

## Guiding Principles for Designing a SILS Shared Governance Model

**Systemwide Integrated Library System (SILS) shared governance** is a model of practice in which the structure and environment for planning and decision-making about the implementation and ongoing management of the SILS is based on widespread partnership, accountability and ownership. Shared governance focuses on the process of decision-making as well as the outcomes. All staff in the UC Libraries have responsibility for helping to create an environment that supports participation in the shared governance process.

SILS shared governance is based on the definition outlined above and the principles outlined below; it will result in decisions involving all groups and individuals who have a stake in the issue(s), widespread commitment and ability to implement decisions, informed staff, agreement on the processes by which decisions are made, broad understanding of why a particular decision was made, and free exchange of ideas and opinions.

### Principles:

The shared governance principles are based on the [SILS Project Principles and Shared Assumptions](#). Both sets of principles will guide the Shared Governance Task Force in developing the shared governance model for SILS implementation and ongoing management, while also signaling to UC Libraries' employees what they can expect from SILS governance. The shared governance principles will be reviewed at regular intervals and revised as necessary (i.e., during phase 4 SILS implementation and post-implementation).

1. We prioritize quality end-user experience for UC faculty, students, staff, clinicians, researchers and other library patrons.
2. We value equitable decision-making and organizational structures, with adequate checks and balances.
3. We encourage collaboration, dialogue and open-mindedness by asking all within the UC Libraries to balance local interests with systemwide goals.<sup>1</sup>
4. We support a transformative level of integration of library business processes and workflows, at both the local and systemwide levels.
5. We value efficient workflows that enable UC Libraries employees to carry out their work productively and effectively.
6. We value data-driven and consultative decision-making.
7. We prioritize future-oriented ILS and service decisions that benefit the common good for the UC Libraries.
8. We balance responsiveness and nimbleness with engagement from library communities of expertise in the development of strategies, processes and policies.
9. We send decisions as far up the chain as is warranted but no further, while also ensuring input comes from as broad a group of stakeholders as is warranted but no wider.
10. We empower the groups within SILS shared governance with the appropriate decision-making authority.

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<sup>1</sup> The "UC Libraries" ("we") includes the campus libraries, Regional Library Facilities (RLFs) and the California Digital Library.

11. We acknowledge that not every question or issue translates into a decision requiring all parties within the UC Libraries. Furthermore, some decisions will continue to be made by individuals or groups at the library/campus level.
12. We support systemwide communications across all levels of library staff that are transparent, timely and open.
13. We share information with the appropriate stakeholder groups.