UMES System of Governance
6a.1.2 Unit Structure

The UMES’ system of governance clearly defines the roles of institutional constituencies in policy development and decision-making. The shared-governance structure includes an active governing body with sufficient autonomy to assure institutional integrity and to fulfill its responsibilities of policy and resource development, consistent with the Mission of the University.

For a complete assessment of the Unit Structure at UMES one must examine the relationship between the governing structure of the Board of Regents (BOR), which officially determines all policies and procedures for the 11 system institutions, including the University of Maryland Eastern Shore; the Chancellor for the University System of Maryland (USM); and the shared-governance structure established by the UMES President. The bi-level system of governance starts with the powers vested in the BOR for maintenance and control over all USM institutions and the system of shared governance delegated, developed, and implemented by the UMES President, as illustrated in Figure 1.
First, Article I, Section 1 of the Bylaws of the Board of Regents of the University System of Maryland clearly states that “The Board of Regents is the body established by statute and charged with the responsibility of the governance and management of the University System of Maryland and all constituent institutions, centers and institutes thereof.” For example, BOR policies and procedures have provision for dealing with cases of conflict of interest among members of the University Community.

Advisory Constituency

Second, the UMES governing structure for policy implementation and institutional operations will be defined through its system of shared governance by the University President and advisory constituent groups (Figure 2). These constituent groups consist of the President’s Cabinet, Expanded Cabinet, Board of Visitors, UMES Senate, Faculty Assembly, and the Student Government Association (inclusive of undergraduate and graduate students). The analyses that follow reflect the input provided to the University President and the Board of Regents of the University System of Maryland by these various constituent groups through their membership composition, assigned role and function, and written documents.

Figure 2: University of Maryland Eastern Shore System of Governance
Shared Governance

The primary goal of institutional leadership and governance for the University of Maryland Eastern Shore (UMES) is to facilitate its stated Mission of providing quality education to persons who demonstrate the potential to become quality students, particularly from among minority communities while fostering multicultural diversity. The University serves education and research needs of government agencies, and business and industry, while focusing on the economic development needs of the Eastern Shore.

A policy of shared governance has been established at UMES, which deems that collaboration between and among administration, students, staff, and faculty is reflective of the University’s unique Mission. This policy includes all relevant constituencies of the University, including the President’s Cabinet, Expanded Cabinet, Executive Council, UMES Board of Visitors, UMES Senate, Faculty Assembly, and Student Government Association (SGA).

Constitution and By-Laws of the University of Maryland Eastern Shore Faculty Assembly; the Student Government Association Constitution; the Graduate Faculty Constitution and By-Laws; and the University of Maryland Eastern Shore Board of Visitors By-Laws. Each one of these constituencies is responsible for carrying out its separate but complementary roles and responsibilities within a climate of mutual support.

The University President in 2002 created a shared-governance advisory structure by which representatives of all relevant constituencies on campus are provided an equal voice in decision-making. This shared-governance structure includes President’s Cabinet (vice presidents), Expanded Cabinet (vice presidents, associate/assistant vice presidents, and directors), and Executive Council (28 member representatives from every constituency group across the University, including the UMES Senate Chair, UMES Faculty Assembly Chair, Student Government Association President, Deans, Office of the President, Cabinet, and Expanded Cabinet officials). The composition of these advisory vehicles is comprised of representatives from the five constituencies on campus: (1) administration, (2) faculty, (3) exempt staff, (4) students, and (5) nonexempt staff. Furthermore, the policy on shared governance affirms the BOR commitment for collegial governance amongst all system institutions, including UMES. One of the policy’s fundamental principles (By-Laws of the Board of Regents, Policy 6.00 II – D; IV-10) provides for collegial governance and defines the development of institution-specific shared government practices. The beginning of collegial governance at the University of Maryland Eastern Shore is found in the President’s Vision document of 2005.

The inclusive environment for collegial governance is established and promoted for the institution in Goal II, Section 4 of the UMES Strategic Plan Goals for 2004-2009. Documents utilized by various institutional constituent groups at UMES additionally portray the collegial governance of administration and faculty. One example of the University’s provision for collegial governance, specific to administration and faculty, is found in the Constitution of the UMES Senate. The purpose of the Senate is to provide the President and administrative officials with the benefit of systematic consultation with
members of the UMES community and to enable the community to participate in the formulation of policies of concern to the UMES campus. The Senate forwards all recommendations to the Executive Council through its elected Chair who represents the UMES Senate at all monthly Executive Council Meetings.

**Policy Development and Decision-making**

The final authority and responsibility for the welfare of USM and its institutions (including the University of Maryland Eastern Shore) rests with the Board of Regents (BOR), which determines overall policy for all 13 constituent institutions within the USM. Most of these policies provide general guidelines and requirements for each constituency to use in the development and implementation of their respective campus policies (By-Laws of the Board of Regents of the University System of Maryland – Policy 6.00 III – A; IV-10). UMES believes that collaboration between and among administrators, students, staff, and faculty is reflective of the University’s unique Mission; therefore, all constituencies are guaranteed a voice in the governance of the University.