

Strategic Planning Report Priorities 2018-19

SHARED GOVERNANCE FORUMS

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WICHITA STATE UNIVERSITY | OFFICE OF HUMAN RESOURCES

Shared Governance Discussion Group Summary (February 2019)

A total of 21 discussion groups were scheduled in December, January, and February with sessions available each day of the week at morning/afternoon/evening times. Ten sessions were cancelled due to very low registration (2 or less) and those registered were assigned to another session. A total of **78** faculty/staff participated in the remaining 11 sessions. This included 24 faculty and 54 staff (47 UP and 7 USS). There was active participation and discussion during each session.

Below is a summary of responses to 6 questions that each participant responded to individually. Additional documents with more detail are attached.

Is it clear who makes decisions?

60% responded yes, with most noting the President/PET as the decision maker(s) with faculty, senate, and KBOR also noted by 20 participants. 40% responded that it is not clear who makes decision, with some noting that they only know who makes decisions in their department.

Is it clear who is consulted on decisions?

52% responded that it is not clear who is consulted on decisions. The other 48% responded that it is clear who is consulted and noted multiple resources that they thought were or may be consulted including President, PET, Provost, senates, advisory groups, committees, donors, deans, directors, and KBOR.

Is it clear who must approve decisions?

75% responded yes to this question with 47 noting the President and/or PET. KBOR, Deans, and Provost were each noted in 10 responses. 25% indicated that they did not know who must approve decisions.

How do you participate in shared governance at the university?

There was a variety of responses to this question. **The top responses included attending university forums, focus groups and town halls (29%),** staying informed (26%), providing input when asked (20%), communication between leader and department (17%), attending department meetings (13%), and participating on a committee (13%).

What is the most important thing about shared governance at the university from your perspective? The top responses are listed below with the percentage of respondents:

- **All affected parties have a voice – 29%**
- Timely and open communication – 26%
- Transparency – 25%
- Ownership / responsibility – 10%
- Trust / culture of respect – 7%

What do you think or hope will be different as a result of the university undertaking this exercise? The top responses are listed below with the percentage of respondents:

- **Increased transparency on decision making / ownership – 25%**
- **Increased participation in shared governance opportunities – 23%**
- Feel that voices & opinions are heard – 18%
- A better understanding of shared governance – 18%
- More timely and open communication – 17%

Participants went through an activity to create a unified shared governance statement for the group. Following are the shared governance statements created:

- Creating a consistent culture of trust through a process of transparent, proactive, inclusive, and two-way communication.
- Wichita State University will make the best decisions for the entire WSU community by embracing shared governance with no predetermined outcomes in mind. This includes timely and open communication and inclusion of all appropriate groups.
- Shared governance at WSU is a collegial approach allowing all stakeholders (faculty, staff, students, alumni, Wichita community, Fairmount neighborhood, etc.) to exercise their input and insights into planning and decision making process that helps impact the university helping to move it forward and positioning the university for the future.
- Shared governance is a partnership between all stakeholders that promotes a culture of transparency, cooperation and inclusiveness.
- Provide opportunities for all effected constituents to be heard and their viewpoints to be valued. We best serve students when we're in agreement and work toward collective goals.
- Stakeholders believe that they have the opportunity to make meaningful contributions that are valued, and final decisions are explained in a way that builds trust that the University is progressing in a coherent and positive direction.
- Through a partnership of faculty, staff, and administration, creating an atmosphere of honest, open communication that allows for accountability at all levels of the University for decisions made in governance of the university allowing ownership of future development.
- The practice in which individuals or groups affected by decisions are partners in the decision making process. This can include, but is not limited to, accountability of all parties to learn, provide input and know their voice is valued.

In summary, based on the individual responses, the group discussions and the statements created, we have identified 3 key areas that could be addressed in a short timeframe: **communication, transparency, and involvement/input.**

