

CHAPTER 17

THE UNIVERSITY INTEGRITY AND CLIMATE

CRITERION FIVE: *The institution demonstrates integrity in its practices and relationships.*

INTRODUCTION

FOUR UNDERLYING PRINCIPLES

The Centennial 2003 Vision declares that four underlying principles serve as a basis for all planning and decisions at Pittsburg State University.

First, the University functions as a compassionate institution somewhat like a family. People centered, the University cares about the “human condition” of all institutional constituents and provides a nurturing environment which fosters growth and dedication. The University desires to serve all constituents well.

Second, the University adheres to a strong commitment to the academic triad of teaching, research and service.

Third, the University strives for distinction as a regional comprehensive institution of higher learning with national and international recognition of its programs. Commitment to excellence reflects the desire to have high quality students, faculty and staff, and learning resources. The University will also maintain an efficient and pleasing physical campus environment.

Fourth, The University maintains a fundamental commitment to diversity. Diversity includes the effort to admit students regardless of age or handicap and to strive for ethnic, racial, and gender balance. The University also includes international diversity and cross cultural understanding in a world society as components of diversity. Because of the desire to foster equal opportunity for all, efforts to maintain human relations in the University community is a high priority.

CORE VALUES

Building upon the four core principles and drawing on the University’s Mission Statement and the Vision as stated in the Strategic Master Plan 2000-2005, the University professes the following core values:

- The dignity and worth of all people
- A student centered philosophy
- Diversity and cultural sensitivity
- Freedom of expression and inquiry

- Innovation through strategic planning, assessment and accountability
- Fair policies and procedures, shared governance and collegiality
- Respect, justice, honesty, integrity and civility in the university
- Excellence in teaching and learning, research and scholarship, and service
- A well maintained, attractive, safe and modern campus
- Leadership in the state, nation and world to improve the quality of life for all
- Mutually beneficial relationships with alumni and friends
- The highest quality in all we do
- Managed enrollment growth
- Partnerships with the region and the people of Kansas
- Partnerships with government leadership at local, state and national levels.

The University's mission and vision statements, the four guiding principles and the institution's core values guide all University activities from recruiting students to planning for the future. As Chapter 17 demonstrates, Pittsburg State University's integrity flows from its mission, vision, core values and guiding principles.

UNIVERSITY INTEGRITY IN ITS OPERATIONS

ACADEMIC PROGRAMS

Pittsburg State University maintains integrity in the academic programs by implementing multiple levels of review and evaluation of existing programs, proposed new programs and courses as well as maintaining discipline based accreditation for selected programs (see Chapters 11 and 15). As discussed in Chapter 15, Pittsburg State University has a long history of assessment and program review. Assessment in the major field and the program review process are the continual review and evaluation of all degree programs to insure quality and relevance of all degree programs. These are two distinct and separate processes that have some degree of overlap but serve as independent processes to ensure academic integrity. Also, all assessment activity and program reviews are reported to and reviewed by the Kansas Board of Regents on an annual basis (Kansas Board of Regents Policy and Procedures Manual Chapter II, section D (7)).

New degree programs and new courses must be reviewed and approved by the Pittsburg State University Faculty Senate, the academic vice president, and the president. Once approved on campus, new programs are then approved by the Council of Chief Academic Affairs Officers and the Council of Presidents (standing Councils as established by the Kansas Board of Regents). Then they are approved by the Board of Regents (see Chapter 11 and the Kansas Board of Regents Policy and Procedures Manual Chapter II, section D (7) and Appendix G).

General education comes under the authority of the Pittsburg State University Faculty Senate. The Senate, in cooperation with the director of assessment, has been responsible for assessing the general education program and making changes when necessary. The Faculty Senate is also responsible for reviewing and approving all new courses (see Chapters 11 and 15). Graduate program development and review comes under the authority of the Graduate Council. The Graduate Council is responsible for maintaining the quality of all the graduate degree programs (see Chapter 11).

