



**Lincoln University**  
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## The Faculty Council Survey

The Faculty Council would like you to take a few minutes to provide feedback about the performance and responsibilities of the Faculty Council.

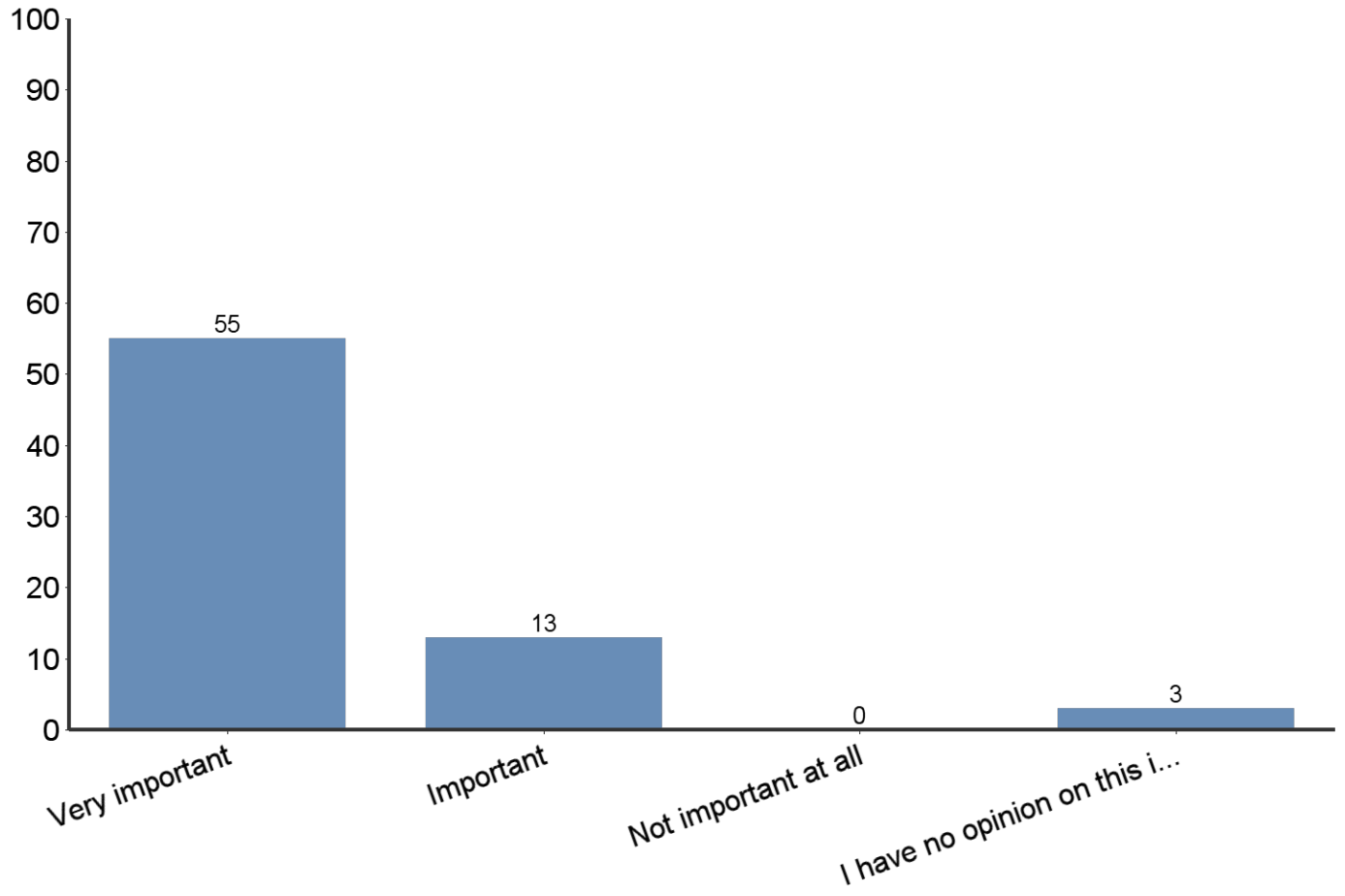
The following pages will serve as a summary report of survey results.

