School of Health Professions – Shared Governance – Comments on Solutions

• Need outside facilitator to assist with building out Shared Governance structure to ensure departments and school are ‘on the same page’ and that faculty and staff are able to provide input on key issues on a consistent and regular basis.

• Need to hire professional staff to take on this very important issue, a ‘Chief of Staff’ of Shared Governance.

• The dean must be involved and committed to the process.

• Need additional resources to make Shared Governance a more ‘active vs. passive’ theme within SHP.

• Need a Shared Governance organizational structure.

• Need to establish ‘teams’ and one ‘implementation team’ who can get things done and provide some level of accountability. Need to ask people to be on a Shared Governance team and have the department or school vote on who gets on the team.

• Onboarding and off-boarding must include Shared Governance.

• Need to become more efficient. The end users of Shared Governance are not part of the structure for acquiring input.

• Need to understand how things work at the department, school and university level and what the current processes/challenges are at each level.

• Need to identify road blocks or gaps to some of the current issues with Shared Governance and establish more ‘rules’ as to when certain issues should and should not be brought to the attention of faculty and staff.

• We need more input from junior faculty. They are seldom represented on Shared Governance.
• Need to include staff on key Shared Governance issues.

• We need more specificity on how the UAB-Lakeshore Research Collaborative fits into SHP's Shared Governance.