



**State of Kansas Conference of the
American Association of University Professors (KSAAUP)**

Indicators of Sound Governance Survey Results

9 November 2012

**Contents and Images Embargoed from Media Publication till after 1am,
Friday 16 November 2012**

**Press Conference Discussing these results:
Friday 16 November 2012, 3:30pm Olympian Room, Burge Union, Campus
of the University of Kansas**

Survey Purposes:

i.) To give faculty members across the State of Kansas an unbiased educational tool to improve Governance practices at their institution so as to enhance Teaching, Research and Service missions.

ii.) Give prospective faculty members, administrators, staff and students a more finely tuned educational view of how well a given major Regents Institution in Kansas is governed so that they can make more informed decisions about joining or attending that institution.

Background:

This survey is based on the National AAUP "Indicators of Sound Governance" survey. This original survey, dating back to 1994 has been condensed from 10 pages to 2, cast in letter grade form and tailored specifically to the major Regents Institutions of the State of Kansas.

Section 1

Survey Structure



American Association of University Professors
State of Kansas Conference
Indicators of Sound Governance Survey of Public University Faculty Fall 2012

This survey is administered to Faculty members of the major public academic institutions in Kansas. Detailed results of the institutions surveyed will be sent to all KSAAUP members. Please return to the KSAAUP by 30 October 2012; P.O. Box 1472, Lawrence, Kansas 66044

Survey Overview:

Assessment Categories:

- Compliance
- Environment
- Participation
- Discrimination
- Representation
- Activity Level
- Responsible Practices
- Appropriate Boundaries
- Influence
- Communication
- Overall Governance

Please darken the circle next to the correct answer:

1. Primary Academic Rank and/or Function:

<input type="checkbox"/> Instructor	<input type="checkbox"/> Adjunct Professor
<input type="checkbox"/> Assistant Prof.	<input type="checkbox"/> Associate Professor
<input type="checkbox"/> Full Prof.	<input type="checkbox"/> Distinguished Professor
<input type="checkbox"/> Administrator	<input type="checkbox"/> Other
2. You received the precise terms and conditions of your appointment in writing:

<input type="checkbox"/> Before your appointment was consummated
<input type="checkbox"/> After your appointment was consummated
<input type="checkbox"/> Never
3. You have worked full time for the University for:

<input type="checkbox"/> Less than 7 years	<input type="checkbox"/> More than 7 Years.
--	---
4. Your Tenure Status: Tenured Not Tenured

Note: If you have worked for the University for more than 7 years full time and are not tenured, contact KSAAUP immediately.

Assign a grade to each of the questions below by darkening the appropriate letter. "A" indicates agreement. "F" indicates disagreement with the statement.

5. The Kansas Board of Regents verbally acknowledges the importance of shared governance. **ABCDF**
6. The Chancellor verbally and publically acknowledges the importance of shared governance. **ABCDF**
7. Faculty Members as a whole view participation in shared governance as a worthwhile Faculty responsibility. **ABCDF**
8. The University fosters shared governance by maintaining reasonable workloads, supporting Faculty development of governance skills and rewarding participation in governance work. **ABCDF**
9. Faculty members can express dissenting views on governance in public without fear of reprisal. **ABCDF**
10. The campus climate supports a diversity of opinions, perspectives and personal styles. **ABCDF**
11. Structures, policies and procedures for disciplinary and dismissal hearings, grievances, appeals and allegations of harassment (sexual or otherwise) are consistent with AAUP standards for due process. **ABCDE**
12. Faculty leaders look to National Standards (e.g., AAUP Policy Documents and Reports) for the Faculty's appropriate role in the governance of the Institution. **ABCDF**
13. The Administration and Administrators look to National Standards (e.g., AAUP Policy Documents and Reports) for their appropriate role in the governance of the Institution. **ABCDF**
14. The campus community discourages discrimination and fosters participation, inclusion and leadership by:

Women ABCDF	Part-Time Faculty ABCDF
Minorities ABCDF	GLBT Community ABCDF
15. Your School or College discourages discrimination and fosters participation, inclusion and leadership by:

Women ABCDF	Part-Time Faculty ABCDF
Minorities ABCDF	GLBT Community ABCDF
16. The Faculty responds expeditiously to requests from the Administration or Board of Regents for recommendations and action on institutional decisions. **ABCDF**
17. The Administration responds expeditiously to requests from the Faculty as a whole and individual Faculty members for information governed by KORA and decisions affecting the educational mission of the University. **ABCDF**
18. Faculty Committees determine educational policy, curriculum design, curriculum review and standards and procedures for evaluating teaching and scholarly production. **ABCDF**



Survey Overview:

Assessment Categories:

- Compliance
- Environment
- Participation
- Discrimination
- Representation
- Activity Level
- Responsible Practices
- Appropriate Boundaries
- Influence
- Communication
- Overall Governance

19. Faculty Committees determine standards and criteria for retention, promotion and tenure. **ABCDF**

20 Faculty Committees are appointed by Faculty-governed bodies without influence by the Administration. **ABCDF**

21. There are formal procedures at the Departmental or Unit level to give peers a voice in decisions on the appointment, retention, tenure, dismissal and promotion of departmental colleagues. **ABCDF**

22. Faculty members are judged by the rules, regulations, policies and procedures which were in place upon their date of appointment. **ABCDF**

23. The Faculty determines criteria and procedures for conferring Faculty status on administrators, librarians, coaches and other professionals. **ABCDF**

24. The Faculty sets agendas, chooses representatives, leadership and establishes procedures for committees that oversee those areas in which the Faculty has primacy. **ABCDF**

25. The Faculty periodically reviews and, when appropriate, proposes changes to the Faculty Handbook, senate by-laws at School, College and University-levels. **ABCDF**

26. Since they may administratively overturn or override decisions and judgments of the Faculty, Administrators to not have votes on Faculty committees and legislative bodies. **ABCDF**

27. The Chancellor and Board of Regents use established mechanisms to ensure a Faculty voice in matters of shared concern, consulting either the Faculty as a whole or representatives who have been selected by the Faculty. **ABCDF**

28. Faculty representatives to institutional committees, advisory boards and governing boards have adequate time to consult with their constituents before voting or making recommendations on important issues. **ABCDF**

29. Faculty members who represent the Faculty on the governing board, institutional committees and advisory groups or who represent the institution to outside agencies are selected by the Faculty. **ABCDF**

30. The Faculty has an influential role in developing an institutional budget. **ABCDF**

31. The Faculty shares with the Board of Regents the primary responsibility for selecting a Chancellor. **ABCDF**

32. The Faculty has a strong influence on the selection of academic administrators. **ABCDF**

33. Faculty Participation influences the evaluation of academic administrators. **ABCDF**

34. Faculty representatives to the various senates, institutional committees and other representative bodies keep their constituents informed of the agendas of those bodies and solicit input regularly. **ABCDF**

35. Your overall assessment of the system of Faculty Governance (as part of shared governance): **ABCDF**

36 Your overall assessment of the Faculty as a whole in fostering good governance practices: **ABCDF**

37. Your overall assessment of the Administration in fostering good governance practices: **ABCDF**

38. Your overall assessment of the Kansas Board of Regents in fostering good governance practices: **ABCDF**

39. Your overall assessment of Yourself in fostering good governance on your campus: **ABCDF**

General Comments about Governance on your campus:

Please return to the KSAAP by 30 October 2012:
P.O. Box 1472, Lawrence, Kansas 66044

ESU FHSU KSU KU KUMC PSU WSU WU

AAUP

Survey Overview:

> 4,000 surveys sent out to faculty, October 2012 at:

Emporia State University



Fort Hays State University



Kansas State University



Pittsburg State University



University of Kansas



University of Kansas Medical Center



Wichita State University



Section 2

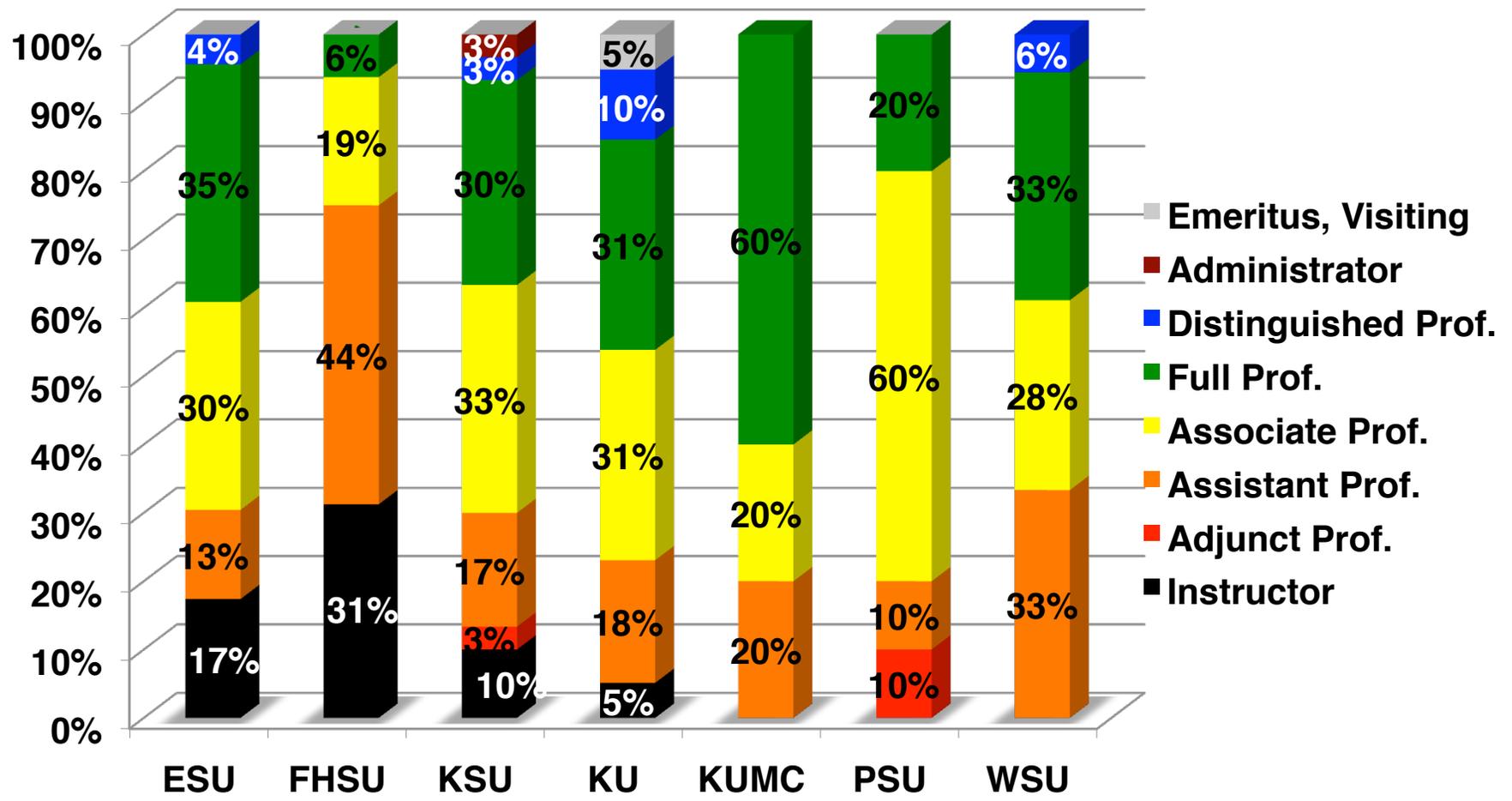
Survey Demographics & Overall Scores



Survey Demographics

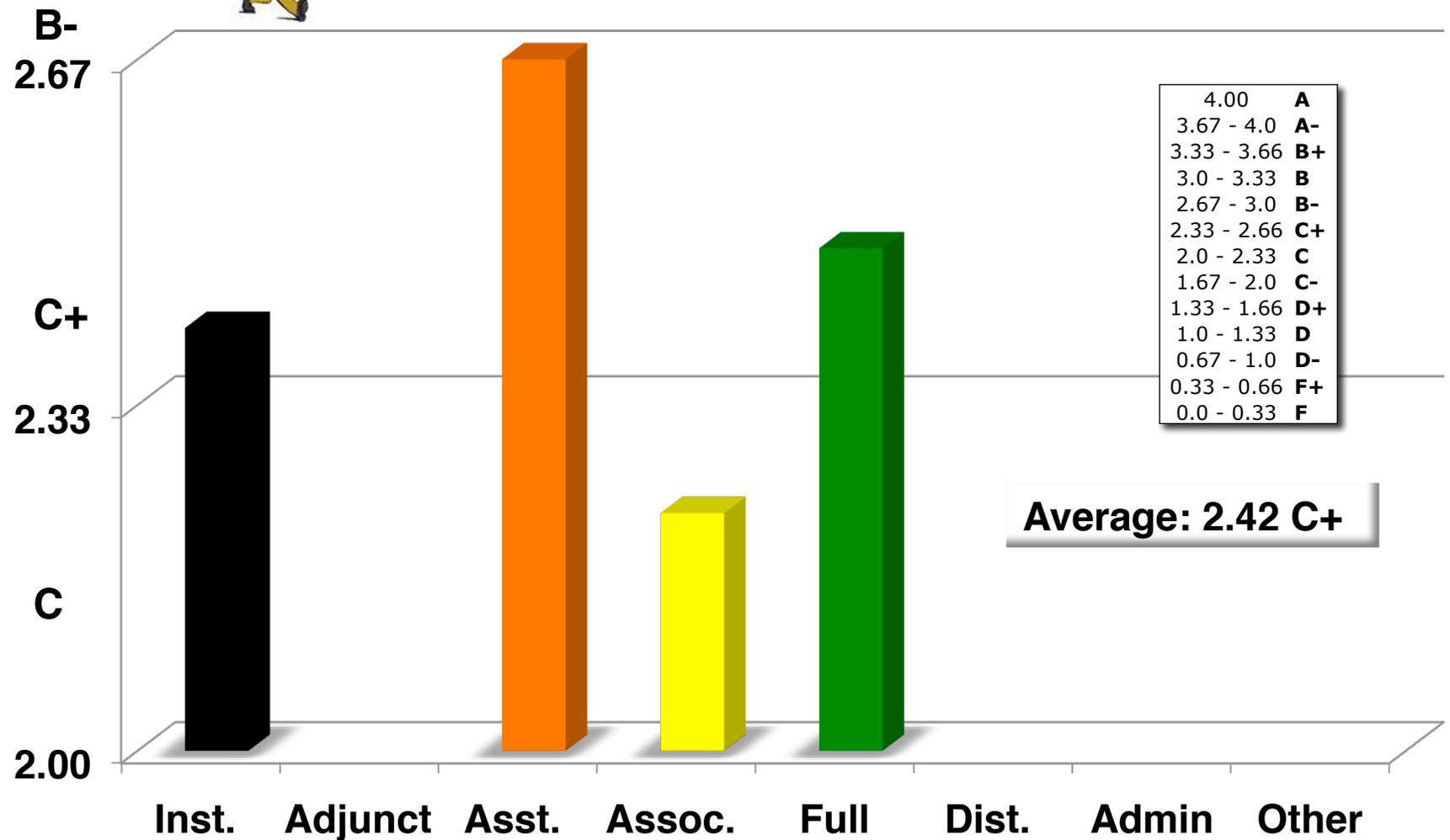


> 8.24%
response rate



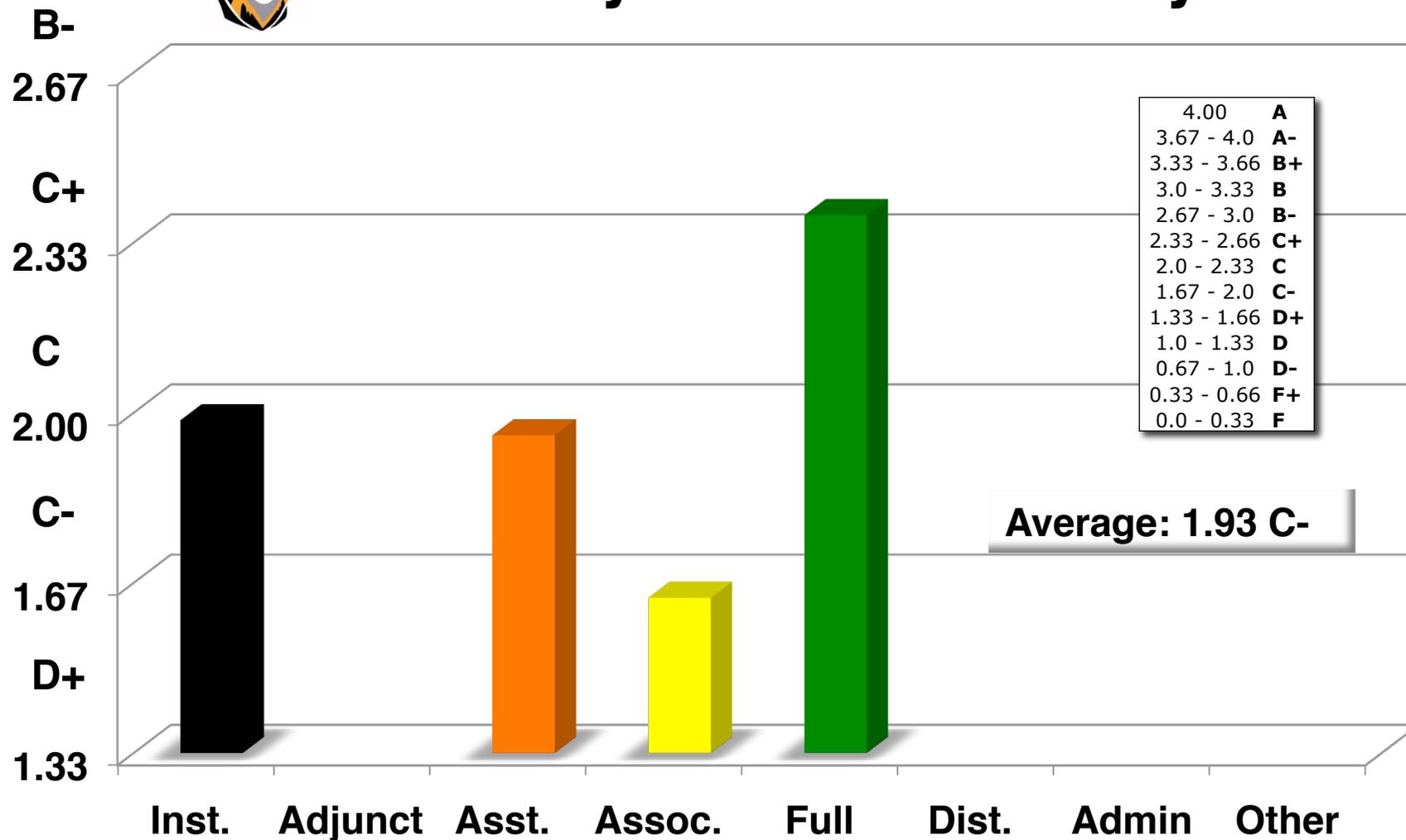


Sound Governance Score Distribution: Emporia State University



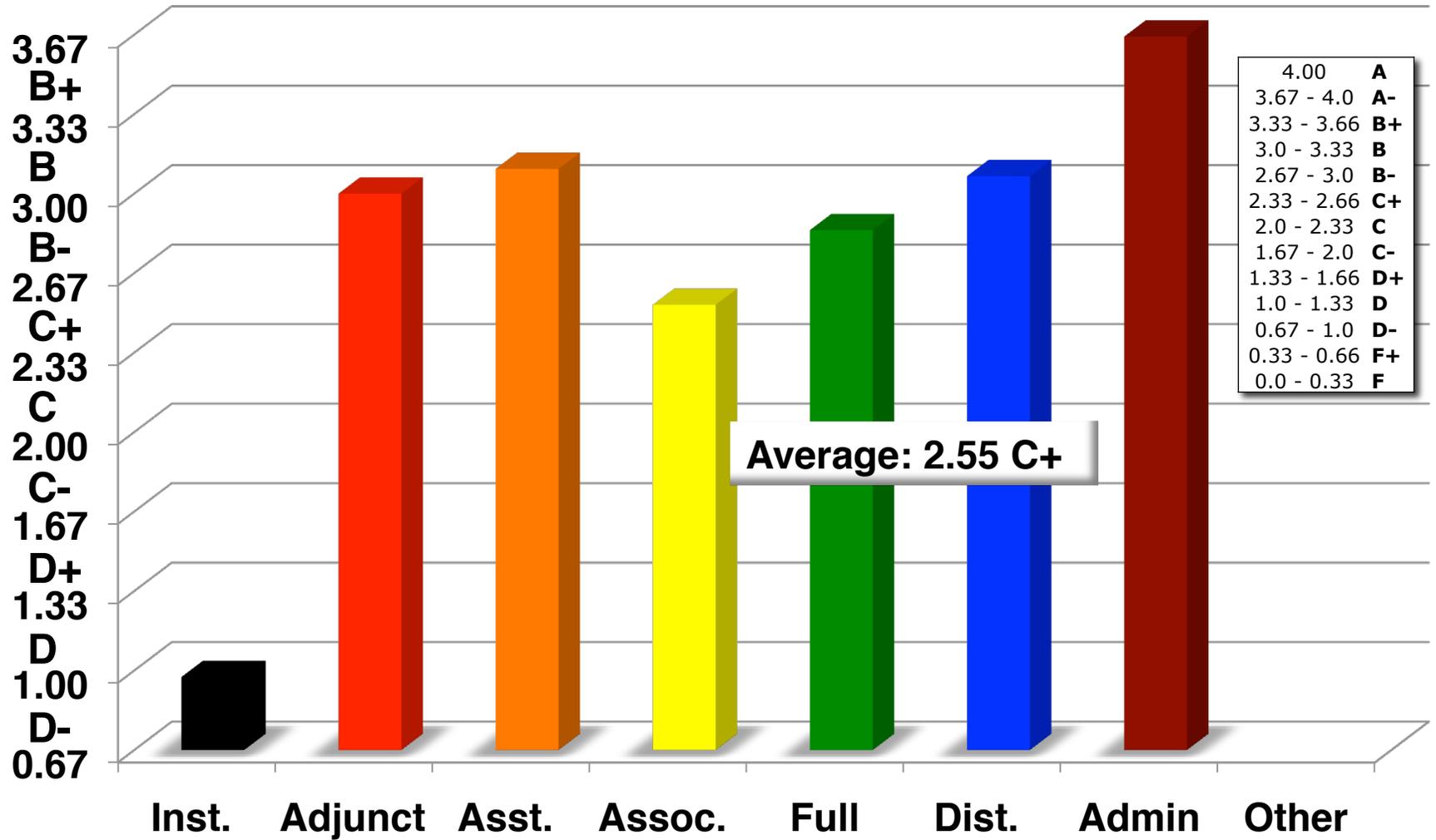
AAUP

Sound Governance Score Distribution: Fort Hays State University





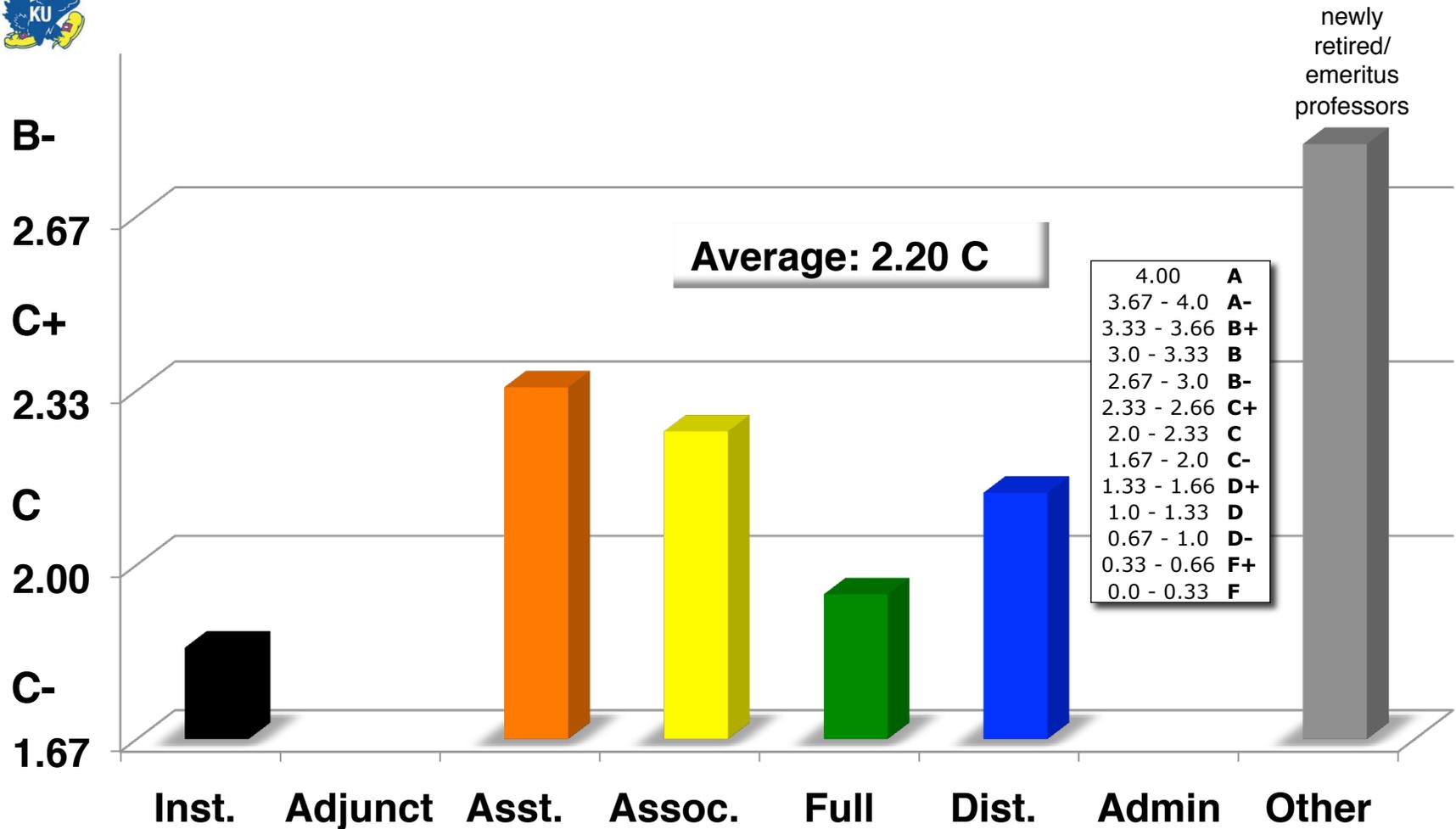
Sound Governance Score Distribution Kansas State University





