

Proposed University Policy on Shared Governance
Approved By Vote of the Faculty at January 2010 Faculty Meeting on January 11, 2010

At Tennessee State University, governance is the shared responsibility of the faculty and the administration. “*Governance*” incorporates the processes and policies that result in decisions that create, implement, evaluate, or change the University’s academic and research mission or programs. “*Faculty*” refers to full-time, tenure track faculty, non-tenure track research and clinical faculty. “*Administrators*” refers to the President, Vice Presidents, Deans, Directors of non-academic units, and assistants to these administrative officers. To avoid conflicts of interest, administrators with faculty appointments do not have faculty voting privileges.

To promote shared governance and maximize its benefits, it is Tennessee State University policy that:

1. Faculty have the lead role in determining the curriculum, degree and certificate requirements, standards of instruction, standards of student achievement, and all matters related to academic programs, their status, and changes in them.
2. Faculty have the lead role in interviewing and recommending candidates for academic and research positions, in tenure and promotion decisions, in decisions about research support and in determining incentives that promote academic quality.
3. Faculty have a significant role in matters not directly tied to curriculum or academic staffing but that impact the university’s academic quality (such as the budget, long term planning, business and personnel policies affecting faculty productivity, faculty welfare, academic facilities and infrastructure).
4. When faculty recommendations differ from administrative recommendations in the aforementioned areas, the administration may overrule the faculty only for compelling reasons. Notice of the intent to overrule and the compelling reasons for doing so must be provided in writing to the faculty body that made the recommendation, except in the case of denial of tenure or promotion, in which case the compelling reasons are to be sent to the tenure or promotion applicant. The administration must allow opportunity for further input from and discussion with the faculty in a good faith effort to find a solution before finalizing the overruling.
5. So that the faculty can effectively fulfill the above responsibilities, they must be given access to required information and resources, including budget and planning documents.
6. So that the faculty can effectively fulfill the above responsibilities, they have academic freedom to discuss all relevant matters in the classroom, to explore all avenues of scholarship, research, and creative expression, and to speak or write without institutional discipline or restraint on matters of public concern as well as on matters related to professional duties and the functioning of the University.
7. So that faculty are adequately represented in the organs of governance, at least one third of the membership of all committees with responsibility for matters of shared governance shall be faculty, not including heads of departments. The faculty members shall be chosen by faculty and not by administration.
8. This policy is in effect upon adoption by the faculty and administration of Tennessee State University. It shall not be amended unless by consent of both parties.