



FACULTY SENATE RESOLUTION FSR-2022/2023-011

I. Resolution Name: SHARED GOVERNANCE IN TIMES OF TRANSITION

II. Stated Resolution: **Be it resolved**, shared governance with faculty is a cornerstone value of higher education.

Be it resolved that the 2022-2023 Faculty Senate reaffirms [FSR 2021-2022-04 Faculty Definition of Shared Governance](#).

“Shared governance is a norm that governs procedures for equitable, responsible, and effective decision-making involving all members of the university community (governing boards, administration, faculty, staff, and, where appropriate, students and alumni). Shared governance acknowledges the distinct domains of authority and responsibility among different groups within the university, while also promoting a culture of cooperative decision-making in which all relevant parties can share their expertise, perspectives, and values in order to work together to more effectively promote the shared mission and vision of the university. A decision-making process that respects the norm of shared governance will be a transparent, inclusive, collaborative, and respectful process.”

Be it resolved that the University of Central Oklahoma (UCO) Faculty Senate calls upon the Oklahoma State Regents for Higher Education (OSHRE), the Regional University System of Oklahoma (RUSO) Regents, current UCO administration, forthcoming interim UCO administration, and future UCO administration to respect and engage in shared governance as decisions are made that impact the futures of faculty, staff, and students.

III. Justification: Times of transition can be filled with uncertainty and fear, but also opportunity. Shared governance is essential to creating processes that build trust, understanding, and goodwill. As stated in FSR 2021-2022-004:

Shared governance requires clear and constant communication between all levels of the university. In particular, shared governance requires that the appropriate stakeholders are consulted before decisions are made, so that they may share information relevant to those decisions which may not be obvious or fully appreciated by other groups within the university. It also requires communication during and after decisions are made, so that decision-makers are kept informed about the implementation and effectiveness of these decisions.

Shared governance is instrumental for effective decision-making and implementation. Without it, the university risks making decisions without being fully informed of the costs, trade-offs, and consequences of these decisions. Shared governance can reduce miscommunications and redundancies between units of the university and can leverage on-the-ground knowledge to avoid missteps and pitfalls in implementation. Shared governance leads to smoother implementation, more productive use of time and resources, and greater buy-in by those carrying out university decisions and by those affected by them.

Moreover, shared governance improves morale at all levels of the university and fosters a culture of dignity and mutual respect. In an environment shaped by shared governance, members of the university feel valued as informed and engaged partners in a cooperative enterprise. No organization can expect complete unanimity in its decision-making, but shared governance helps individuals not only feel like part of the process, but also have a more informed sense of the larger context, constraints, and competing priorities that guide university policies. This leads to more satisfaction with specific decisions (even in the face of residual disagreements), more trust in the decision-making process, and more rapport between members of the university.

IV. Divisions/Colleges/Office(s) that may be affected:

Oklahoma State Regents for Higher Education (OSHRE)
Regional University System of Oklahoma (RUSO) Regents
University of Central Oklahoma Office of the President
University of Central Oklahoma Academic Affairs
University of Central Oklahoma President's Cabinet
University of Central Oklahoma Faculty, Staff, and Students

V. Directed to:

Oklahoma State Regents for Higher Education (OSHRE)
Regional University System of Oklahoma (RUSO) Regents
University of Central Oklahoma Office of the President
University of Central Oklahoma President's Cabinet
University of Central Oklahoma Academic Affairs

This resolution was submitted for consideration to the UCO Faculty Senate on 10 November 2022 by the Faculty Senate Executive Committee.

SO APPROVED BY THE UCO FACULTY SENATE ON 10 NOVEMBER 2022.

A handwritten signature in black ink, appearing to read 'Alyssa L. Provencio', written over a horizontal line.

Alyssa L. Provencio, Ph.D.
UCO Faculty Senate President