

**WSU POLICY APPROVAL  
COVER PAGE**

|  |   |            |                   |
|--|---|------------|-------------------|
| <b>DATE POLICY REQUEST TO PET:</b>   |   | Date       |                   |
| <b>IS THIS A NEW POLICY OR CHANGE TO AN EXISTING POLICY?</b>   |   | <b>NEW</b> | <b>EXISTING</b> X |
| <b>CURRENT POLICY TITLE:</b>   | 1.10 Shared Governance  |            |                   |
| <b>REVISED POLICY TITLE:</b>   | N/A   |            |                   |
| <b>LAST REVISED DATE OF POLICY:</b>  | June 19, 2019   |            |                   |
| <b>INITIATING AUTHORITY:</b>   | President   |            |                   |
| <b>SUMMARY OF POLICY OR POLICY CHANGE:</b>   |   |            |                   |
| <p>Policy revisions proposed by shared governance groups to include new language regarding:</p> <ul style="list-style-type: none"> <li>• Principles of shared governance,</li> <li>• Process to include constituent groups, and</li> <li>• Support for constituent group leaders.</li> </ul> |   |            |                   |
| <b>REASON OR NEED FOR POLICY / SUMMARY OF CHANGES MADE TO EXISTING POLICY:</b>   |   |            |                   |
| <p>The revision formalizes the current commitment to shared governance on the campus, including details of the principles that guide implementation and the commitment of resources to support the leadership of the constituent senates.</p>  |   |            |                   |
| <b>APPLICABLE LAWS OR REGULATORY OR POLICY AUTHORITY:</b>  |   |            |                   |
| N/A  |   |            |                   |
| <b>OTHER RELEVANT WSU POLICIES:</b>  |   |            |                   |
| N/A  |   |            |                   |
| <b>THE FOLLOWING UNIVERSITY STAKEHOLDERS WERE INCLUDED IN THE REVIEW AND APPROVAL OF THIS POLICY DRAFT / REVISION:</b>   |   |            |                   |
|  | Matt Houston (USS)  |            |                   |
|  | Jeffrey Jarman (Faculty Senate)   |            |                   |
|  | Rija Khan (SGA)   |            |                   |
|  | Julie Scott (UP)  |            |                   |
|  | Dr. Linnea Glenmayer, AVP and Associate Professor, Office of Academic Affairs |            |                   |
|  | Stacia Boden, General Counsel   |            |                   |
| <b>OTHER NOTES FOR CONSIDERATION:</b>  |   |            |                   |
| N/A  |   |            |                   |
| <b>OWNER OF POLICY REQUEST FOR QUESTIONS:</b>  |   | President  |                   |

## 1.10 / SHARED GOVERNANCE

### I. INITIATING AUTHORITY

- A. The Office of the President serves as the initiating authority.

### II. PURPOSE

- A. The purpose of this policy is to recognize the fundamental principles of shared governance and to promote departmental and University support of those serving or intending to serve in a Constituent Leader role.

### III. POLICY

#### A. What Shared Governance Means to Wichita State University

- 1. Shared governance is the transparent and inclusive process by which Administrative Leaders and Constituents contribute to University policies, procedures, and initiatives for Wichita State University. A shared governance process is achieved by soliciting and considering the different perspectives and expertise of Administrative Leaders and Constituents through their respective Constituent Senates. The inclusion of the perspectives of faculty, staff and students allow the constituent groups to influence the final decision in ways that are mutually beneficial to the entire campus community. When genuine shared governance is used, efforts to make decisions are proactive, post- implementation challenges can be anticipated, and blind spots can be avoided. The result is final decisions that are both better and more readily embraced by the whole campus community. Abiding by the following four principles will ensure shared governance on our campus. Although the senates are a vital role in the development and implementation of university policy, the ultimate legal authority to decide rests with the President.

#### B. University-Wide Policies and Decisions

- 1. The University recognizes four shared governance principles: (1) Mutual Accountability; (2) Transparency; (3) Inclusivity; and (4) Consultation and Respect. The University will make every effort to adhere to these principles when making University policies or decisions that have a direct and significant impact on the University and/or a Constituent group. Nothing in this policy will be construed as a limitation on the implementation of University policies or decisions that are deemed by the President to be in the best interest of the University.