SHARED GOVERNANCE

Pittsburg State University operates in a completely shared governance environment (see Chapter 6). All members of the University community who desires to have input into any aspect of the University may do so in numerous ways. The PSU/KNEA meet and confer process and the resulting Agreement establishes guidelines, policies and procedures related to conditions of employment and focuses on issues related to the unclassified faculty (See Memorandum of Agreement between Pittsburg State University/Kansas National Educators Association and Pittsburg State University/Kansas Board of Regents). The Kansas Association of Public Employees Agreement addresses similar issues for some of the classified employees (See Memorandum of Agreement between Pittsburg State University and Kansas Association of Public Employees/Service and Maintenance Employees; Memorandum of Agreement between Pittsburg State University and Kansas Association of Public Employees/University Police Officers.). The faculty also has input via the Faculty Senate while classified staff has the Classified Senate and students have input via Student Government.

The Pittsburg State University planning process is also another vehicle for input. As discussed in Chapters 5 and 16, planning at Pittsburg State University is a grassroots process with five campus-wide committees providing input, on an annual basis, to the president and the University Strategic Planning Council, which is also a campus-wide committee. Finally, there are a large number of campus committees having input on a wide array of campus issues and concerns (see Chapter 6).

In total, the on-campus opportunity to be involved in campus governance is only limited by an individual's lack of desire.

At the state level, governance is shared via official councils and task forces (see Chapter 6). Under the Kansas Board of Regents there are several standing committees with representation from each of the university campuses (Kansas Board of Regents Policy and Procedures Manual Chapter I, section A (4)). These councils include the Council of State University Presidents, Council of Chief Academic Offices, Council of Chief Business Officers, Council of Student Affairs Officers, Council of Faculty Senate Presidents, and the Council of Student Government Presidents. There are also many other unofficial administrative councils that meet on a regular basis. The deans from each of our colleges meet with their counter parts on a regular basis, as do the deans of continuing education and the graduate deans. The institutional research and planning directors meet several times a year, as do the affirmative action and equal opportunity officers.

STUDENT RIGHTS

Pittsburg State University has a long-standing commitment to insuring student rights. The student handbook is a publication entitled Academic/Activities Student Handbook/Planner. This is published annually and provided at no cost to new incoming students and sold to other students at the University Bookstore. It is updated and reprinted annually. The student code of conduct is a separate document entitled Code of Student Rights and Responsibilities and is available in hard copy and on the web site (<http://www.pittstate.edu/pubs/stucode.html>). The

Code of Student Rights and Responsibilities is reviewed annually and changes are implemented through joint review/authorization of the Student Government Association, the Faculty Senate and the approval of the president.

FACULTY RIGHTS

Policies and procedures related to “conditions of employment” for faculty are negotiated between Pittsburg State University and PSU/KNEA (the faculty bargaining unit) and results in a formal agreement between the two groups (see Chapters 6 and 7). The Agreement spells out policies and procedures for promotion, tenure, annual performance appraisal, termination and the due process grievance procedure as well as other negotiated items (See Memorandum of Agreement between Pittsburg State University/Kansas National Educators Association and Pittsburg State University/Kansas Board of Regents). The Pittsburg State University Unclassified Personnel Handbook further delineates these policies and procedures (See sections 2.3 through 2.8 of the Unclassified Personnel Handbook). Both documents are distributed to all administrative units on campus, posted on the PSU web site and a hard copy of the agreement is sent to each member of PSU/KNEA. These documents are also covered in the new faculty orientation program that is conducted each fall semester.

STAFF RIGHTS/UNCLASSIFIED NON-FCULTY

Policies and procedures related to the non-faculty unclassified employees are covered in the Pittsburg State University Unclassified Personnel Handbook (Sections 3.1-4.3.14 of the Unclassified Personnel Handbook). This document is distributed to every unit on campus and posted on the university’s web site.

