

Faculty Decision-making

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1

Every Question begins with...

- In chairs meetings, faculty meetings, and various academic committee meetings with the college dean...

2

Survey Type: Likert Scale

Answers:

- | | | | | |
|----------------------|----------|---------|-------|-------------------|
| (1) | (2) | (3) | (4) | (5) |
| Strongly
Disagree | Disagree | Neutral | Agree | Strongly
Agree |

3

Other Important Survey Components

- Number of participants: 15
- Method of Collection: Completely anonymous
- Comments were allowed
- The Survey consisted of: 10 questions
- The Questions centered around the process of decision-making between the college faculty & the college dean.
- Survey Date: 27 April 2021

4

#1: I think the academic dean raises important and relevant issues for faculty discussion.

• Average Score: 4.33

• **Comments:**

- “Too much discussion on assessment/accreditation.”
- “Sometimes we drill down on minutia.”
- “Most topics are important, but some topics are irrelevant or could be handled in a different setting.”

5

#2: I think that the academic dean gives sufficient context for discussion of issues requiring a decision.

• Average Score: 4.33

• **Comments:**

- “Sometimes I am not clear on the background of an issue.”
- “Lots of context.”
- “I think so, but it can be difficult to follow his line of thinking at times.”

6

#3: I think the benefits (for students, faculty, the institution, etc.) for a decision are clearly stated in the process of faculty decision-making (buy-in).

- Average Score: 4.40

- Comments:

- None

7

#4: I am satisfied that the relevant issues are adequately address before a decision is made and implemented.

- Average Score: 4.53

- Comments:

- None!

8

#5: I am satisfied with the opportunities of input I have for decision-making.

- Average Score: 4.67

- Comments:

- NONE!

9

#6: I am free to give an opinion that disagrees with the dean in the process of faculty decision-making.

- Average Score: 4.60

- Comments:

- “He is very open to our opinion.”
- “As long as I don't disagree with the president.”
- “Yes - although it is hard to express a dissenting opinion.”

10

#7: I think that the academic dean values the input of the faculty.

- Average Score: 4.80

- Comments:

- None.

11

#8: I think that the academic dean follows up on the recommendations and suggestions from the faculty.

- Average Score: 4.73

- Comments:

- “I realize this happens but sometimes it doesn't go further. That is part of the process.”

12

#9: I believe the faculty usually reach the best decision in decision-making.

- Average Score: 4.33

- Comments:

- None.

13

#10: I think our faculty decision-making process is adequate and does not need to be improved.

- Average Score: 4.00

- Comments:

- None.

14

If you think of improvements, please state your suggestions...

- “Some newer members may be helped by hearing/learning the history and input of future impact. This is usually given or comes out in more weighty matters.”
- “We do run the risk of group think because we are all inside the college.”
- “Given all the details discussed and decided, very well done!”

15

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- In chairs meetings, faculty meetings, and various academic committee meetings with the college dean...

16

Order of Questions from **highest** agreement to **least** agreement:

Questions from the Survey		Score
#1: I think that the academic dean values the input of the faculty.	Q#7	4.80
#2: I think that the academic dean follows up on the recommendations and suggestions from the faculty.	Q#8	4.73
#3: I am satisfied with the opportunities of input I have for decision-making.	Q#5	4.67
#4: I am free to give an opinion that disagrees with the dean in the process of faculty decision-making.	Q#6	4.60
#5: I am satisfied that the relevant issues are adequately address before a decision is made and implemented.	Q#4	4.53
#6: I think the benefits (for students, faculty, the institution, etc.) for a decision are clearly stated in the process of faculty decision-making (buy-in).	Q#3	4.40
#7: I think the academic dean raises important and relevant issues for faculty discussion.	Q#1	4.33
#8: I think that the academic dean gives sufficient context for discussion of issues requiring a decision.	Q#2	4.33
#9: I believe the faculty usually reach the best decision in decision-making.	Q#9	4.33
#10: I think our faculty decision-making process is adequate and does not need to be improved.	Q#10	4.00

17



The Process of Leading your faculty through decision-making

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18

Faculty and the decision-making process

- Biblical Connections??
- The Call for Wisdom, Proverbs 2.

19

Faculty and the decision-making process

- **1.-Realize people do not like surprises—
Especially faculty!!!**

20

Faculty and the decision-making process

- **2.-Put yourself (literally) in their shoes.**

21

Faculty and the decision-making process

- **3.-Remember whom you serve.**

22

Faculty and the decision-making process

- **4.-Help them see the decision's benefit to them, to the students, to the institution, to higher education.**
 - The big picture!

23

Faculty and the decision-making process

- **5.-Value precision more than completion.**

24

Faculty and the decision-making process

- **6.- Always hold your ideas loosely.**
- **Be open to correction. Admit shortcomings & mistakes.**

25

Faculty and the decision-making process

- **7.-Use your coupons sparingly.**

26

Faculty and the decision-making process

- 8.-Walk the tightrope carefully.

27

Faculty and the decision-making process

- 9.-Encourage communication.

28

Faculty and the decision-making process

- **10.-Work toward equity.**

29

Faculty and the decision-making process

- **11.-Realize it will get better as you continue to build their trust.**

30

Faculty and the decision-making process

- **12.-Anticipate miraculously.**

31

Faculty and the decision-making process

- **13.-Admit when you're wrong.**

32



33