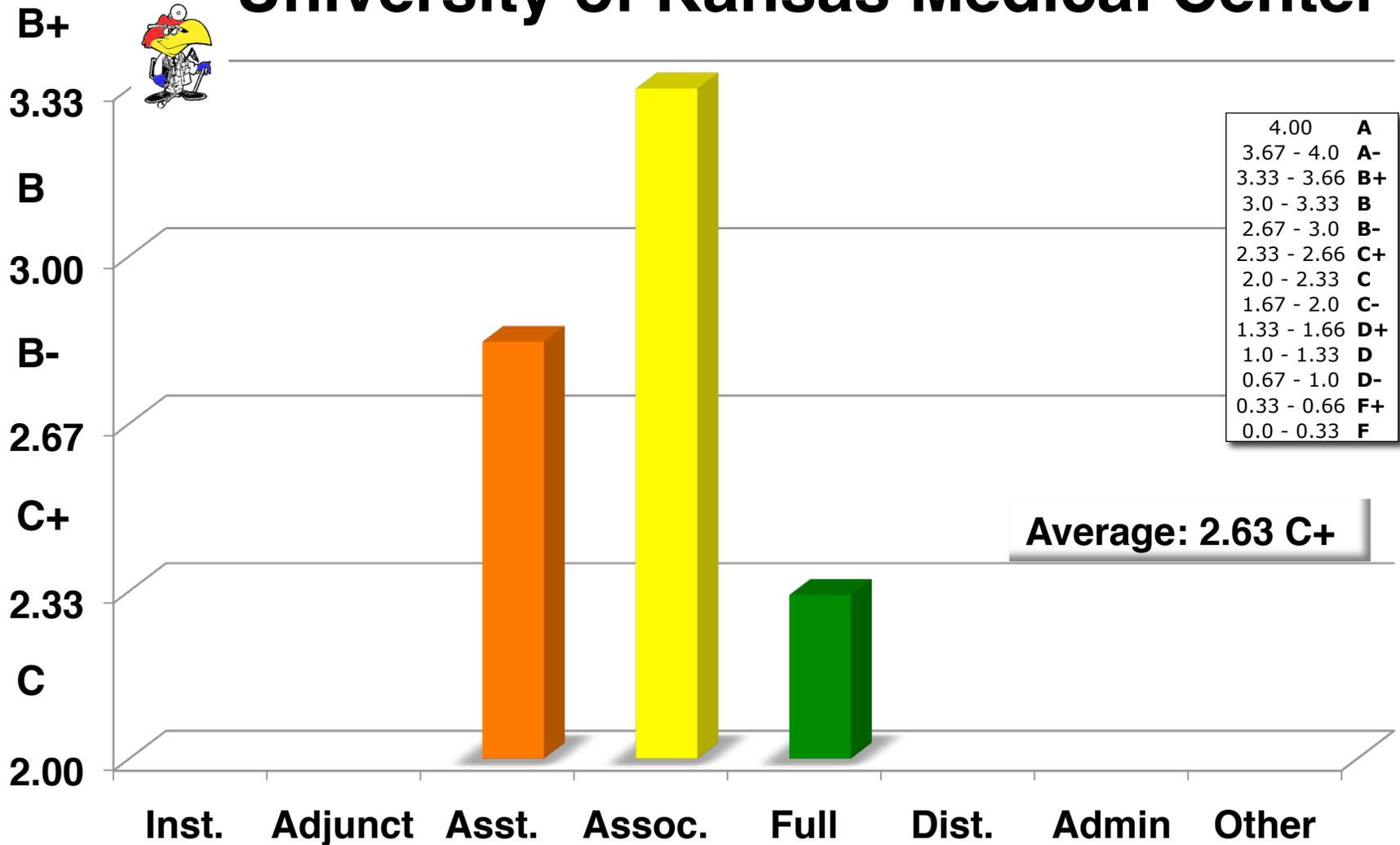
Sound Governance Score Distribution

University of Kansas Main & Edwards Campuses



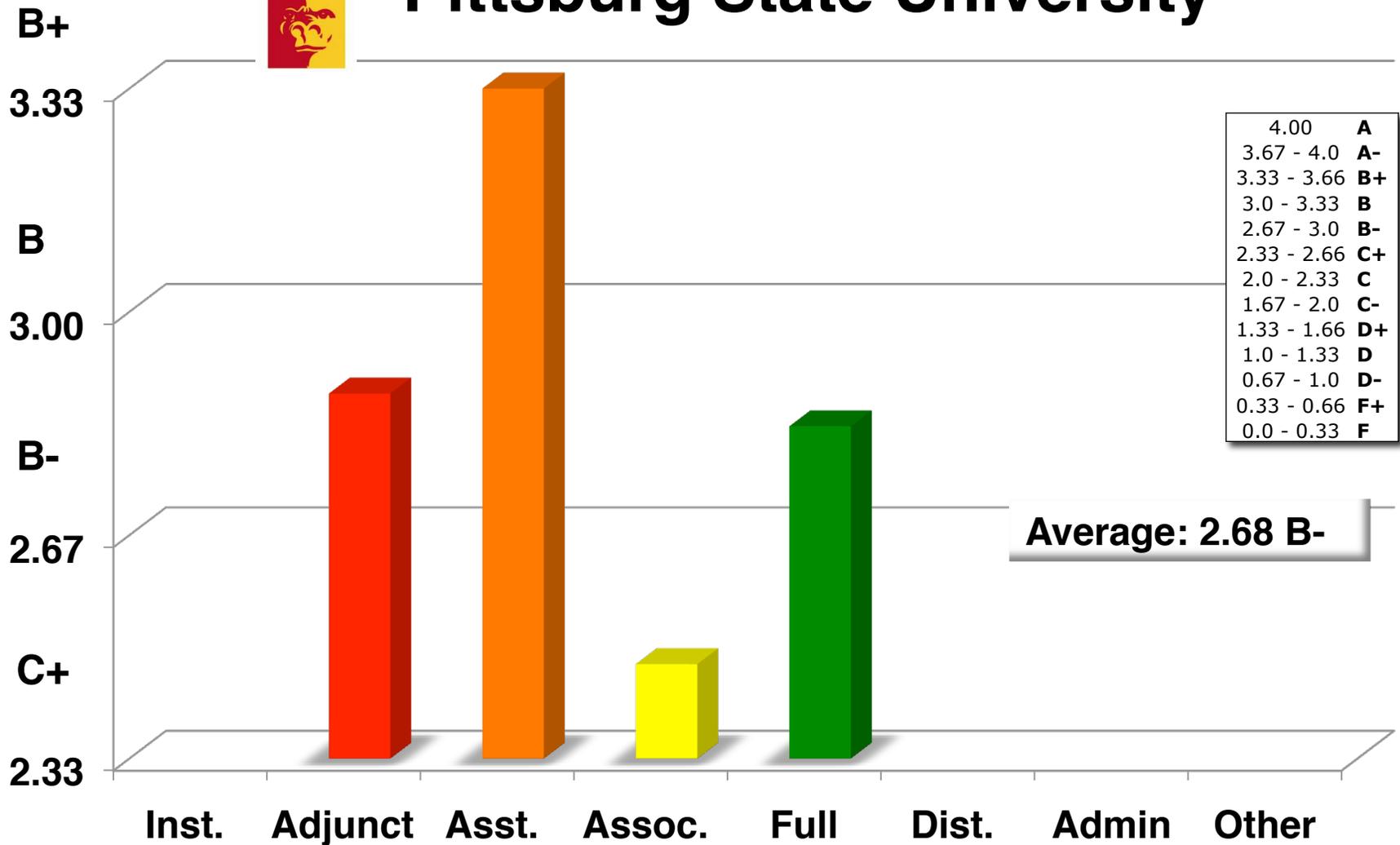


Sound Governance Score Distribution University of Kansas Medical Center





Sound Governance Score Distribution Pittsburg State University

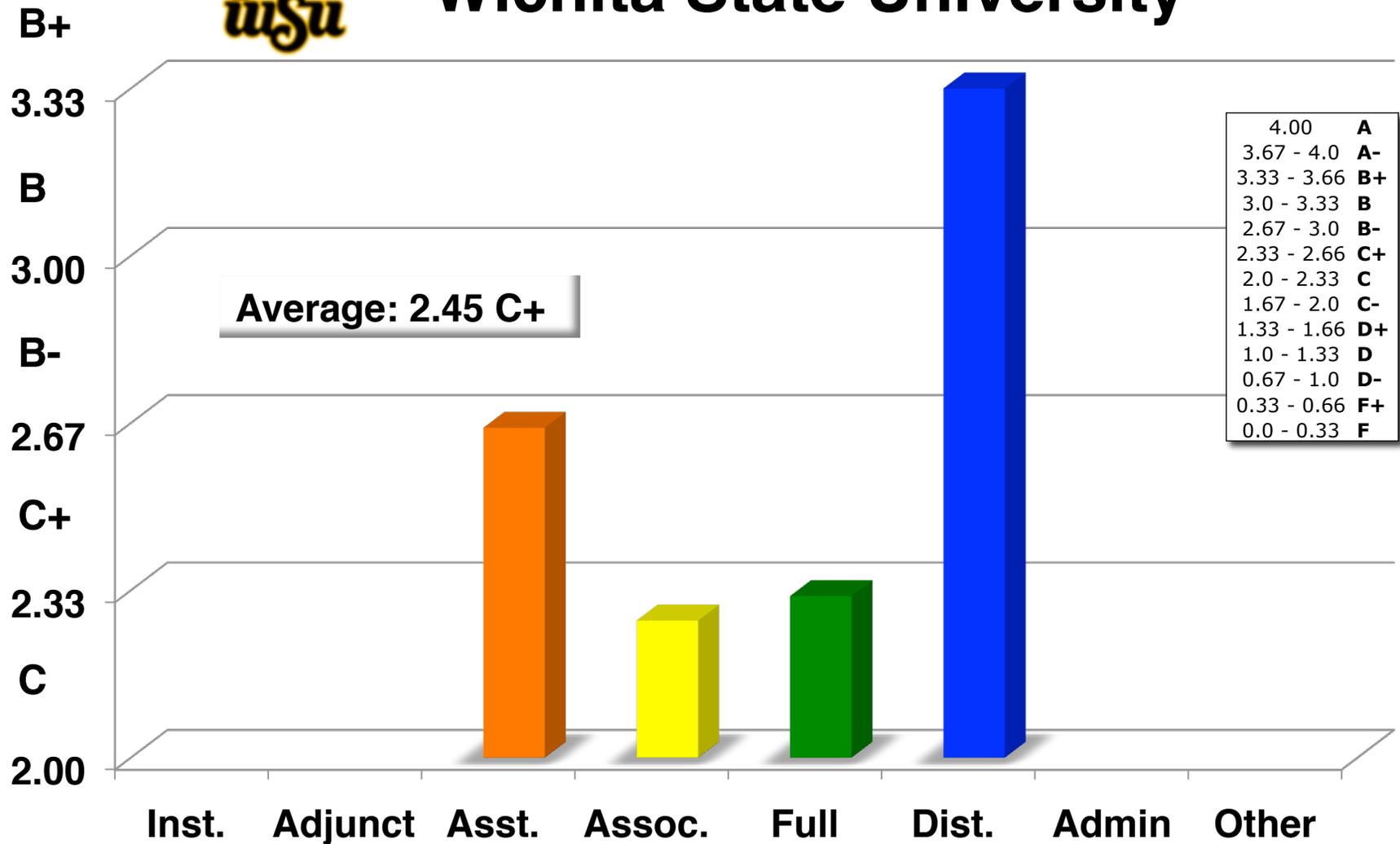


4.00	A
3.67 - 4.0	A-
3.33 - 3.66	B+
3.0 - 3.33	B
2.67 - 3.0	B-
2.33 - 2.66	C+
2.0 - 2.33	C
1.67 - 2.0	C-
1.33 - 1.66	D+
1.0 - 1.33	D
0.67 - 1.0	D-
0.33 - 0.66	F+
0.0 - 0.33	F

Average: 2.68 B-

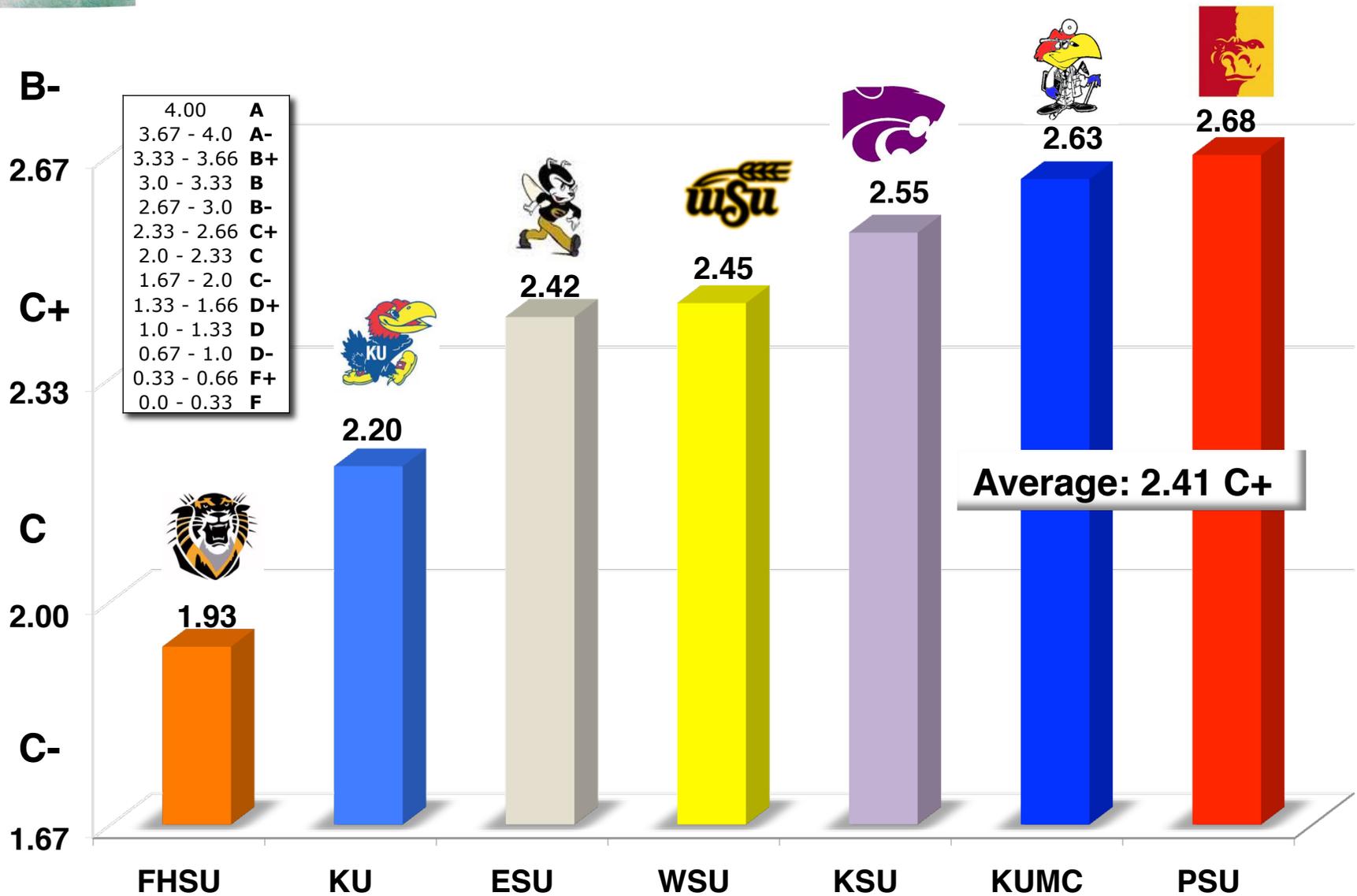


Sound Governance Score Distribution Wichita State University





Overall Sound Governance Scores



AAUP

**Congratulations to
the Faculty and Administration of
Pittsburg State University**



***Winner of the
State of Kansas Conference of the
American Association of University
Professors KSAAUP***

Sound Governance Award

2012

Section 3

Compliance with

AAUP Statements

&

Kansas Board of Regents Policies

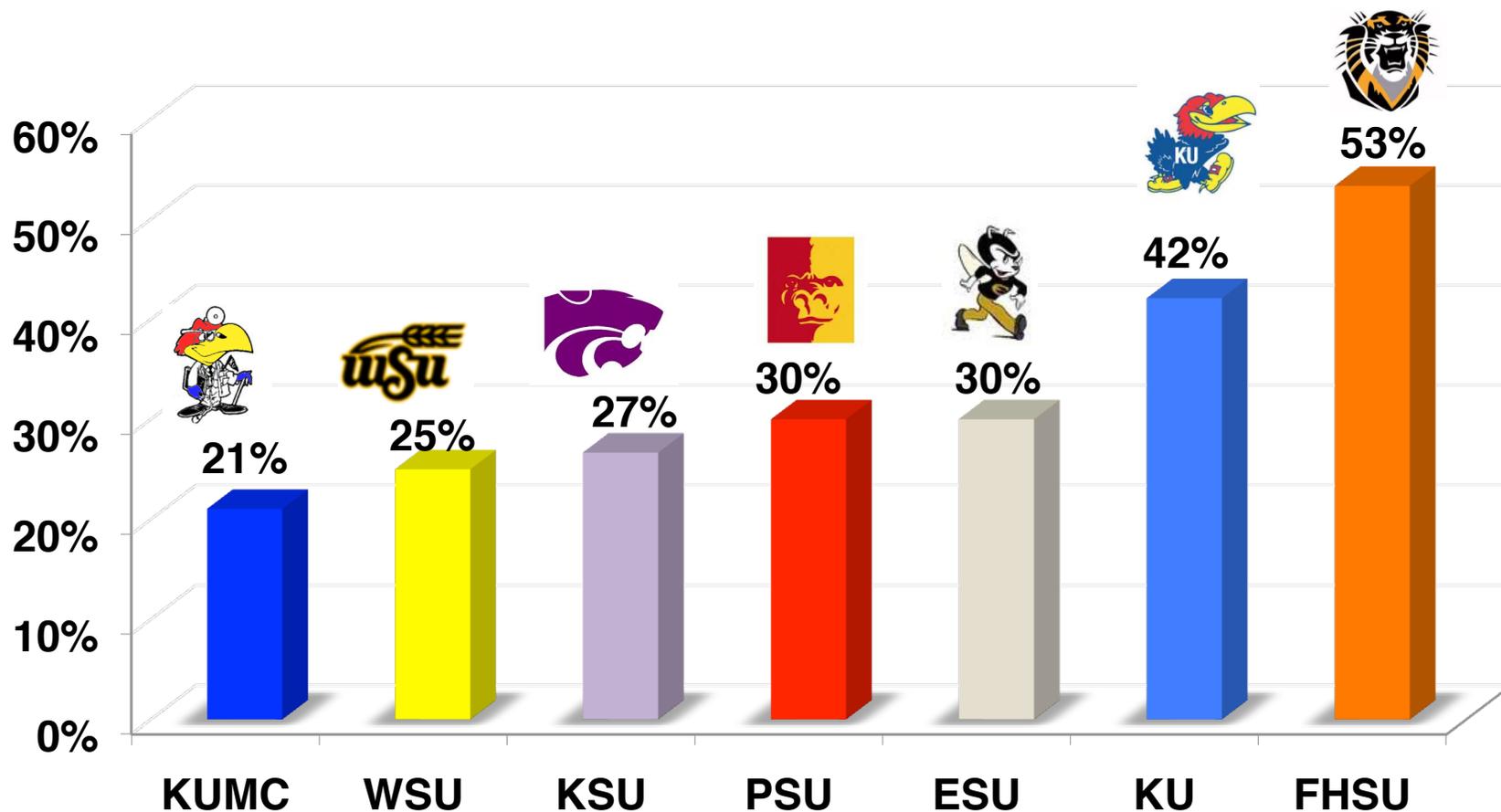
AAUP

% of Faculty Reporting Noncompliance with KBOR §F.8.b.1

AAUP 1940 STATEMENT ON ACADEMIC FREEDOM AND TENURE § 1.1

KANSAS BOARD OF REGENTS §F.8.b.1

"The precise terms and conditions of every appointment should be stated in writing and be in the possession of both institution and teacher before the appointment is consummated."

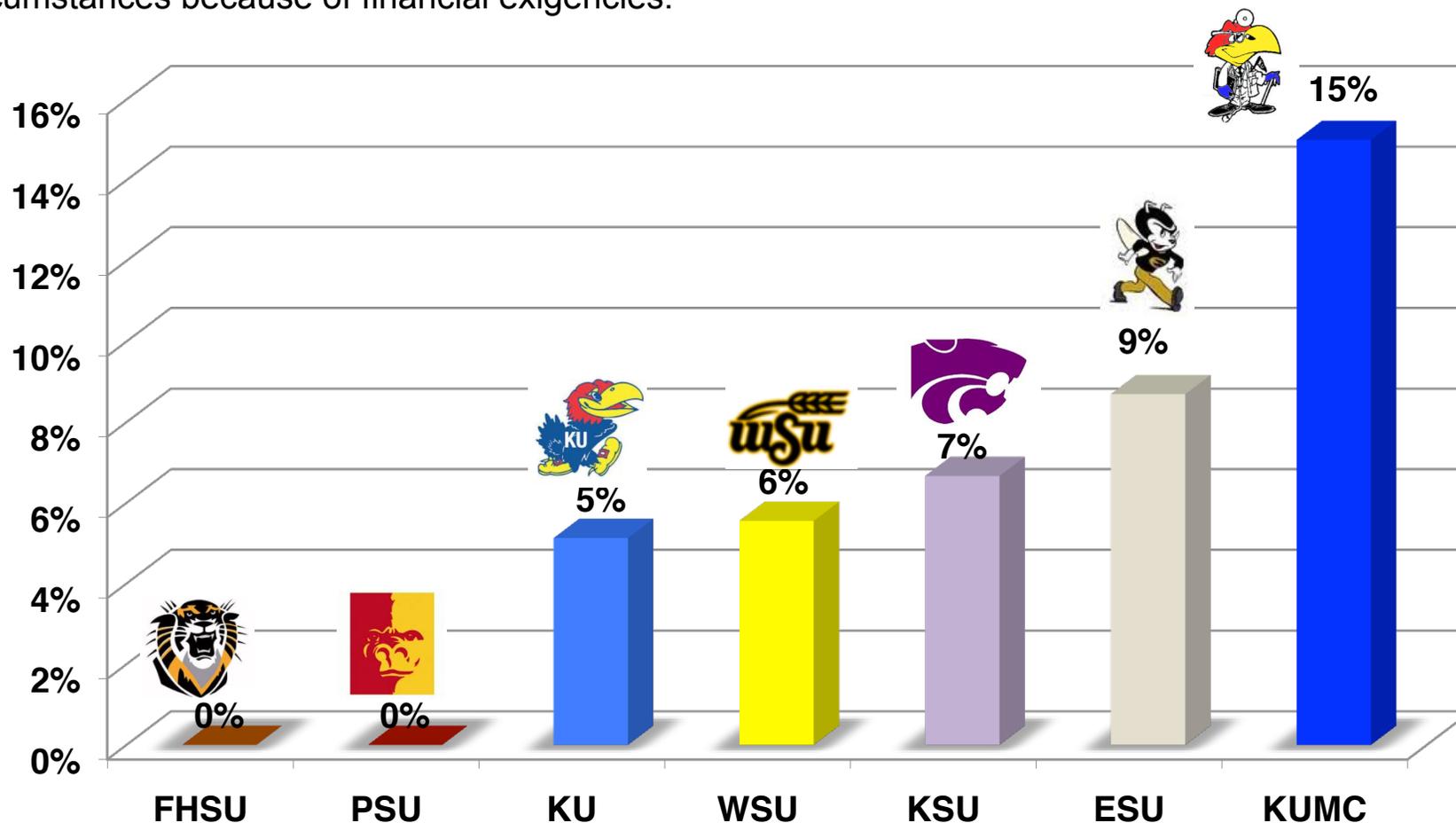


AAUP

% Faculty with AAUP-Recognized De-Facto Tenure

AAUP STATEMENT ON DE-FACTO TENURE:

After the expiration of a probationary period (of seven years (*1940 Statement*, §2)), teachers or investigators should have permanent or continuous tenure, and their service should be terminated only for adequate cause, except in the case of retirement for age, or under extraordinary circumstances because of financial exigencies.