STAFF RIGHTS/CLASSIFIED

Policies and procedures related to the classified employees are posted on the Human Resource Services web site (<http://www.pittstate.edu/hrs/poprcclas.htm>) and in the Kansas Association of Public Employees agreement for the physical plant personnel (See Memorandum of Agreement between Pittsburg State University and Kansas Association of Public Employees/Service and Maintenance Employees). The classified staff rights are clearly delineated and cover such topics as hiring, termination, annual performance appraisal and the due process grievance procedures.

DUE PROCESS

There are due process policies and procedures in place for all students and employees at Pittsburg State University. Due process policies and procedures for students are published in the Code of Student Rights and Responsibilities. The Code of Student Rights and Responsibilities can be found in the Fall Semester Schedule of Classes and the Pittsburg State University web site at <http://www.pittstate.edu/pubs/stucode.html>; for faculty they are in the “Agreement” and the Unclassified Personnel Handbook (See section 2.3 through 2.6.7), for the other unclassified employees the policies and procedures are addressed in the Unclassified Personnel Handbook (See section 3.11) and for the classified staff the due process policies and procedures are in the Civil Service Chapter of the Kansas Statute Annotated (K.S.A 75-2949 et al.) and/or the Kansas Association of Public Employees Agreement where applicable (Article 14-Grievance). Due

process for students is covered in the Freshmen Experience class, and due process rights for new faculty are addressed in the new faculty orientation. Other employees receive this information on due process rights when they are hired. Updates to this information are distributed to all parties on campus as it becomes available.

RECRUITMENT, ADMISSION, AND RETENTION OF STUDENTS

Pittsburg State University takes pride in its recruitment materials. Many of the recruitment brochures and videos have won national awards. The institution's admissions criteria are clearly stated and presented in a cogent nature. Retention and graduation rates are provided to all prospective students and published every semester in the course schedule. All enrollment policies (enrollment, repeating courses, course withdrawal and all degree requirements) are published in the course catalog and are also available at the university's website.

The University has an online degree audit available to students and advisors, so they can track progress towards the degree and can be aware of what a student needs to accomplish to stay on target to graduate. Finally, Pittsburg State University has worked with all the community colleges in its service region and developed articulation agreements so that students will know the community college courses that will transfer for credit at Pittsburg State University.

RESEARCH

Pittsburg State University has several oversight processes and procedures to insure research integrity. The Human Subjects Committee must approve any research activity on campus involving human subjects and the Institutional Animal Care and Use Committee oversees the humane treatment of all university animals. The University also has a policy and a process for reporting scientific misconduct (See PSU GS 7.5.13 in the Standard Operating Procedures Manual of the Office of Graduate Studies and Research). The Research and Scholarship Committee, oversees and addresses the broader issues of how to encourage and support research and grant writing at Pittsburg State University. There are also two state policies that directly address research integrity: (1) the Kansas Board of Regents policy on intellectual property (See Kansas Board of Regents Policy and Procedure Manual Chapter II Section d (8)) and the State of Kansas policy on conflict of interest (See Kansas Board of Regents Policy and Procedures Manual Chapter II Section f (13)).

EXTERNAL GRANTS AND CONTRACTS

At Pittsburg State University the principle investigator, a grant coordinator, or some other designated person has the primary responsibility for a grant or contract. For each grant or contract there is someone appointed to oversee the project. On a broader scale the dean of graduate studies and research oversees all grant activity on campus. This Office provides support and guidance throughout the entire grant process, which includes writing the initial proposal to closing out the grant once the project is completed. The Business Office maintains all accounting records and insures that grant dollars are accounted for and used appropriately.

INTERNATIONAL PROGRAMS

At Pittsburg State University there are several areas of oversight for the various international programs. To assure that policies and procedures are consistently adhered to with consistency, the Internationalization Council was formed in the fall of 2000. This Council has representation from each of the four colleges as well as appropriate administrators (director or international affairs, director of intensive English program, and the director of international studies). The vice president for student and international affairs also acts as an ex-officio member and links this council directly to the President's Council for all policy-making decisions.

A Study Abroad Committee also exists to review all student applications for the various study abroad opportunities. This Committee is made up of faculty representatives from the four colleges, as well as the directors of international affairs and international studies. All decisions and policy recommendations are presented to the internationalization council for approval.

