

Internal Governance Reform

Guiding Principles

The Internal Governance Reform Taskforce offers the following statements as a starting point for the production of a revised governance system. The draft is based upon the report submitted in November 2012 by internal governance consultant, Rodney Smolla, and the recommendations outlined by the 2005 IG Task Force at Radford University. We welcome and encourage your recommendations for edits to these principles. Please send comments, feedback, and concerns to the task force's chair, Erin Webster-Garrett, ewebster2@radford.edu who will distribute them to the task force membership.

Procedural Principles

The Internal Governance Task Force at Radford University has adopted the following principles:

- Our governance system must strive to be characterized by **transparency, openness, and trust**.
- Participants must be able to have open discussion without fear of retaliation. While tenured faculty have protection, untenured faculty, administrators, staff, and students must be able to participate without fearing reprisal for voicing their concerns or those of their constituencies.
- Our shared governance system must have the participation and buy-in of those who will be affected by it.
- A more efficient and effective shared governance system depends on changes to both the structure of governance and **university wide culture**.
- Our revised governance structure must strive to ensure a voice, involvement, and input from all affected constituencies.
- Affected constituencies should be involved in decision-making as early in the process as possible.
- Shared governance should be efficient and specify clear spheres of influence.
- Our governance system should ensure development/continuity of leadership while it minimizes long-term influence by individuals.
- Our governance system has to realistically account for time constraints of the academic calendar. A mechanism for including affected constituencies in decision-making must be established.