Summary of

Mississippi State University

Faculty Senate Spring Roundtable

Conducted on April 5, 2013

April 19, 2013

This report summarizes the results of the April 5, 2013 Faculty Senate Roundtable. Participants included eight members each of the executive team, general faculty and faculty senate. This roundtable was conducted to examine core leadership values and core management principles. Context is provided through the roundtable's agenda, participants list and the course of action. The report reviews the roundtable's products by describing the two work groups' results developed by the participants in the structured brainstorming of the work session.

Roundtable Agenda
April 5, 2013

- Welcome—President Mark Keenum

- Overview of Process—Jerry Emison

- Teams' Brainstorming Sessions on Core Leadership Values

- Break

- Teams' Brainstorming Sessions on Core Management Principles

- Report & Discussion of Teams' Findings

- Wrap-up—President Mark Keenum

Overview of the Process

Dr. Keenum explained the context for the roundtable. Then Jerry Emison explained the process of structured brainstorming. The full group broke into two smaller groups to discuss the two questions for the day. In each small group, the facilitator moderated the brainstorming process and recorded the ideas. The group reviewed potential for consolidating recorded ideas. For multi-voting, each participant had five votes (colored dots) and put them beside items they viewed as most valuable. Each participant could put up to three on any one item. The votes were tallied; results were discussed. At the end of the day, the two groups reported out their high-vote-receiving items to the full group.

FACULTY SENATE-EXECUTIVE TEAM ROUNDTABLE
April 5, 2013
Team Line-ups

Maroon Team	
Greg Bohach	Vice President, Agriculture, Forestry and Veterinary Medicine
LaDonne Delgado	Professor, Library
Randy Follett	Assistant Professor, Electrical and Computer Engineering
Amy Fountain	Instructor, Department of Communication
Jerry Gilbert	Provost and Executive Vice President
Brian Rude	Professor, Animal and Dairy Science
Mary Love Tagert	Assistant Research Professor, Agricultural and Biological Engineering
Laura Marler Templeton	Assistant Professor, Management and Information Systems
Amy Tuck	Vice President, Campus Operations
Scott Willard	Department Head, Biochemistry, Molecular Biology, Entomology and Plant Pathology
Carlton Young	Assistant Professor, Business-Meridian
Facilitator: Jerry Emison	Professor, Political Science and Public Administration

White Team	
Hart Bailey	Professor, Pathobiology and Population Medicine
Eric Dibble	Professor, Wildlife, Fisheries and Aquaculture
Anastasia Elder	Associate Professor, Counseling and Educational Psychology
Julia Hodges	Associate Vice President, Academic Affairs
Soon Ngoh	Professor, Art
Les Potts	Associate Vice President, Budget and Planning
Rebecca Robichaux	Associate Professor, Curriculum, Instruction and Special Education
David Shaw	Vice President, Research and Economic Development
Tommy Stevenson	Director, Diversity and Equity Programs
Jim West	Dean, College of Architecture, Art and Design
Joe Wilmoth	Associate Professor, Human Sciences
Facilitator: Meghan Millea	Professor, Finance and Economics

Roundtable Course of Action for Brainstorming

Brainstorming Process

1. Participants identified candidate answers to each of two questions and responses were recorded.

2. Duplicates and overlaps were identified and consolidated.

3. Participants multi-voted on answers.

4. Results were analyzed & discussed.

Brainstorming Rules

1. No such thing as a bad idea.

2. Offer 1 idea at a time.

3. It's ok to pass.

4. No judging ideas while brainstorming.

5. Las Vegas Rules are in effect: What's said here stays here.

Roundtable Results

Question 1: What core leadership values do we wish to characterize Mississippi State?

MAROON TEAM	VOTES		WHITE TEAM	VOTES
Ethical/Integrity	9		Character (integrity, fairness, sincerity, ethical, humility, ability to laugh at self)	11
Long Range Vision	5		Team (constructive disagreement, diversity, common good, empower, consensus, motivate, enable, collaborate, facilitate)	7
Innovative	5		Vision (creative, transformative, innovation, high standards)	7
Excellence	5		Competent and adaptable	7
Servant leadership	4		Passionate advocate, persistent	6
Loyalty to institution and external constituencies	4		Communication and listening, approachable and visible	5
Outreach with constituents and community	4		Informed decision making (transparent, reflective, consistent, flexibility, data-driven, decisive, wisdom)	4
Thoughtful, reflective and timely decision making	4		Accountability	2
Motivating: Ability to inspire/prompt action	3		Respectful	1
Accountability	2		Knowledge (know issues and application, incoming and continual)	1

Effectiveness	2		Diversity and inclusiveness	1
Civility	2		Patience	1
Competitive	1		Know thy people	1
Building consensus	1		Inspires trust and respect	1
Courage	1			
Humility/Lack of arrogance	1			
Effective at marketing	1			
Sincerity	1			

Question 2: What core management principles do we wish to demonstrate in our daily work?

MAROON TEAM	VOTES		WHITE TEAM	VOTES
Efficient use of organizational resources	6		Character	8
Honesty/ethical	5		People skills (compassion, empathy, approachable, inclusive, collaborative, helpful, patience, calm, steady)	8
Knows organization's essential business	5		Encouraging professional development, empowerment	7
Accountability at all levels	4		Organizational knowledge and mission support: knows, follows and communicates policies and procedures, aligns and manages resources to support vision and mission	7
Mission effective	4		Communication	5
Objective decision making, free of emotions and cronyism/fair	4		Urgent vs. important: ability to prioritize	4
Rewards consistent with unit's goals: positive motivator	4		Inspire a culture of trust and respect	4
Informed and adheres to policies and procedures	3		Hiring good people	2
Advocates for group/employees	3		Understanding motivation and effective at implementing incentives	2
Plans, organizes and controls operation of unit	3		Accountability and transparency	2

Pursues all possible sources of resources to maximize productivity	3		Flexibility/adaptability	1
Transparent decision making	3		Creative at problem solving and resource allocation	1
Clearly articulates expectations	2		Effective conflict prevention and resolution	1
Customer focused	2		Ability to delegate: trust, accountable, high standards, courage	1
Deadline oriented	1		Interpret and articulate vision	1
Self-less servant: defines personal success in terms of success of unit	1		Competent and proficient	1
Leads by example	1			
Mindful of diverse skill sets and needs	1			