Number of surveys sent: 102

Number of completed surveys: 71

**Response Rate: 70%**

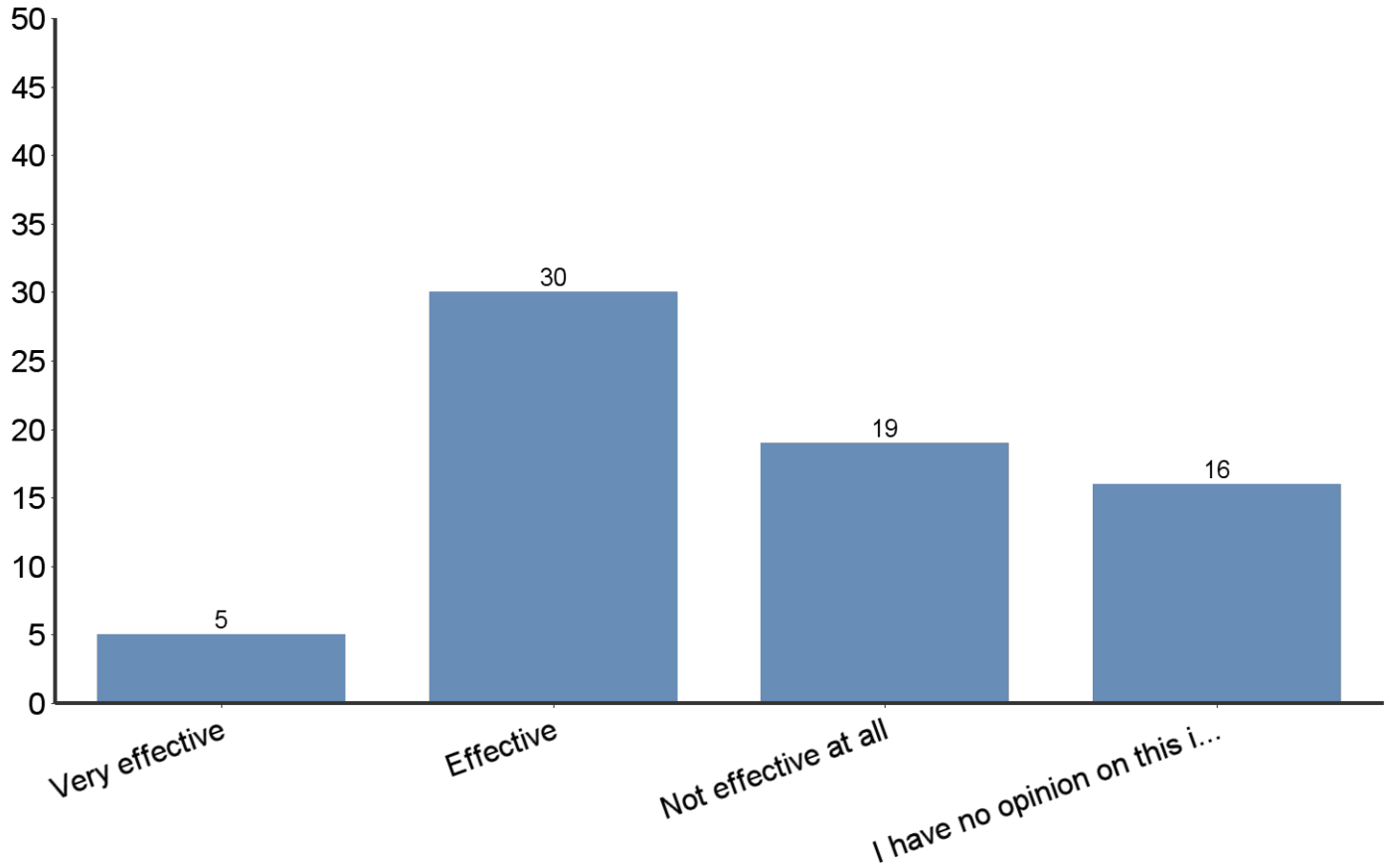
## How important is it to you that shared governance exists at Lincoln University?



