

FINLANDIA

UNIVERSITY

Faculty Council Meeting

Tuesday, May 1st, 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:

How to assess who gets tenure:

- Issue of funding, and the 800 dollars that was told is available for each full faculty member. Is it?
- This is another issue for, and within, the Handbook

Handbook:

- Add one to two credits for advising?
- Add one to two credits for committee work?
- Add one to two credits for Diploma Works, Capstone, etc?
- In the Fall we want non-administrative Full Faculty to review each section with us
- In February, March, and April will bring the sections to the non-administrative Full Faculty for a vote, and then this will be brought to the board
- Aim is to get revisions into effect by May 2019
- Dean's obligations should be built into the handbook. This could be brought to the Deans as a matter for them to work on
- This June 1st, we're going to upload the Handbook Documents for faculty

Climate Survey:

- Almost no significant change in climate. Same issues are there from the year before, same areas of satisfaction. Will communicate results to faculty.

Attachment:

None

Next Meeting:

All meetings are Tuesdays at Noon in Nikander 20

Addition to Discussion Over Email (Post Meeting):

Hi all,

This is some of the semi-aggregated answers to the written questions on the survey. I'll eventually put them in an excel sheet too.

Mark

33. What factors contribute most to your satisfaction at Finlandia?

- Colleagues	10
- Students	8
- Academic Freedom/Autonomy	5
- Teaching	3
- The Keweenaw.	2
- Schedule Flexibility	1
- Support Staff.	1
- Dean.	1
- Small Campus Size.	1
- Labs.	1

34. What factors detract most from your satisfaction at Finlandia University?

- Salary/Benefits Reductions	15
- Administrative decision making/no transparency.	7
- Lack of Funding	4
- Lack of professional development	2
- Sufficient student support	1
- Faculty/Athletics tension	1
- Faculty turnover	1
- Loss of swimming pool	1

35. What do you think the administrative organizational structure of the University should be to ensure academic excellence?

- More shared governance/faculty representation	6
- Administrators with appropriate degrees for positions	4
- Greater accountability for administrative decisions	4
- Greater emphasis on student accountability	1
- More data driven planning	1
- Need full time deans in all schools/assistant deans.	1
- Empower and enfranchise adjuncts	1
- Less conflicting job duties for admin.	1

36. What role should Faculty Committee play in the upcoming HLC visit?

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| - Play a major role as voice for faculty | 13 |
| - Share results of climate survey | 1 |

37. Additional Comments

- Hard to make time for professional development
- Important to look closely at role of Deans at Finlandia
- Let's get the anti-plagiarism software
- More honesty/less cheerleading
- HLC should also meet with staff
- Need a dedicated Faculty benefits committee
- Faculty schedule
- Shared governance can't be lip-service