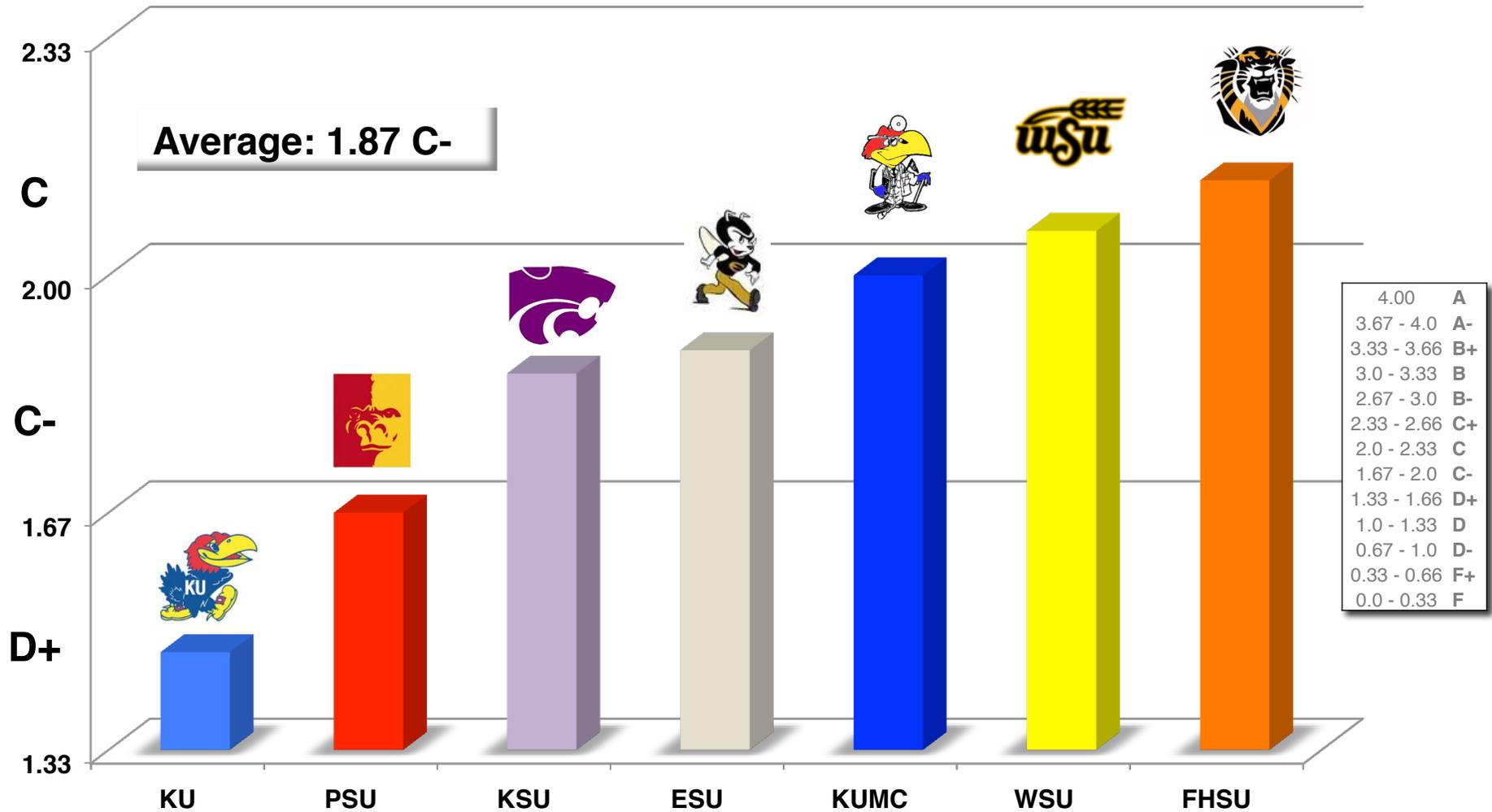


Section 4

Detailed Survey Results

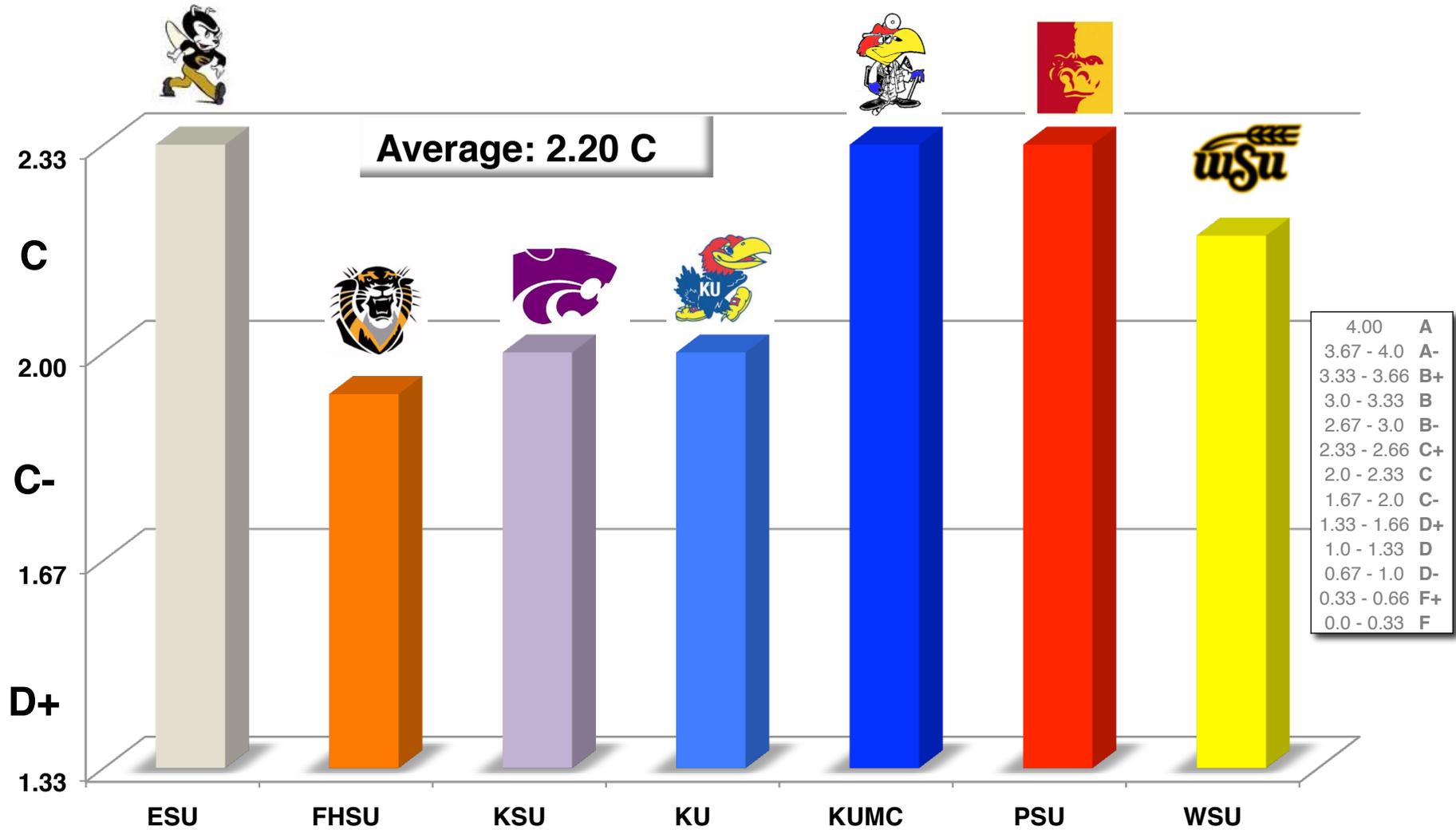


Statement #5: The Kansas Board of Regents verbally acknowledges the importance of shared governance:



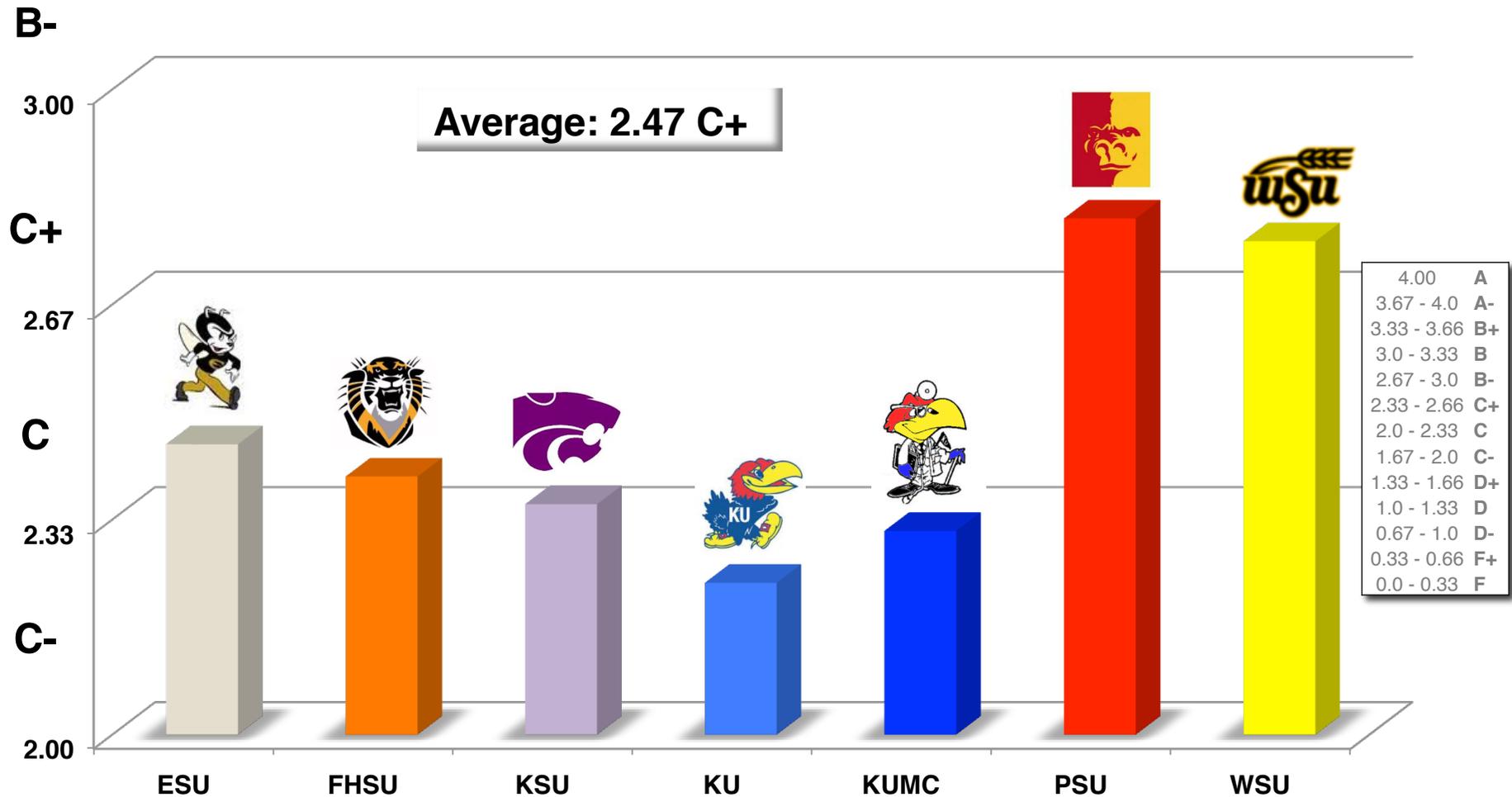


Statement #6: The Chancellor or President verbally acknowledges the importance of shared governance.



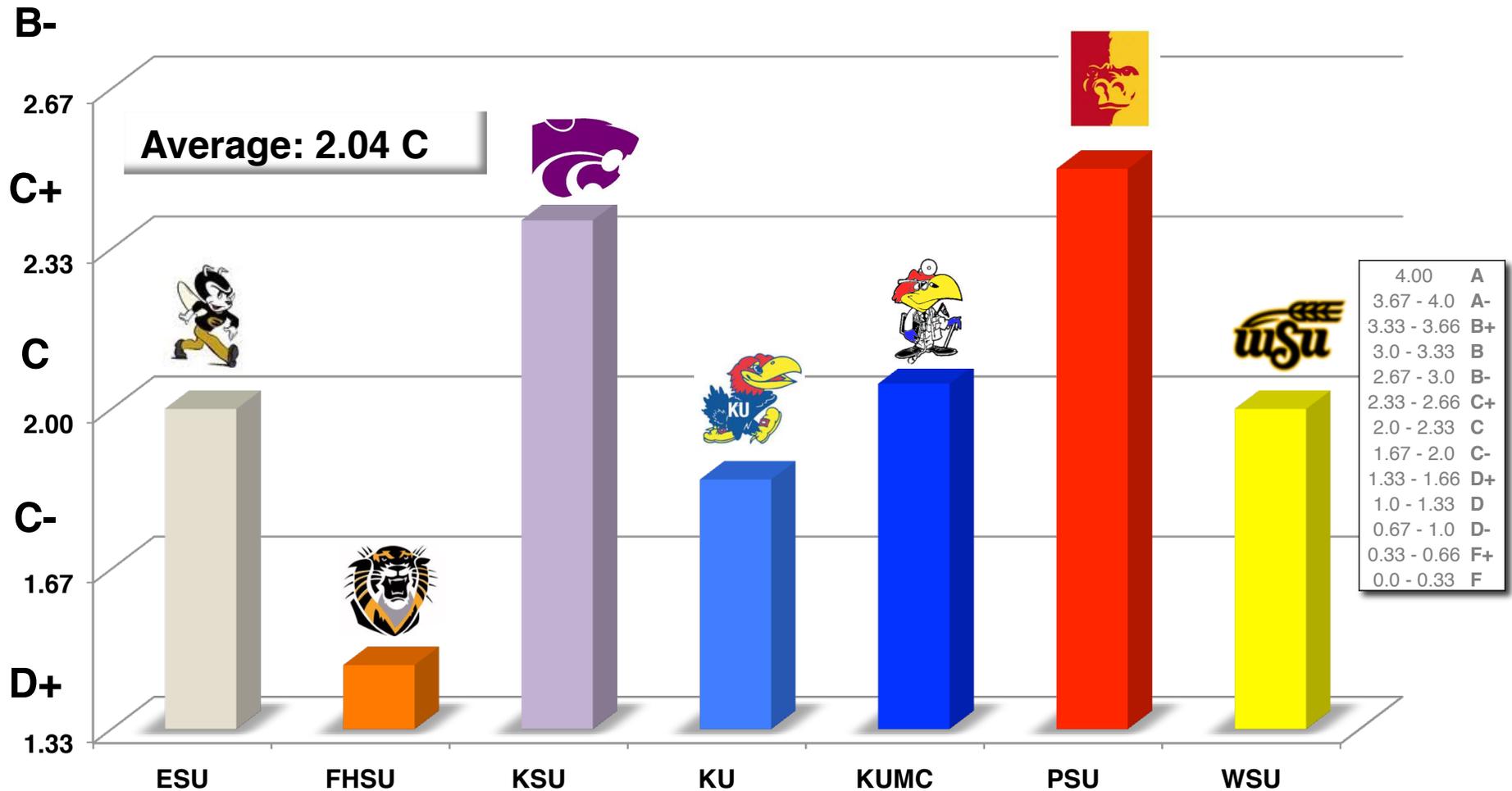


Statement #7: Faculty Members as a whole view participation in shared governance as a worthwhile Faculty responsibility



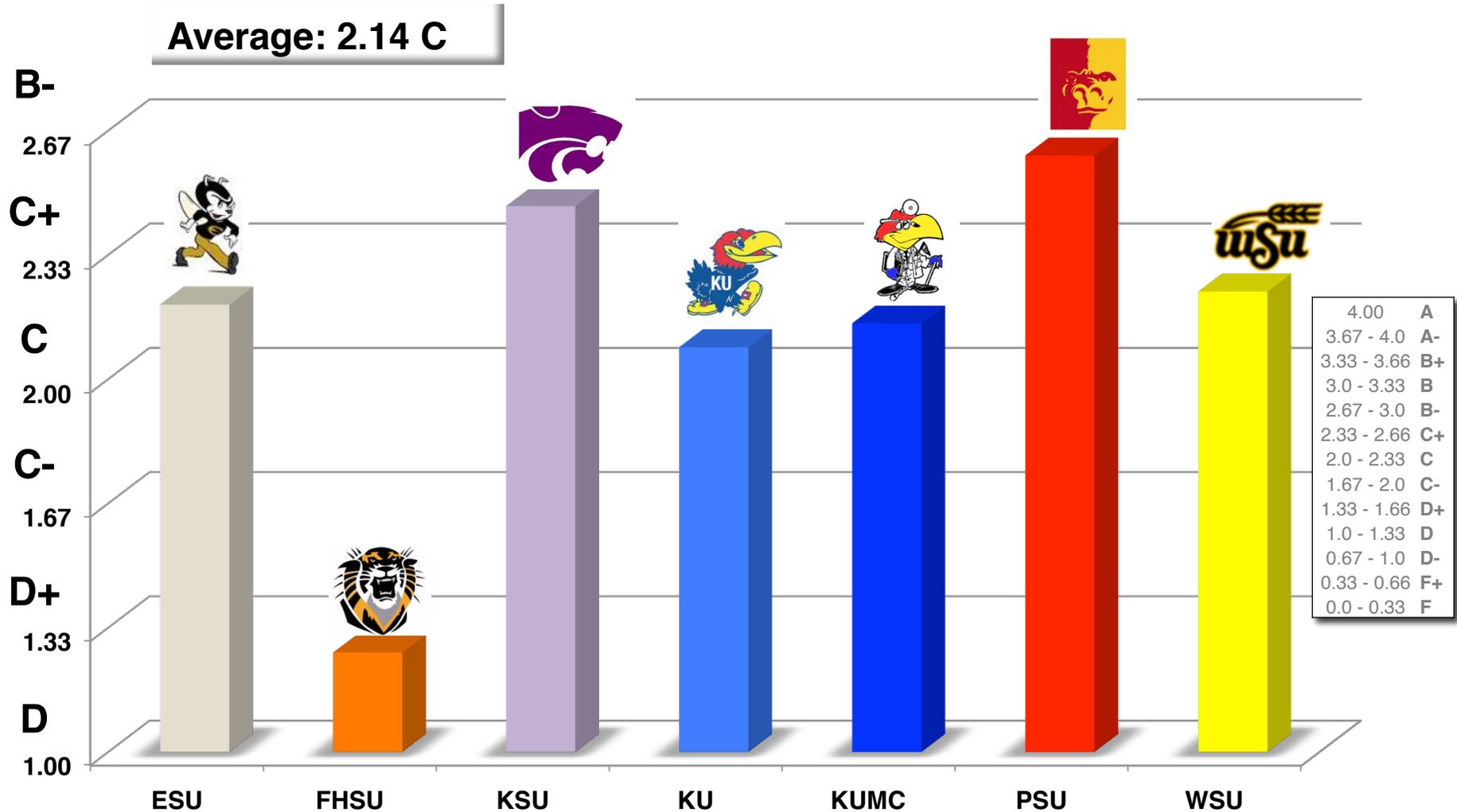


Statement #8: The University fosters shared governance by maintaining reasonable workloads, supporting Faculty development of governance skills and rewarding participation in governance work.





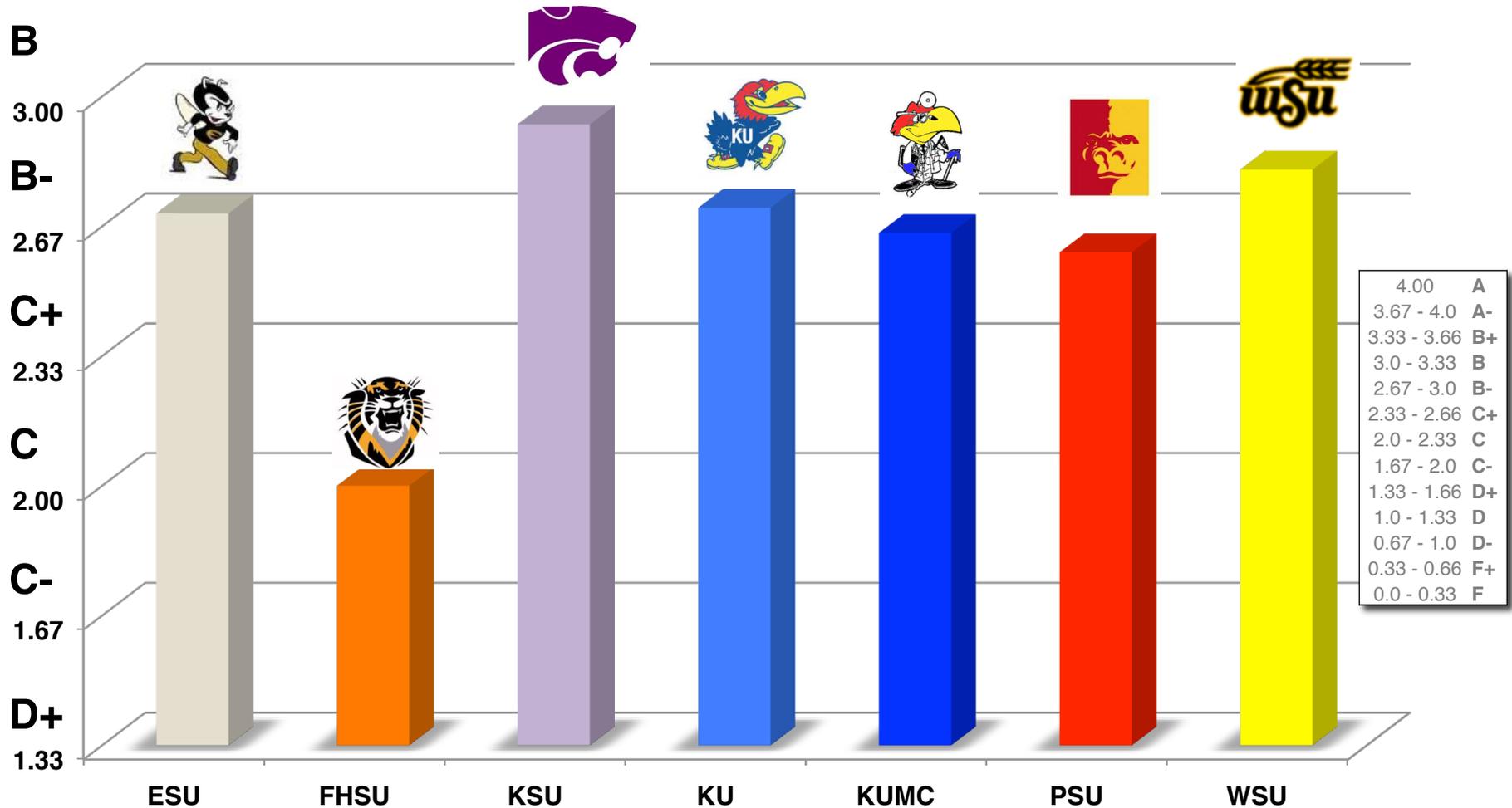
Statement #9: Faculty members can express dissenting views on governance in public without fear of reprisal.





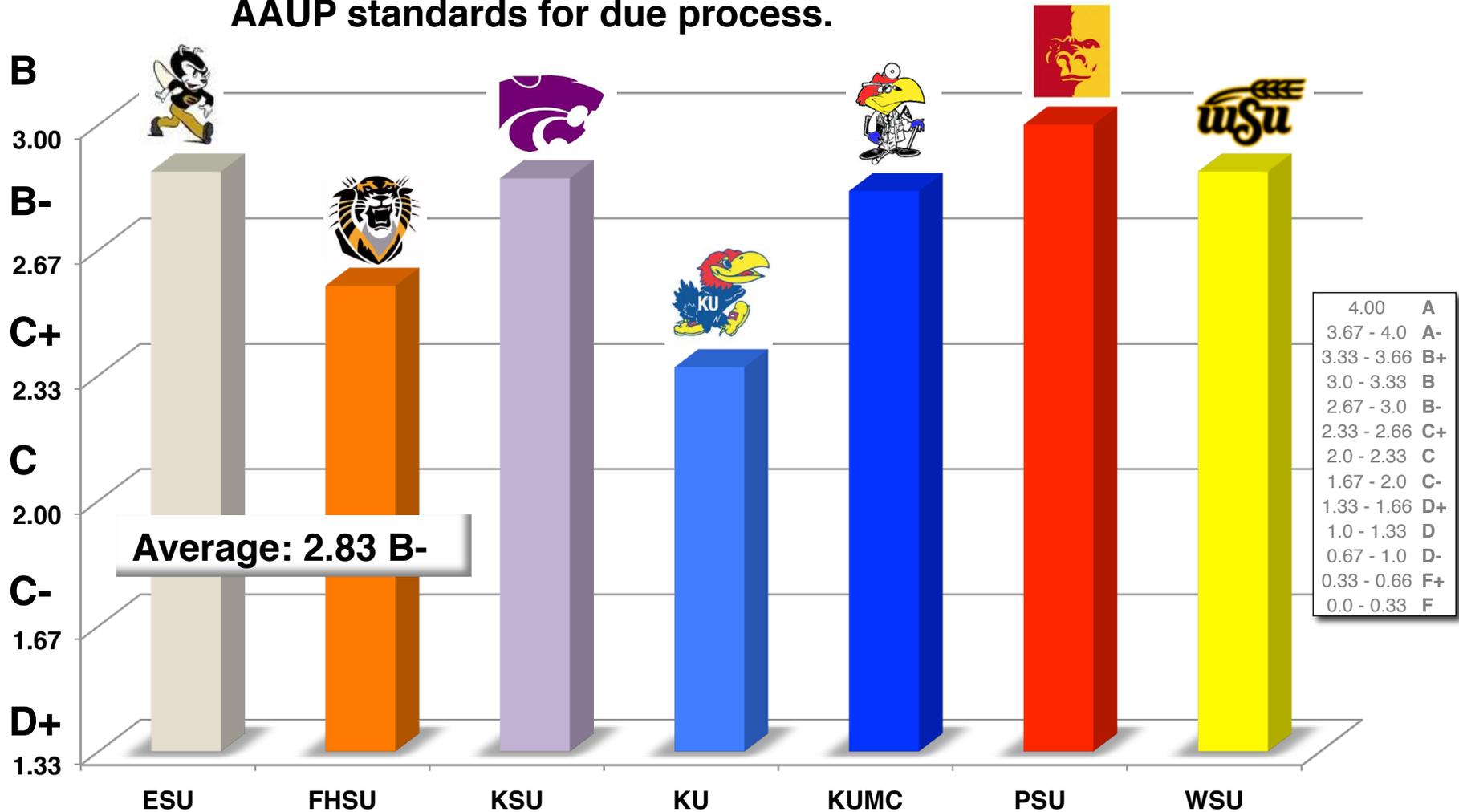
Statement #10: The campus climate supports a diversity of opinions, perspectives and personal styles.

Average: 2.63 C+



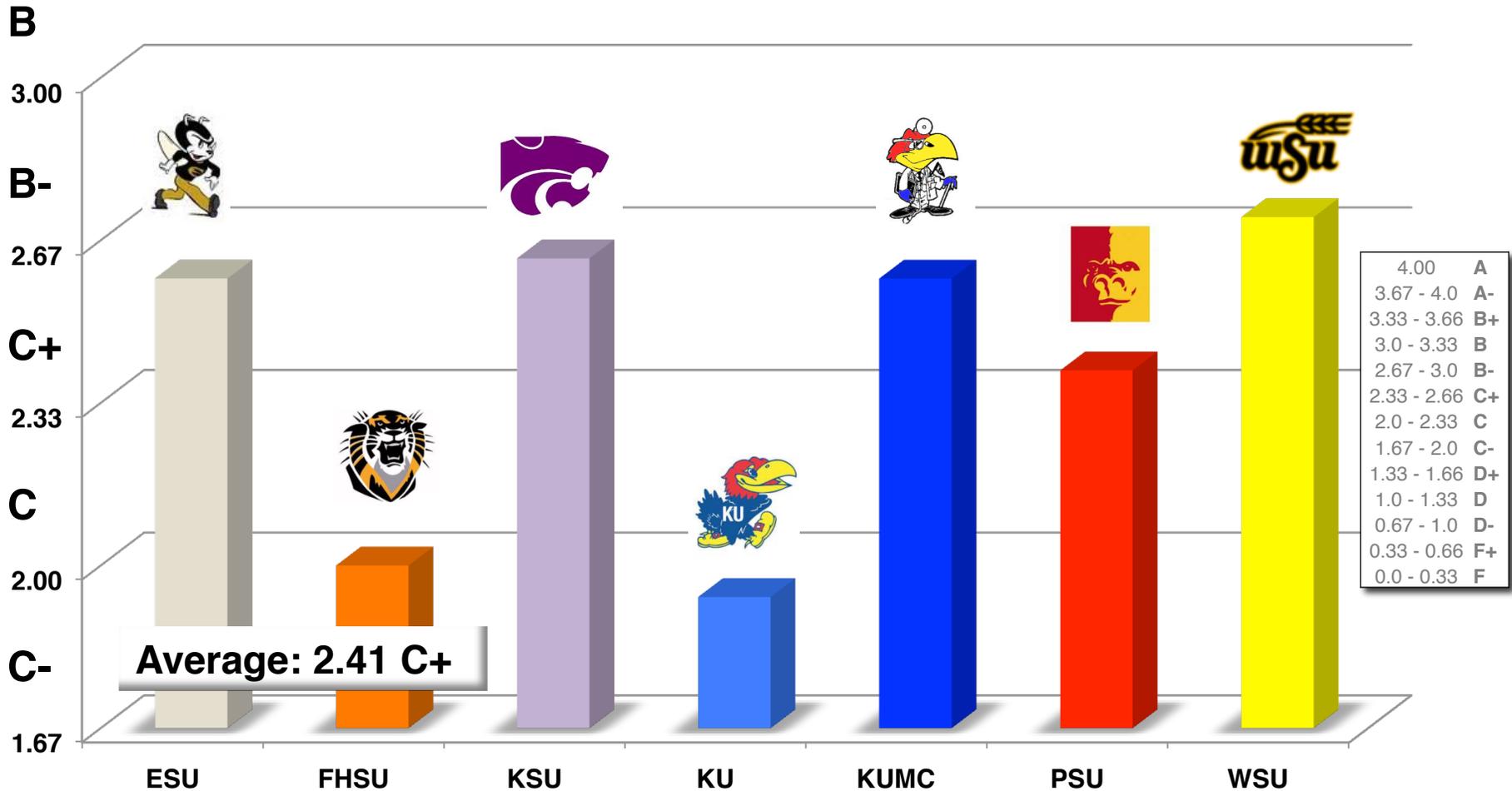


Statement #11: Structures, policies and procedures for disciplinary and dismissal hearings, grievances, appeals and allegations of harassment (sexual or otherwise) are consistent with AAUP standards for due process.