#	Answer	Bar	Response	%
1	Very important		55	77.46%
2	Important		13	18.31%
3	Not important at all		0	0.00%
4	I have no opinion on this issue		3	4.23%
	Total		71	100.00%

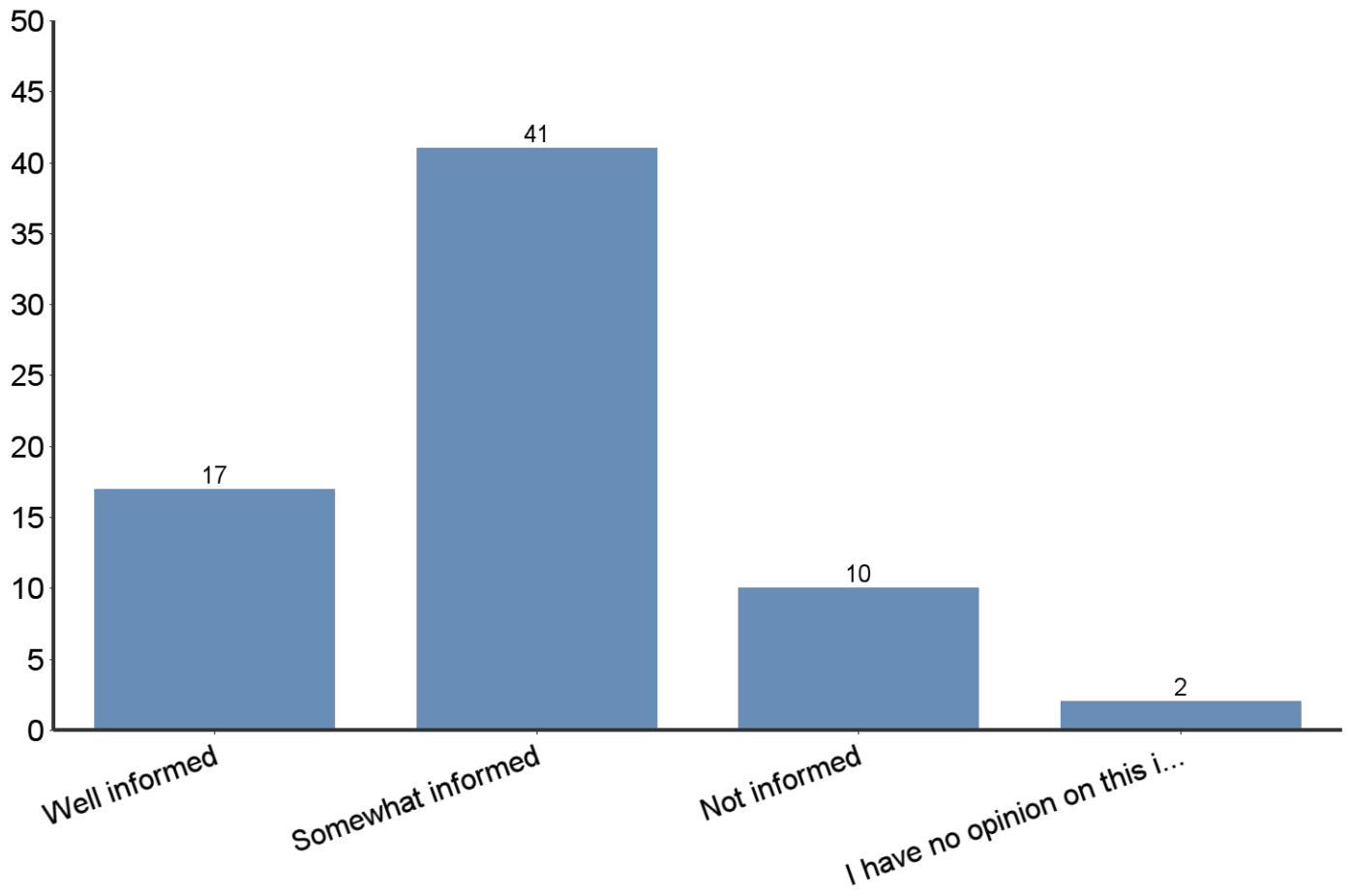
The Faculty Council (FC) was partly established to enhance faculty involvement in shared governance at LU.

