



Educating from a Biblical Worldview

Engaging Faculty In Decision Making

**James Lanpher, Provost, CIU
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First Principles

Do you trust your faculty
to engage in decision making?

First Principles

If not, why are they your faculty?

First Principles

Different institutions have different traditions regarding the role of faculty, and this can change over time



First Principles

What is your faculty culture? Give three adjectives to describe it.

First Principles

- Biblical thoughts
 - Where there is no guidance the people fall, But in abundance of counselors there is victory (Prov 11:14).
 - Without consultation, plans are frustrated, But with many counselors they succeed (Prov 15:22).
 - But, how good were Job's counselors?
 - If we turn to the NT, certainly a system of shared governance among elders is presented as a model for the church. Do faculty count as elders?
Interesting conversation!

First Principles

- Confession
 - This assignment caused me to think through these areas and realize some of my own shortcomings as an academic leader.
 - Even after 24 years as a CAO, I am still learning!

Fostering a Culture of Engagement

- Encourage open communication and transparency
 - Keep faculty informed about the decision-making process
 - Provide opportunities for them to give input
 - Could include regular meetings or forums for questions and feedback
 - Could include sharing information about decisions that have been made and why

Fostering a Culture of Engagement

- Provide opportunities for faculty to **participate** in decision making
 - Ensure faculty are represented on committees, taskforces, ad hoc groups, etc.
 - Appoint them
 - Allow them to volunteer (don't be afraid)
 - Consider other mechanisms for participation (any ideas?)

Fostering a Culture of Engagement

- Seek out diverse perspectives
 - Encourage a range of voices
 - Different departments, ranks, backgrounds
- Actively seek out and value input from faculty **not normally heard** or who have **different perspectives**

Fostering a Culture of Engagement

- Provide resources for faculty to become involved
 - Time and funding for faculty to participate
 - Release time for committees, taskforces
 - Funding for conferences on decision-making or governance

Fostering a Culture of Engagement

- Lead by example
 - Model the behavior you hope to see in others
 - Seek out and value input
 - Listen and consider different perspectives
 - Be open to change plans based on input

Faculty meetings

- Invite guest speakers
- Use visual aids
- Consider polling tools
- Encourage faculty to bring their own ideas
- Foster a respectful environment
- Consider varying formats for meetings
- Set aside time for socialization
- Follow-up on action items
- Use surveys, focus groups to gather feedback

Conclusion

- What are your ideas for faculty involvement in governance?
- What have you seen or tried that has worked or not worked?
- Do you have any tips for good faculty meetings?
- Does our identity as biblical institutions have any implications for faculty involvement in governance?