IS THE UNIVERSITY REWARD SYSTEM UNDERMINING THE
INSTITUTIONAL MISSION STATEMENT?

Panel Members

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Stakeholders

Administrators
*University
*School
Faculty
Students
Community
Business Community

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:

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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