All international students must meet a prescribed English proficiency before they may enter into a degree program. Students may meet this proficiency by either testing at a prescribed level or meeting one of the other options listed on page 19 (undergraduates) and page 56 (graduates) of the University Catalog. One option for meeting this requirement is to complete the Intensive English Program (IEP) on our campus. Completion of the IEP includes a final term in the Academic Preparation Course (APC) in which students attend a lecture course in a chosen academic subject and complete a term paper related to this subject. Passing the APC requires the consent of a chosen committee of faculty and administrators (the APC review board).

Pittsburg State University maintains relationships with several educational institutions abroad. We currently have different of agreements for collaboration and exchange of students and faculty. These are maintained in the president's office with the assistance of the Internationalization Council. The director of international affairs acts as the official contact person with the various agreement institutions. Any agreement for the exchange of students and tuition must be made in the specific format prescribed by the state of Kansas and must also be approved by the Kansas Board of Regents and the Governor of the State of Kansas. These agreements are kept on file at both the Board of Regents office and the University president's office.

DIVERSITY, EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Pittsburg State University's statements on nondiscrimination are as follows.

"Pittsburg State University is committed to a policy of educational equity. Accordingly, the University admits students, grants financial aid and scholarships, conducts all educational programs, activities, and employment practices without regard to race, color, religion, sex, national origin, sexual orientation, age, marital status, ancestry or disabilities. Any person having inquiries concerning the University compliance with regulations implementing Title VI, Title IX, Section 503, Section 504, and A.D.A. is directed to the director of equal opportunity, 218 Russ Hall, Pittsburg State University, Pittsburg, KS 66762, telephone 235-4185 or 235-4189. Mrs. Massa has been designated by the University to coordinate the institution's efforts to comply with the regulations implementing Title VI, Title IX, Section 503, Section 504, and A.D.A. Any person may also contact the assistant secretary for civil rights, U.S. Department of

Education, regarding the institution's compliance with regulations implementing Title VI, Title IX, Section 503, Section 504, and A.D.A.”

“Pittsburg State University is committed to a policy of educational equity. Accordingly, the University admits students, grants financial aid and scholarships, conducts all educational programs, activities, and employment practices without regard to race, color, religion, sex, national origin, sexual orientation, age, marital status, ancestry or disabilities. Students seeking assistance with academic programs because of disabilities are to contact the director of equal opportunity, 218 Russ Hall, Pittsburg State University, Pittsburg, KS 66762, telephone 235-4185 or 235-4189, or because of learning disabilities, are to contact the coordinator of learning disabilities, 110 Hughes Hall, Pittsburg State University, Pittsburg, KS 66762, telephone 235-4966.”

These statements are widely distributed, and posted throughout campus including the University website. These statements are also published in the catalog and course schedules, as well as distributed to all applicants for employment and student applicants.

Pittsburg State University is committed to affirmative action, equal opportunity and non-discrimination and to this extent all related policies and procedures are coordinated through the Office of Equal Opportunity/Affirmative Action. Utilizing applicable state and federal laws and regulations, the Office of Equal Opportunity/Affirmative action develops the University's affirmative action plan, monitors policies and practices of employment and reviews and investigates all complaints alleging discrimination and oversees the grievance process.

The director of equal opportunity/affirmative action is also the University's ADA coordinator in addition to overseeing compliance with section 503 and 504 of the Rehabilitation Act of 1973. As such, this person oversees the institution's compliance with all ADA regulations and any grievances that might arise (See Code of Student Rights and Responsibilities, Article 16 and the section 6.12 of the Unclassified Personnel Handbook).

PUBLICATIONS

Responsibility for printed material at Pittsburg State University is somewhat decentralized. The large majority, if not all, official publications for external publics are finalized and produced by the Office of University Publications. Publication accuracy occurs because there is an excellent level of cooperation and shared responsibility between the Office of University Publications and the rest of the campus.