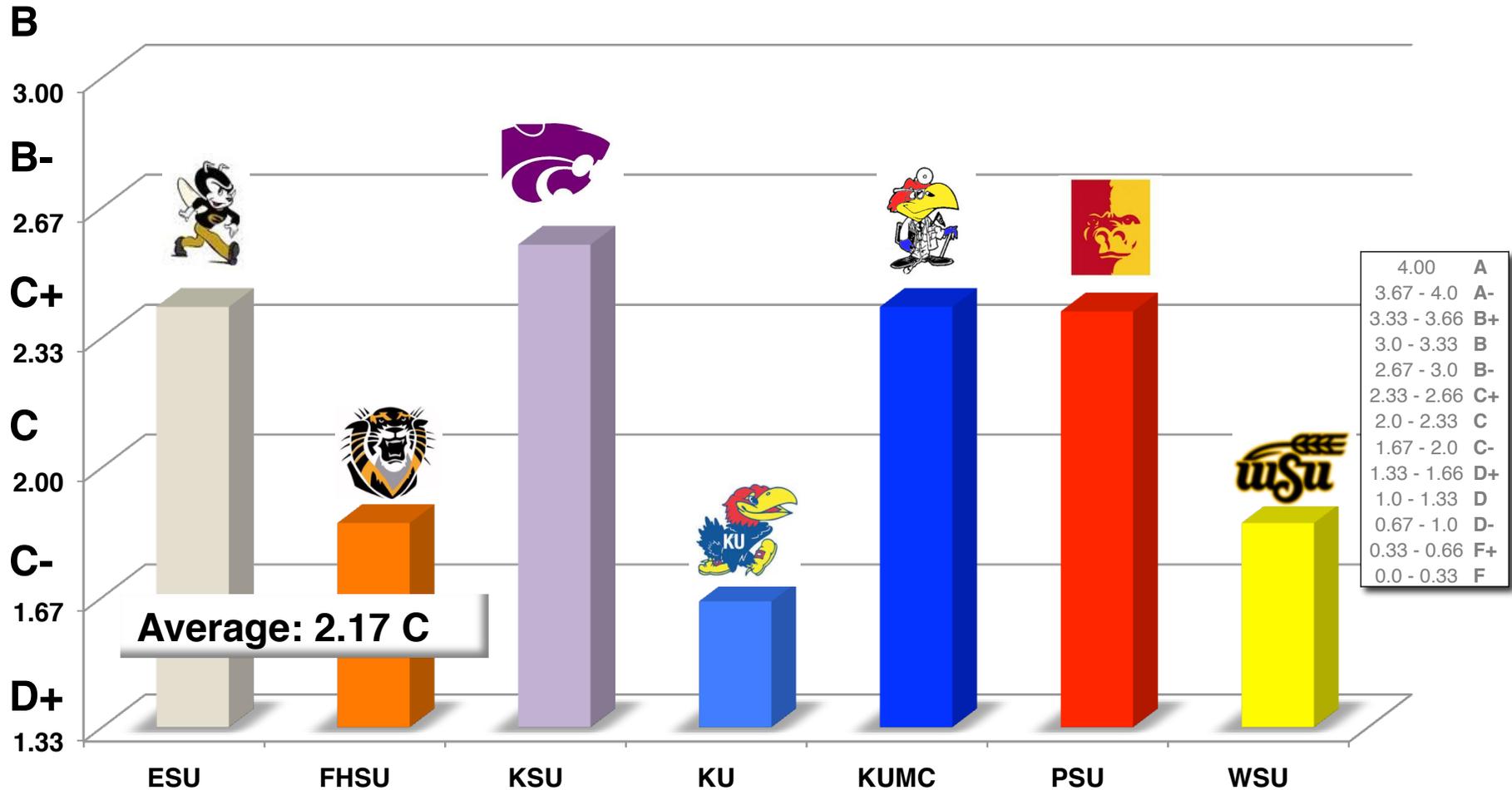


Statement #12: Faculty leaders look to National Standards (e.g., AAUP Policy Documents and Reports) for the Faculty's appropriate role in the governance of the Institution.



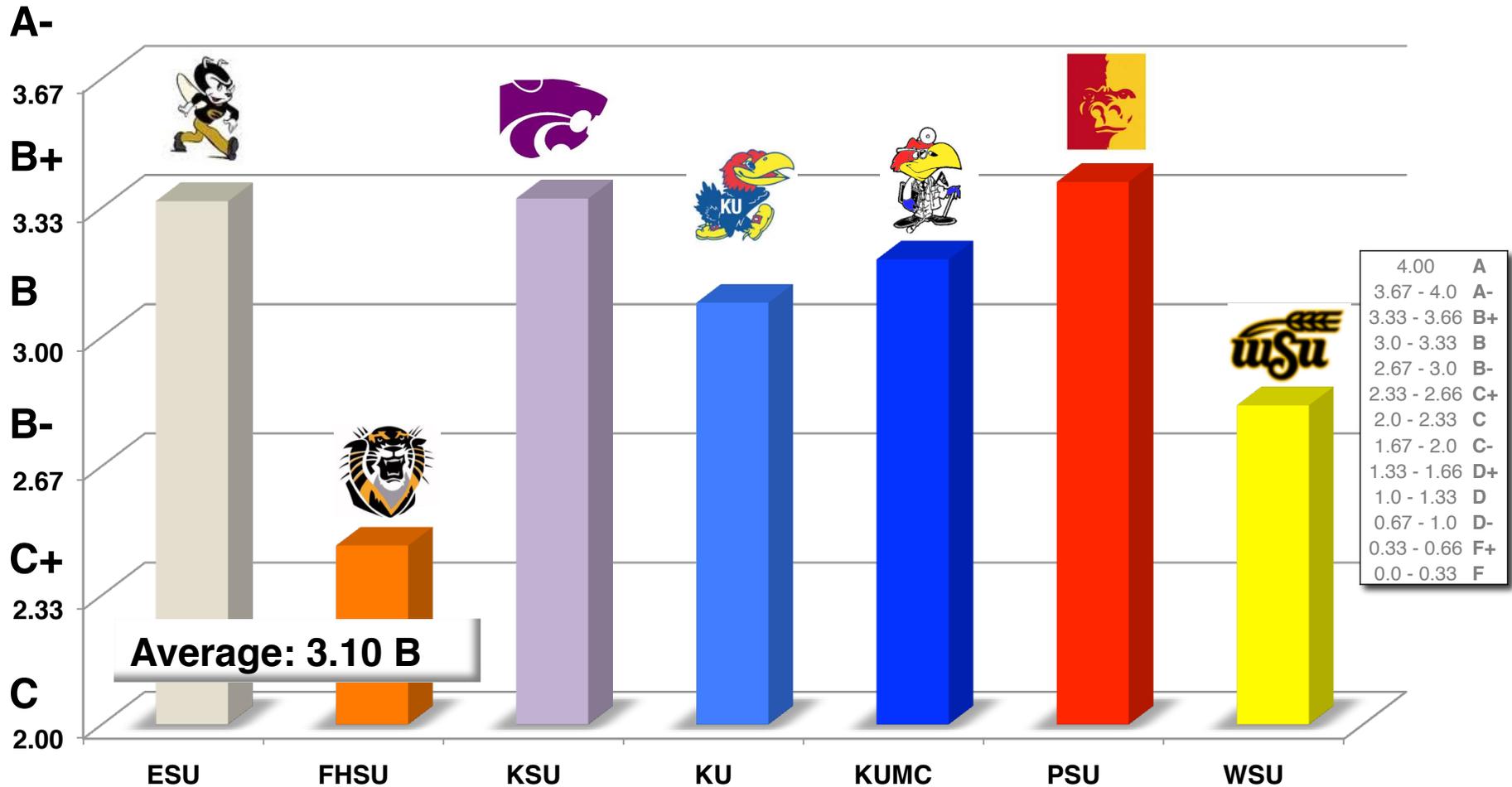


Statement #13: The Administration and Administrators look to National Standards (e.g., AAUP Policy Documents and Reports) for their appropriate role in the governance of the Institution.



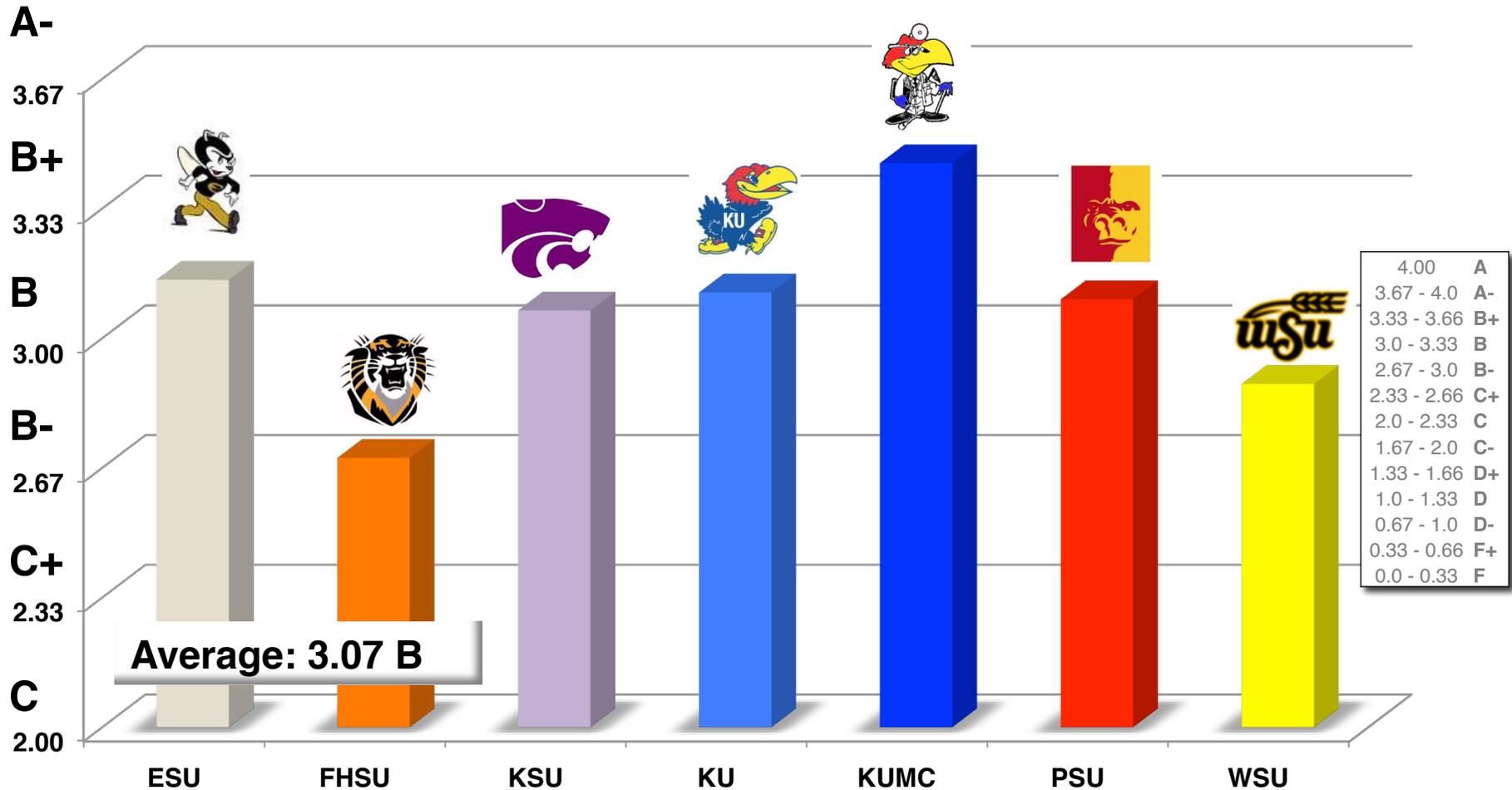


Statement #14A: The campus community discourages discrimination and fosters participation, inclusion and leadership by Women:



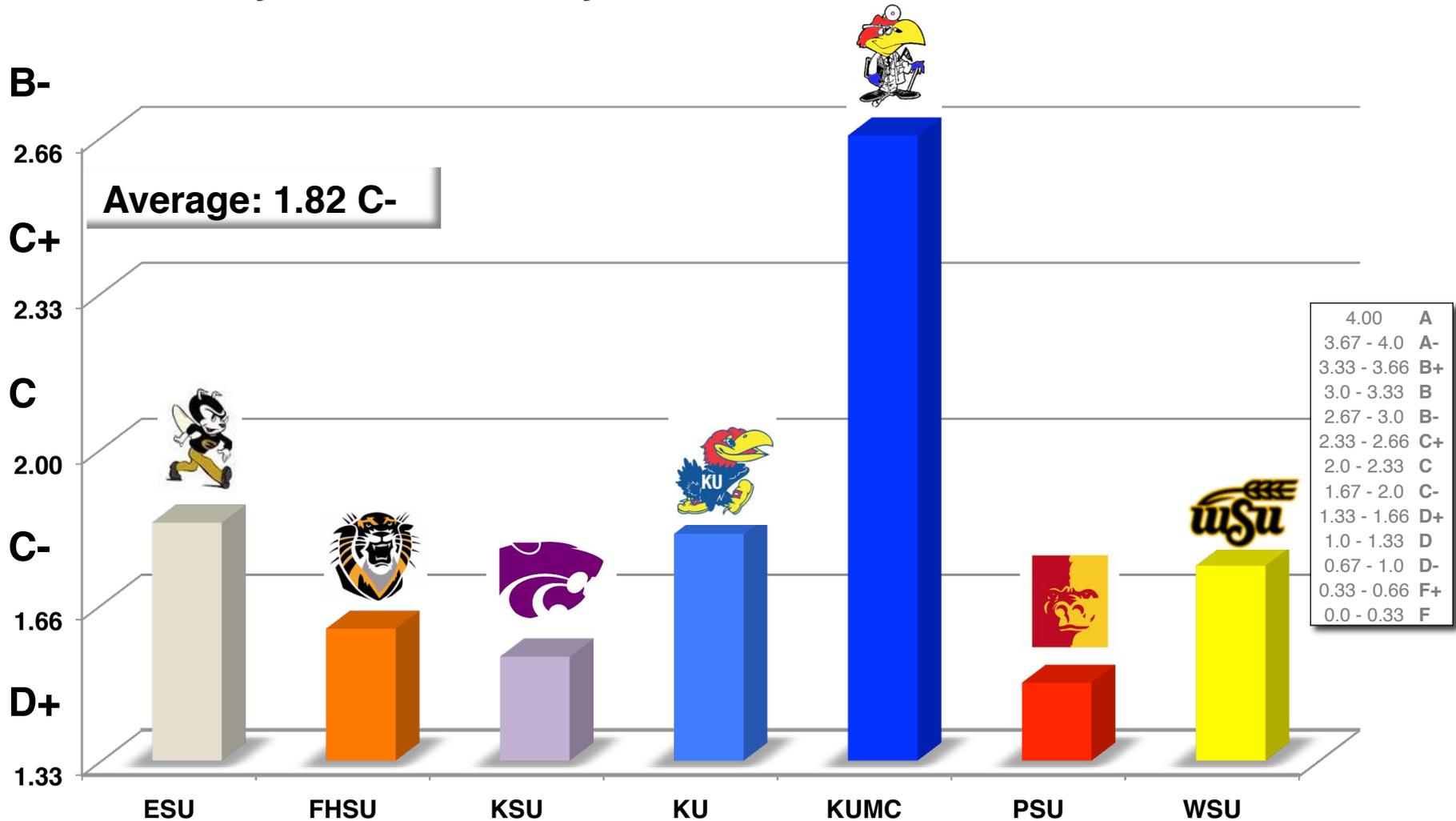


Statement #14B: The campus community discourages discrimination and fosters participation, inclusion and leadership by Underrepresented Minorities:



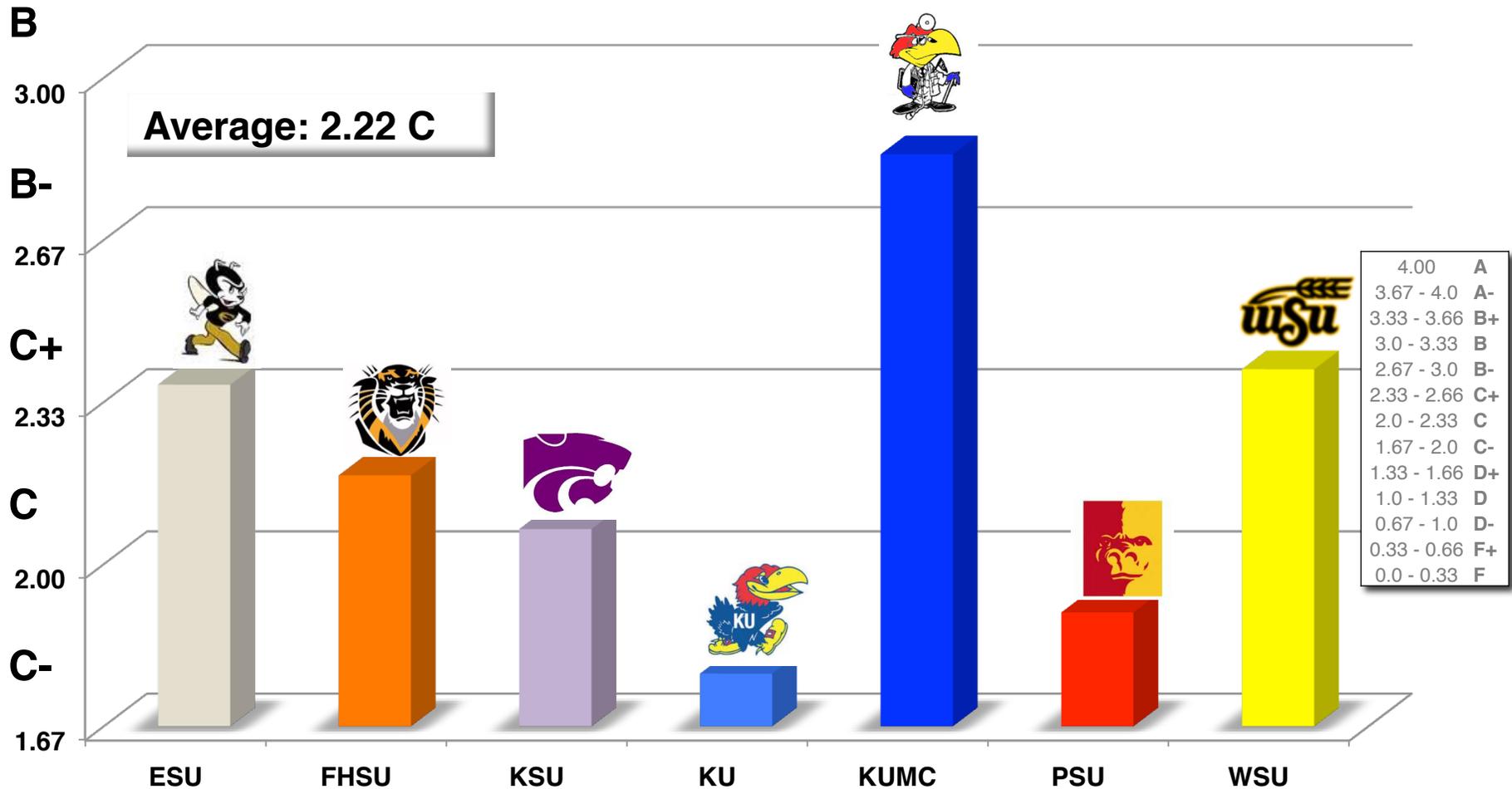


Statement #14c: The campus community discourages discrimination and fosters participation, inclusion and leadership by Part-Time Faculty:



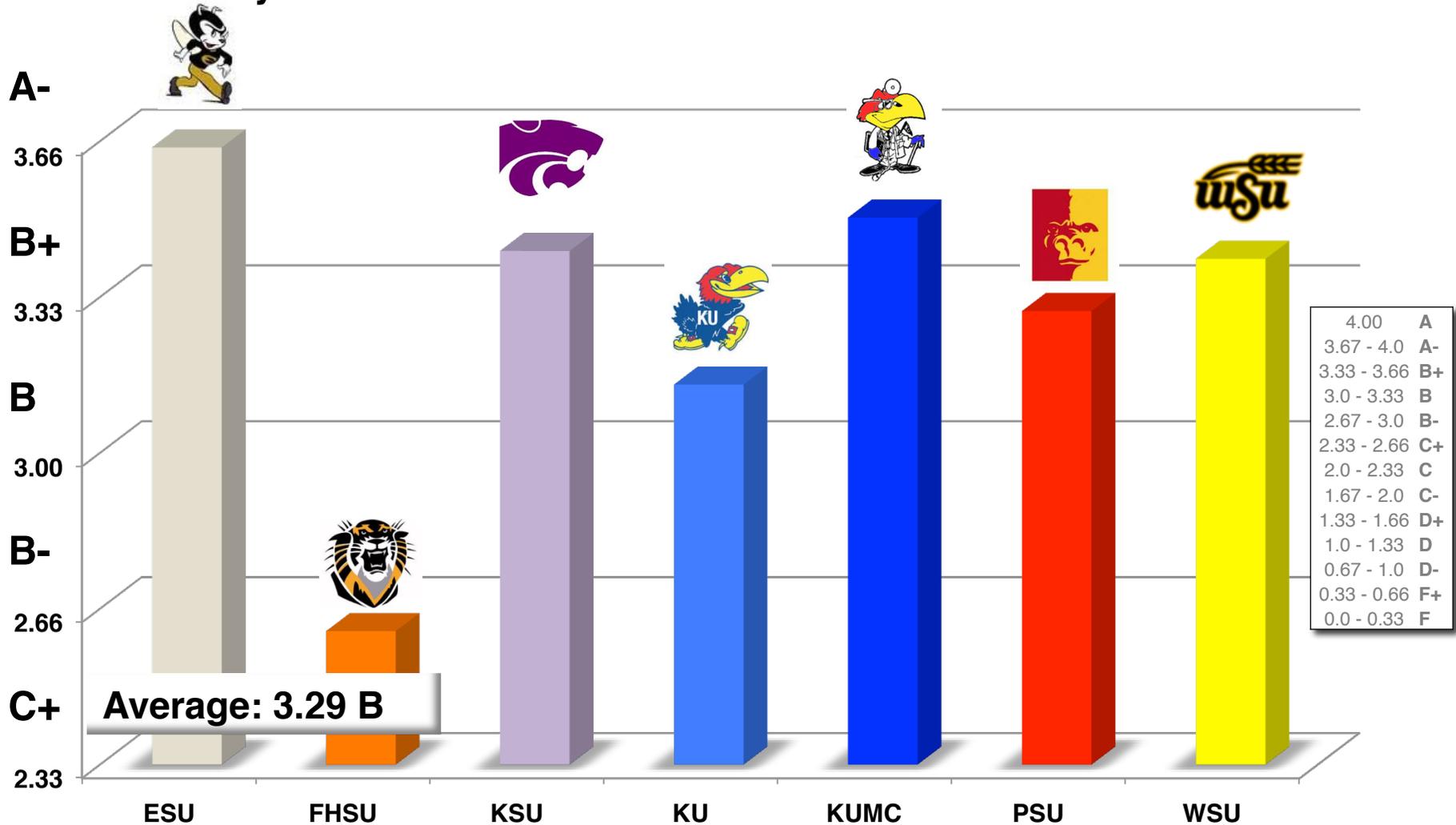


Statement #14D: The campus community discourages discrimination and fosters participation, inclusion and leadership by GLBT Faculty Members:



