



President's Message: Living the values in our strategic plan

Posted: Friday, January 06, 2017 Posted: 10:51:55 AM CT

As we begin 2017, I'm encouraged by major developments to align faculty and staff evaluations and awards with the core values of the university's strategic plan. The values are:

- Seizing opportunities
- Success for all stakeholders
- Diversity of culture, thought and experience
- Adaptive approaches
- Teamwork
- Positive risk-taking

The annual Faculty Activity Record this year, for the first time, includes a major section on positive risk-taking.

In the same spirit, the Office of Academic Affairs has created two annual risk-taker awards that come with \$2,000 grants for faculty "who can demonstrate that they have taken an individual risk (or risks), that eventually led to success and learning."

One is for full-time faculty in their first six years; the other for those beyond six years. Here's how risk-taking is defined for award consideration:

"Indicators of risk-taking include: developing unique applied learning or research experiences for students; pioneering interdisciplinary curricula with others outside of the nominee's college; capitalizing on relevant trends that increase quality educational opportunities in a distinctive way; accelerating the discovery, creation or transfer of new knowledge via inventions, innovations or technologies that are market-driven; empowering students to create a campus culture and experience that meets their changing needs; and enhancing learning via the creation of a campus that reflects – in staff, faculty and students – the evolving diversity of society."

➔ VISION
Wichita State University is internationally recognized as the model for applied learning and research.

➔ MISSION
The mission of Wichita State University is to be an essential, cultural and economic driver for Kansas and the greater public good.

➔ VALUES
At Wichita State University, we value...

- ➔ Seizing opportunities
- ➔ Success for all stakeholders
- ➔ Diversity of culture, thought and experience
- ➔ Adaptive approaches
- ➔ Teamwork
- ➔ Positive risk-taking

The university core values are supported by competencies measured in staff evaluations throughout the university. The annual performance review measures competencies in areas tied to strategic values – adaptability, customer focus, initiative, position knowledge, teamwork and inclusiveness.

Last month, the Unclassified Professionals Senate [revamped its annual awards](#) to align with the strategic plan values. Nominators will be asked to provide specific examples of how their nominees have exemplified at least one of the six values.

The University Support Staff Senate is also considering revising its constitution and by-laws to be aligned with the university strategic plan.



The strategic plan values were at the forefront for me in the selection of two members of the executive team who started their jobs this week. I feel confident they share these values and will use them to set expectations for their teams.

Werner Golling, vice president for finance and administration, comes to us from Emporia State. His career includes work with a private biotechnology company, as well as university assignments.



Teri Hall, vice president for student affairs, joins us from Towson State, the second largest public university in Maryland, where she held a number of roles working with students in a growing university.

At an executive team retreat at the end of this month, we plan to devote a significant portion of our time to an overview of the university's mission and values and how we can better live those values in the way we manage and lead.

I want the managers reporting to me, and those reporting to them, to model these values and to recognize and reward faculty and staff who do likewise. This isn't about surrounding ourselves with people who do what we say. It's about having productive employees at every level who exhibit professional ability and great personal dedication to WSU's students, strategy, community, goals and mission.

The Human Resources staff this year introduced a revamped orientation for a new employee that includes an overview of the university's strategic plan goals and the mission, vision and values that drive us. All employees will eventually receive a handy wallet card with that information.

If you have questions, or good examples of WSU employees living our strategic values, I'd be happy to hear from you. Email president@wichita.edu.

Best wishes for a great new year.

A Shocker You Should Know: Garret Moyer

Posted: Friday, January 06, 2017 Posted: 10:52:17 AM CT



If you've been on campus long enough, you probably recognize Garret Moyer's face. Moyer has served with the WSU Police Department since 2000 and is known as an affable and helpful guy.

As administrative sergeant, his responsibilities include a variety of jobs, from maintaining the UPD's business continuity plan and organizing overtime events to providing supervisory responsibilities and relief on weekends.

He also occasionally has the dreaded task of pulling someone over on campus. But even then, it's hard for people to be too mad at him.

"I was raised in a family environment where I learned how to respect people. Do unto others as you would have them do unto you," he says. "The key I found is simply showing people dignity, respect and empathy no matter if it's talking to a student about a homework assignment in the library or giving someone a ticket for running a stop sign."

Moyer's time at WSU has also led to his desire to continue his education. He received his associate's degree in science from Butler Community College and his bachelor's in criminal justice from Friends University.

Now Moyer is working toward his master's in criminal justice at WSU. This semester he's starting his thesis research studying the effectiveness of critical incident stress management, specifically looking at police officers who have been involved in officer involved shootings.

It's a challenge that hasn't been easy.

Moyer is open about his lifelong struggle with dyslexia. Growing up was hard to go to school each day knowing the teacher might call on him to read in front of the class. He struggled with peer acceptance and has carried

some of that with him, almost choosing not to enroll in grad school.



Challenged by UPD Chief Sara Morris to have faith in his ability to reach his goals, Moyer forged ahead and is now an A student with a 3.90 GPA.

