Welcome to Winona State University
It is our pleasure to welcome you to the campus of Winona State University. We hope that you will find your association with the university to be a rewarding and valuable experience.

This handbook will provide you with an overview of the university and some of the policies which will affect you as a State of Minnesota employee. We ask that you review the materials presented in the handbook carefully.

Your terms and conditions of employment are governed by the collective bargaining agreement between your exclusive representative and the State of Minnesota. Your Human Resource staff can tell you which collective bargaining agreement covers your position.

It is the policy of the state of Minnesota to implement and maintain an affirmative action program designed to eliminate under utilization of qualified protected group members within the state civil service through a series of specific, result-oriented procedures combined with good faith effort. A good faith effort minimally includes consideration of affirmative action goals on all staffing and personnel decisions. The Affirmative Action Office is located in Somsen Hall 202. (507) 457-5008

The information in this guidebook is current as of the time of publication; however, policies may be subject to change between editions. Any revisions will take priority over the contents of this edition and will be given the necessary publicity to inform members of the university community about them. It is the responsibility of all employees to make note of such changes. This guidebook does not constitute a contract between an employee and Winona State University.

If you have questions about WSU, its policies or procedures, please contact the Office of Human Resources, 114 Somsen. (507) 457-5005
Winona State University Mission

The mission of Winona State University is to enhance the intellectual, social, cultural and economic vitality of the people and communities we serve.

We offer undergraduate programs based on the traditions and values of the arts and sciences and an array of graduate and professional programs that are especially responsive to the needs of the Upper Midwest.

We prepare our graduates to serve generously, lead responsibly and respond imaginatively and creatively to the challenges of their work, their lives and their communities.

A community of learners improving our world
Winona State University

Winona State University was founded on September 3, 1860, as the first college in the present system of state universities and the first teacher preparation institution west of the Mississippi River. The University is located among the bluffs of the beautiful Hiawatha Valley of the Mississippi River. Its mission is to serve the broad educational needs of the people of the region and others who are attracted to its complement of high-quality programs. Dedication to excellence in academic programs and student services is demonstrated through the high expectations that have been set for everyone at the University: faculty, students, administration and staff.

Winona State University encompasses 40 acres of a residential area in the heart of Winona. The community of about 26,000, situated on the banks of the Mississippi River and one of the most scenic areas of Minnesota, is noted for its educational resources. Winona is a city filled with history, folklore, and tradition. The campus is a few blocks from the city’s center – convenient for shopping, recreation, and the use of community resources as a part of academic programs.

Regardless of the season, there is always a wide variety of recreational activities to choose from – skiing, skating, snowmobiling, swimming, fishing, hunting, tennis, golf, hiking, etc. Theatre, art and music flourish in an atmosphere that encourages participation either as a spectator to the world famous artists who visit or as a participant in the many local productions.

As a new faculty or staff member, we encourage you to take advantage of the wide array of resources available in our community.
Building the Future of Winona State

Winona State University delivers the finest residential public education experience in Minnesota; we are empowered to have hopes and dreams. From a position of strength WSU has embarked on a journey to uncover transformational ideas that will truly change the university.

During the 2013 academic year many participated in open sessions to gather "Hopes and Dreams" for WSU. Thousands of ideas were submitted. With ideas from the campus and community we are imagining what we want to become and where we will invest our efforts for the next five to ten years. Qualitative analysis of thousands of ideas has begun.

- The word graphic on this page represents a content analysis of the ideas submitted. The size of each word is a measure of its frequency in the responses. It says a lot about us. Students are foremost on our mind, followed by the community, the campus, our WSU identity, the faculty, and research.

- Our Teaching Learning and Technology (TLT) department is using ATLAS.ti qualitative analysis and data research software to categorize the ideas. Several distinct categories have emerged from their analysis. The data analysis is still underway but a narrative summary of TLT concept categories is available now. The TLT team also applied network mapping to reveal the connectivity of ideas in a concept map. Also available is a brief on research methodology employed for the TLT analysis.

- Education Leadership graduate students in the spring semester "Change Leadership" course also analyzed the ideas and developed a list of "Hopes and Dreams" concept categories. The final report from the Change Leadership students is available for review.

- Data sorting and analysis will continue over the summer. Through our shared governance process we will build a governance structure that will allow us to interconnect planning, budgeting and assessment. At the beginning of the 2014 academic year we will initiate our discussions to choose the best actionable ideas for our future.
Minnesota State College and Universities Organizational Chart

GOVERNOR

Minnesota Management & Budget (MMB)

MnSCU Board of Trustees

MnSCU System Office of the Chancellor

State Community Colleges

State Technical Colleges

State Universities

Bemidji State

St. Cloud State

Mn State University at Mankato

Southwest State

Metro State

Winona State

Moorhead State
WINONA STATE UNIVERSITY ORGANIZATION CHART

President

Athletics
Affirmative Action/Legal Affairs
Executive Director
HealthForce Minnesota

Vice President for Advancement *

Asst. VP for Marketing & Communication
- Public Information
- Creative Services (Publications)
- Marketing
Development
Alumni Relations

Dean of Students
- Community Liaison
- Student Conduct and Citizenship
- Student Support Services
Integrated Wellness
- Wellness
- Health Services
- Counseling Center
- Intramurals
- Fitness
Inclusion and Diversity

Integrated Academic Services
- Admissions
- Financial Aid
- Registrar
- Warrior Success Center
- Advising Services
- Career Services
- Disability Services
- Tutoring

Housing and Residence Life
Camps and Conferences
West Campus Residential College
Student Union/Student Activities and Leadership
Dining Services

Vice President for Student Life and Development

Interim Provost and Vice President for Academic Affairs

Assoc. VP for AA - University Research, Assessment & Planning
(Currently Vacant)
- Grants and Sponsored Projects
- Institutional Planning, Assessment Research Services (IPARS)
- Graduate Studies
- Educ. Improvement & Leadership

Assoc. VP for AA and Chief Information Officer (CIO)
Information Technology Services (ITS)

Interim Asst. VP for AA
- Retiree Center
Dean - College of Business
Interim Dean - College of Education
- Asst. Dean - Bush Grant
Dean - College of Liberal Arts
- Assoc. Dean - College of Liberal Arts
Dean - College of Nursing and Health Sciences
Interim Dean - College of Science and Engineering
Dean of Library

Interim Dean for International Programs
- Travel Study and Study Abroad
- English Learning Center
- International Services

Director of OED & Interim Academic Director - WSU-R
- Outreach and Continuing Education

Interim Vice President for Finance and Administrative Services

Assoc. VP for Finance and Administrative Services / Chief Financial Officer (CFO)
(Currently Vacant)
- Business Office
- Budget Office
- Bookstore
Facilities/Campus Planning
Human Resources
Safety
Security/Emergency Planning

*Vice President for Advancement is responsible for government relations and serves as Executive Director of the WSU Foundation.

Note: Organization chart reflects functional areas by administrator.