

University of Mount Union Statement of Shared Governance

The purpose of shared governance is to facilitate the leadership of the University of Mount Union in carrying out the mission of preparing students for fulfilling lives, meaningful work and responsible citizenship. Shared governance at the University of Mount Union is a transparent, collaborative leadership and decision-making model, in which the Board of Trustees, Administration and Faculty share active roles. The principles of shared governance include mutual respect, open communication, professional behaviors and institutional perspectives. When conducted effectively, the University of Mount Union's shared governance process engages all stakeholders to meet institutional challenges, make and implement timely decisions and align priorities that support the University's mission, strategic direction and financial stability.

To cultivate open communication and collaborative engagement, responsibilities among the Board, Administration and Faculty shall be officially detailed in documents such as the Board By-Laws and the Faculty Handbook. The University of Mount Union's Institutional Decision Matrix is an evolving document, which summarizes the responsibilities for collaborative leadership, allowing each of the three leadership groups of the University to understand their determinative, consultative or informational roles within University operations. The Decision Matrix facilitates discussion and engagement within and between leadership groups to allow responsive development of policies and procedures that are conducive to effective leadership and collaborative decision making. The Institutional Decision Matrix shall be reviewed and updated periodically by representation from the Board, Administration and Faculty (not less than every 5 years) to foster the continued effective shared governance of the University.

Roles and Responsibilities:

Board of Trustees: By law, the Board of Trustees of the University of Mount Union holds ultimate responsibility for the vision, planning, and operation of the University. The Board is accountable to uphold the mission, guide the strategic direction, and participate in collaborative institutional planning. The Board also holds the fiduciary responsibility for the academic quality and fiscal integrity of the institution. The Board ensures that the policies and procedures of the University are both legal and ethical, and oversees the implementations of such policies. The Board delegates responsibility to the President and senior administrators to provide leadership and effectively manage University operations while providing the President and administration with support, clear expectations, and an evaluation system for success. The Board recognizes the Faculty's lead roles for curriculum, pedagogy, educational quality, academic freedom and faculty personnel matters.

Administration: The University of Mount Union is led by the President. As the chief executive officer of the University, appointed and evaluated by the Board of Trustees, the president exercises integral leadership, summoning and channeling the energies and talents of the University's people to achieve its mission and fostering effective communication and cooperation among the University's stakeholders. As the chief public representative of the University, the President interprets the University to external audiences while helping the University understand, and respond to, the needs of the region, nation, and world. The President and the University's senior administrators provide leadership, guidance, and expertise in service to the Board, faculty, administrators, staff, and students of the University, coordinating and leading operations of the University, including, but not limited to, the processes of accreditation, academic support, institutional support, student welfare and development, annual and strategic planning, enrollment management, institutional advancement, budget development and execution, personnel matters, and general operations and maintenance. The Administration is responsible for implementing the policies and procedures adopted by the Board of Trustees and, responsive to emerging needs, recommends policies for Board consideration.

Faculty: The Faculty at the University of Mount Union holds primary responsibility for all curricular matters at the University, including the course requirements, pedagogy, curricular assessment, research standards, degree requirements, and admission standards for students. Faculty shall have collaborative input with the Administration and may offer recommendations regarding student co-curricular and extra-curricular activities. The Faculty shall work with outside accreditation or licensure standards to ensure the quality of the academic programs. Faculty shall ensure the continued quality and improvement of the academic programs through means such as curricular and learning-outcome assessment. In addition, the Faculty is responsible for their self-governance for both curricular and faculty issues. Faculty shall establish and monitor the academic qualifications for instructional personnel, including primary recommendations for continuation, tenure and promotion. The Faculty collaborates with the Administration and Board in oversight of mission and vision, strategic planning, resource allocation, as well as general institutional effectiveness.

Other Constituents: While the official decision-making bodies of the University of Mount Union are the Board, Administration and Faculty, in order for the collaborative decision-making processes of shared governance to be effective, the participation of the students, staff and alumni of the University, in addition to the larger community, shall be included when appropriate. The overall philosophy will be to seek input from those who will be most impacted by the decision.