Table 1. University of Florida College of Medicine shared governance measure before and after adoption of the Constitution. Each principle of shared governance is followed by one or more reductions to practice.

Principle	Before	After	
Mutuality, Collegiality, Collaboration			
Unit has written statement on shared governance	No	Yes	
Either faculty or administration can call meetings of the unit.	Yes	Yes	
Either faculty or administration can chair meetings of unit.	Yes	Yes	
Faculty and administration collaborate on setting agenda for unit meetings.	Yes	Yes	
Unit has a joint/collaborative process for setting priorities for resources.	Yes	Yes	
Transparency			
Administration required to give regular state of unit report.	No	Yes	
Faculty reports via representative body (R), elected advisory group (E), and/or appointed advisory group (A).	Yes (R)	Yes (R)	
Mechanism exists for Faculty Council representatives to report regularly to faculty	No	Yes	
Constitution, Bylaws, etc. posted on unit's web or an intranet.	No	Yes	
Unit tenure and promotion guidelines and procedures posted on unit's web or an intranet.	Yes	Yes	
Members and chairs of unit committees posted on unit's web or an intranet.	No	Yes	
Representative Participation			
For committees where faculty have primacy:			
Half or more are elected faculty			
Representative Body	Yes	Yes	
Curriculum Committee	No	Yes	
Tenure and Promotion	Yes	Yes	

Table 1 (continued). University of Florida College of Medicine shared governance measure before and after adoption of the Constitution. Each principle of shared governance is followed by one or more reductions to practice.

Principle	Before	After	
Administration Members Non-Voting or No Administration Members			
Curriculum Committee	No	Yes	
Tenure and Promotion	No	Yes	
Elected Chair			
Representative Body	Yes	Yes	
Curriculum Committee	No	Yes	
Tenure and Promotion	No	Yes	
For College Committees			
Faculty Elected or From a List Provided by Faculty			
Sabbatical Committee	No	No	
Budget Committee	No	Yes	
Long Range Planning	No	Yes	
Clarity of Roles			
Governing Documents Ratified by Faculty	Yes	Yes	
Governing Documents Specify Committee Membership			
Curriculum Committee	No	Yes	
Tenure and Promotion	No	Yes	
Long Range Planning	No	Yes	
Budget Committee	No	Yes	
Representative Body	Yes	Yes	
Governing Documents State Committee Purpose			
Curriculum Committee	No	Yes	
Tenure and Promotion	No	Yes	
Long Range Planning	No	Yes	
Budget Committee	No	Yes	
Representative Body	No	Yes	
Mutual Accountability			
Faculty	No	Yes	
Administrators	No	Yes	