

FACULTY SENATE RESOLUTION: SHARED GOVERNANCE AND COMMUNICATION

WHEREAS, shared governance is a foundational principle of higher education, requiring mutual respect, collaboration, and timely exchange of accurate and contextualized information between faculty and university administration; and

WHEREAS, faculty hold primary responsibility for teaching, curriculum, academic standards, rank and tenure standards, and research, and thus require accurate, timely, and comprehensive information, as well as clear, proactive communication about administrative roles, responsibilities, and procedure, to make informed decisions and effectively fulfill their academic, research, and service missions; and

WHEREAS, recent administrative and budgetary actions and decisions of significant academic and operational consequence have, at times, been communicated without sufficient transparency, clarity, or timeliness, resulting in confusion, diminished trust, and reduced faculty engagement; and

WHEREAS, consistent, proactive, and accessible communication from university leadership is essential to fostering a culture of trust, accountability, and institutional integrity, benefiting both faculty and administration;

THEREFORE, BE IT RESOLVED, that the Faculty Senate formally calls upon the university administration to prioritize and implement improved mechanisms for communication and transparency with the faculty, including but not limited to:

1. **Timely Notification:** Providing early and clear notice of major policy proposals, budgetary decisions, strategic initiatives, or administrative reorganizations that impact the academic mission or working conditions of faculty.
2. **Meaningful Consultation:** Ensuring that faculty voices are actively solicited and genuinely considered in all stages of major decision-making processes, in accordance with the principles of shared governance.
3. **Accessible Communication Channels:** Developing and maintaining accessible, consistent platforms (such as regular open forums, detailed memos, and email summaries) for communicating decisions, rationales, and updates.
4. **Role Clarity and Administrative Navigation:** Creation and dissemination of clear, regularly updated organizational charts, points-of-contact directories, and guidance documents to help faculty understand the roles and responsibilities of university offices and personnel, thereby streamlining collaboration and improving responsiveness.
5. **Accountability and Follow-Up:** Committing to transparent follow-up on faculty feedback and published timelines, with clear documentation of decisions made and the rationale behind them.

BE IT FURTHER RESOLVED, that the Faculty Senate stands ready to collaborate with the administration in developing a formal communication framework that ensures ongoing transparency and promotes mutual trust in service of the university's mission.

BE IT FURTHER RESOLVED that UHD Faculty Senate requests the administration to reply to the Senate in the affirmative to this resolution no later than 5/20/25.