



VILLANOVA UNIVERSITY
FACULTY CONGRESS

Academic Year 2021-2022

March 30, 2022
9:00 am to 10:30 am
via Zoom

MINUTES

Present: Amanda Knecht, Aronte Bennett, Bridget Wadzuk, Gerald Beyer, Gregory Hoskins, Iliia Delio, Jared Paul, Jennifer Altamuro, Jennifer Ross, Jeremy Kees, Joe Betz, John Sedunov, John-Paul Spiro, Kathryn Haymaker, Lisa Sewell, Melissa Hodges, Meredith MacKenzie Greenle, Paul Bernhardt, Peter Busch, Rachel Skrlac Lo, Rebecca Winer, Rory Kramer, Samantha Chapman (Vice Chair), Stephanie Katz Linkmeyer, Sue Metzger, Tom Way (Chair)

Absent: Ani Ural, Benjamin Scheick, Debra Shearer, Eugene McCarraher, James Peyton Jones, Javad Siah, Kamran Javadizadeh, Metin Duran, Paul Steege, Rabih Moussawi, Ruth Gordon, Shannon Hamlin, Sherry Burrell, Stephen Liedtka, Tina Agustiady, Travis Foster, Wenqing Xu

Invited Guests: Ann Juliano, Meg Willoughby, Nathaniel Grimes

Housekeeping

- Welcome
- Approval of minutes from Jan. 25 and Feb. 21, 2022 meetings – Both sets of minutes were approved by virtual vote.

Standing Committee Reports (*reports submitted in advance; please see appendix; this time set aside for elevated issues and/or questions*)

1. Awards Committee (Andrew Scott [chair, external member], Sherry Burrell) – The approved awards list was forwarded and accepted by the provost and president.
2. Adjunct Faculty Representatives (Tina Agustiady, Shannon Hamlin)
3. CNT/FTNTT Faculty Representatives (Sue Metzger, J-P Spiro) – Our representatives are working with the ombuds to prepare materials/handbook for chairs and CNTs for the promotion process; the difference between colleges will be considered carefully in this process.
4. Election and Credentials Committee (Q Chung, Jen Palenchar, Qi Wang, Bob Styer [emeritus]) - See appendix. Note that vacancies after the election can be filled by the executive committee of Faculty Congress.
5. Research Policy Committee (RPC; Jared Paul, chair) – Jared noted that RPC had its first meeting recently and has another meeting schedule with Amanda Grannas in mid-April. The goals of the committee are to help impact and develop policy regarding research; to work together with the

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office of the VP for Research to develop policy, instead of a one-way direction of policy coming from the VPR office. If any of you or your colleagues have thoughts on research policy, or policies that you have any issues with, please reach out to Jared.

6. Faculty Rights & Responsibilities Committee (FRRC; Amanda Knecht, chair) – Please see appendix. FRRC amended wording in faculty handbook to get Emeritus status for CNT faculty. A change was also discussed the years of service required for emeritus status. A candidate can apply up to three years after retirement. The changes have been approved by the deans and provost. Members of FRRC are looking over the non-discrimination/non-harassment wording. The proposed policy sparked a conversation about grievances and the procedure there. The recommended first stop is the ombudsperson. FRRC is working on a flow chart for what to do if grievances come up. Tom noted that Ruth Gordon is retiring at the end of this semester and Ann Juliano is stepping in for Ruth on FRRC.
7. Retired faculty members (Joe Betz) – Joes notes that VU and two Augustinian parishes are helping to resettle Afghani refugees. Joe asked if anyone would have objections to free faculty benefits being extended to retired faculty (for example free theatre tickets)? No objections were noted.