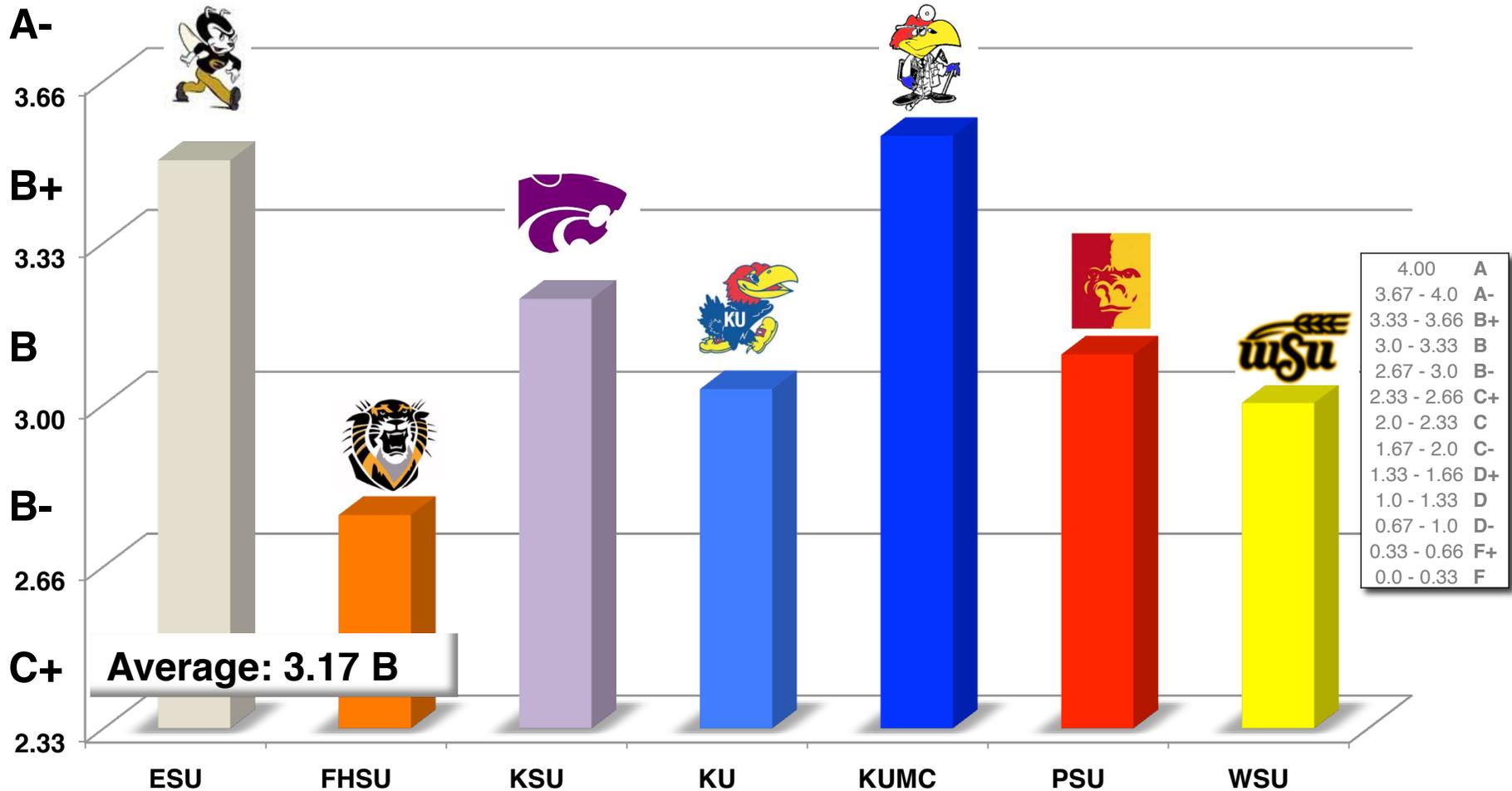


Statement #15A: The School or College discourages discrimination and fosters participation, inclusion and leadership by Women:



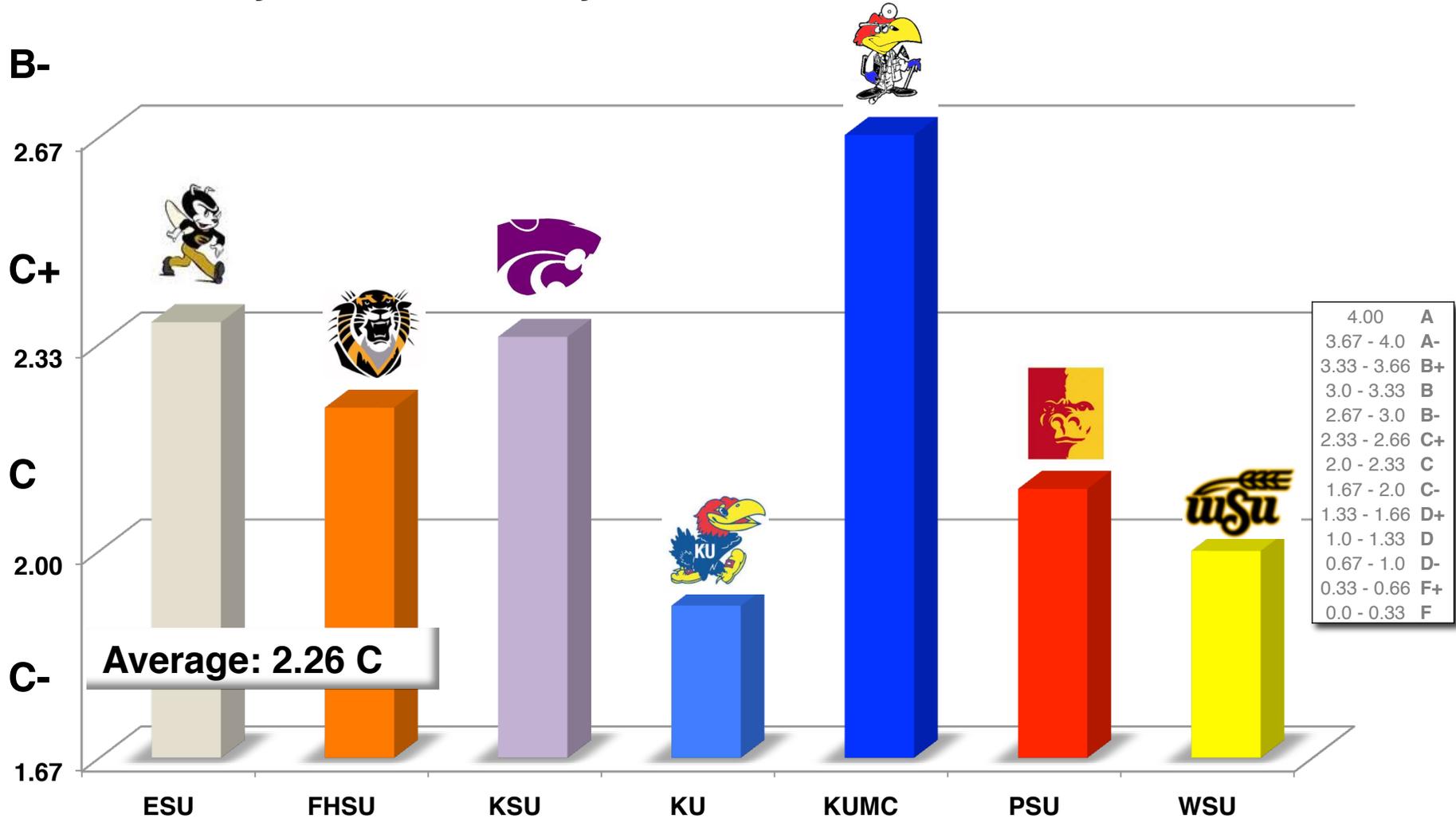


Statement #15B: The School or College discourages discrimination and fosters participation, inclusion and leadership by Underrepresented Minorities:



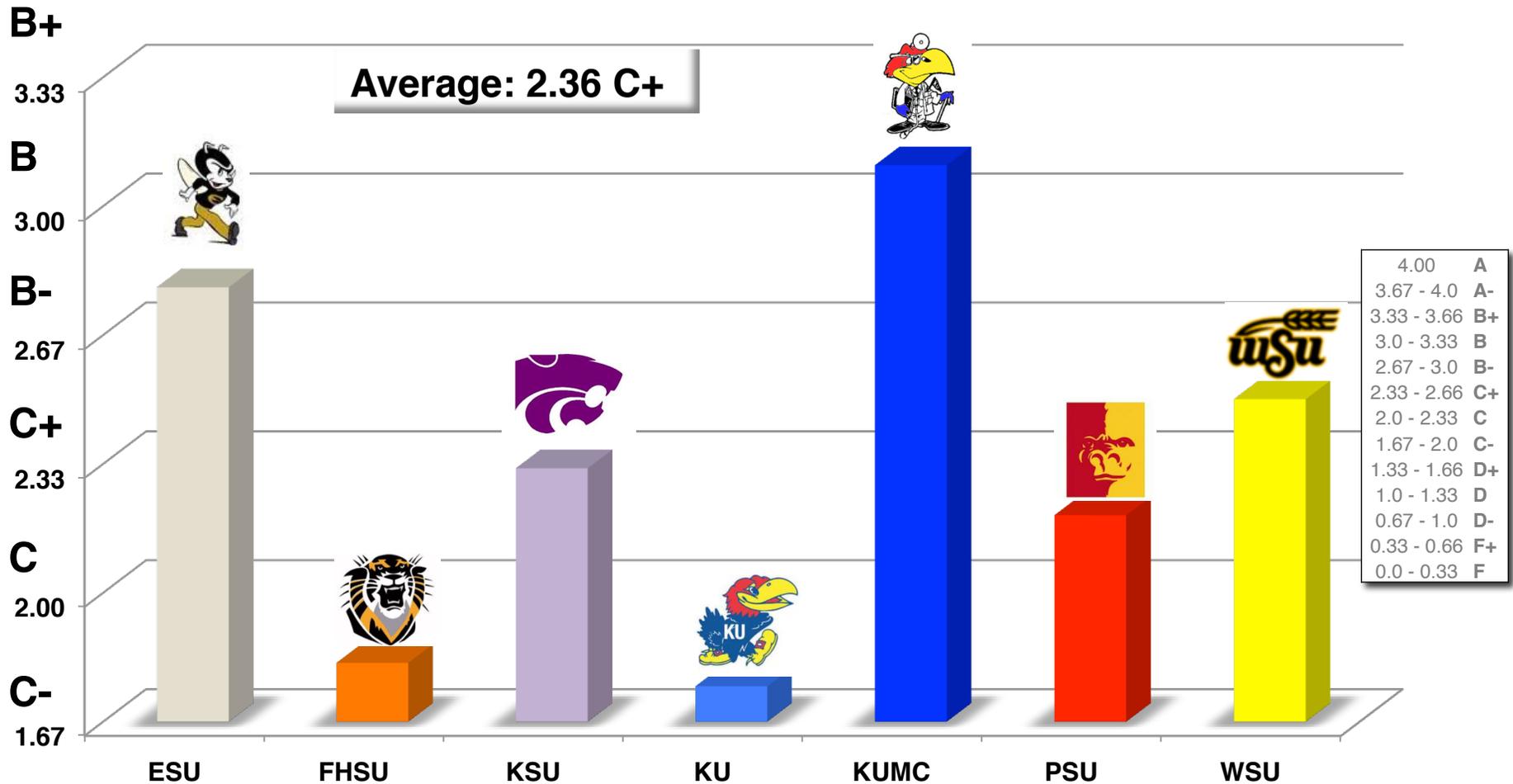


Statement #15C: The School or College discourages discrimination and fosters participation, inclusion and leadership by Part-Time Faculty:



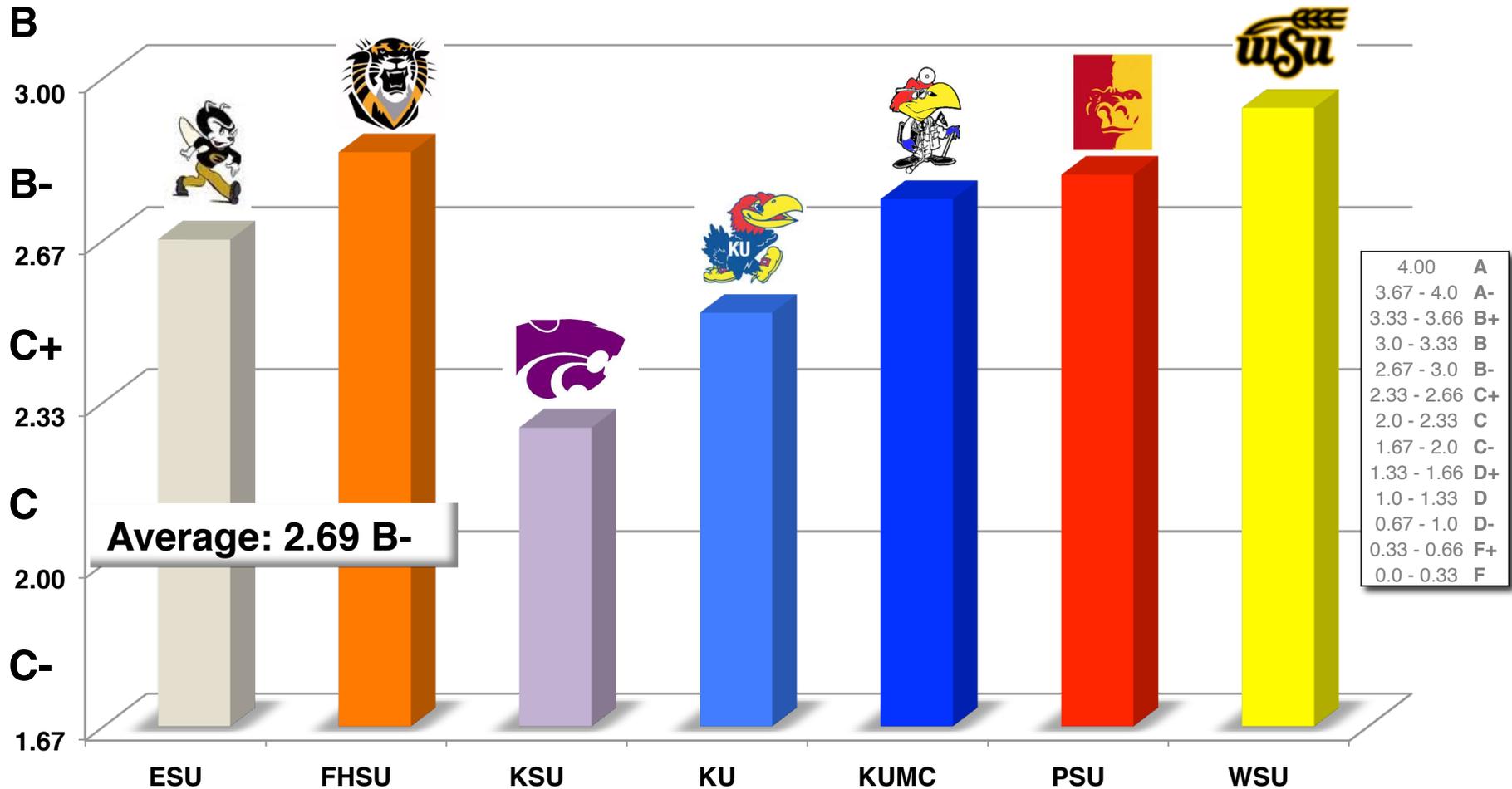


Statement #15D: The School or College discourages discrimination and fosters participation, inclusion and leadership by GLBT Faculty Members:



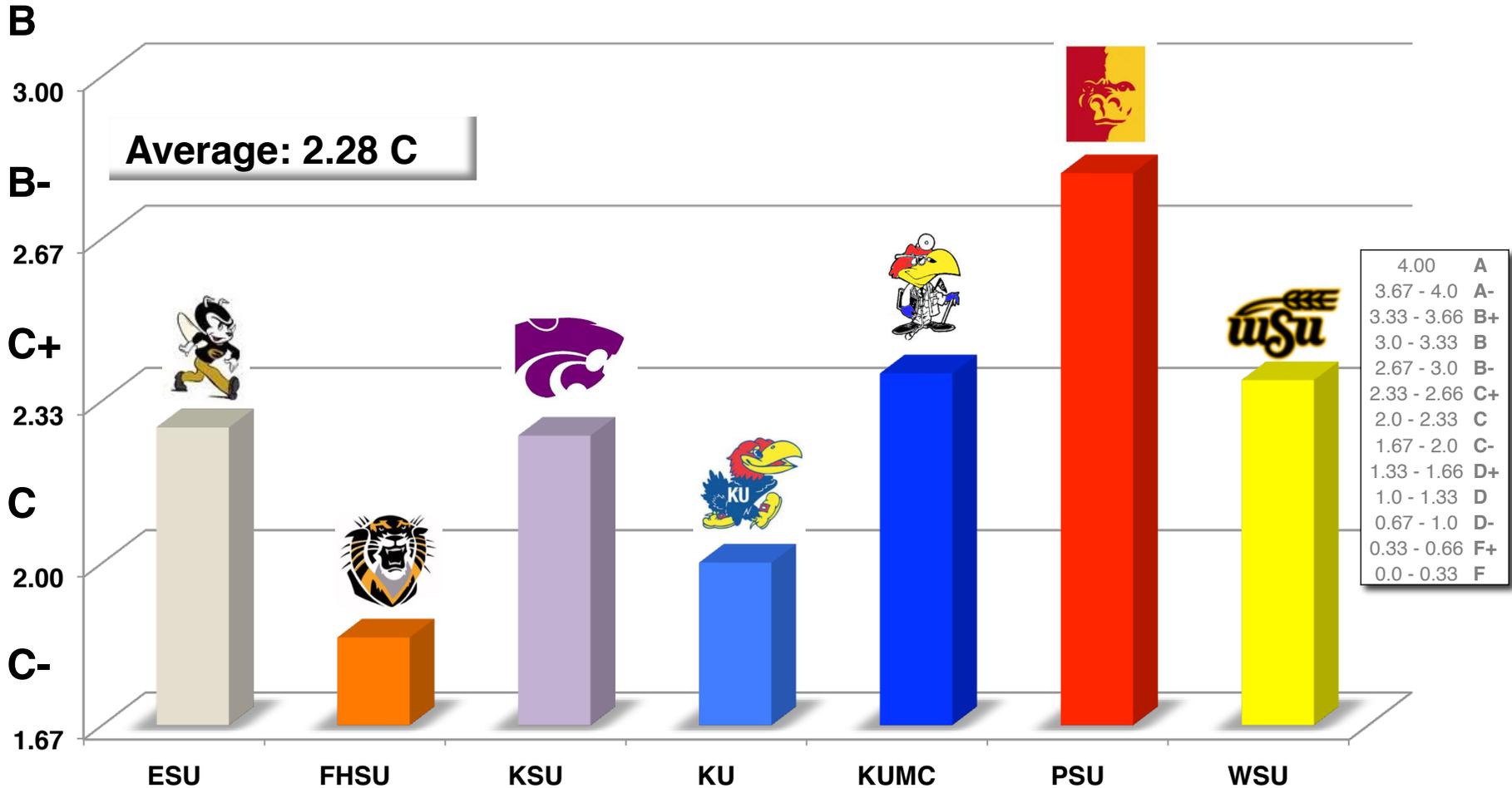


Statement #16: The Faculty responds expeditiously to requests from the Administration or Board of Regents for recommendations and action on institutional decisions.



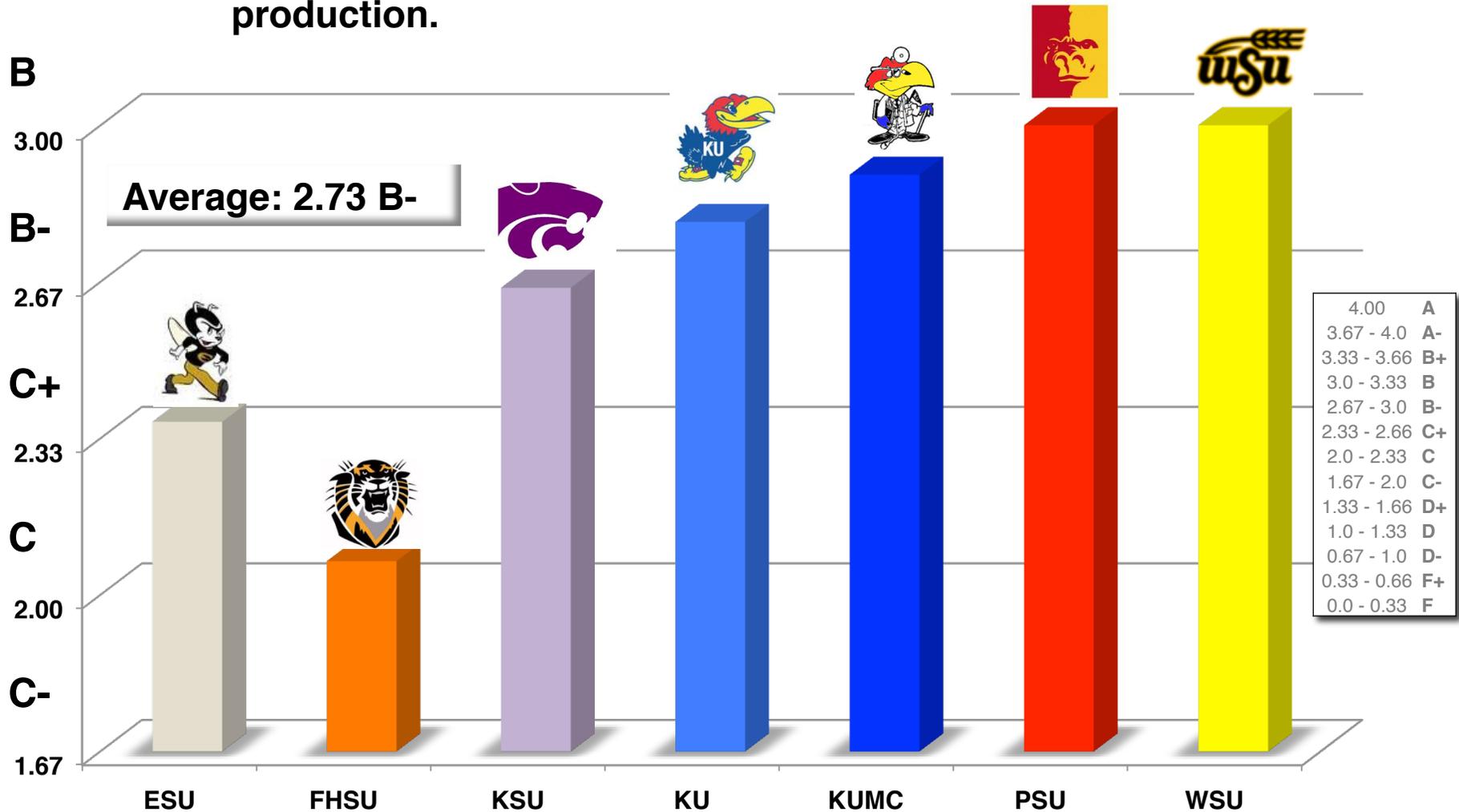


Statement #17: The Administration responds expeditiously to requests from the Faculty as a whole and individual Faculty members for information governed by KORA and decisions affecting the educational mission of the University.



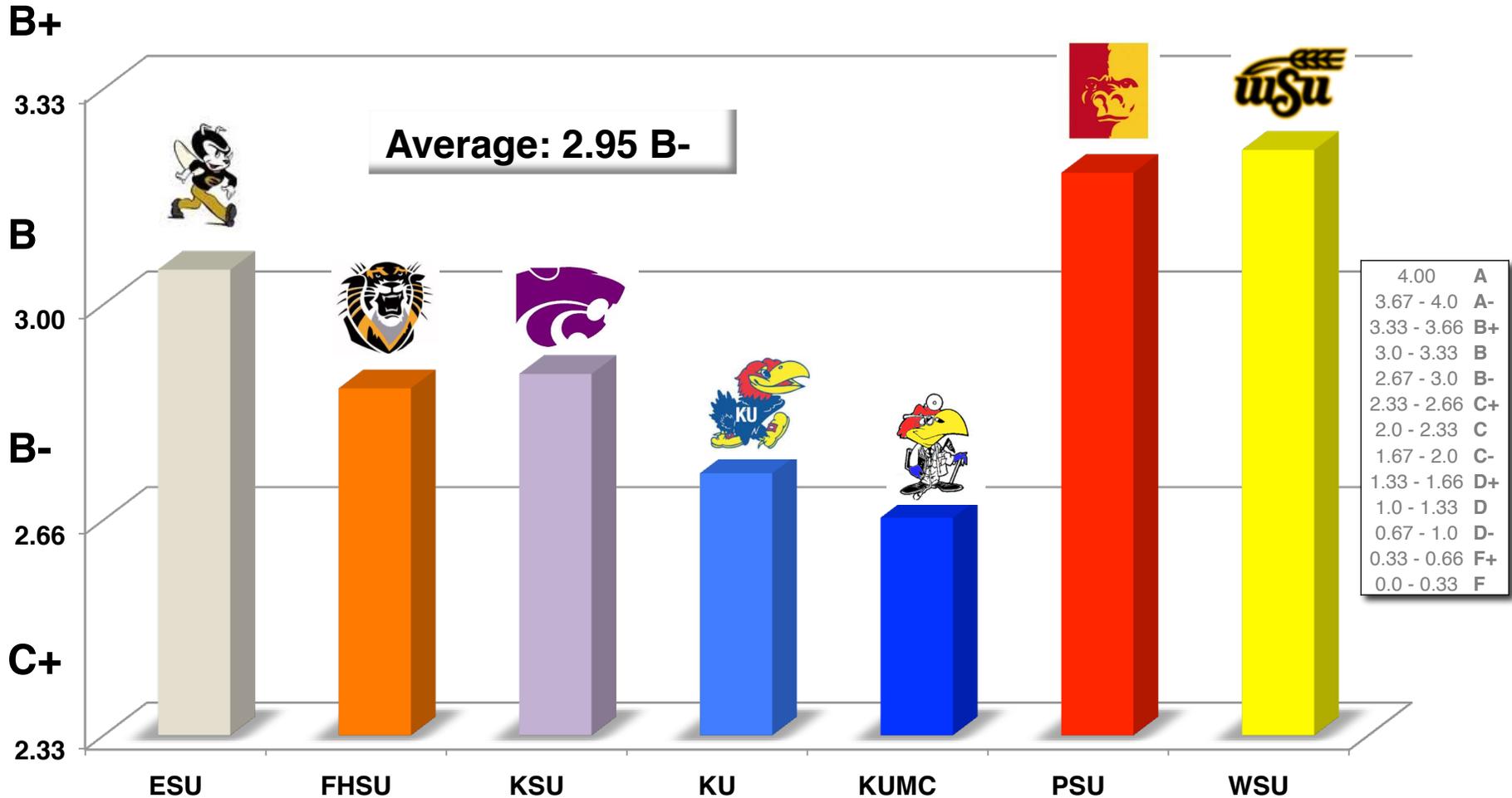


Statement #18: Faculty Committees determine educational policy, curriculum design, curriculum review and standards and procedures for evaluating teaching and scholarly production.



