

Draft—for Discussion

State of Faculty Shared Governance at CU Denver Schools, Colleges, and the Library Report Workplan

Prepared by AVC-Faculty Affairs

Project Workplan: State of Faculty Shared Governance Report

Project Overview: In Spring 2024, the CU Denver Office of Faculty Affairs (OFA) will release a comprehensive State of Faculty Shared Governance Report, providing an overview of existing shared governance structures and practices at the school, college, and library levels. The primary objectives are to inform decision-making, strengthen shared governance, and foster a collaborative culture at CU Denver.

Faculty shared governance, referring here to the idea that administration and faculty collaborate in a meaningful way on the governance and leadership of the university, is an important practice at the University of Colorado (CU). CU Regent’s policies recognize and support “the faculty’s role in the academic functions of the university and . . . the principle of shared governance,” with some guidance on the rules and functions of shared governance articulated in the article 5.A.

Project Leadership:

- **AVC-FA Kayaoglu:** Leads the collaborative effort and holds project responsibility.
- **Provost Nakuma:** Accountable for the project.
- **Peter Anthamatten** (OFA fellow): Associate Professor and Chair of Geography and Environmental Science (CLAS) will be the project partner to work with AVC-FA Kayaoglu. Dr. Anthamatten brings extensive shared governance experience. He served as Faculty Assembly Chair (2017-19) and led a prior assessment on shared governance at schools, colleges, and the library. He was recognized with the campus award for leadership and service by tenured/tenure-track faculty in 2020, due in large part to his shared governance work.

Content Focus:

The report will focus on five key elements outlined in the Shared Governance Principles Guidelines:

- A. Bylaws
- B. Elected Shared Governance Bodies
- C. Inclusion of all rostered faculty in shared governance
- D. Election of Faculty Assembly members
- E. Shared governance norms

The report will also conclude with a section on next steps to identify areas for future work to strengthen shared governance at schools, colleges, and the library.

Data Collection Plan (Spring 2024):

1. Review of Bylaws (December and January):
 - Assess last revision date, faculty involvement, and plans for revision.
 - Examine the bylaws to see if faculty shared governance structures and practices are in place to ensure faculty shared governance roles and responsibilities articulated in Regent Policy 5.A.

2. Leadership Interviews (February and March):
 - Conduct interviews with deans and shared governance bodies.
 - Focus on Bylaws, governance structures, election processes, shared governance norms, and inclusion.
 - Areas of future work to strengthen shared governance.
3. Faculty Survey (January and February):
 - Develop and conduct a survey on faculty views regarding shared governance norms.
 - Align survey questions with the Standards of Shared Governance Structures and Principles document.
4. Executive Report (April)
 - We will prepare three separate, detailed reports to address the work above, one for each effort (bylaws, review, and faculty survey)
 - We will prepare a two-page report with an overview of the work and key insights from the project.

Timeline:

- Data Collection Phase (December to March):
 - Bylaws review.
 - Leadership Interviews.
 - Faculty Survey.
- Drafting and Revision of the Three Study reports and the Executive Report (Early March).
- Feedback and Finalization (March to April):
 - Circulate draft for stakeholder feedback (March 15).
 - Finalize the report drafts (April 15).
- Communication to the Campus (Early May).

Communication and Engagement:

- Visit FA and Deans meetings for feedback on the workplan (January).
- Present the drafted report to FA and Deans for feedback and Q&A (March).

Project Support:

- Communication Support:
 - UCOMM to assist in disseminating the report to the campus community.
- Project Management:
 - Strategic Plan Implementation team to provide project management support.