

## SHARED GOVERNANCE

### I. Purpose

Western Dakota Tech (WDT) embraces a culture of shared governance that allows all members of the WDT community and its governing board to participate in decision making.

### II. General Statement of Policy

- A. This policy of WDT's system of shared governance takes advantage of the collective intelligence of the WDT community in planning and decision-making, and it fosters a shared confidence that is extended to all other areas of responsibility within the institution (e.g., departments, programs, and units).

WDT recognizes the many benefits of shared governance, including:

- Expertise and analytical skills of faculty, staff, and administration
- Shared understanding of objectives and decisions
- Commitment to implementation and continuous improvement
- Development of leadership skills
- Promotion of trust and cooperation
- Opportunity for conflict resolution
- Increased operational efficiency
- Increased transparency and communication

**Communication:** WDT embraces open avenues of communication to give faculty, staff, and administration adequate opportunity to provide appropriate input into the governance process. Through use of the collective intelligence of the college community comes a shared confidence that extends to all areas of responsibility within the institution. WDT recognizes the responsibilities and authority of the various constituencies and acknowledges that the President is the final authority on campus and is responsible to the local governing board for its operation. The shared governance process requires asking for advice and listening to input from peers and members of other workgroups.

**Participation:** WDT affirms the need for joint participation and effort to implement institutional initiatives.

- Faculty are expected to take the lead in matters related to curriculum, assessment of student learning, and program quality.
- Administration, including Leadership Team and Professional Staff, is responsible for the implementation of policy derived through campus processes and sources such as the South Dakota Department of Education, U.S. Department of Education, South Dakota Legislature, and others and for ensuring compliance with local, state, and federal laws and institutional accreditation requirements.
- Classified Staff are expected to take ownership of and responsibility for updating supervisors regarding issues related to operations within each office and department with a view toward efficient implementation and continuous improvement.

**Shared Governance Committees:** The Cabinet and other WDT committees and taskforces as shown in 1012.Exhibit.0001 represent WDT’s shared governance efforts. These groups will have representation and membership from applicable groups. Members of these committees are expected to share discussion items, decisions, and other information with members of their workgroups.

Shared governance is intentional. As a result, all members of the WDT community have a responsibility in creating and sustaining a culture of shared governance. All faculty, staff, and administrators must seek advice from those affected by decisions and must be willing to listen to suggestions and input. At the same time, shared governance does not mean others must follow every suggestion received. When suggestions are not followed, the reasons should be explained. In addition, decisions that affect the institution and its direction should be explained so everyone understands why and how decisions are made.

Pursuing a culture of shared governance creates a sense of teamwork, transparency, and togetherness that will allow everyone to participate in the pursuit of WDT’s goals and objectives.

### III. **Definitions**

- A. Shared Governance means people across campus have an opportunity to share ideas and perspectives about issues relevant to their work.
- B. Administration means Leadership Team and Professional Staff.

### IV. **Reporting Procedures – None**

**V. Dissemination of Policy and Training**

- A. This policy shall appear on the Western Dakota Tech website on the policy webpage.

Legal References: None

Board Approved 4/23/2018; Committee Reviewed 02/25/2020