

Workshopping Shared Governance

“... we often have no concrete examples of individuals who actually occupy different locations within structures, sharing ideas with one another, mapping out terrains of commonality, connection, and shared concern with [teaching practices].”
-bell hooks, Teaching to Transgress

Thank you for being here!

- Announcement from Dr. Mary Lucal, Associate Vice Chancellor for Human Resources
- Voices from Retreat #1
- Small Group Shared Governance Workshopping*
- Reception!

*Collated responses from today will be sent to attendees

Voices from Retreat #1

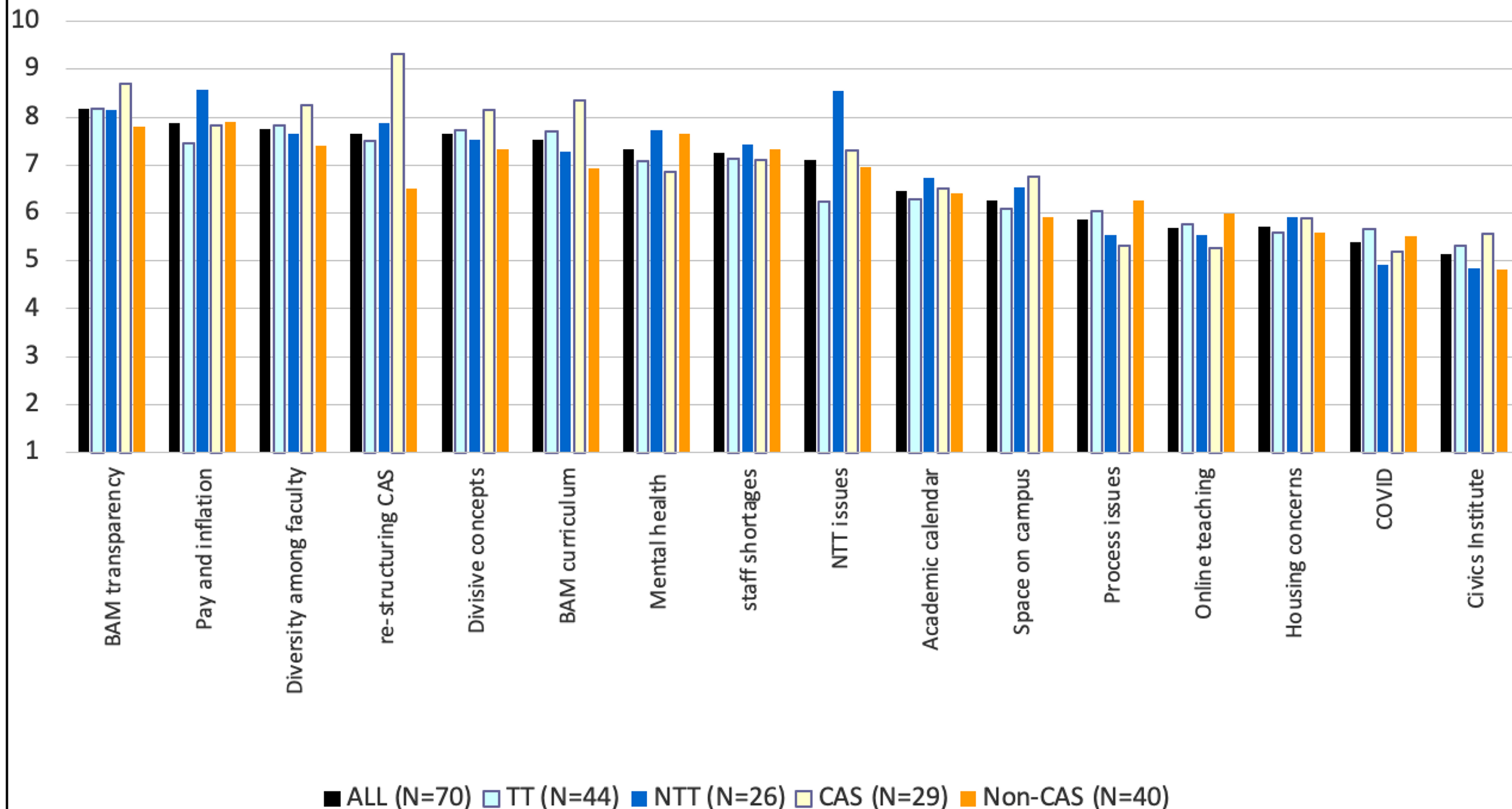
What do faculty think are the most important topics for Faculty Senate to work on this year? (1 least important; 10 most important)

	BAM transparency	Pay and inflation	Diversity among faculty	restructuring CAS	Divisive concepts	BAM curriculum	Mental health	staff shortages	NTT issues
ALL (N=70)	8.2	7.9	7.8	7.7	7.7	7.5	7.3	7.2	7.1