How effective has the FC conducted its role in that regard so far?



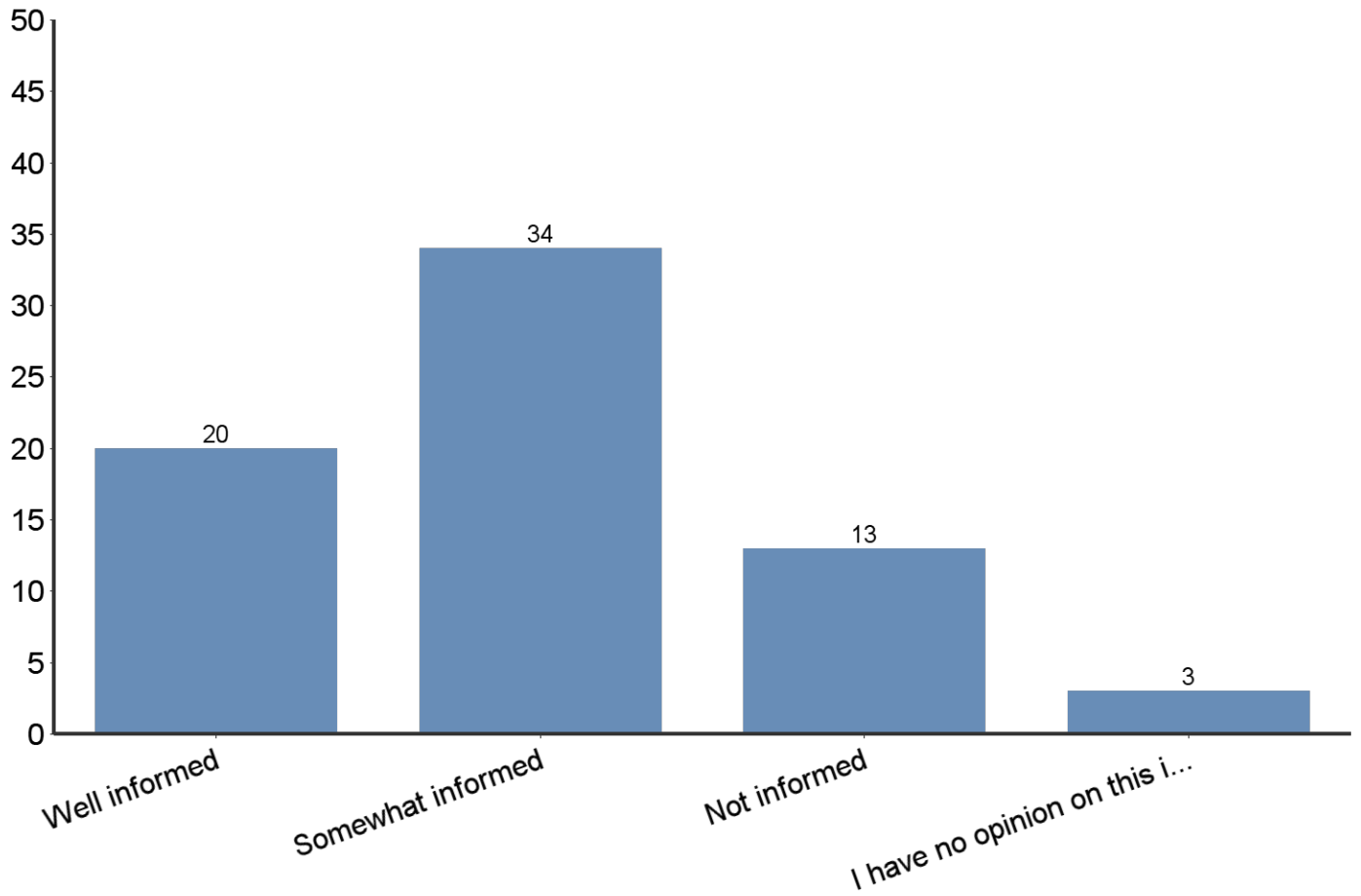
#	Answer	Bar	Response	%
1	Very effective		5	7.14%
2	Effective		30	42.86%
3	Not effective at all		19	27.14%
4	I have no opinion on this issue		16	22.86%
	Total		70	100.00%

