERNANCE IS THE TRANSPARENT PROCESS BY WHICH THE UNIVERSITY COMMUNITY (I.E., FACULTY, **STAFF**, ADMINISTRATORS, ALUMNI, AND STUDENTS) INFLUENCES DECISIONS ON MATTERS OF POLICY AND PROCEDURE, AND/OR TO PRESENT ALTERNATIVES ON SUCH MATTERS." (*PRINCIPLES AND PRACTICE OF SHARED GOVERNANCE, YOUNGSTOWN STATE UNIVERSITY, 2025*)

 "SHARED GOVERNANCE RELIES ON AN ATMOSPHERE OF MUTUAL UNDERSTANDING, RESPECT AND TRUST THAT CAN FOSTER HONEST COMMUNICATION AND CONSIDERATION IN DECISION-MAKING." (MARSHALL UNIVERSITY, 2025)

WHAT IS SHARED GOVERNANCE?



PRINCIPLES OF SHARED GOVERNANCE

• TRANSPARENCY

• COLLABORATION

• INCLUSIVITY

• ACCOUNTABILITY

SETTING THE TABLE



TYPES OF SHARED GOVERNMENT STRUCTURES

COMBINED SHARED GOVERNANCE

• FACULTY AND STAFF ARE MEMBERS OF THE SAME SENATE

• STAFF MAY HAVE A NON-VOTING SEAT ON THE SENATE

PROFESSIONAL STAFF SENATE

- RUN SOLELY BY STAFF
- GIVES EQUAL REPRESENTATION FOR STAFF THAT FACULTY HAVE
- COLLABORATION
 WITH
 ADMINISTRATION

STAFF COUNCIL/NO STRUCTURE

- LIMITED SCOPE OF AUTHORITY
- NOT ABLE TO GIVE INSIGHT ON POLICY CHANGES
- UNDERREPRESENTED
 NO REPRESENTATION

MODELS OF SHARED GOVERNANCE STRUCTURES

UNIVERSITY OF IDAHO

 HAS A STAFF COUNCIL THAT REPRESENTS ALL STAFF (EXEMPT AND CLASSIFIED) WITH REPRESENTATIVES ELECTED TO THE FACULTY SENATE AS VOTING MEMBERS

SUNY DELHI

 HAS A COLLEGE SENATE IN WHICH BOTH ACADEMIC AND NON-ACADEMIC STAFF ARE VOTING MEMBERS OF THE SENATE

MODELS OF SHARED GOVERNANCE STRUCTURES

UNIVERSITY OF UTAH

 HAS A STAFF COUNCIL OF 30 MEMBERS THAT IS <u>APPOINTED</u> BY THE UNIVERSITY PRESIDENT AND IS HOUSED UNDER THE CHIEF HUMAN RESOURCES OFFICER*

BINGHAMTON UNIVERSITY

 HAD A PROFESSIONAL EMPLOYEE COUNCIL, WITH SUPPORT OF THE PRESIDENT BECAME THE PROFESSIONAL STAFF SENATE ESTABLISHING A SHARED GOVERNANCE STRUCTURE

• ORGANIZE

• ADVOCATE

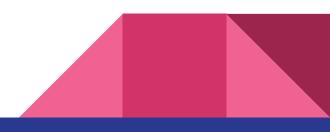
• IMPLEMENT

GOVERNING DOCUMENTS

- CONSTITUTION
 - STATEMENT OF PURPOSE, ELECTED REPRESENTATIVES, STRUCTURE, PROVISIONS FOR AMENDMENTS

- BY-LAWS
 - MEMBERSHIP, OFFICERS, COMMITTEES, MEETINGS

- STANDARD OPERATING PROCEDURES
 - REPRESENTATION, ELECTIONS, SELECTION OF OFFICERS



COMMITTEES

- EXECUTIVE
- DIVERSITY
- COMMUNICATIONS
- EVALUATION
- FINANCIAL IMPACT
- PROFESSIONAL DEVELOPMENT
- **RECOGNITION**
- RULES

IN THE ROOM WHERE IT HAPPENS



RESULTS OF SHARED GOVERNANCE

REPRESENTATION

REQUISITION

RECOGNITION

UNION/SHARED GOVERNANCE

- ORGANIZE
- AGITATE(GOOD TROUBLE)
- COLLECTIVE BARGAINING
- SEEKING BETTER WAGES
- IMPROVING WORKPLACE CONDITIONS

- ORGANIZATION
- ADVOCATE
- DELIBERATE
- PURSUING BETTER PROFESSIONAL DEVELOPMENT
- IMPACTING THE WORKSPACE



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QUESTIONS?

THANK YOU

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https://www.binghamton.edu/orga nizations/pss/index.html