
Update from University Shared Governance Committee - June 2026 Meeting

1 message

Faculty Council <faculty.council@doane.edu>

Mon, Jul 27, 2026 at 8:30 AM

Bcc: allemployees@doane.edu 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 June 26th, followed by formal voting on items by email. Here is a summary of our discussion and activities:

- The committee discussed and approved the addition of the following language to the Shared Governance Principles and Policies document: *"Parties shall make efforts to adhere to the Faculty Handbook, the Employee Handbook, and the ARC Matrix. If any processes are in conflict or irreconcilable among the documents, the provisions stated in the Handbooks shall supersede the ARC Matrix."*
- The Committee discussed and approved updates to the ARC Matrix regarding termination and non-renewal of faculty/staff:
 - The Board of Trustees has final Approval for termination of FT faculty without cause (in cases of financial exigency or program closure).
 - In alignment with the Faculty Handbook checklists, the President has the Approval role for non-renewal of full-time faculty.
 - For staff termination, the President shall have an Approving role and the Staff Council shall have a Consulting role if a Reduction in Force would require significant redistributions of responsibilities and/or significantly impact other units.
- The committee discussed and approved changes to the ARC Matrix for Employer Contributions to Retirement, with the Board of Trustees in the Approval role.
- The committee began discussion on 1) the reporting-out process for staff/faculty liaisons to the Board of Trustees, and 2) potential consolidation of lines in the ARC Matrix for highly similar/related items.

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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