## How well informed are you about the activities and roles of the FC?



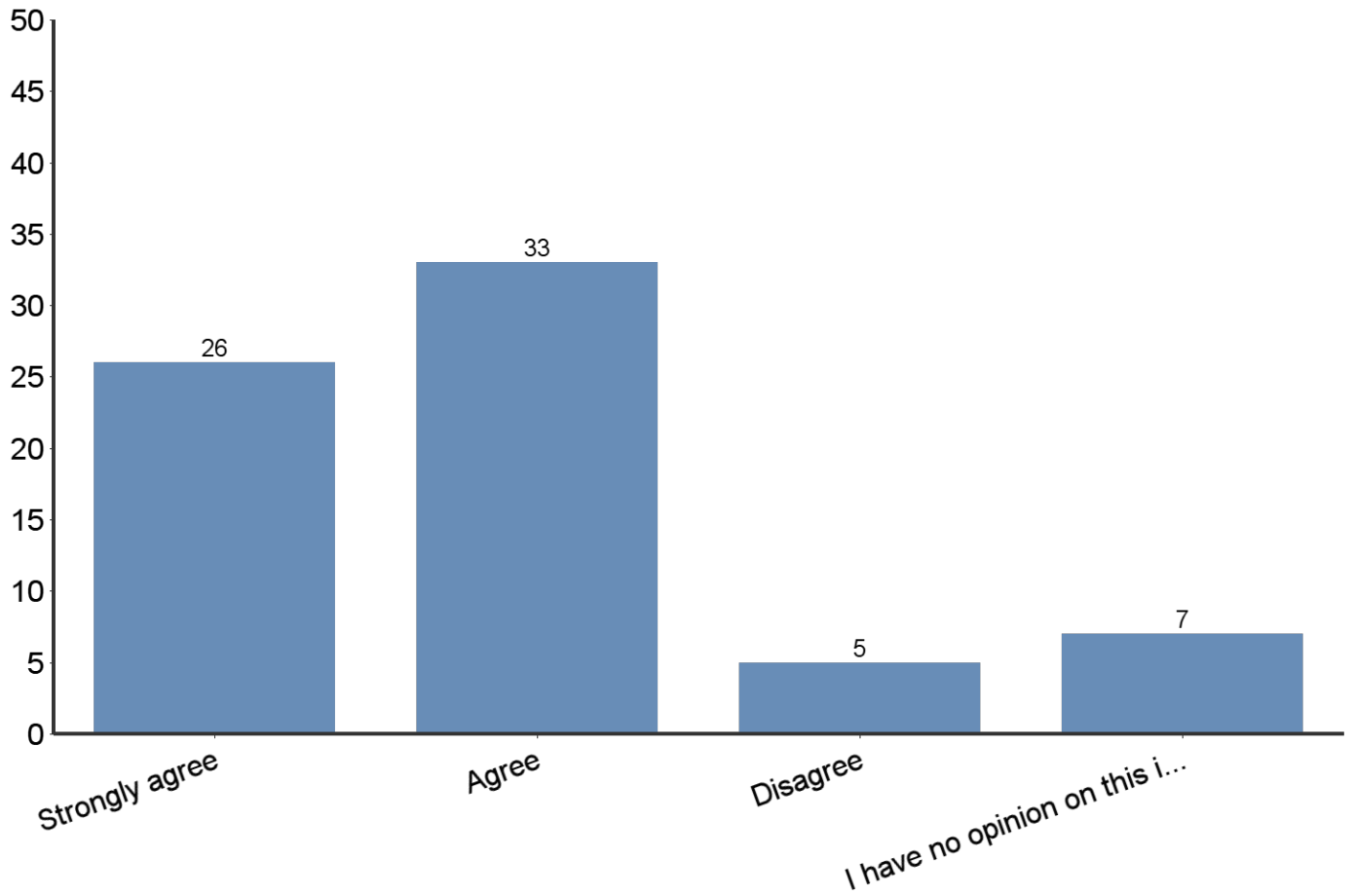
#	Answer	Bar	Response	%
1	Well informed		17	24.29%
2	Somewhat informed		41	58.57%
3	Not informed		10	14.29%
4	I have no opinion on this issue		2	2.86%
	Total		70	100.00%