	BAM transparen cy	Pay and inflation	Diversit y among faculty	restructuri ng CAS	Divisive concept s	BAM curriculu m	Mental health	staff shortage s	NTT issues
ALL (N=70)	8.2	7.9	7.8	7.7	7.7	7.5	7.3	7.2	7.1
TT (N=44)	8.2	7.5	7.8	7.5	7.7	7.7	7.1	7.1	6.2
NTT (N=26)	8.2	8.6	7.6	7.9	7.5	7.3	7.7	7.4	8.5
CAS (N=29)	8.7	7.8	8.2	9.3	8.1	8.3	6.9	7.1	7.3
Non- CAS (N=40)	7.8	7.9	7.4	6.5	7.3	6.9	7.7	7.3	7.0

Academic calendar – 6.5
Space on campus – 6.3
Process issues – 5.9
Online teaching – 5.7
Housing concerns – 5.7
COVID – 5.4
Civics Institute – 5.1

Relative Importance of 16 potential topics of concern in 2022-2023; August 19, 2022



Improving Faculty Senate Communication

- Make better use of old channels [email] and new modes [newsletters/blogs/social media] to deliver regular bi-monthly/monthly Senate news;
- Offer timely updates about emerging issues [shouldn't hear from *Knox News* about a decision AFTER it was made] through new channels [Slack, Zoom, Social Media, text updates?]
- Partner with University, College and Unit-Level Communication Offices/Staff
- Amplify voices of **caucuses and** bolster roles of **caucus chairs** in communication; engage in outreach to Deans/Unit-Level Heads and caucus chairs to facilitate. May need organizational charts to know WHO to communicate with.

Faculty Concerns about Shared Governance

Dialogue

- When no one responds to our voices, is anyone listening?
- Are we all having separate conversations and not talking with each other?
- Broad reassurances without explaining the details (e.g., Divisive Concepts)
- How do we build new channels of communication to the Deans now?

Process

- How much decision-making via “backroom convos”?
- What are the processes / routes of decision-making?
- Feels like assumptions are made without adequate information
- Expecting input over the summer when faculty are not working
- Faculty not understanding the goals and outcomes of proposed changes

Shared Governance Stumbling Blocks

Not enough dialogue and sharing of information

Leads to:

- Feeling that voices are not being honored
- Feeling of lack of transparency

Results in:

- Lack of trust
- Low morale

It all starts with
communication...

Let's try some different communication

Faculty Senate meetings are in large groups

As we know from our classrooms, large public discussions have power / racialized / gendered / etc. imbalances in voice

So we are moving to small group discussion today to center more voices and problem-solve together

Governing
Board
(Board of
Trustees)

Administration;
Chancellor
Donde
Plowman

Faculty
Staff
Students

University of Tennessee System
President Randy Boyd

Introduce yourselves to each other

Name

Your affiliation

Your role in shared governance

Sense of Community

(McMillan and Chavis, 1986)

Membership (*Sense of Belonging*)

Influence (*Mattering, Being heard*)

Fulfillment of Needs (*Acting on influence*)

Emotional Connection (*Joy, Pride, Hope*)

To foster dialogue (voice)

- Who needs to be talking with whom? (what specific groups / units)?
- What activities / events / spaces would foster those discussions?
- How do we get people to engage in those discussions?
- How do we build and sustain trust when we see things differently?

To foster transparency

- What information gaps lead to lack of understanding among units?
- How do we clarify the pathways and procedures for getting things done on campus?
- How do we balance transparency with the reality of our political context?

To fulfill needs

- What critical needs are not being met for each of our groups?
- How do we prioritize needs together? (knowing there are constraints)
- How do we hold each other accountable for everyone getting what they need?

GOAL: brainstorm ideas for shared governance practices at UT

LOGISTICS:

Discuss one question block at a time (dialogue, transparency, needs)

You respond to the question set from your perspective, but think through other shared governance perspectives too

Make sure someone is recording feedback on the google spreadsheet (see e-mail; note tabs at bottom) or on the sheets at your table (then turn those in)

DIALOGUE

- Who needs to be talking with whom? (what specific groups / units)?
- What activities / events / spaces would foster those discussions?
- How do we get people to engage in those discussions?
- How do we build and sustain trust when we see things differently?

TRANSPARENCY

- What information gaps lead to lack of understanding among units?
- How do we clarify the pathways and procedures for getting things done on campus?
- How do we balance transparency with the reality of our political context?

NEEDS

- What critical needs are not being met for each of our groups?
- How do we prioritize needs together? (knowing there are constraints)
- How do we hold each other accountable for everyone getting what they need?

Closing

Turn in your paper sheet if you used that; we will collate and send a summary from today

Reception in the Atrium!

**Sign up for Provost Zomchick's Coffee and Conversation 8 am, Sept. 8, Student Union 270 by September 1*