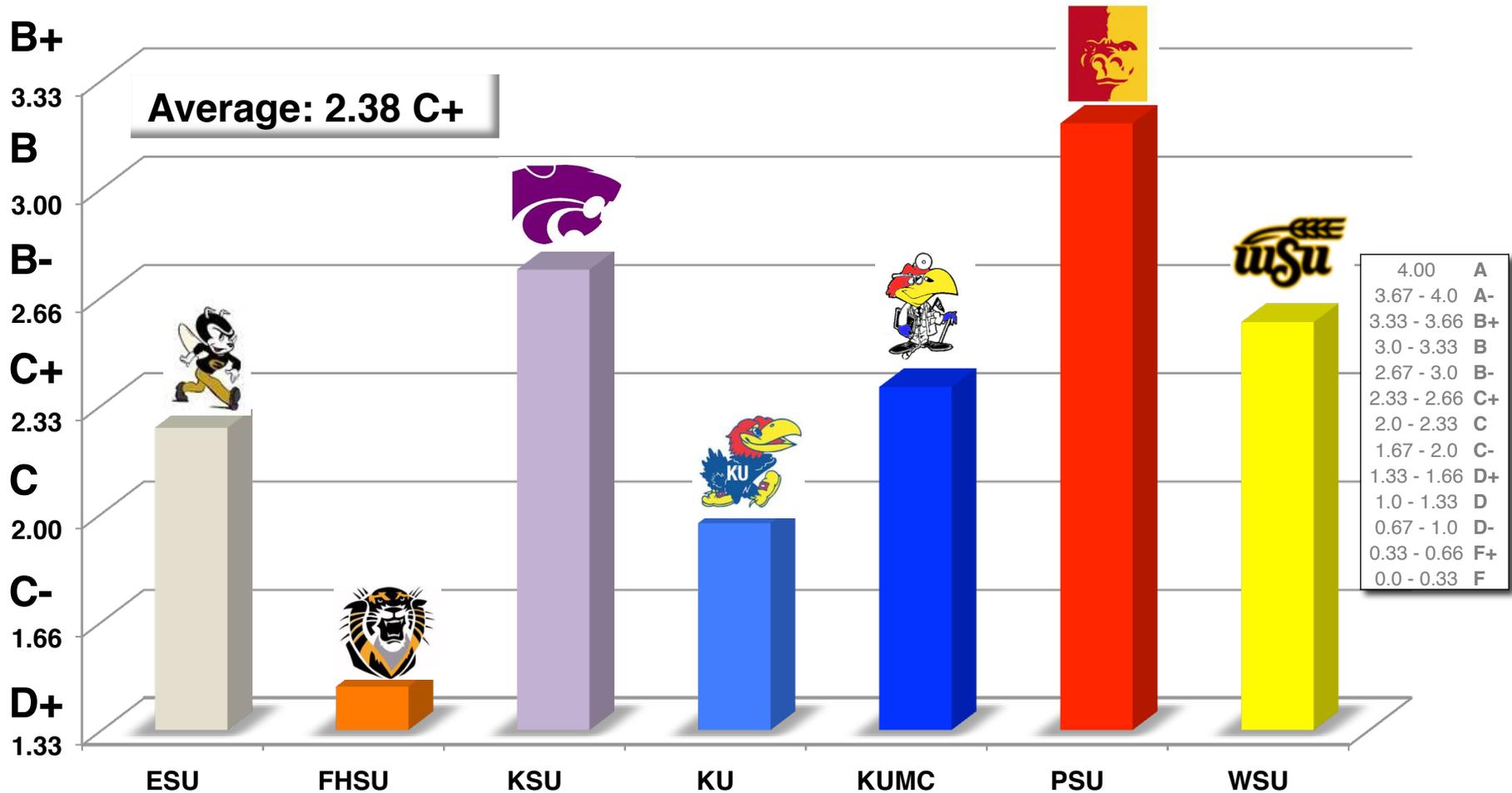


Statement #19: Faculty Committees determine standards and criteria for retention, promotion and tenure.



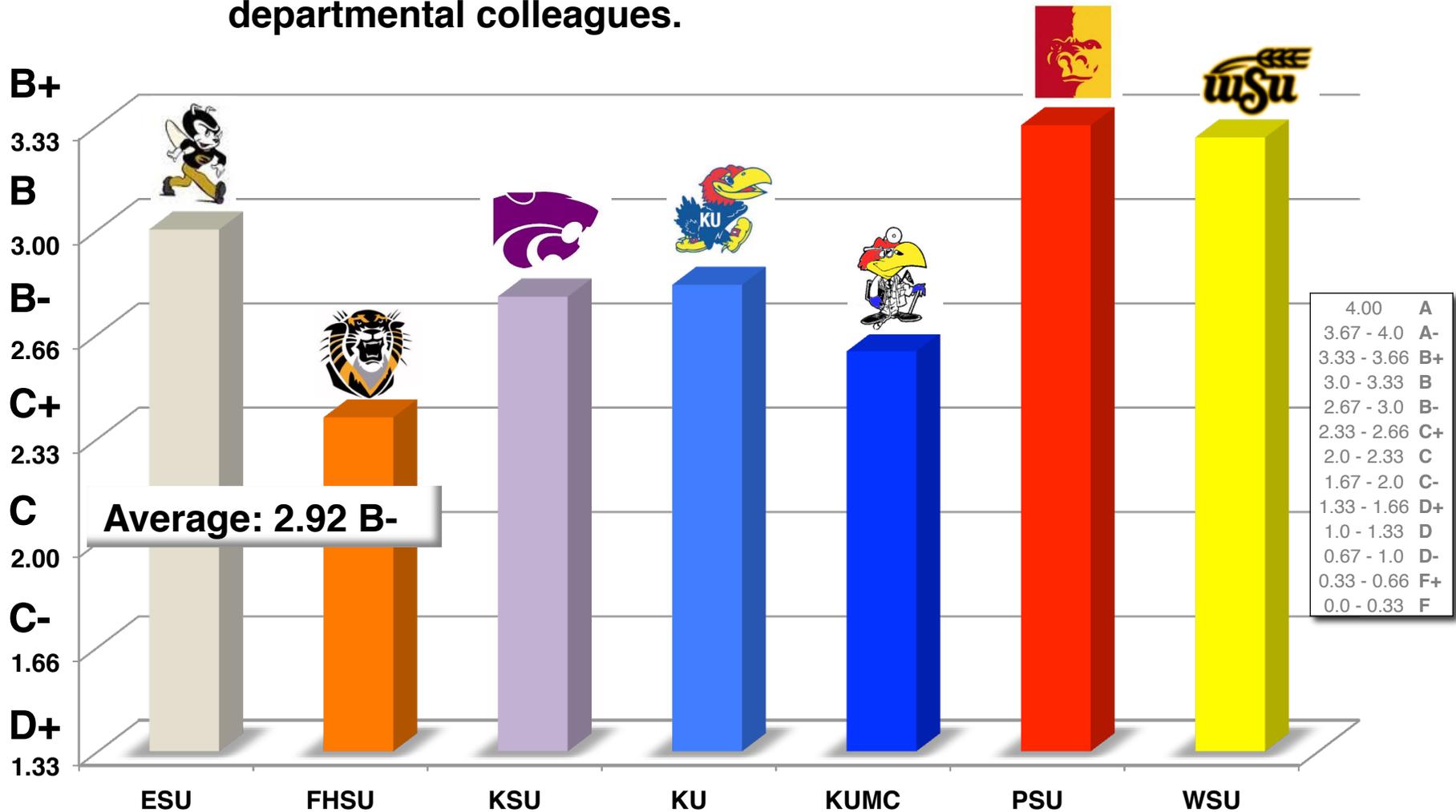


Statement #20: Faculty Committees are appointed by Faculty-governed bodies without influence by the Administration.



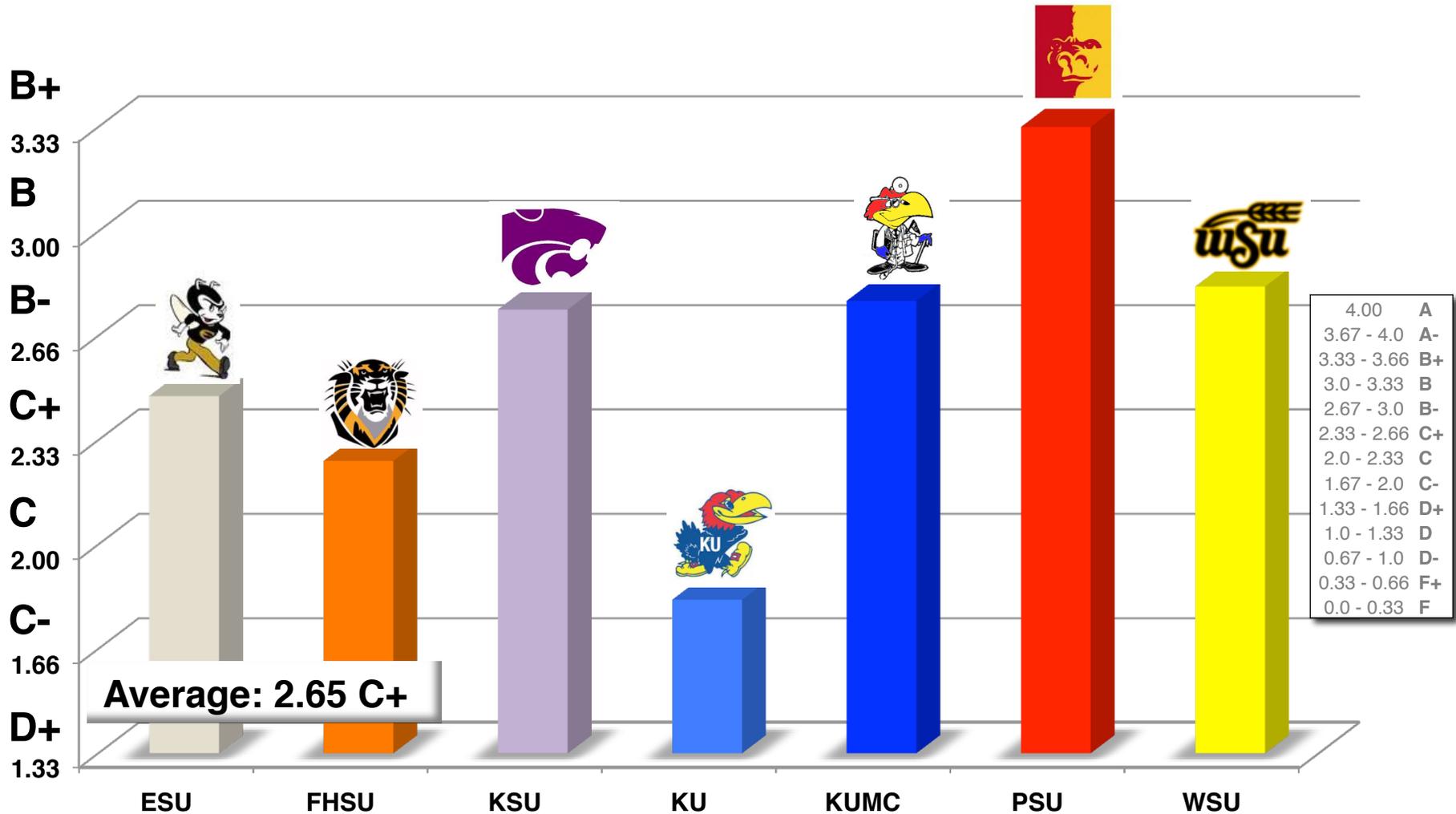


Statement #21: There are formal procedures at the Departmental or Unit level to give peers a voice in decisions on the appointment, retention, tenure, dismissal and promotion of departmental colleagues.



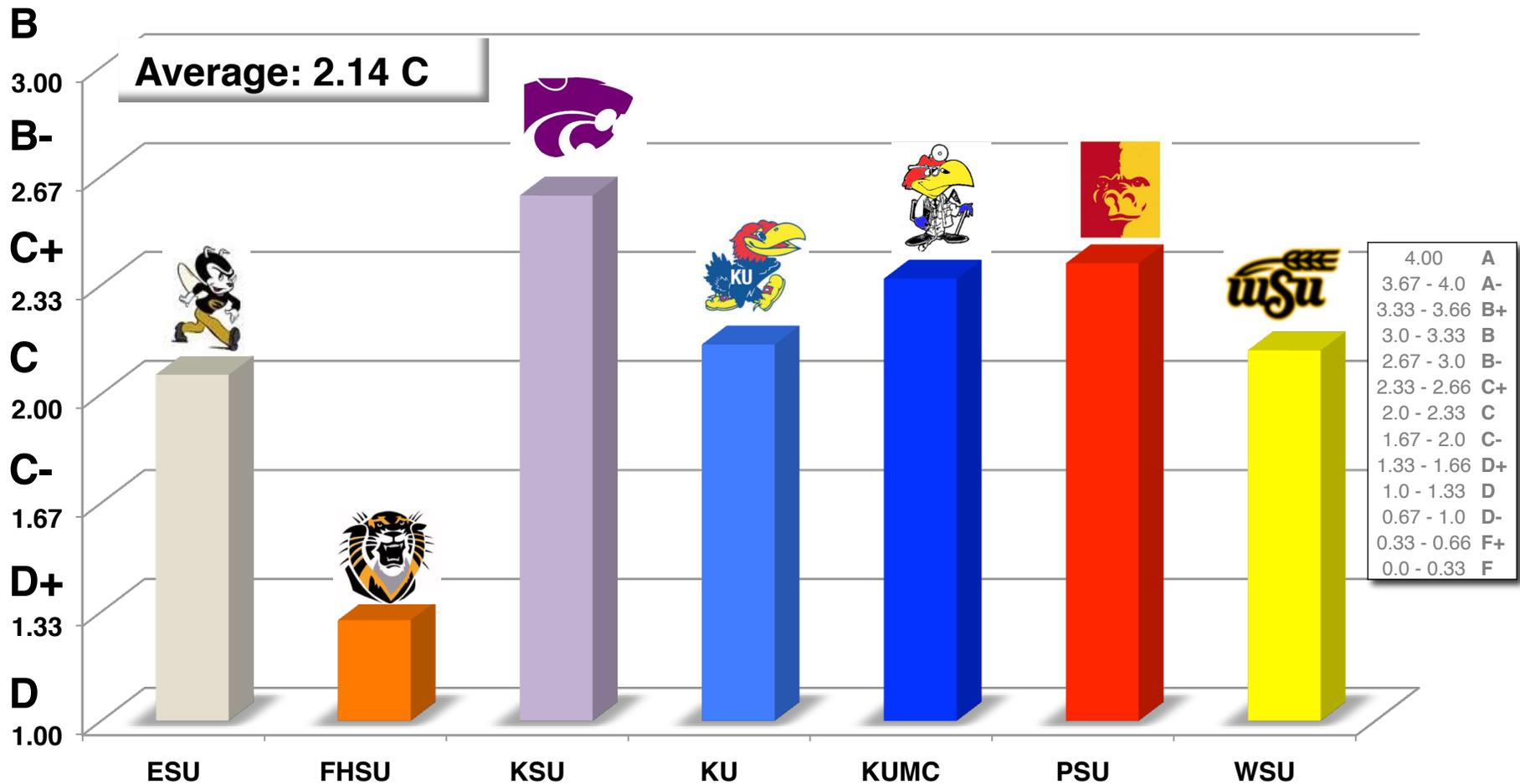


Statement #22: Faculty members are judged by the rules, regulations, policies and procedures which were in place upon their date of appointment.



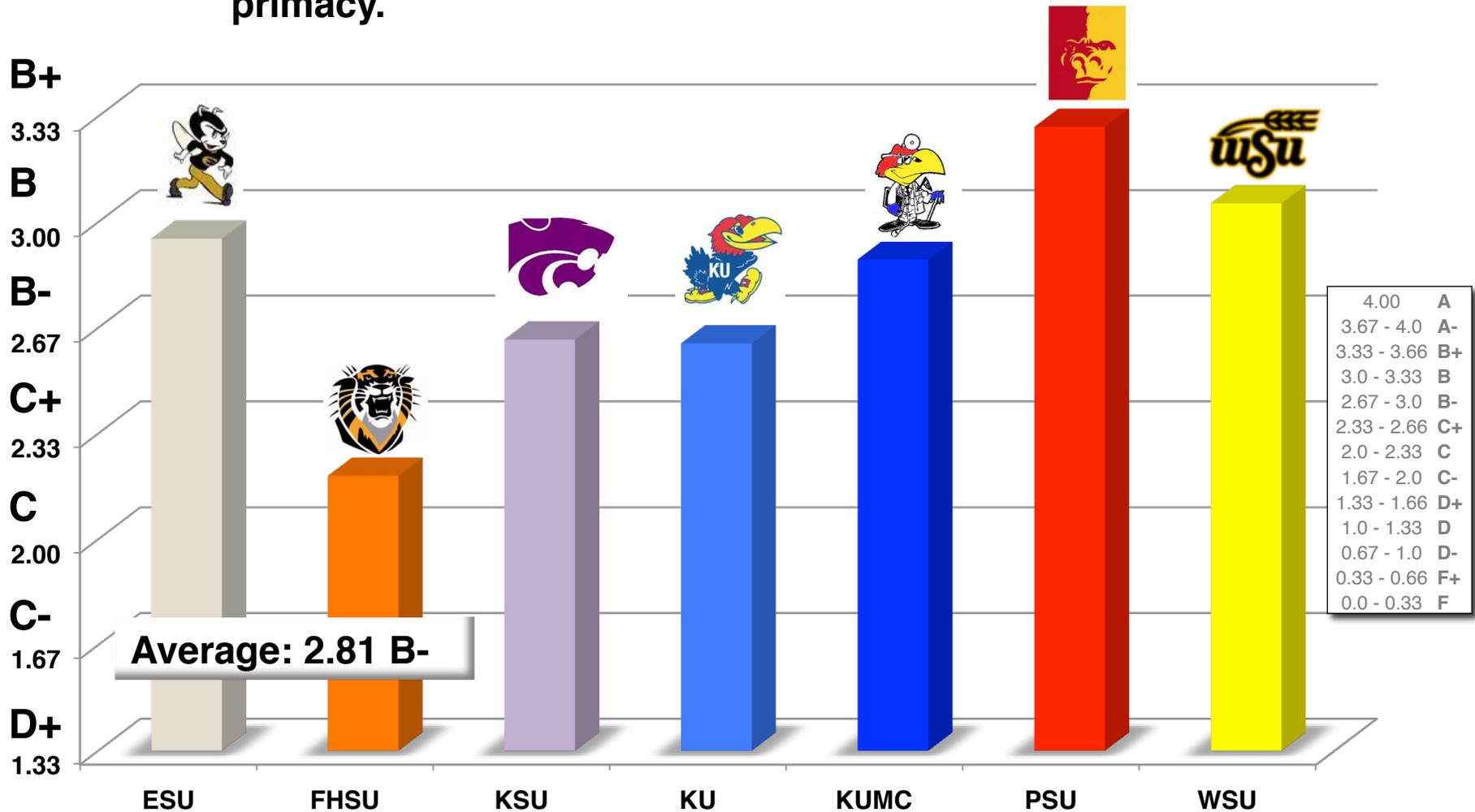


Statement #23: The Faculty determines criteria and procedures for conferring Faculty status on administrators, librarians, coaches and other professionals.



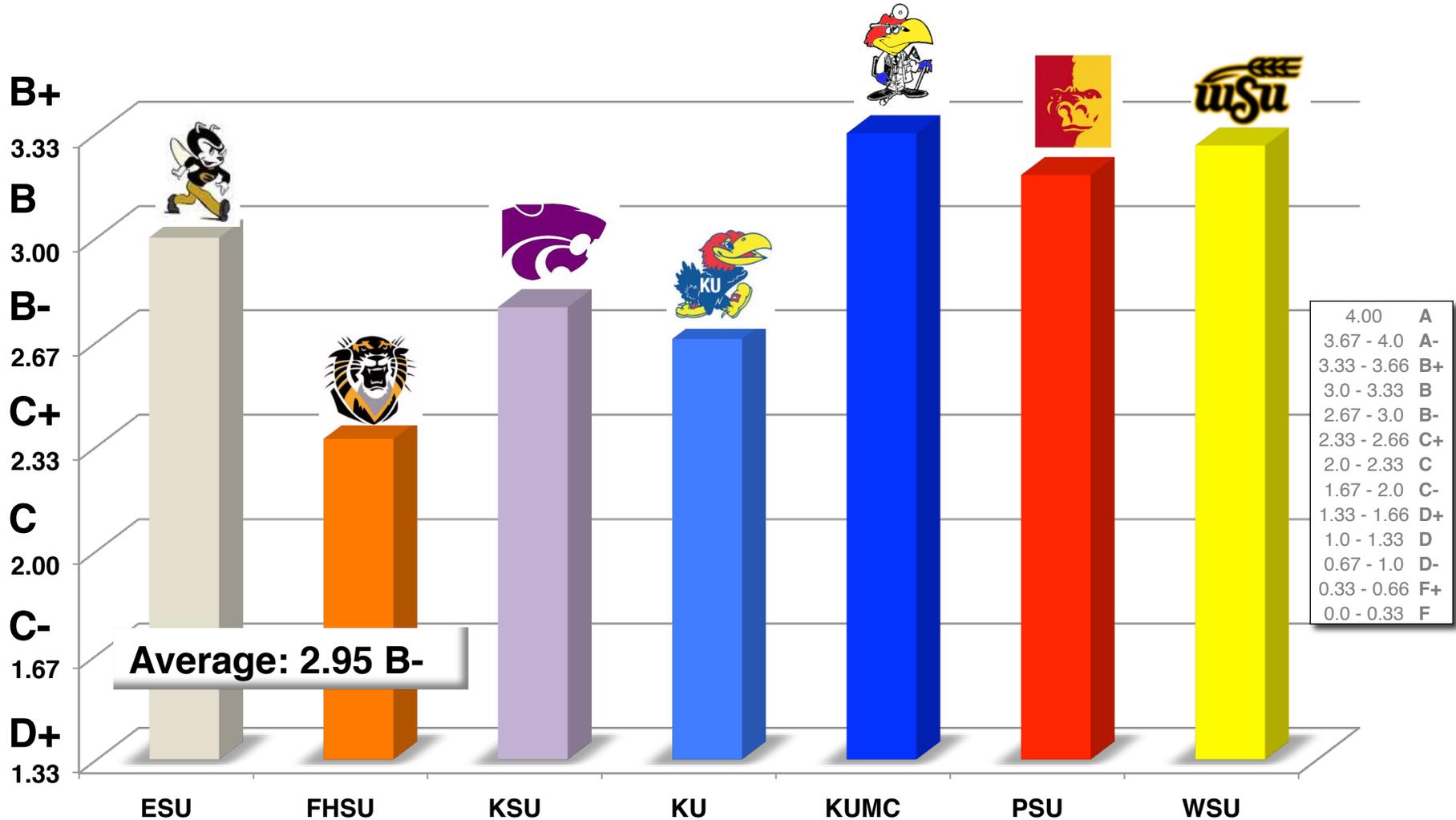


Statement #24: The Faculty sets agendas, chooses representatives, leadership and establishes procedures for committees that oversee those areas in which the Faculty has primacy.



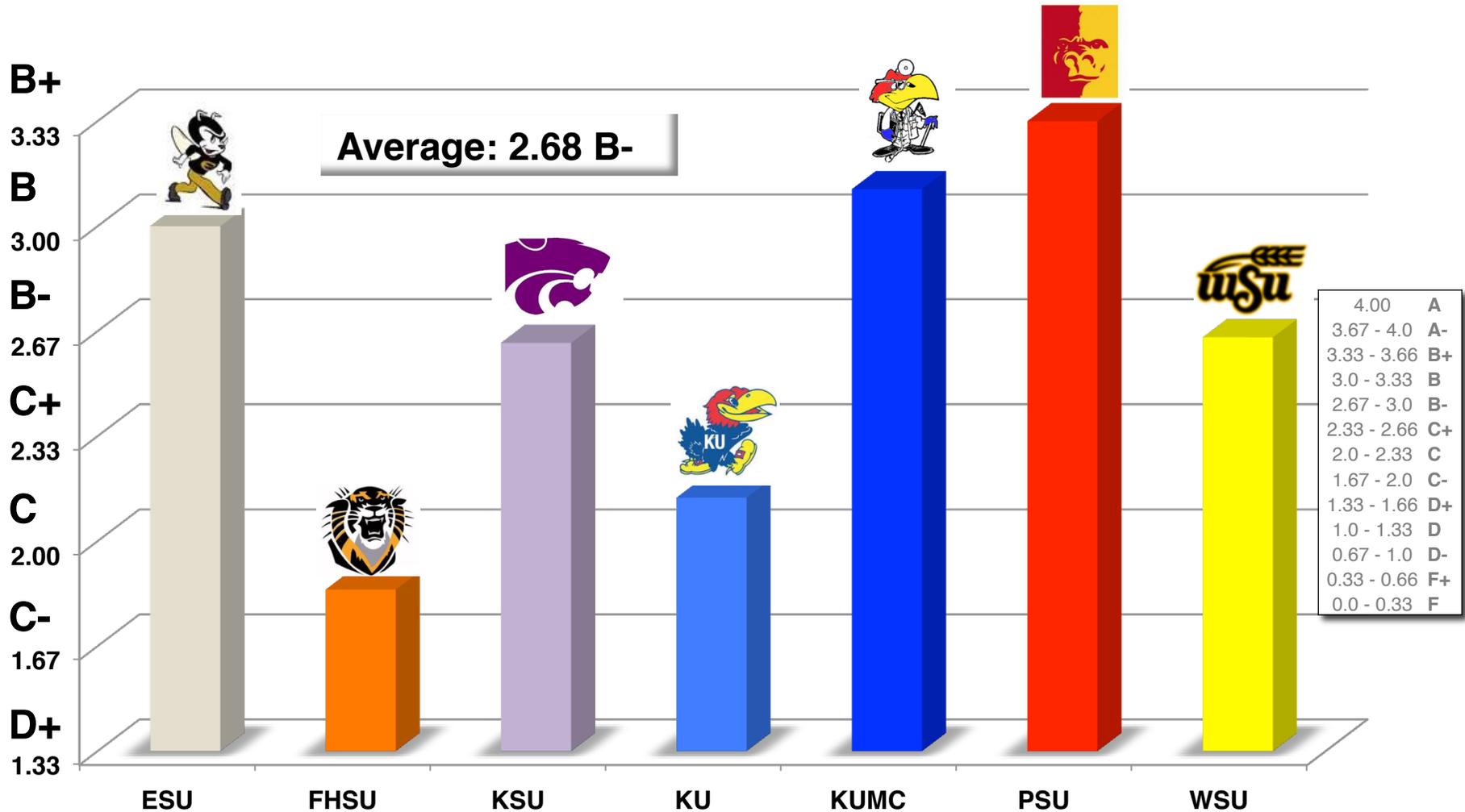


Statement #25: The Faculty periodically reviews and, when appropriate, proposes changes to the Faculty Handbook, senate by-laws at School, College and University-levels.



