

FINLANDIA

UNIVERSITY

Faculty Council Meeting

Tuesday, April 10th, 2018

12:00-1:00 PM

Nikan 20

In attendance: Tom Adolphs, Judy Budd, Mary Jane Hatton, Mark Lounibos, Steve Nordstrom, Irina Sergeyeva, and Lori Sullivan.

Absent:

None

Discussion Items:

Analysis of Faculty Survey:

- We got over 70 percent of the full-time faculty to respond to the survey
- For the future, build in more questions that guide the agenda of the Faculty Council
- Satisfaction: Students, Colleagues, and Autonomy
- Dissatisfaction: Benefits, department funding, salary, transparency, personal development, faculty vs. athletics, and faculty turnover
- More faculty representation, and more qualities/formal degrees for some of those appointed to Administration
- Shared governance is a critical point in this year's survey –what role should faculty play in HLC visit? Faculty should play a role.

Handbook:

- By May, we have the handbook report/revisions done, send them out to the Full Faculty, and then yearly, the handbook is worked on
- This plan would give us time to continue refining it over the long-term
- Over the summer ask full faculty to: read it, respond to it, add suggestions, and then we can build goals for the next academic year

Benefits Committee:

- Helping people know what other benefits you have
- Budget in regular raises

Work to be done:

- Revisions and edits of the handbook. In three weeks, to bring to faculty vote
- In May, we'll proof all chapters, then send it out over the summer, then get feedback by September
- We want to display that our Handbook does not reflect other institutions – needs to be added to

Attachment:

None

Next Meeting:

All meetings are Tuesdays at Noon in Nikander 20

5/1

Possible informal May meeting if necessary.

Addition to Discussion Over Email (Post Meeting):