

IS THE UNIVERSITY REWARD SYSTEM UNDERMINING THE INSTITUTIONAL MISSION STATEMENT?

Panel Members

Panel Chair: Debra A. Haley, Ph.D.
Southeastern Oklahoma State
University

Panel Participants:
George Belch, Ph.D.
San Diego State University
Dennis E. Clayson, Ph.D.
Montana State University
Craig Kelley, Ph.D.
California State University at
Sacramento
Micol Maughan, Ph.D.
Fort Hays State University

Purpose

Universities across the nation have invested considerable resources in the development of mission statements and leadership programs. Does the allocation of monetary resources support the mission statements developed by administrators, faculty, students, and the community? Many times we must conclude that rewards are quantitatively based while our goals remain qualitatively stated and measured.

Rationale and Format

The panel members will address a select group of stakeholders in the university arena and frame the major conflicts resulting when monetary resources do not support or reward stated mission goals and objectives. This forum will provide considerable opportunity for audience participants to share their concerns and proposed solutions. An example of the breadth of the issues the panel is committed to addressing is highlighted in the following:

Stakeholders

Administrators
*University
*School
Faculty
Students
Community
Business Community

Stakeholders

Administrators
*University
*School
Faculty
Students
Community
Business Community

Stakeholders

Administrators
*University
*School
Faculty
Students
Community
Business Community

Criteria Desire to be Judged by

Quality (on all fronts)

Excellence in Teaching and
Research Services
"Uniqueness" "Special"
Close Ties or No Ties
Being "supportive"

Rewarded by

Body Count

Efficiencies not
Effectiveness
Grade → Job not Knowledge
Cultural or Athletic Events
Benefits Exceeding Costs