




# 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*)
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# WHAT IS SHARED GOVERNANCE?

IN SHARED  
GOVERNANCE...



Leaders become facilitators

No one is more important than  
anyone else

We work better as a team



# 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 **APPOINTED** 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


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# 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

IF THEY





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# QUESTIONS?

THANK YOU

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<https://www.binghamton.edu/organizations/pss/index.html>

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