### C. **Shared Governance Principles**

1. **Mutual Accountability:** The principle of mutual accountability permeates all levels of decision-making with the University community and requires a unified commitment among Administrative Leaders and Constituents to practice shared governance and to hold each other accountable if a decision/process falls below goals and expectations.
2. **Transparency:** The principal of transparency requires all stakeholders to be transparent and forthcoming in communication to cultivate a University culture that assumes good intentions, fosters good will, and reinforces a commitment to common values. Transparent communication is open, honest, robust, ethical, and follows the process decided upon by the Constituent Senates and Administrative Leaders. Regular, multidirectional, and trustworthy communication is critical to ensure comprehensive review prior to decisions.
3. **Inclusivity:** The principle of inclusivity requires the applicable Constituency Senates be informed of University decisions, policies and procedures that materially affect those groups and to allow those Constituency Senates to have input into such decisions, policies and procedures. Administrative and Constituent Leaders shall make every effort to work together to identify means within and outside of the formal governance structure to incorporate a representative voice of the Constituents in the campus discourse on issues that materially affect Constituents.
4. **Consultation & Respect:** The principles of genuine consultation and respect requires deliberate engagement in decisions early and often so that, when possible, there is adequate time for thoughtful consideration of multiple viewpoints before a final decision is made. Consultation should be iterative and inform the solution.

### D. **Institutional Support for Constituent Involvement and Leadership**

1. **Support for Faculty and Staff Participation in Shared Governance:** Faculty and staff shall be afforded the necessary time during their regularly scheduled hours to complete duties attributed to their approved service on University committees, councils and Constituent Senates. Prior to accepting a role on such University committees, councils, or Constituent Senates, staff must confer with their immediate supervisor. Supervisors should make every effort to support staff who want to participate in shared governance activities and denials should be limited to extraordinary circumstances.
2. **Faculty Senate Leadership:** Because of the significant level of effort required of the faculty senate president and president-elect, the work assignments and expectations for these individuals shall be adjusted

during their service in these roles. For the president of the faculty senate, this adjustment shall be equivalent to a three (3) credit hour course in each of the summer, fall, and spring semesters during the service year. For the president-elect of the faculty senate, this shall be the equivalent of a three (3) hour credit course in the spring semester of the service year.

Additional compensation may be negotiated in lieu of course release for the president and president-elect service with approval of the Department Chair and Provost. All such efforts must be in-load and supported by the University. The Faculty Senate shall fund the additional compensation set forth in this paragraph , from an annual allocation of monies from the Division of Academic Affairs.

3. **Staff Senate Leadership:** Because of the significant level of effort required of the staff senate president and the president-elect, these individuals shall receive additional compensation. For the president of the staff senate, this compensation shall be paid during the service year. For the president-elect, this compensation shall be paid during the second half of their term. The Staff Senate shall fund the additional compensation set forth in this paragraph from an annual allocation of monies from the Division of Finance and Administration.
4. **Student Government Association Leadership:** The Student Government Association Bylaws establishes the pay for the President. The President's pay is derived from the annual allocation of the SGA Student Services Fee as approved by the Student Government Association.

#### IV. DEFINITIONS

A. For the purpose of this policy only, the following definitions shall apply:

1. **Administrative Leaders:** "Administrative Leaders" mean the President, Vice Presidents, General Counsel, Director of Athletics, Wichita State University Foundation President, and any other leader so designated by the President.
2. **Constituents:** "Constituents" mean students, staff, and faculty, collectively, and each as a separate constituency group.
3. **Constituent Leaders:** "Constituent Leaders" mean the Presidents of the Constituent Senates, Student Government Association and any committee or task force as designated from time to time by the President.
4. **Constituent Senates:** "Constituent Senates" mean the Faculty Senate, University Staff Senate, and Student Government Association.

#### V. APPLICABLE LAWS AND ADDITIONAL RESOURCES

A. N/A