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# Gov's Gateway Hub

A Centralized Faculty Resource Portal

*Help • Understand • Build*

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**Faculty Leadership Program 2025–26 Cohort**

Austin Peay State University

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## Executive Summary

Austin Peay State University provides a wide range of resources, services, and opportunities designed to support faculty success. However, these resources are currently distributed across multiple offices, websites, email communications, and informal channels. The challenge facing faculty is not the absence of support, but the difficulty of locating the right information when it is needed most.

This white paper proposes **Gov's Gateway Hub**—a centralized, web-based faculty resource portal organized around five practical categories: Collaboration and Networking, Technical Support and Accessibility, Professional Development and Training, Grants and Funding Opportunities, and Updates and Feedback. The hub would consolidate existing information into a single, searchable location, making institutional resources more visible, more usable, and easier to access.

Research consistently demonstrates that transparency and accessible information contribute to job satisfaction, employee engagement, and organizational well-being. By improving how faculty discover and interact with existing resources, Gov's Gateway Hub has the potential to strengthen faculty morale and enhance the broader institutional climate at APSU.

### 1. Faculty Morale: Why It Matters

We recognize that terms like faculty morale encompass a range of contributing factors. For clarity, we define faculty morale as the collective emotional and professional climate of faculty within an institution—specifically, how supported, valued, and motivated they feel in their roles. Although defined, we recognize that a collective emotional climate is still elusive. We recognize that faculty morale may be influenced through a variety of factors, including workload, job security, transparency and support, recognition and respect, collegial relationships and institutional culture and values, just to name a few.

We recognize that though faculty morale is a large framework and seems rather abstract, we focus on it because it directly impacts teaching quality, retention of faculty, student experience, as well as overall institutional health. Essentially, morale doesn't stay relegated to an internal issue; it influences outcomes.

Given the breadth of this concept, we frame our discussion through the lens of the professorial role, as structured by the retention, tenure, and promotion (RTP) process. To provide focus, and for the purposes of this brief presentation, we consider how we may boost morale through more accessible information related to policies, pilot programs and resources specifically through our areas of retention-promotion-tenure, or –more simply put– through teaching, research, and service.

## 2. The Case for Transparency

A growing body of research supports the connection between organizational transparency and positive workplace outcomes:

**Hofmann and Strobel (2020)** surveyed over 1,600 professors and found a positive relationship between transparency and job satisfaction, suggesting that openness in institutional communication directly contributes to a healthier professional environment.

**Brandes and Darai (2017)** demonstrated through experimental research that transparency holds considerable value: even when transparency involves the disclosure of unfavorable information, employee effort nearly doubles compared to non-disclosure conditions.

**Kim and Uysal (2025)** identified transparent communication as a key organizational resource that cultivates community and enhances employee engagement.

**Janiukstis et al. (2024)** found that improving organizational climate contributes to employee well-being and healthier workplace relationships while reducing the prevalence of negative behaviors.

### Acknowledging the limits of transparency

This proposal does not advocate for total transparency. Research also highlights important boundary conditions. Bernstein (2012) documented a “transparency paradox” in which excessive transparency can reduce performance and encourage concealment behaviors. Marsh et al. (2024) similarly noted that while a fear of missing out on information can affect well-being, information overload can produce its own negative effects.

These findings reinforce the design philosophy behind Gov's Gateway Hub: the goal is not to generate new information or create additional communication channels, but to organize and surface existing resources more effectively. The hub represents a bundling of what already exists—not an expansion of the information landscape.

## 3. The Problem: Resources Exist, but Access Is Fragmented

APSU already provides meaningful support for faculty across teaching, research, and service. However, these resources are scattered across multiple offices, websites, email threads, and informal communication channels. Faculty frequently find themselves searching across webpages, relying on word of mouth, or sorting through past emails to locate information about professional development opportunities, funding programs, technology support, or campus processes.

This fragmented access creates unnecessary inefficiency and frustration. When information is difficult to find, even strong institutional resources may feel less visible, less coordinated, and less usable. Over time, this can contribute to a perception that support is inconsistent or hard to access—even when meaningful support already exists.

The core problem can be stated simply: faculty often end up searching the university's own website through external search engines or losing track of information shared by email. The challenge is not a lack of resources. It is a lack of a single, organized point of entry.

## 4. The Solution: Gov's Gateway Hub

We propose the creation of **Gov's Gateway Hub**, a centralized web-based portal that brings together key faculty resources in one accessible, searchable location. Rather than creating entirely new systems, the hub would organize and surface existing information more clearly, helping faculty connect more efficiently with the tools, opportunities, and support structures already available to them.

The name reflects the portal's guiding framework: **H**elp, **U**nderstand, and **B**uild—a commitment to making the APSU faculty experience more informed, more connected, and more empowering.

