## 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"

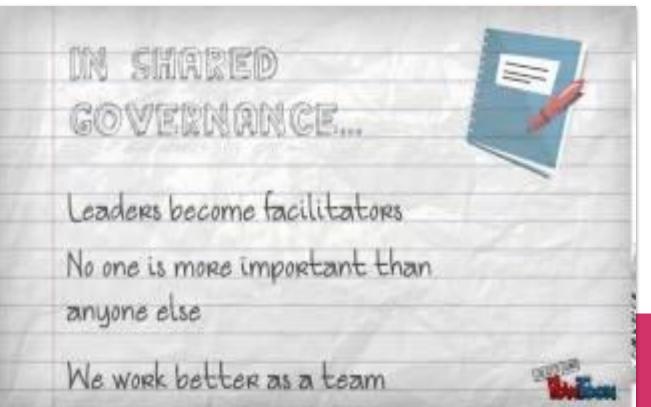


### WHAT IS SHARED GOVERNANCE?

 "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

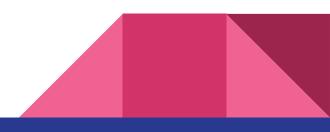
• IMPLEMENT

### **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