## How well informed are you about the activities and roles of the FC in contrast to those of the Standing Committees?



#	Answer	Bar	Response	%
1	Well informed		20	28.57%
2	Somewhat informed		34	48.57%
3	Not informed		13	18.57%
4	I have no opinion on this issue		3	4.29%
	Total		70	100.00%

**Do you agree that part of the role of the FC is to act as a liaison between the faculty and the Office of the President?**



#	Answer	Bar	Response	%
1	Strongly agree		26	36.62%
2	Agree		33	46.48%
3	Disagree		5	7.04%
4	I have no opinion on this issue		7	9.86%
	Total		71	100.00%

**As a faculty member, what issues would you like the FC to address and champion?**

Text Entry
Insurance premiums are 1000 a month for a faculty families- faculty have been teaching and working in trailers for years now
I think the FC should work work with the faculty union at LU to negotiate a new contract. Furthermore, the FC should investigate an inclusive tenure process to ensure it is fair to all professionals at the university. Next, the FC should work with the Provost office and Tenure committee to develop a new yearly evaluation tool as the current tool does not take into account for classroom observations and other professional behaviors of faculty.
The FC should investigate multiple tenure tracks similar to other schools. Our current tenure system fails to capture all excellent faculty.
The FC should address faculty recruitment and retention issues. We have had many faculty leave LU and that results in class disruption and loss of full-time faculty and faculty lines. They should address increased class sizes since departments are reluctant, unable, or unwilling to offer enough sections to cover Gen Ed courses that all students have to take. Having to continue to sign in students because there are not enough sections offered till we reach 30 class size is unacceptable.
Curriculum changes such as Gen Ed.; IT Upgrades; release time for grant writing
I would like to see the FC coordinate with the Union to wholistically deal with faculty-related issues
FC address the changes in FYE course and program
Revision of the General Ed curriculum
Course coordinator work load related to supervision of clinical adjunct in field placement
Shared governance and oversight
Continue reminding Standing Committees to meet and share their proposals for improving operations at LU
Establish specific goals for select committees to pursue in 2018-19
Getting more people involved/interested in being a part of the FC.
Increased faculty oversight of curriculum, especially FYE and a direct role in advising students. The FC should also work more closely with Standing Committees to insure they conduct and report out their work.
Strategic Academic Plan Faculty hiring
the completion of the Dickey Hall renovation.