Shared Governance Discussion Groups

11 Sessions | 78 Participants
24 Faculty | 54 Staff (47 UP, 7 USS)

<u>FIRST NAME</u>	<u>LAST NAME</u>	<u>DIVISION</u>	<u>COLLEGE/ DEPARTMENT</u>	<u>Faculty/Staff</u>
			Applied Studies Support Services	UP
Sheri	Barnes	Academic Affairs	ITS	UP
Anita	Barrett	Academic Affairs	Health Professions	Faculty / Dean
Sandra	Bibb	Academic Affairs	Engineering	Faculty / Chair
Gary	Brooking	Academic Affairs	Health Professions	Faculty
Rebecca	Carter	Academic Affairs	Liberal Arts & Sciences	Faculty
Susan	Castro	Academic Affairs	Fine Arts	UP
Emily	Christensen	Academic Affairs	Health Professions	UP
Lisa	Clancy	Academic Affairs	Registrar	UP
Gina	Crabtree	Academic Affairs	Liberal Arts & Sciences	Faculty
George	Dehner	Academic Affairs	Business	Faculty / Dean
Denand	Desai	Academic Affairs	Applied Studies	Faculty
Ricki	Ellison	Academic Affairs	OneStop	UP
Lisa	Hansen	Academic Affairs	Liberal Arts & Sciences	Faculty / Chair
William	Hendry	Academic Affairs	Applied Studies	Faculty / Asst Dean
Ashlie	Jack	Academic Affairs	Engineering	Faculty / Chair
Mike	Jorgensen	Academic Affairs	Div of President	UP
Anna	Lanier	Academic Affairs	Applied Studies	Faculty / Dean
Shirley	Lefever	Academic Affairs	Financial Aid	USS
Angela	Linder	Academic Affairs	Health Professions	USS
Amy	McClintock	Academic Affairs	Grad Studies-Business	UP
Elizabeth	Mclain	Academic Affairs	Fine Arts	Faculty / Dean
Rodney	Miller	Academic Affairs	Liberal Arts & Sciences	UP
Cheryl	Miller	Academic Affairs	Academic Affairs	UP
Kaye	Monk-Morgan	Academic Affairs	Health Professions	Faculty
Linda	Moody	Academic Affairs	Adult Learning	UP
Susan	Norton	Academic Affairs	Library	Faculty
Angela	Paul	Academic Affairs	Business	Faculty / Asoc Dean
John	Perry	Academic Affairs	Liberal Arts & Sciences	UP
Patricia	Phillips	Academic Affairs	Career Development	UP
Jill	Pletcher	Academic Affairs	Liberal Arts & Sciences	Faculty / Chair
Jay	Price	Academic Affairs	Sport Management	Faculty
Mike	Ross	Academic Affairs	Student Success	UP
Kim	Sandlin	Academic Affairs	Academic Affairs	UP
Lydia	Santiago	Academic Affairs	Health Professions	Faculty
Julie	Scherz	Academic Affairs	Financial Aid	UP
Julie	Scott	Academic Affairs	Academic Affairs	Faculty
Carolyn	Shaw	Academic Affairs	Career Development	UP
Maggie	Slack	Academic Affairs	Health Professions	Faculty
Betty	Smith-Campbell	Academic Affairs		

G	Stoldt	Academic Affairs	Applied Studies	Faculty / Asoc Dean
Mark	Vermillion	Academic Affairs	Applied Studies	Faculty / Chair
Jessica	Walles	Academic Affairs	ITS	UP
Mary	Waters	Academic Affairs		
Gergely	Zaruba	Academic Affairs	Engineering	Faculty / Chair
Angela	Zeorlin	Academic Affairs	Financial Aid	UP
Ellen	Abbey	Admin/Finance	Finance	UP
Lana	Anthis	Admin/Finance	Human Resources	UP
Rodney	Clark	Admin/Finance	UPD	UP
Jania	Kistler	Admin/Finance	OIEC	UP
David	Miller	Admin/Finance	Budget	UP
Robby	Murray	Admin/Finance	Purchasing	UP
Rebecca	Reiling	Admin/Finance	Human Resources	UP
Guy	Schroeder	Admin/Finance	UPD	UP
Lauren	Smith	Admin/Finance	Budget	UP
Crystal	Stegeman	Admin/Finance	Facilities Planning	UP
Christine	Taylor	Admin/Finance	OIEC	UP
Michael	Turenne	Admin/Finance	UPD	USS
Courtney	Marshall	Alumni	Alumni	UP
	Escobar-	Div & Comm		
Jaya	Bhattacharjee	Engagement	Upward Bound	UP
		Div & Comm		
Kevin	Harrison	Engagement	Div & Comm Engagement	UP
		Div & Comm		
Rosa	Palacio	Engagement	Research Administration	UP
David	Moses	General Counsel	General Counsel	UP
		Research & Tech		
Seth	Bate	Transfer	Comm Engagement Inst	UP
		Research & Tech		
Kay	Boyd	Transfer	Research & Tech Transfer	UP
Shelly	Coleman-Martins	Strat Comm	Strat Comm	UP
Carmen	Hytche	Strat Comm	Strat Comm	UP
Joseph	Kleinsasser	Strat Comm	Strat Comm	UP
Lainie	Mazzullo	Strat Comm	Strat Comm	UP
Amy	Schafer	Strat Comm	Strat Comm	UP
Lou	Heldman	Strat Comm	Strat Comm	UP
Katie	Austin	Student Affairs	Housing Res Life	UP
			Student Conduct / Community	
Jackie	Boyles	Student Affairs	Standards	USS
Johny	Buchanan-Spachek	Student Affairs	SGA	UP
Camille	Childers	Student Affairs	Student Health Svcs	UP
Calvin	Cupp	Student Affairs	WSU Crew	UP
Kimberly	Gutierrez	Student Affairs	Student Health Svcs	USS
Rosemary	Hedrick	Student Affairs	Campus Rec	USS
Sheryl	McKelvey	Student Affairs	Student Health Svcs	USS