

YSU Excellence Steering (YES) Committee Update

Academic Senate
February 1, 2017

Committee Composition

- **Co-Chairs:** [Martin Abraham](#) (Provost) and [Chet Cooper](#) (Chair, Academic Senate)
- **Others:** [Rayann Atway](#) (Student), [Ramesh Dangol](#) (Faculty), [Rosalyn Donaldson](#) (Staff), [Adam Earnheardt](#) (Faculty), [Meghan Fawcett](#) (Part-time Faculty), [Connie Frisby](#) (Staff), [Holly Jacobs](#) (Administration), [Neal McNally](#) (Administration), [Maura Picciano](#) (Staff), [Ted Roberts](#) (Board of Trustees), [Carole Weimer](#) (Board of Trustees), and [Mary Yacovone](#) (Faculty)

Committee Work

- Have met four times since mid-December
- Agenda, Minutes, and background materials have been posted on the Academic Senate web site at academicsenate.yzu.edu/?page_id=752
- **Charge:** *The committee is to evaluate suggestions for improvement, identify those actions already underway, to prioritize further action into immediate, short, and long-term initiatives, to communicate with appropriate constituencies, and to facilitate the implementation of these initiatives.*

Committee Work (cont.)

- Reviewed 80+ “Actionable Items” resulting from the analysis of responses received from the open forums held in November 2016
- Compiled a short list of those “Actionable Items” deemed immediately critical to either Strong Leadership, Teamwork, Communication, and Team Spirit (categories based upon the article “Great Places to Work” from the *Chronicle of Higher Education*)

Actionable Items in Progress

- 4) Data overwhelmingly supports that results from this process should be shared widely.
- 11) There should be a faculty representative on the Board of Trustees.
- 15) [Senior Leadership \(specifically President Tressel\) and BOT members should visit each college and interact with faculty, staff, and students.](#)
- 36) Reinstitute the annual State of the University address.

Actionable Items in Progress (cont.)

- 40) Institute a once a month time (e.g. brown bag lunch) where employees can come ask questions of the President and Provost regarding the direction of YSU and upcoming decisions.
- 67) Ward Beecher needs immediate attention. Input should be gathered from faculty/staff in the building to prioritize upgrades.
- 83) Have a part-time faculty representative on Academic Senate.
- 84) Institute a part-time teaching cash-award or means for authentic recognition.

Actionable Items To Be Addressed

- 18) Senior Leadership should respect the role of the supervisors/chairs and seek their expertise in the areas in which they manage. Give authority back to deans/chairs/supervisors.
- 20) Senior Leadership should demonstrate that feedback is valued; frequent, genuine appreciation is effective at making others feel comfortable sharing their ideas and fosters an inclusive environment.

Actionable Items To Be Addressed (cont.)

- 21) Develop a tool for needs-based analysis to provide opportunity for departments to weigh in on decisions before finalizing.
- 48) Comprehensively revise/reaffirm YSU's mission and direction. Establish a 5-year vision or strategic plan, with goals, that is focused on aspirations, not cuts, through collaboration with faculty, staff, and administration.

Actionable Items To Be Addressed (cont.)

- 57) Senior Leadership should communicate mission/vision and clearly explain how resources align with mission/vision.
- 68) Create a Senate Committee that focuses on facilities or include faculty/staff representatives in facility planning.
- In addition: Consideration being given to having an internal communication audit done by an expert to identify breakdowns and offer suggestions on the dissemination of information (41)