### Proposed structure

For Gov's Gateway Hub to be effective, its content should be organized around the practical areas in which faculty most often seek information and support. A clear, category-based structure would make the hub easier to navigate than an undifferentiated list of links or announcements. The proposed categories are as follows:

Category	Included Resources
<b>Collaboration &amp; Networking</b>	<ul style="list-style-type: none"> <li>• Campus partners and contacts</li> <li>• Interdisciplinary opportunities</li> <li>• Communities of practice</li> <li>• Faculty networking events</li> </ul>
<b>Technical Support &amp; Accessibility</b>	<ul style="list-style-type: none"> <li>• Instructional technology help</li> <li>• IT and educational technology contacts</li> <li>• Pilot programs for new tools</li> <li>• Troubleshooting support</li> <li>• Accessibility guidance and ADA-related resources</li> <li>• Best practices for accessible digital content</li> </ul>
<b>Professional Development &amp; Training</b>	<ul style="list-style-type: none"> <li>• TechBytes sessions</li> <li>• CAFE events</li> <li>• Workshops on teaching, research, and service</li> <li>• Mental health and wellness training</li> <li>• Teaching and learning support resources</li> </ul>
<b>Grants &amp; Funding Opportunities</b>	<ul style="list-style-type: none"> <li>• APSU AI Staff Grant (\$250)</li> <li>• OIC Innovation and Success Funding (up to \$2,000)</li> <li>• SASI (Student and Academic Success Initiatives)</li> <li>• TAF (Technology Access Fee funding)</li> <li>• AOQF Peer Reviewer opportunities</li> </ul>

Category	Included Resources
Updates & Feedback	<ul style="list-style-type: none"> <li>• Announcements on new resources and policy changes</li> <li>• Faculty feedback channel for suggestions and unmet needs</li> <li>• Awareness campaigns on accessibility, wellness, and inclusion</li> </ul>

## 5. Benefits of the Hub

A centralized hub would deliver several interconnected benefits for APSU faculty and the institution:

**Improved visibility and access.** Rather than searching across multiple webpages, offices, and email messages, faculty would have a single starting point for support related to teaching, research, service, professional development, and campus opportunities.

**Stronger cross-campus connection.** By highlighting opportunities for collaboration, technical support, professional development, and funding in one place, the hub would help faculty engage more fully with the resources and relationships already available at APSU.

**Support for ADA compliance.** The Technical Support and Accessibility category would centralize guidelines, best practices, and contacts for creating accessible digital content, helping the university maintain compliance with evolving accessibility standards and WCAG requirements.

**Continuous improvement through feedback.** The built-in feedback channel would allow faculty to suggest additions, identify gaps, and flag unmet needs—ensuring the hub remains responsive and relevant over time.

**Enhanced faculty morale.** Because morale is shaped in part by how informed and supported faculty feel, a centralized hub has the potential to improve not only access to information, but also the broader faculty experience.

## 6. Implementation Considerations

### Technical approach

The hub could be implemented as a dedicated page within the existing APSU web infrastructure, modeled after the familiar look and feel of OneStop. A skeletal HTML prototype has already been developed as part of this proposal and can serve as a starting point for design and development. The prototype features a search-first interface with category-based filtering, making it easy for faculty to locate resources quickly. Because the hub consolidates links and descriptions rather than hosting new systems, the technical requirements are modest.

### Ownership and sustainability

Long-term success will depend on clear ownership. Several models could work, including housing the hub under Academic Affairs, the Provost's Office, or IT. Regardless of where it is

housed, the hub will need a designated maintainer responsible for keeping content current, reviewing faculty feedback, and coordinating updates with resource-owning offices across campus. We recommend that leadership identify an appropriate home for the hub during the approval process.

### **Design principles**

The hub should follow several guiding principles: information should be chunked into clear categories rather than presented as a single long list; the interface should support search so faculty can find resources by keyword; the design should be consistent with existing APSU web properties to minimize the learning curve; and the hub should be accessible and ADA-compliant by design, reflecting its own stated commitment to accessibility standards.

## **7. Conclusion**

APSU already invests meaningfully in faculty support. The challenge is not creating new resources, but making existing ones easier to find, easier to use, and easier to revisit. Gov's Gateway Hub addresses this gap by consolidating information into a single, organized, searchable portal—improving efficiency, strengthening campus connection, supporting accessibility compliance, and contributing to a more informed and supported faculty experience.

## 8. Appendix: Example of HUB

The screenshot displays the 'Gov's Gateway Hub' interface for the APSU Faculty Portal. At the top, there is a navigation bar with a home icon and the text 'APSU FACULTY PORTAL'. Below this is the main title 'Gov's Gateway Hub' in a large, bold font, followed by the subtitle 'Your centralized portal for faculty resources, support, and opportunities.' and the tagline 'Help · Understand · Build'. A search bar is positioned below the subtitle, containing the placeholder text 'Search grants, training, contacts...'. The 'QUICK ACCESS' section features three buttons: 'Find a collaborator' (with a person icon), 'Get tech help' (with a question mark icon), and 'Browse grants' (with a dollar sign icon). The 'BROWSE BY CATEGORY' section lists five categories, each with an icon, a title, a description, and a count with a dropdown arrow: 'Collaboration & networking' (5), 'Technical support & accessibility' (7), 'Professional development & training' (6), 'Grants & funding opportunities' (6), and 'Updates & feedback' (4). The footer of the page reads 'Gov's Gateway Hub · Faculty Leadership Program 2025–26 Cohort · Austin Peay State University'.

APSU FACULTY PORTAL

# Gov's Gateway Hub

Your centralized portal for faculty resources, support, and opportunities.  
*Help · Understand · Build*

Q Search grants, training, contacts...

QUICK ACCESS

- Find a collaborator
- Get tech help
- Browse grants

BROWSE BY CATEGORY

- Collaboration & networking**  
Connect with colleagues and campus partners 5 ▼
- Technical support & accessibility**  
IT help, pilot programs, and ADA guidance 7 ▼
- Professional development & training**  
Grow your teaching, research, and service 6 ▼
- Grants & funding opportunities**  
Internal funding for faculty and student projects 6 ▼
- Updates & feedback**  
Stay informed and help shape the hub 4 ▼

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