

# FINLANDIA

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## UNIVERSITY

### **Faculty Council Meeting**

Tuesday, February 13<sup>th</sup>, 2018

12:00-1:00 PM

Nikan 20

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

#### **Pre-Meeting Email(s):**

Hello everyone,

The Faculty Committee would like to invite anyone who is interested in filling out a Faculty Climate Survey to a meeting next Tuesday, February 13 at 12PM in Nikander 20. This Survey will be very similar to the one we administered last year. If you are interested in completing the survey but cannot be present, we can provide copies of the survey, and may have it available as a digital form as well. If you have any questions in advance please feel free to reach out to me or to the Faculty Committee co-chair, Mary Jane Hatton.

Thanks,  
Mark

Hi all,

Here's the slightly revised Climate Survey, after a consult with Prof. Youakim. Steve, if it's not a bunch of work to make this a fillable form like the one you showed us, great, but if it is, don't worry about it. I think we can distribute it in hard copy or as a downloadable document too. Please reach out to your departments to remind them of the meeting next Tuesday, and keep track of anyone who can't make the meeting but would like to complete the survey.

Keep checking the other handbooks too. Many thanks to those who have shared some info already.

Thanks,  
Mark

#### **Discussion Items:**

Mark discusses what the Faculty Committee has been doing over the past year since the previous Climate Survey. He then addressed the Faculty Handbook and what the Faculty Committee can

do given the semester's timeframe. We've also tried to have more of a voice in the Benefits Committee, the degree to which this has been successful is up for debate.

- Mary Jane – Other handbooks discuss the rights of faculty, and ours is about the obligations of the faculty, largely leaving out the terminology of rights.
- Carolyn – Fredi discussed having **anti-plagiarism** software added to Schoology/Empower, which would be beneficial for the University as a whole. Claudia discussed the issue with Fredi in Oct./Nov. and during the Christmas Party.
- Mark – Bring up the issue at the next Full Faculty Meeting.
- Claudia – Verbiage regarding **mental health**, provided though the University, should be included in the Syllabi for the students. Nothing is mandated on the Syllabi, and it should be. This too should be discussed during the Full Faculty meeting and added to next week's agenda.
- Phyllis – New and Current Faculty should be updated to any major syllabi changes, so we can prepare for it, such as a mental health addition.
- Claudia – Issues with internal promotions - there should be an open discussion or open public knowledge of applications for advancements. **Equal Opportunity Employer: These opportunities must be made public, or the language must be changed due to legal issues.**
- Judy – These are issues to address to the HRC.
- Judy – Discussion of additions for the Syllabi Template during the Full Faculty Meeting.
- Judy – Hiring practices should be discussed with the HLC.
- Mark – When is HLC coming? How do we get the Faculty Committee on their agenda?
- Claudia – Out website does not have the Equal Opportunity issues discussed.

**Attachment:**

- None

**Next Meeting:**

2/27

3/13

3/27

4/10

4/24 (or tbd)