The registrar has the responsibility to prepare the University Catalog material and the course schedules. The registrar works closely with all units on campus to prepare and produce both of these publications. The Department of Admission and Enrollment Services oversees the preparation and publication of all recruiting materials and works in cooperation with the academic departments and other units on campus to insure the accuracy and timeliness of all materials.

RELATIONSHIPS WITH OTHER INSTITUTIONS

Pittsburg State University's relationship with other institutions occurs on many different levels. Within the Regent's system, there are formal relationships by way of the official Board of Regents councils and the more informal groups that meet on a regular basis (see Shared Governance section above and Chapter 6) that have representation from all the institutions.

As a member of both the Heartland Alliance and the Southeast Kansas Higher Education System, Pittsburg State University also has formal relationships with the community colleges in eastern Kansas. These two organizations are comprised of community colleges and universities within a given service region. The purpose is to build cooperative relationships and improve access to postsecondary education for the citizens in the service regions.

Since 2000, Pittsburg State University has been developing closer ties with Fort Scott Community College. In an effort to enhance student access to postsecondary education, Pittsburg State University and Fort Scott Community College entered into a special agreement. The agreement covers students who do not meet the qualified admission requirements for Pittsburg State University. These students may enroll in and take classes from Fort Scott Community College on the Pittsburg State University campus and have access to all Pittsburg State University support services and activities. This program started in the fall of 2001 with the commencement of qualified admissions. Pittsburg State University and Fort Scott Community College are also in the process of applying for a cooperative U.S. Department of Education Title III Grant to integrate computer systems and student services to facilitate the seamless transfer of Fort Scott students to PSU. This is a pilot project that once completed can be implemented with other community colleges in the Southeast Kansas Higher Education Consortium.

At the college or department level, deans, department chairs and faculty have ongoing dialogue with their counterparts at other institutions. There are also several interinstitutional cooperative doctoral programs and grant projects that the University has developed. Very close ties with the public school districts have been nurtured across the state which has added to the quality of our teacher education programs. Also, Pittsburg State University and Fort Scott Community College have entered into several cooperative programs to improve educational opportunities for students and help insure student success.

Pittsburg State University also has strong relationships with other state agencies. There is continual interaction between many of the administrative functions on campus with the state administrative agencies in Topeka.

FUNDRAISING

The Pittsburg State University Foundation, Inc. is an independent, non-profit organization serving as the official fund raising and fund-management entity for Pittsburg State University. The Foundation was created pursuant to agreements made between the Board of Trustees of the Endowment Association of Pittsburg State University and the Pittsburg State University Alumni Foundation, Inc. The merger of the two organizations occurred on July 1, 1985.

The Foundation is governed and operated according to its organizational by-laws. There are 48 trustees who meet three times annually to discuss and provide direction in carrying out business of the organization. Most of the business is accomplished through a committee structure. For

accounting purposes, the Foundation follows accounting standards and guidelines issued by the Financial Accounting Standards Board (FASB). An annual audit is conducted each year by an independent audit firm. An annual audit opinion is produced and released as a requirement of the audit contract. The internal operations are guided by a policy and procedures manual.

The Foundation engages several money managers and a financial consultant in managing the endowment funds.

FINANCIAL MANAGEMENT

There are many policies and procedures in place to ensure that Pittsburg State University follows acceptable financial management practices. As an agency of the State of Kansas, Pittsburg State University is subject to the Department of Administration fiscal procedures for handling financial affairs along with appropriate laws, statutes, and administrative regulations. Fiscal transactions are reported and tracked in STARS, the State of Kansas accounting system. Information in this System is compared against records maintained in Pittsburg State University's database.

The Kansas Legislative Division of Post Audit provides audit coverage as part of the statewide single audit process. In addition, the University employs an Internal Auditor who reports directly to the president. The Annual Financial Reports follow standards developed by American Institute of Certified Public Accountants and prescribed for institutions of higher learning by the National Association of College and the University Business Officers (with modifications necessary to comply with State of Kansas accounting requirements). Pittsburg State University is also subject to the fiscal policies and procedures approved by the Kansas Board of Regents.