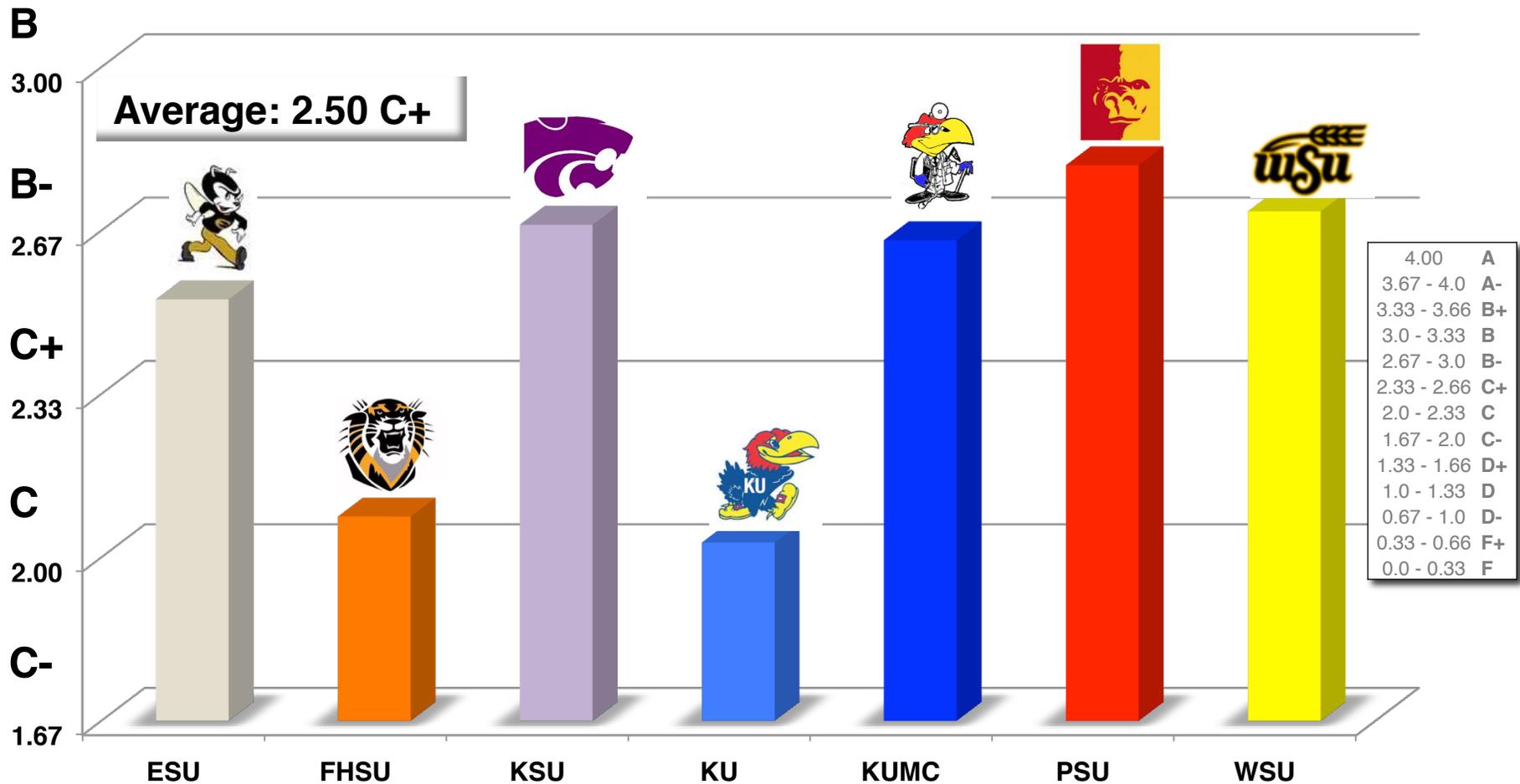


Statement #26: Since they may administratively overturn or override decisions and judgments of the Faculty, Administrators do not have votes on Faculty committees and legislative bodies.



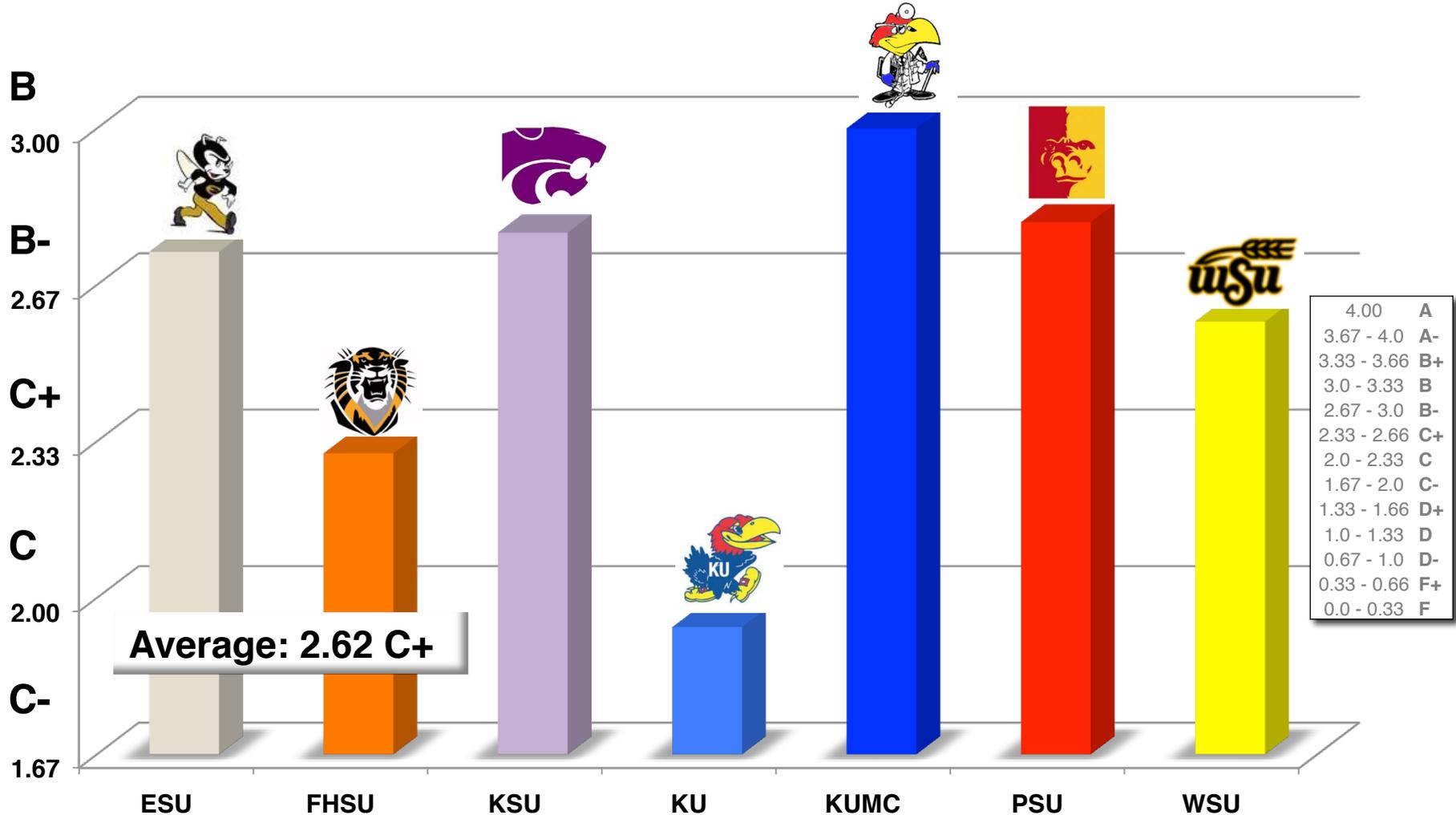


Statement #27: The Chancellor and Board of Regents use established mechanisms to ensure a Faculty voice in matters of shared concern, consulting either the Faculty as a whole or representatives who have been selected by the Faculty.



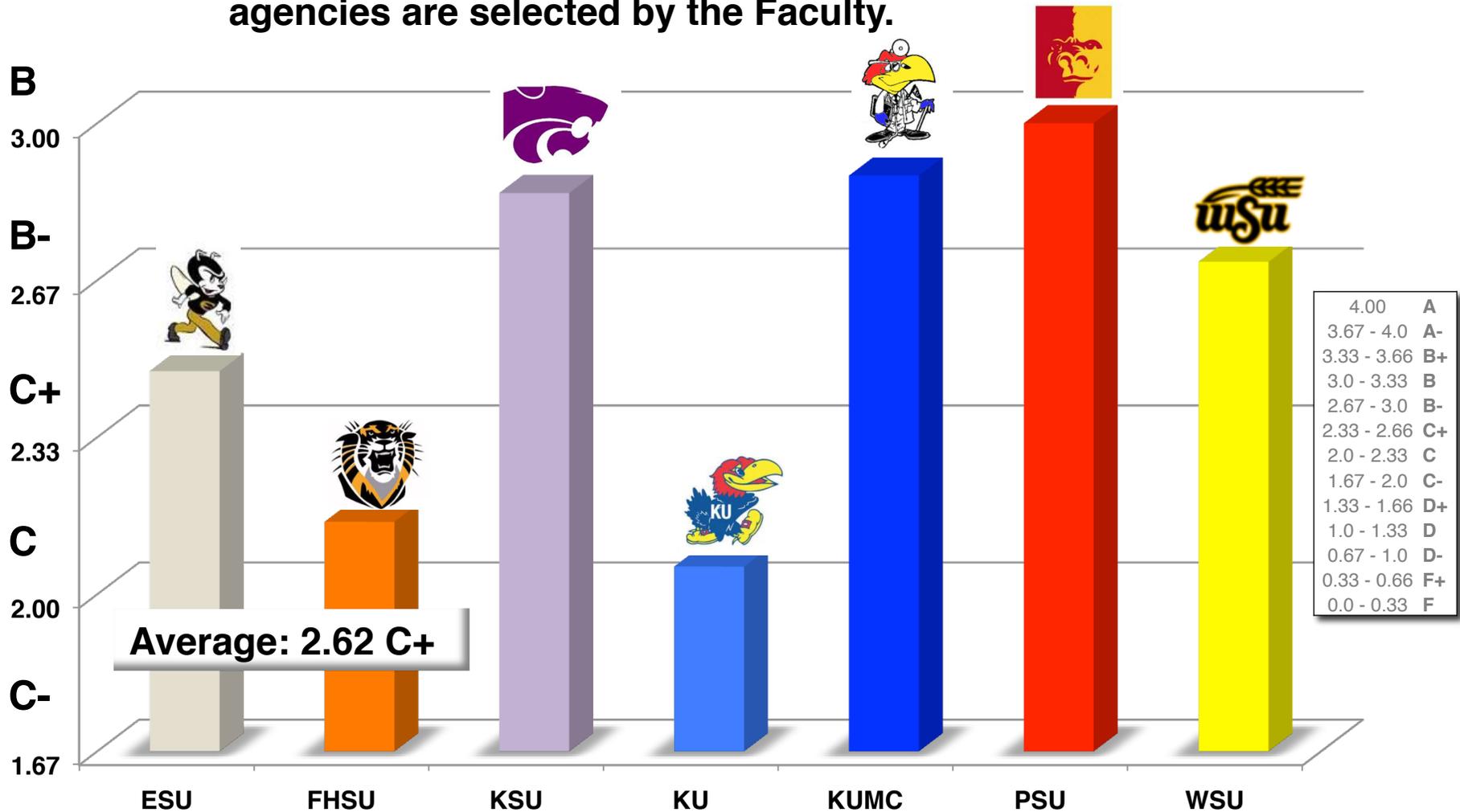


Statement #28: Faculty representatives to institutional committees, advisory boards and governing boards have adequate time to consult with their constituents before voting or making recommendations on important issues.



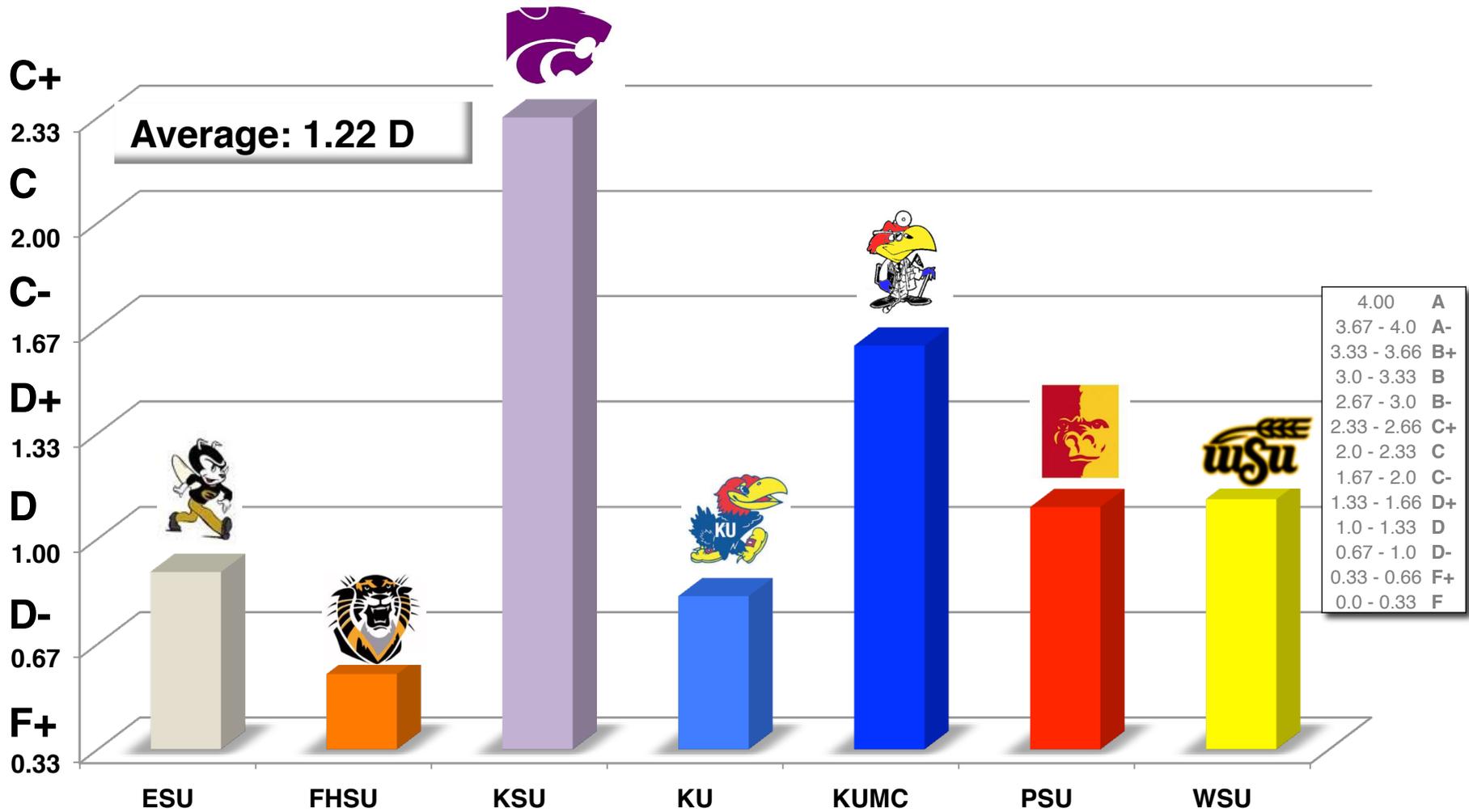


Statement #29: Faculty members who represent the Faculty on the governing board, institutional committees and advisory groups or who represent the institution to outside agencies are selected by the Faculty.



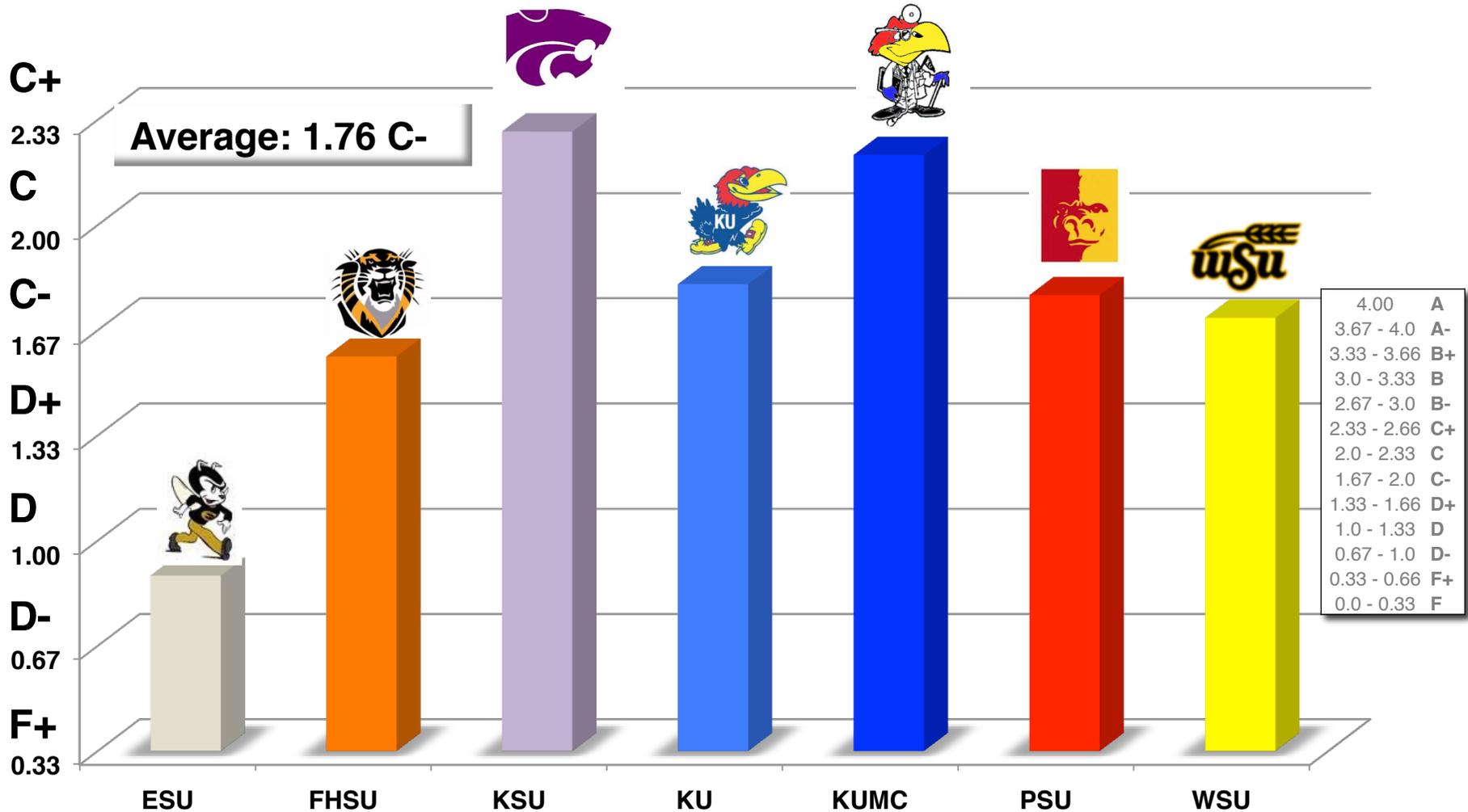


Statement #30: The Faculty has an influential role in developing an institutional budget.



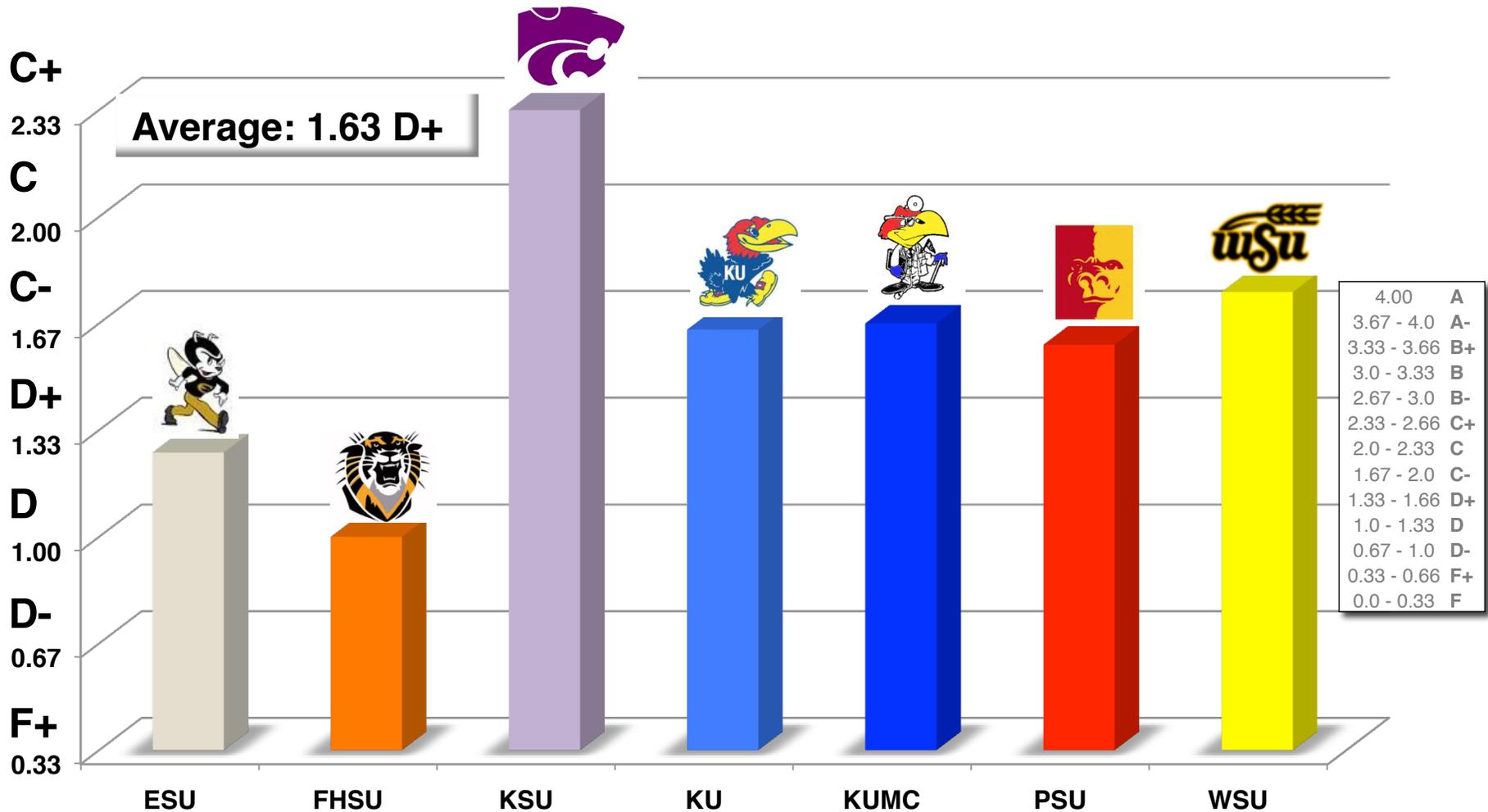


Statement #31: The Faculty shares with the Board of Regents the primary responsibility for selecting a Chancellor or President.



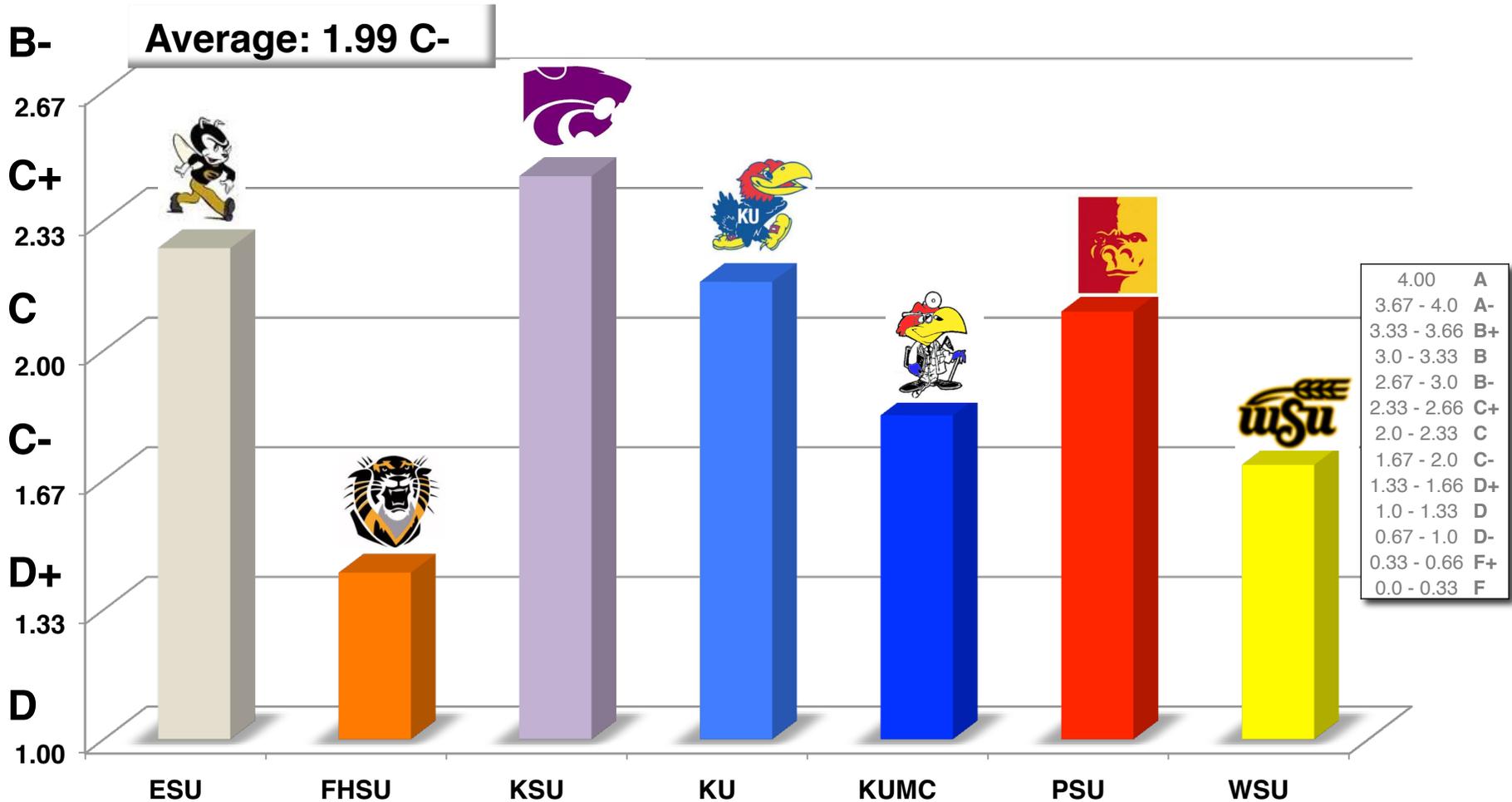


Statement #32: The Faculty has a strong influence on the selection of academic administrators.



