

Is it really shared governance?

Four critical factors to determine if it is shared governance:

1. Power Relationships: Do members have job security or risk coercive repercussions?

- If faculty are intimidated to speak out on important issues then a rubber stamping effect may take place which is counterproductive to a healthy exchange of ideas on important issues. Power sharing can not exist unless powers are balanced between the parties.

2. Who Can Afford to Serve - consider diversity factors and economics.

- If there is no compensation for the service then faculty, students and staff who have modest economic means tend not to serve. Service to councils is an opportunity cost and most economically marginalized students or faculty cannot serve unless there is some compensation.

3. Communications and Access: Is there an open and private communications system?

- If all communication is filtered by the administration and members of the council can not openly communicate with their peers then information cannot flow freely. Without the free exchange of information "shared governance" becomes a farce.

4. Transparency and History: Honoring past accomplishments.

- If past accomplishments are not documented and easily obtainable then new council members tend to rehash old grievances. Redundancy consumes time and effort and leads to a sense of powerlessness.

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