Within the University, the Business Office and Budget Office coordinate efforts to ensure the fiscal integrity of Pittsburg State. The Budget Office performs regular checks against Business Office transactions throughout the fiscal year. Data from STARS is also interfaced directly into the Division of Budget's system to use in the budget request process.

FULL DISCLOSURE

Pittsburg State University fully complies with all federal and state laws and regulations related to public institutions of higher learning. The University fully publishes all required information through various media and provides students and prospective students with all information as required by federal and state laws and regulations. The University fully publishes all regulations and policies in catalogs, course schedules, policy manuals, handbooks and on the institution's website. All institutional data and information are freely available and accessible and provided in several different venues.

GENERAL UNIVERSITY CLIMATE

Over the last ten years Pittsburg State University has made tremendous advances in the overall campus climate for learning and working. The campus is both aesthetically pleasing and well suited to support academic endeavors well into the future. Pittsburg State University takes great pride in its efforts to provide the best facilities and resources for its students, faculty and staff.

THE LIVING AND LEARNING CLIMATE

The single largest addition to the Pittsburg State University campus climate was the completion of the Kansas Technology Center. This state-of-the-art facility has provided the College of Technology with modern classrooms and laboratories and the space to grow. The State of Kansas "Crumbling Classrooms" initiative provided the resources necessary for Pittsburg State University to develop and furnish modern state-of-the-art classrooms with internet and intranet capability. Each college has a fully interactive classroom and access to almost any type of instructional technology necessary.

Axe Library has just completed a major expansion and remodeling that includes the addition of an instructional computer lab, additional space for library holdings, and a permanent location for the University Archives and Special Collections. The Library has also been expanding its access to electronic databases and resources.

With the complete remodeling of Russ Hall, Pittsburg State University is ADA compliant to the extent possible. There are elevators, ramp access, and handicapped facilities in all buildings. As special needs arise the University makes whatever accommodations necessary so no one is denied access. This includes services to assist students with special learning needs.

The student supported renovation of Horace Mann into a one-stop student services facility and welcoming center along with the institution's Title III grant has reduced the amount of time students spend on administrative tasks.

The Enrollment Management Committee, initiated in 2000, developed a comprehensive enrollment management plan that was then forwarded to the President and the University Strategic Planning Council. As of June 2002, the University had successfully integrated pre-university recruitment, student ambassadors and the on-campus recruitment process, summer orientation and enrollment, freshmen experience, Gorilla warm-ups, new student advising, career explorations and the undeclared majors program.

The University has been upgrading the residence halls and by 2003 all residence halls will have been mechanically reworked with new windows, entry ways, and air conditioning. Also, Willard Hall has been completely renovated into a modern residence hall facility. All residence halls now have internet access, telephone jacks, and cable television in each room.

The Division of Student Affairs and the Department of Psychology and Counseling have developed plans for a student counseling center. Space has been allocated in Whitesitt Hall and the renovation will start in 2003. This coincides with the need to improve the Student Health Services facilities. The Student Health Center is in need of better facilities and to this end the University has already picked the location, has been working on the plans, and is seeking a funding source.

The physical appearance of the campus is critical to attracting and retaining students and making the campus conducive to learning. The additions of the Cleveland Plaza, Willard Plaza, and selected artwork, Night Song, and additional campus landmarks (the Brooker Sundial and the Centennial Bell Tower) have greatly enhanced campus aesthetics.

There are several projects well on the way that will further enhance the University. The Veterans Memorial and Amphitheatre, the National Guard and University Recreation Facility, and the new Chandler Hall will be welcomed additions to Pittsburg State University learning environment.

