# Kansas Rules

This is a distillation of Roberts Rules of Order1-3.

05/05/2020 (revised 11/15/2022)

Principles and suggestions:

* The majority has the right to decide
* The minority has rights
  + Voice during debate
  + Voice after debate (postdecisional voice. Hunton, 1996)
  + Call motions like anyone else
* Encourage participation (Róisín, 2020)
  + …members should avoid speaking a second time on a question unless everyone else who wants to speak has been able to
  + Encourage views of silent members
  + When you agree with statements of others, verbalize agreement rather than be silent (Bain, 2021)

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| --- | --- | --- | --- | --- | --- | --- |
| To | Say | Interrupt speaker | Second Needed | Debatable | Amendable | Decided by (verbal) |
| Introduce a new item | “I move that...” | No | Yes | Yes | Yes | Majority |
| Introduce a new item that was not on the agenda | “I move to suspend the rules and...” | Yes | Yes |
| “Apologies for not putting this on the agenda, but should we discuss…” |
| Amend an item | “I move to amend the motion by...” | Yes | Yes |
| Postpone deciding the item | Formal: “I move to postpone this question until...” | Yes | Yes |
| “I suggest we vote on whether to table this issue until we know more - should member X obtain details about y...?” |
| Refer out to a subgroup | Formal: “I move that the motion be referred to a committee made up of...” | Yes | No |
| “Seems we are at an impasse, should we have a subgroup think this through more and bring it back to us?” |
| Retract a motion you made | “I move that we withdraw my motion." | No | No |
| End debate and vote on question | Formal: “I move that we vote on the question.” | No | No |
| “Seems we may all be agreeing, should we vote and maybe move on...?” |

## Additional considerations

High-stakes, "Multivoting is where voters are given multiple votes that they can allocate across options" may be best (Johnson, 2021). The ideal number of votes allowed per member is votes > options \* (options – 1)/2. “To illustrate, consider a group voting on three options. If , each voter has 𝑣=𝑜(𝑜―1)2three votes (). A voter can express a true ranked-choice preference by allocating two 3=3(3―1)2votes to one option, one vote to a second option, and no votes to a third option.” (Johnson, 2021)

Emotional votes may be better done anonymously

## References and more information:

The Kansas Rules is a very simplified cheat sheet to implement informal organization to a meeting. For more information:

1. A more detailed [cheat sheet from the University of North Carolina](http://diphi.web.unc.edu/files/2016/10/cheat-sheet.pdf)
2. More detail yet from <https://en.wikipedia.org/wiki/Robert%27s_Rules_of_Order>
3. Even more detail from <https://robertsrules.com/>

Studies on these topics:

1. Bain, Kristin; Kreps, Tamar A.; Meikle, Nathan L.; Tenney, Elizabeth R. (August 2021). "Amplifying Voice in Organizations". Academy of Management Journal. 64 (4): 1288–1312. [*doi*](https://www.wikidoc.org/index.php/Digital_object_identifier):[*10.5465/amj.2018.0621*](https://doi.org/10.5465%2Famj.2018.0621). [*eISSN*](https://www.wikidoc.org/index.php/International_Standard_Serial_Number#Electronic_ISSN) [*1948-0989*](https://www.worldcat.org/issn/1948-0989). [*ISSN*](https://www.wikidoc.org/index.php/International_Standard_Serial_Number) [*0001-4273*](https://www.worldcat.org/issn/0001-4273). Summary available at <https://journals.aom.org/doi/10.5465/amj.2018.0621.summary>
2. Hunton, James E., Kenneth H. Price, and Thomas W. Hall. "A field experiment examining the effects of membership in voting majority and minority subgroups and the ameliorating effects of postdecisional voice." *Journal of Applied Psychology* 81.6 (1996): 806.
3. Johnson, Michael D; Awtrey, Eli; Ong, Wei Jee (28 September 2022). "Verdicts, Elections, and Counterterrorism: When Groups Take Unofficial Votes". Academy of Management Discoveries. [doi](https://www.wikidoc.org/index.php/Digital_object_identifier):[10.5465/amd.2021.0099](https://doi.org/10.5465%2Famd.2021.0099)
4. Róisín O’donovan, Eilish Mcauliffe, A systematic review of factors that enable psychological safety in healthcare teams, International Journal for Quality in Health Care, Volume 32, Issue 4, May 2020, Pages 240–250, <https://doi.org/10.1093/intqhc/mzaa025>

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