Establish digital communication rules/policies. Model European laws by limiting text/emails being sent when work hours have concluded. Setting a campus-wide &quot;reasonable expectation time frame&quot; for request to end the habit of last-minute request, changes or plans. Begin to build a culture of communication, planning and execution that models the behavior we want our students to adapt. Work-Life Balance is important to avoid burn out and increase productivity. Americans struggle with beginning productive because we believe our work day is 24/7. This is Brandi Berry in the Mass Com Dept. If this makes the agenda I am happy to come and explain this blurb in more detail. Have a happy and productive day.

This being a small teaching only institute, I feel all can be handled by VP, Faculty meetings and the president.

I would like FC to set a high standard among faculty connected to teaching and what students learn at Lincoln University. I would like to see more students connected to getting textbook to use in their classes. Our students seem to be satisfied with what the professor tell them rather than reading material for themselves.

I think because many of our students have financial issues is part of the problem. However being well read is a part of the academic process. Graduating from Lincoln without ever being in a course connected to having a textbook has become a culture at Lincoln for many students. I not sure what the answer is but I do think that collectively it should be addressed.

Issues pertaining to academic excellence and student welfare

A review of the bylaws and the aspects of the University that continue to cause problems

Academic calendar approval by the faculty for 3 years (as has been done in the past but not the last few years)

Removal of the new &quot;once and done, tenure application policy&quot;. Faculty should get a second chance to apply if they still have years left on the tenure clock in order to address criticisms. Faculty should not apply (or at least be considered for tenure) unless they have a successful 3rd year review completed. Many faculty raised concerns that this new policy is not the best for the university, so it needs to be addressed.

The Faculty Council should address Academic Policy issues. The council should hold committees responsible for doing their jobs and report them back to the faculty. The University no longer has three deans, therefore, it is essential that the faculty have a voice, other than the department chairperson, for faculty to express their policy concerns. The Faculty Council must be an apolitical, independent body.

Represent and protect all levels of faculty.

We should address accountability issues in the academic process and look at the big picture of the Lincoln governance process.

Issues related to faculty involvement in shared governance. Understanding that the Faculty is the foundation of sound academic culture and that the Department is the basic foundation of academic excellence because all the expertise is housed in the Department.

Continuing to support Faculty Committee work.

Clarification of Pre and post tenure review process.

WHAT DOES THE FC DO??? Nobody seems to know.

Can you put out a bulleted answer to this question, and a bulleted list of achievements to date?



<p>Help the FC evolve into a faculty senate with the responsibilities of such an entity.</p>
<p>Improved communication across campus units.  Accountability among faculty and faculty committees.  Collaboration across disciplines and between academic and administrative units that connect the curriculum and the co-curriculum.  Besides championing the above, I think it is essential that the FC hold faculty committees responsible for their role in shared governance.</p>
<p>Assist in the process of shared governance. Provide &amp;quot;input&amp;quot; and &amp;quot;guidance&amp;quot; to proposals coming from the official Standing Committees and then making sure that all proposals are presented to the faculty for review and a vote.</p>
<ol style="list-style-type: none"> <li>1. Absences notification.</li> <li>2. Final grades due date.</li> <li>3. Shared governance.</li> <li>4. Academic excellence.</li> </ol>
<p>If the answer to &amp;quot;how effective have the activities of the FC been&amp;quot;, is NOT EFFECTIVE, the questions that follow are irrelevant.  Dr Haimbodi, the FC should &amp;quot;scrutinize&amp;quot; all University, departmental including extra curricula activities to make sure &amp;quot;these are effective, relevant and useful in producing a Lincoln graduate.  Electing the Chair for the Council causes the council to remain at the &amp;quot;teething stage&amp;quot; for a long time. Please consider a two year term, with the proviso that if the chair &amp;quot;is a disaster&amp;quot; he/she can be removed any time, even before the end of one year.</p>
<p>Currently the FC needs to be looking at the issues surrounding student housing, and the process that resulted in students getting kicked out of dorms after they started.</p> <p>Other options involve the changing of courses/curriculum by the administration without approval by the faculty. Specifically I am referring to FYE.</p>

Ozzie Richards, Professor (Business & Entrepreneurial Studies)