THE WORK CLIMATE

Pittsburg State University has invested a lot of time and resources in improving the campus work climate. In addition to the items discussed under the learning climate, all of which directly impact the work climate, Pittsburg State University has also implemented several changes and enhancements to improve the work climate on campus. Most notably, these changes have centered on access to technology. The reorganization of the information technology support to the academic colleges has been a great success. Having identified, through the strategic planning process, instructional and informational technology as a concern in the academic units, the academic support function within the Office of Information Services and the instructional media office were decentralized with each college getting its own technology support position and a curriculum design position. This reorganization put in each college the support faculty need to incorporate instructional technology into their courses and to broaden and improve their teaching strategies.

The University has also invested considerable resources in the acquisition and maintenance of computers and other equipment. Over the last several years the University has been establishing revenue streams for the continuing support of technology-related expenditures. Much of the tuition collected through the Contiguous County Program is directed to equipment, and the College of Technology has implemented a technology fee. Today, Pittsburg State University is well-supplied with modern equipment and has developed several revenue streams to support the increasing dependence on technology.

The \$1.6 million U.S. Department of Education Title III Grant in the Division of Student Affairs provided the resources necessary to provide equipment and training for the entire division. The grant bought computers for everyone within the division, provided the financial resources for extensive training for staff and students, and allowed the division to implement a document imaging system to facilitate student administrative tasks. At present, document imaging has been implemented in the Offices of Admission, Financial Assistance, Career Services, International Student Services, Intensive English and the Registrar as well as two academic departments that will serve as a pilot for the electronic access to student records. Once this pilot implementation is completed all academic departments will be given electronic access to appropriate student records. In the fall of 2002 the Cashier and the Graduate Office will be added. Early in 2003, Student Health Services and the University Housing Office will be added as well as any other office on campus that chooses. These advances are making possible enormous changes in record keeping, workflow and office efficiency, which translates into more efficient service to students.

All new faculty attend a semester long orientation program to help them acclimate to the Pittsburg State culture and become familiar with the institution's policies and procedures. The new faculty orientation program also encourages the mentoring process whereby a new faculty member is teamed with a senior professor to assist the new faculty member.

Contract, salary and budgeting issues directly impact the campus environment the most. While the University has been making significant progress with regard to faculty salaries, the current financial realities will make it difficult for the institution to maintain its current resources base. This may negatively impact the work environment. Because of Senate Bill 345, faculty salaries were a statewide priority and Pittsburg State University has been steadily moving toward the peer average for faculty salaries. Further progress depends on the improvement of the current economic climate. The financial situation also impacts departmental OOE budgets.

SUMMARY

Pittsburg State University maintains a fundamental commitment to diversity as noted in the four underlying principles in the Centennial 2003 Vision. In the Strategic Master Plan 2000-2005, the University builds on this commitment of diversity and equality through a statement of core values. The University maintains integrity in its operations in such areas as academic programs, shared governance, student rights, faculty rights, staff rights, due process, recruitment, admission, and retention of students, research, external grants and contracts, international programs, nondiscrimination, publications, relationships with other institutions, fundraising, financial management, and full disclosure. The University in its general climate of living and learning as well as the work climate maintains diversity and equality in all of its aspects.

STRENGTHS AND CONCERNS

Pittsburg State University's commitment to a favorable environment of integrity and climate includes concepts embedded in its underlying principles and core values. This commitment is manifested in the integrity of the University's operations as a community of scholars living and working together as teachers and learners. The University publicly discloses full statements of nondiscrimination for faculty, staff, and students. It protects faculty and student rights. The general University climate is one of concern for all members. The University strives to provide a quality environment for teaching and learning, discovery and research, and engagement.

RECOMMENDATIONS

The University will continue to evaluate its integrity and climate in the strategic planning process and the Strategic Master Plan 2000-2005 as well as the strategic plans for several major operations in the University.

CONCLUSION

The University has established a campus environment of integrity with a favorable climate to support all teaching and learning, discovery and research, and engagement. Pittsburg State University has examined its integrity and climate in the context of Criterion Five. This criterion of the North Central Association's Higher Learning Commission states that "*The institution demonstrates integrity in its practices and relationships.*" In the area of integrity and climate, Pittsburg State University not only meets the intent of Criterion Five but exceeds it.