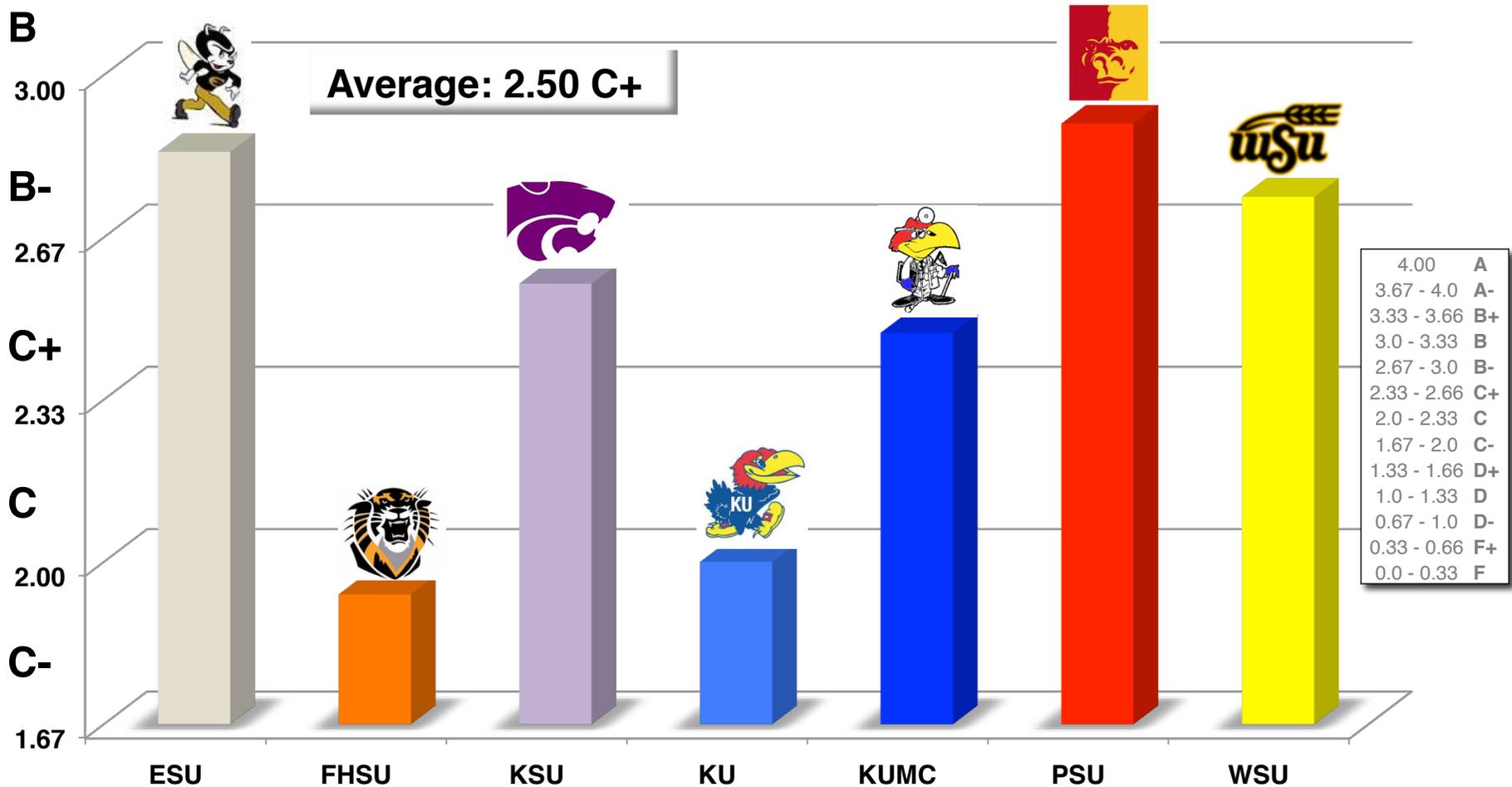


Statement #33: Faculty Participation influences the evaluation of academic administrators.



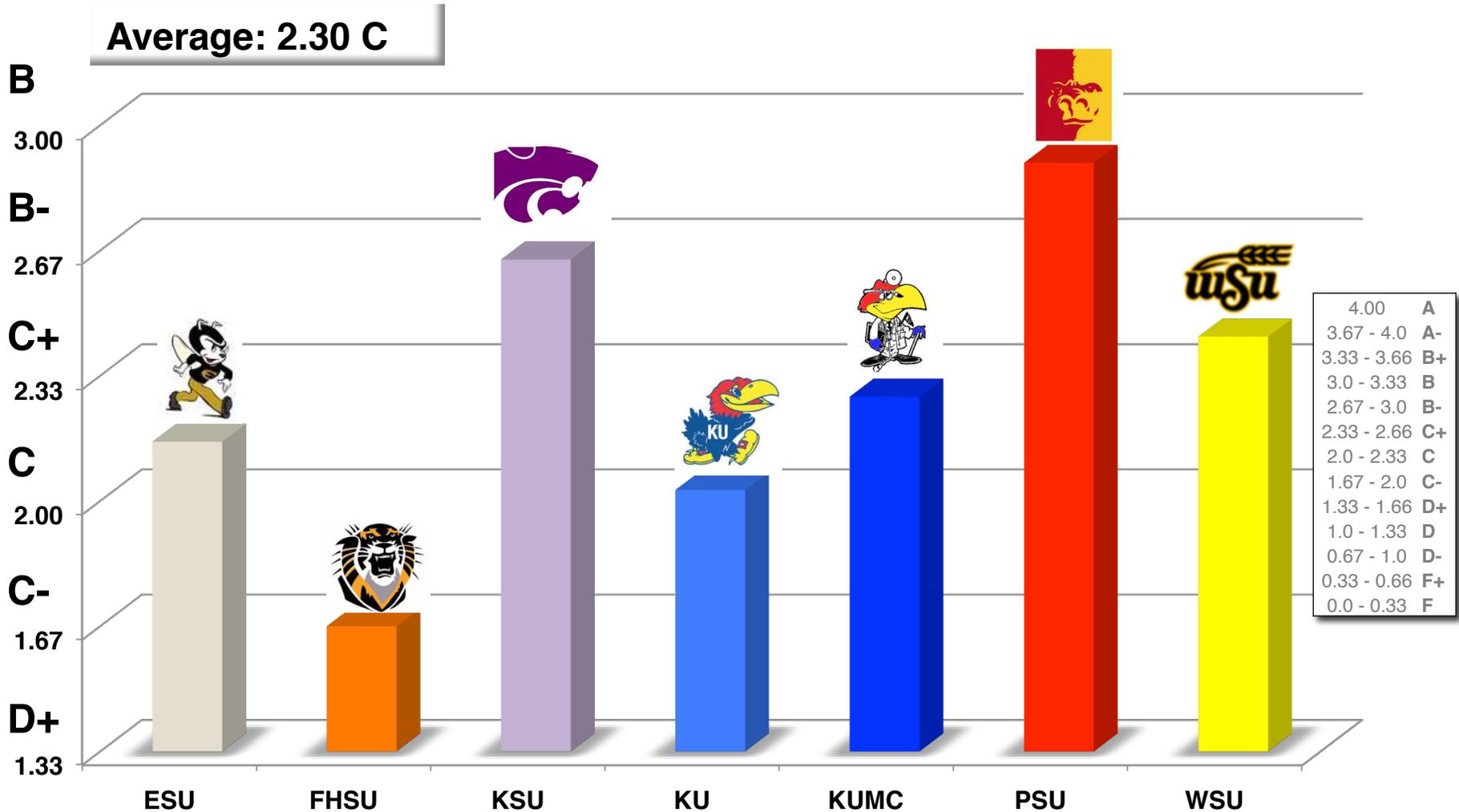


Statement #34: Faculty representatives to the various senates, institutional committees and other representative bodies keep their constituents informed of the agendas of those bodies and solicit input regularly.



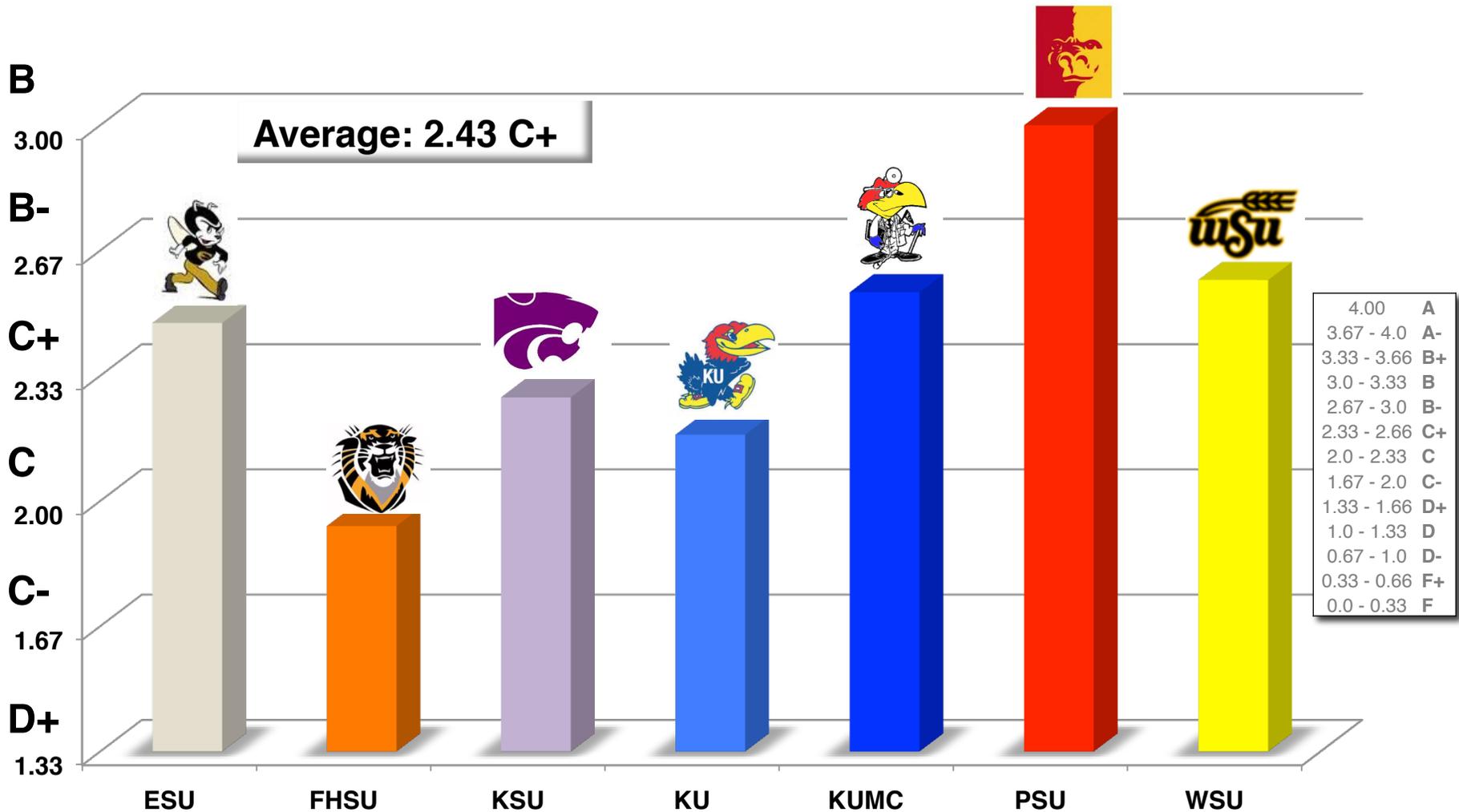


Statement #35: Overall assessment of the system of Faculty Governance (as part of shared governance):



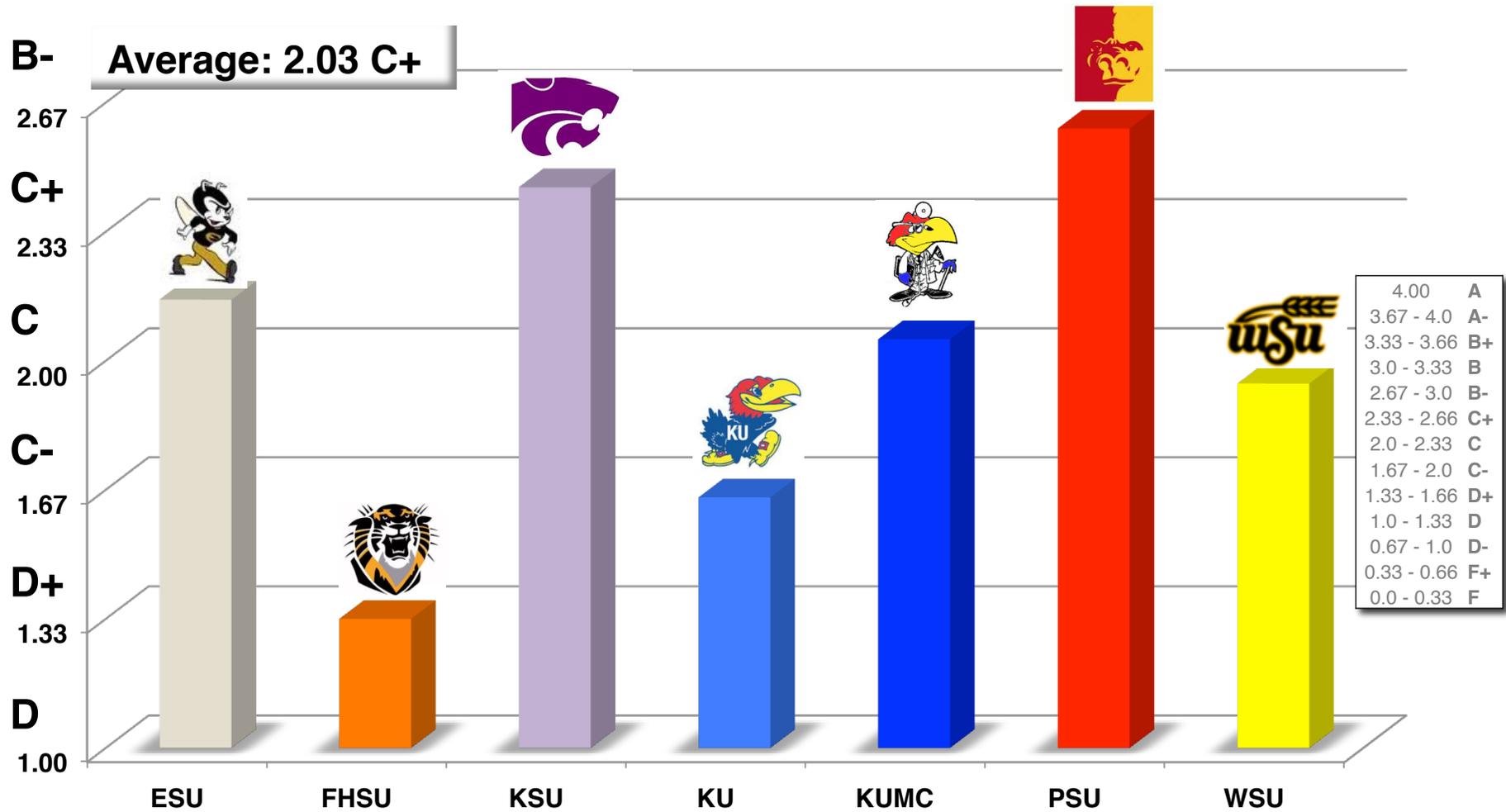


Statement #36: Overall assessment of the Faculty as a whole in fostering good governance practice



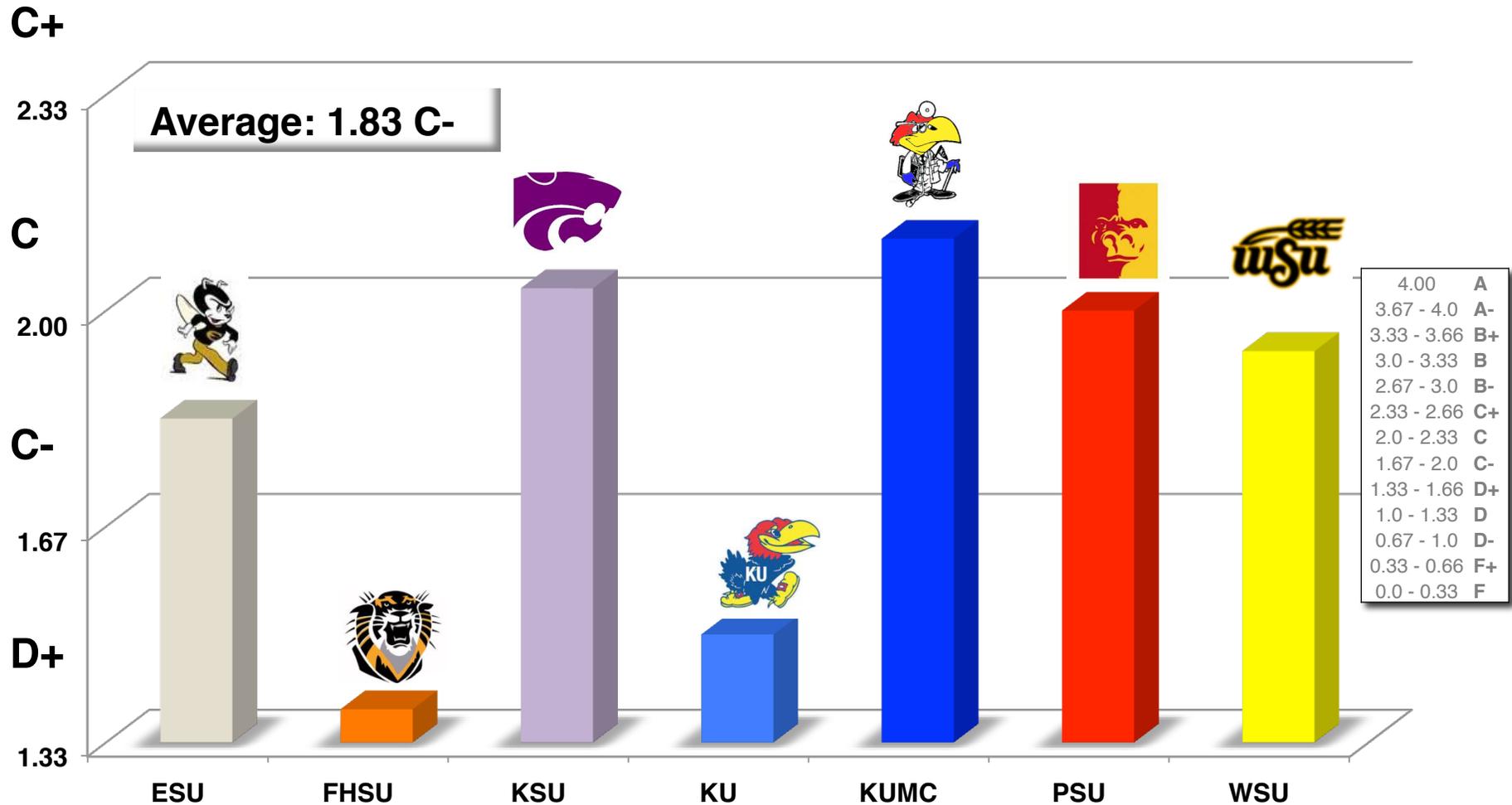


Statement #37: Overall assessment of the Administration in fostering good governance practices:



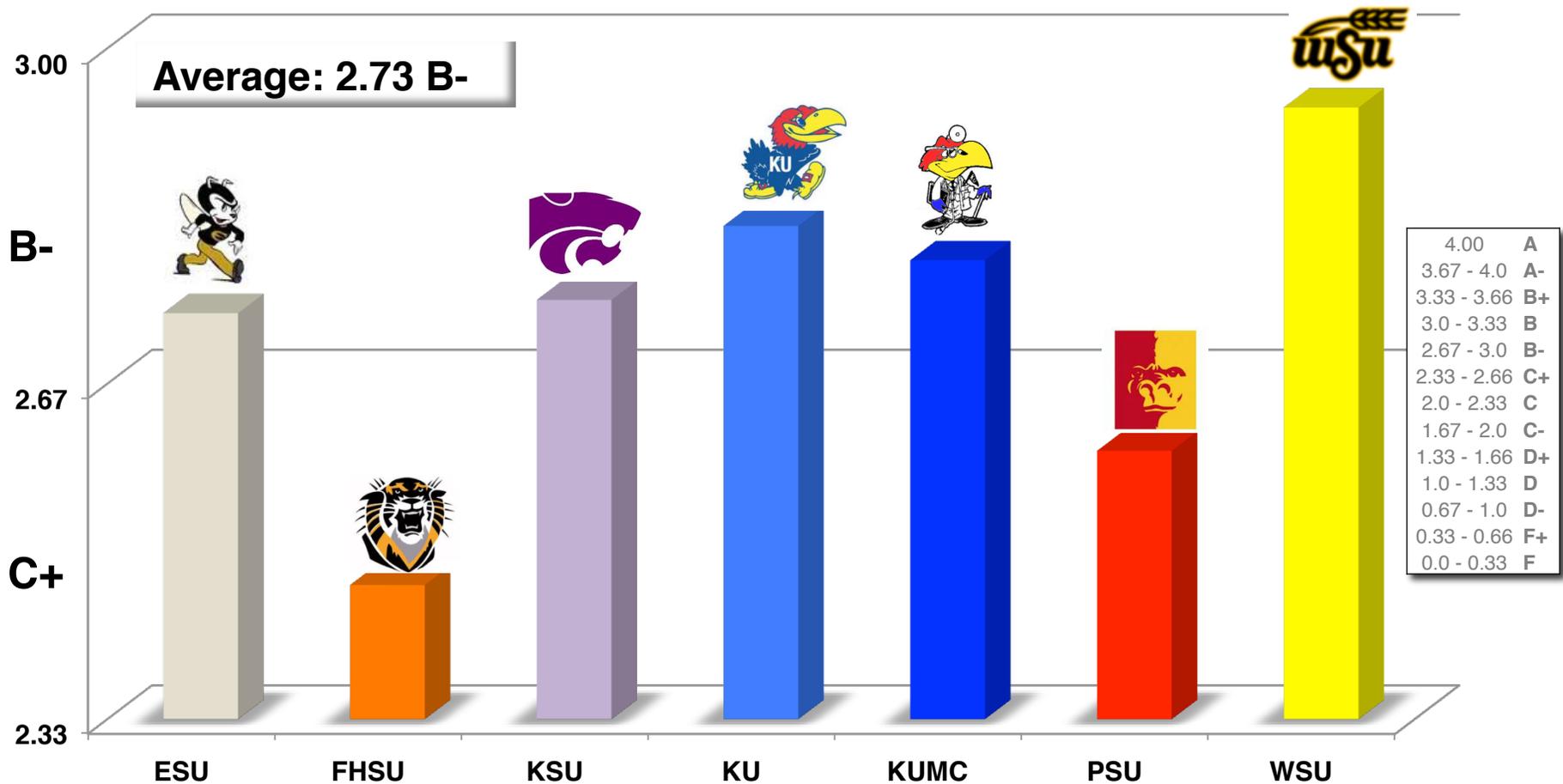


Statement #38: Overall assessment of the Kansas Board of Regents in fostering good governance practices:





Statement #39: Overall assessment of Surveyed Faculty members themselves in fostering good governance on campus:



Section 5

Comments by Faculty about aspects of Governance at their own institutions

Faculty Comments about Governance at Each Institution:

Emporia State University



- *Difficult to say yet what our new President and (acting) Provost think about "shared governance."*
- *Too much top down. Illusion of shared governance.*
- *KBOR completely ignored faculty AND administrators when mandating "seamless articulation" of Gen. Ed courses w/ o quality assurance and continue to parse this with other courses.*
- *Dissension is ignored and discouraged and those opinions disagreeing with the majority are dismissed. Too much emphasis on conformity rather than true interaction between faculty and administration.*

Fort Hays State University



- *It is lacking*
- *The Faculty at FHSU has no say or has it - but it has no impact. KBOR is far from Hays & its influence should be greater & faculty should have more input.*
- *Shared Sacrifice? 1. President record (? Sic.) -ed a 14% pay increase. 2 Return President recover years salary plus he's full time as professor*
- *Some of my answers reflect Department-Specific environments, not the University as a whole*
- *I strongly believe in faculty governance. However, our university has widespread apathy and denial of the benefits it has created for them. They take our AAUP Chapter for granted.*

Kansas State University



- *Good place to work*
- *We just went through a dean search. To my dismay, faculty members went to great lengths to silence those who disagreed with the mainstream candidate. I was embarrassed that faculty who were up in arms from such behavior from administrators turned around and behaved so unprofessionally. AAUP should be censoring such faculty members.*
- *I am a leader plus volunteer frequently to serve.*
- *Our President tries hard, but our Provost does not understand shared governance. I'll never forgive the Board for giving our last president a huge severance package! He did nothing to promote shared governance.*



The University of Kansas Main Campus and Edwards Campus

- *Rubber stamp of admin. Decrees*
- *Tough place for academic freedom -- faculty are scared*
- *Anti-GLBT discrimination is the norm in the unit and school levels quite often. A blind eye is turned at the university level. Anti-black discrimination is a close second... but it's always surreptitious -- see staffing #'s for proof of both assertions*
- *Much talk of "shared governance" actually quite top-down*
- *See last year's debacle for support of my #'s on diversity, especially WRT GLBT issues*
- *Many people are too overworked to have time to participate in governance*
- *KU Provost has fostered a top-down micromanagement approach that intrudes on autonomy of academic units and creates excessive demands on faculty time for compliance.*
- *University ok, but school is fundamentally homophobic. GLBT-beware of parts of KU.*
- *Jayhawk Blvd is an abyss separating faculty from administration. Faculty governance not strongly influenced by a desire for excellence quickly becomes arduous. See last issue of Scientific American*
- *It's much weaker than it used to be. Faculty and students used to have more say in determining University policy. University Administration is ever more high-handed.*
- *Shared governance has disappeared under Provost Vitter and Chancellor*
- *Why should I apply for promotion at such a corrupt institution?*
- *This is a culture in which everyone goes about his/her business. In some schools (mine) there is little or no support for faculty research and faculty are too overwhelmed trying to keep up, have little time or energy for the institution as a whole.*
- *I have not taken an active role in governance recently, but did during my first years @KU. Ill begin phased retirement next Fall, so turn to younger colleagues to carry mission forward.*

Faculty Comments about Governance at Each Institution:

The University of Kansas Medical Center

- *Faculty governance is weak or non-existent.*
- *Currently, it is a very malignant environment*
- *Some dean overturned faculty decisions with respect to P&T...unreadable...*
- *Schools of medicine are completely run by department chairs and dean. "if you are running a prison, you don't consult the inmates"*
- *Poor*



Pittsburg State University



- *I do not have the information to answer #5 and #11*
- *We seem to be especially preoccupied with measuring subjective phenomena that cannot be measured in an objective fashion*
- *Thanks to the dedication of the concerned faculty during the '70's, PSU is very lucky to have a chapter of KNEA. I'm very proud to be a member and have been active in shared governance. Good luck with this endeavor*
- *Many of these things I do not know much about. But there is room for improvement in most areas.*
- *I am very disturbed by the influence of the K. Brothers in the movement toward privatizing education. The money they have given to the university has given them too much influence*
- *We are a unionized campus (PSU-KNEA). It makes a tremendous difference.*

Wichita State University



- *Autocratic*
- *I tried. I failed. I am discouraged. Now I cultivate my garden*
- *Too many administrators (sic.). Bottom line has become more important. Very high faculty work loads. Rise of non-tenure track faculty members.*
- *Only a few faculty are selected by Admin. To support them. Admin. Gets away with serious violations of shared governance & faculty due process rights.*