1. Eliminate redundant academic committees.
2. Merge Curriculum and Education Policies Committees.
3. Work closely with Executive Management to reengineer the PTS policy/document. It has outlived its useful life cycle.
4. Work closely with Executive Management to reengineer the Post-Tenure Review document.
5. Strengthen academic governance while recognizing that FC reflects, responds to, and represents the faculty while interpreting and reinterpreting their needs.
6. Influence the context and scope of institutional and scholarly research.
7. Influence the transformation of curricular reengineering for twenty-first century workforce realities.
8. Foster strategic alliances with organizational enterprises (public-private partnerships) in partnership with Development Office and Career Services for programmatic funding, job opportunities, cooperative education experiences and internship opportunities

In the process of learning what is available to me.

I would like the council to articulate their role in their interpretation of shared governance. What agenda will the FC develop that shows a movement towards a cohesion with the administration and a trust that develops with faculty involvement.

While a democracy is sometimes messy, transparency of honest ideas is the way to growth.

At this time I can't think of anything.

Faculty mentoring regarding the components of an effective road to tenure.

Writing support for students - adult learners

Do the job of coordination.

None at this time.

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New curriculum for upper-level courses. General education.

none

**As a faculty member, what issues would you like the FC to address and champion?**

Text Entry
We need a rigorous way of independently assessing the faculty council.
Unknown,
The time for faculty meeting from 12:30-1:45 is inadequate. It does not give enough time discussions or questions and answers.
The Faculty Council seems to be still in the mode of figuring out how it operates. A lot of time has been spent on identifying the exact role of the FC and how it should be done.
From my observation, the primary concerns of the FC--to streamline faculty meetings by reviewing materials going up for a vote and to enhance shared governance--has been compromised by personal agenda, and a failure to zero in on the best, most efficient path to resolution.
The FC was supposed to preread documents coming out of committees and provide a synopsis and recommendation of voting to the faculty. They have never done this.
Need to push FC committees to do their work.
It would be nice to receive the minutes of the meetings in my email so as to be better informed.
It would be helpful if each Standing Committee had examples of what they have addressed in past years -- share with Faculty (future members) exactly what each committee has done/is doing
It is important for all to know that the faculty progress in the Academy is hierarchical, such that one begins at the level of Instructor or tenure track and fulfills all the conditions and processes of upward movement as directed by the rules of Promotion, tenure or Severance. No academic culture allows faculty member to join as an Instructor or Assistant Professor only to automatically desire to be given positions and responsibilities that are vested on Full Professorship.
I'm afraid that the faculty council has added another layer of unnecessary and unwanted bureaucracy to shared governance at the University. In addition, I cannot think of any significant outcomes or improvements that we can attribute to the Faculty Council.
I would like to see the FC coordinate with the Union to wholistically deal with faculty-related issues
I will have to become better educated as to their role. I have in the past been involved with faculty senate so I take it this is similar.
I was just hired here recently and unfortunately do not have much of an opinion to offer yet. I will keep an eye out for more information.
I really have no idea what the faculty council did last year because I never saw any minutes from their meetings. They need to be more public with their proceedings.
I hope to see the Faculty Council work towards actually becoming a faculty senate.
I have none at this time.
I am not sure if the faculty council truly represents the issues and concerns of the faculty. I am not sure if their role at this point. I do think Dr. Poe did a good job and I felt good about their work last year. However, this year, it doesn't appease the couch understands how to go forward.
How can the faculty take ownership of the council?

FC members should tell the faculty why they deserve to represent the faculty.

FC may not be required. Let it be as how faculty meetings took care in the past.

1. The executive of the FC should serve for two years straight.
2. The Education Policy Committee should “dissolve” and let the council perform that function so that the council can “fight”; with the administration in the interest of the Faculty and the students, where the Administration is not helping Lincoln’s cause. Example, “hiring too many”; VPs not tenure track faculty does not help LU. .

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