

## **Definition of Shared Governance**

This statement of shared governance represents the mutual desire of constituents to work together to further codify the institutional understanding of the principles of shared governance at the College and the commitment on the part of the constituents to adhere to these principles.

St. Louis College of Pharmacy defines shared governance as a comprehensive system of institutional decision-making involving the cooperative participation of administrators, faculty, staff and students. Participants engage in the development, review, and recommendation of college policies, regulations, practices, and procedures that affect their constituencies and the institution.

To achieve shared governance, the constituencies (or their elected representatives) seek out, consider and meaningfully incorporate creative and constructive ideas and perspectives. Through shared governance all members of the community foster mutual respect and good faith with one another.

## **Principles of Shared Governance**

1. Shared governance recognizes that regular and open communication among all parties is critical. All parties share responsibility to be informed on issues confronting higher education and the College; share information and feedback in a timely fashion; recognize the specific needs and goals of the College and its constituencies; interact respectfully with other parties in the governance system and ensure participation and accurate representation of constituent views.
2. Shared governance employs collective and cooperative decision-making, involving all affected or appropriate parties as early and completely in the process as practical, and ensuring prompt engagement whenever extenuating circumstances require individual constituents to act without the opportunity to employ ordinary protocol. In those instances, the acting constituents will inform and involve related parties or individuals promptly and responsibly.
3. Shared governance requires constituents to accept responsibility for participating in decision making as well as implementing policies and procedures resulting from it.
4. Shared governance recognizes that the final responsibility for decision-making rests with the authority vested in the president and the Board of Trustees. It also

holds that such authority benefits from due consideration of the experience, knowledge and insight resulting from the shared governance process.

5. Shared governance is an intentional process that values divergent views, opinions and perspectives. To this end, no reprisal may be imposed on any stakeholder for expressing dissent from the majority opinion or from the opinion of a superior. Conversely, all parties must agree to respect and implement the final decision, though they may disagree with the decision itself.
6. Shared governance requires periodic assessment of the process itself. The process shall be subject to amendment as necessary, but shall be reviewed at least once every three years with the express objective of making it better.