

## **Affirmation of the Principles of Shared Governance**

In order to foster public discussion and debate, and individual participation, requisite to fulfillment of any community's life and purpose, the University Board of Trustees authorized the creation of the Senate in 1941.

The Senate of the University of Pittsburgh is an official University body for shared governance. Through its various organs, it considers and makes recommendations concerning policies and other matters of University-wide concern.

The Senate fosters discussion and maintains adequate communication channels among students, staff, faculty, administrative officers, and the Board of Trustees on all matters affecting the welfare of the University or its constituent members. (See [Bylaws of the University Senate](#))

Recommendations from Senate bodies are made to the Chancellor or other appropriate University officers on policy matters including (but not limited to): education; tenure; academic freedom; student affairs; physical plant (including expansions); substantive and procedural budgetary matters; health and welfare of the faculty, students, and staff; athletics; admissions; equity, diversity, inclusion, and nondiscrimination; creation, termination, or merger of schools or major academic divisions; creation or termination of major administrative units; the University-wide mission and plan; and other matters of university shared governance. While these recommendations are advisory in nature, they are most often arrived at through a transparent, constructive, and collaborative dialogue between the parties involved. (See [About the University Senate](#))

Partial faculty unionization, which excludes managers, supervisors, center directors, and approximately 4,000 School of Medicine faculty (2,500 regular faculty and 1,900 volunteer/adjunct faculty), has introduced a legal entity that represents the mandatory bargaining interests of an estimated 3,300 faculty bargaining unit members in the areas of “wages, hours and other terms and conditions of employment” (See [Public Employee Relations Act \(PERA\)](#), 1970, section 701). Any other areas are permissive and must be agreed to by both parties, union and management, during the negotiation of a collective bargaining agreement.

Considering this altered and evolving landscape affecting representation of some faculty interests, it is the Senate’s position that the Senate must remain unimpeded as the official body for shared governance fostering discussion for all students, staff, faculty, and administrative officers.

Therefore,

- The Senate must remain unimpeded in the practices necessary for making recommendations in all areas enumerated above during negotiation of collective bargaining agreements.
- Any final collective bargaining agreement must preserve the current infrastructure of shared governance as outlined in the bylaws of the University Senate.
- The Senate Officers are committed to working collaboratively to achieve these positions.

*11/30/2022 Revised and Passed by Faculty Assembly; First drafted by volunteers from the Expanded Executive Committee, the Senate Officers, and Faculty Assembly*