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**Update from University Shared Governance Committee - Dec 2025 Meeting**

2 messages

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**Faculty Council** <faculty.council@doane.edu>  
Bcc: allemployees@doane.edu

Mon, Dec 22, 2025 at 8:45 AM

Dear Doane University,

The University Shared Governance Committee (USGC) was formed in January 2023 and is charged with:

1. Addressing all disputes reported to the USGC
2. Reviewing and recommending updates to the Shared Governance policy

The committee meets quarterly and recently met in December. Here is a summary of our discussion and activities:

- The committee approved its final response statement regarding a formal dispute statement submitted by Staff Council earlier in September. Following meetings with relevant parties and a special USGC meeting in November to discuss a statement draft, the USGC has concluded that current staff members should be able to serve in shared governance leadership roles regardless of their primary employment role. The USGC statement provided a discussion of the topic complexities and included recommendations. The USGC is extremely grateful to all groups involved in the constructive conversations that will strengthen our shared governance moving forward.
- The committee continued its discussion on instances where ARC matrix line items may be ambiguous with respect to specific individuals, the constituency council chairs vs the full council, or the entire constituency group (e.g. assembly) in decision-making. Balancing appropriate inclusion of all stakeholders with timeliness was discussed. The respective council chairs may be a useful first resource in clarifying its appropriate groups and process for a particular ARC matrix scenario. However, it should be understood that the role of council chairs is not to act as decisive authorities, but rather to facilitate decisions and coordinate among their constituents.

Updated documents ("Shared Governance Principles and Policy - August 2025" and "Shared Governance Matrix: August 2025" ) can be found on the Shared Governance website. A reminder that these website documents are updated only in August of each year, and why you will receive quarterly updates by email.

As always, please reach out to your constituency group (Faculty Council, Staff Council, Leadership Team, Board of Trustees) or any member of the University Shared Governance Committee with your questions about shared governance.

Sincerely,

Joel TerMaat and Ann Koopmann (Co-Chairs), on behalf of the  
The University Shared Governance Committee

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