Morris says she has always recognized Moyer's potential to overcome obstacles and reach his goals. It's been great, she says, to see his enthusiasm, making it easy to encourage him to go for it.

"When Garret sets his mind to accomplish a task, I can guarantee you, the task will be completed and he will be successful," Morris says. "The expression on his face when he came in to tell me that he had achieved a 3.90 GPA was priceless. Watching Garret address the challenge of his dyslexia and accomplish what he does both in his schooling as well as on the job, well, it's just great to get to be a part of it."

Diversity Update: Broadening the impact of diversity

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Happy New Year, Shocker Nation!

We are excited to start 2017 with the opportunity to build on previous successes, and we appreciate all of the faculty, staff and student support.

Over the past year, we have developed new resources while continuing to strengthen existing services. As we continue to prioritize diversity and build a campus that is reflective of the community it serves, I encourage each of you to be intentional in expanding diversity and inclusion in order to broaden the impact and reach the entire WSU community.

As you consider new programs, projects or processes, please take a moment to reflect on the following:

- How have I engaged the loudest and quietest voices?
- Have I considered the impact of the decision on underserved or underrepresented groups?
- How will this strengthen my team and organization in a way that creates an environment of inclusiveness?

The beauty of diversity and inclusion is that we should never stop reaching for new heights. All of us reap the benefits, and our community is better as a result.

As Maya Angelou said: "We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.

In 2017, I challenge you to continue to strengthen the fabric of the Wichita State University community by ensuring our efforts to expand diversity and inclusion are intentional, meaningful and create value for those near and afar.

I wish you an aWSUme semester and remember diversity is everybody's responsibility.

"The time is always right to do what is right." ~ Dr. Martin Luther King Jr.

— Marché Fleming-Randle, Ph.D.
assistant to the president for diversity
Wichita State University



Grant of the Month: Catherine Searle's \$150,000 NSF math grant

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Catherine Searle, an assistant professor in the Department of Mathematics, Statistics and Physics, was awarded a \$150,000 National Science Foundation grant for her research, “Lower Curvature Bounds, Symmetries and Topology.”

The work focuses on the study of classification problems in the area of differential geometry. Curvature, or how a space “bends,” is a fundamental geometric invariant of a space. In particular, Searle studies Riemannian manifolds and one of their generalizations, Alexandrov spaces.



Searle earned her Ph.D. in mathematics at the University of Maryland at College Park and has been at Wichita State since August 2014.

Metric of the Month: Undergraduate and graduate job relevance

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The Strategic Planning Steering Committee, in consultation with University Academic Affairs and the college deans, has developed a university dashboard that intentionally gauges collective performance of WSU on representative meaningful metrics.

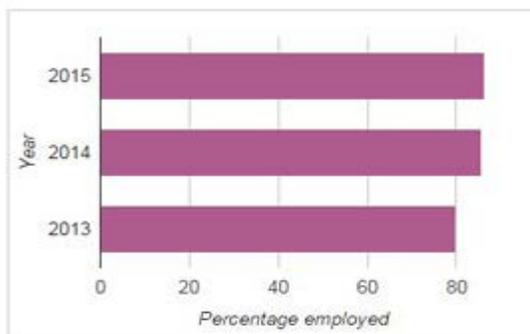
The highlighted metric for this month is undergraduate and graduate job relevance.

One of the key outcomes associated with WSU’s mission to serve as an economic driver and its emphasis on applied learning is that graduates are able to find employment in areas that are related to their field of study.

Students employed in a job that relates to their field of study correlates to applied learning opportunities and capitalizes on relevant existing and emerging societal and economic trends. The identified linkage may be either direct or indirect, such as cases in which graduates are applying competencies gained through their field of study to their work in a different area (e.g., a sociology graduate working in marketing research).

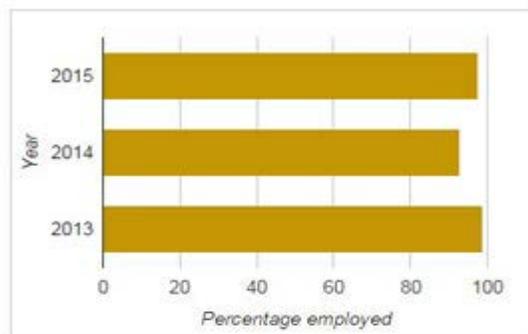
UNDERGRAD JOB RELEVANCE

Percent of employed students working in a job directly or indirectly related to their field of study



GRADUATE JOB RELEVANCE

Percent of employed students working in a job directly or indirectly related to their field of study



What I'm Reading: Localizing the economic impact of research and development

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Half of America's economic growth can be attributed to scientific and technological innovation.

But investments government and businesses make in basic and applied research and development are only one component to the future success of technologies, products, firms and industries.

Along with expanded federal support for research, the U.S. government needs to improve the efficiency of the process by which federally funded knowledge creation leads to U.S. innovation and jobs.

Read more about 50 policy actions the Trump administration and Congress can take to bolster America's technology transfer, commercialization and innovation capacity.