Committees with Faculty Representation (*time set aside for questions about reports received*)

1. Academic Policy Committee (Bridget Wadzuk, chair) – (appendix) – Bridget noted that there is a mental health day proposal coming from students – APC will be working with SGA and grad student reps on this idea. Any feedback is welcome.
2. Intellectual Property Policy Board (tbd)
3. COVID Policy Committee (Jennifer Altamuro, Jake Elmer) – Jennifer noted that over the past two weeks, cases have been very low. The committee has discussed the continuation of testing protocol through end of spring, as well as vaccines and boosters going forward. The health center is putting together first year student intake forms. The issue of whether the COVID vaccine will be mandatory or recommended going forward is being discussed. The committee's first stop is CDC guidance and local health departments. It was noted that the trend for similar schools to VU is recommended rather than required. Jen also noted that there are only two faculty voices on the committee among many different constituencies. After a lengthy discussion, two colleagues from nursing offered to draft a letter about the importance of vaccination for the health of the Villanova community and the larger community. The letter was submitted to the COVID Policy committee with approximately 150 signatures from faculty members in the M. Louise Fitzpatrick College of Nursing and Faculty Congress members and some of their constituents. (It was not sent to all faculty due to timing.) Other items raised during the discussion included: as of now faculty retain the right to require masks in their classrooms. Compliance on testing is very low (30-40%), so that is an issue and a consideration in policies going forward.
4. COVID Operations Committee (Elaine Youngman, Cathy Curley) [currently dormant]
5. Lessons learned committee (Rebecca Winer) – Anyone with questions or comments can contact Rebecca. Ray Duffy was interested to test policies this year; then maybe consider it in summer. Ray is willing to come talk to FC, or to put the benefits committee in contact with faculty.

Old Business

1. FC Constitution Committee continuing work, discussion of latest report, additional proposed revisions to bylaws, discuss, vote on approval, next steps (see attachment) – A Qualtrics survey was sent after the meeting on the proposed Bylaw changes. Notes were made about proxies; if an at-large seat is tied to the Villanova AAUP in the future, the representing member should be chosen by that organization.

New Business

1. Suggestions for talking points for Univ. Council meeting 3/30/22 at 12 noon – discussion items: faculty concern about mandatory vaccination; staffing issues for URJC, and that we support the work being done by the organizers of that effort. Membership structure of Univ. Council looks good. Details to bring up: University Council recommendations must be considered by BOT or otherwise, to strengthen the effectiveness of the group. VU investments in companies with ties to Russia. A suggestion was made to frame any URJC concerns as desiring to see the university continue to commit to this, including putting support behind resolving staffing issue? It was noted that it is not the responsibility of the leaders of URJC initiative to come up with the funds to make this happen. They were charged with designing the course and were told they would have university support. There needs to be a commitment of funds from the University for adequate staffing. Another issue that was suggested is allowing CNTs to vote for chair is also an issue that might be good to bring up.
2. Discussion of action items related to Provost salary increase fund presentation, create guidelines to share with all faculty reps on college committees? Tom summarized that faculty salary shortcomings are being addressed for tenured/tenure-track faculty. FCEC has discussed concerns about transparency/equity in the process. A request was made for action items to pursue. FC has asked for input into faculty choices for the committees and there is FC representation on CLAS. There was discussion about crafting guidelines or talking points for other faculty on other college committees. Meeting for CLAS third week in April. Tom will ask the Provost about the way forward in other colleges. It was noted that the VSB committee has already been created; it has reps from each of the 5 departments in VSB. Two requests were made: (1) reporting up about difference between merit increases and this increase. (2) That each college report out on equity differences –for example, pay gaps in gender/race, and also by rank.
3. Assuring Villanova has no financial interests with companies in Russia (Jerry, J-P)
4. FC elections-related, identify chair/vice chair for next term – Candidates needed for these positions. Chair comes with a course release. If you're interested or know people who are, please have them contact Tom.
5. Tentative FC reorganization meeting, Tuesday, April 26, 2022 1:30-3:00 (a "Friday" in the Villanova schedule)
6. Open discussion - Rachel raised three issues: (1) Clarity of requirements to attend commencement ceremonies for undergrad and grad students, especially for faculty who only teach grad students. Tom will take to UC. Some discussion re: required attendance this year or if COVID allows people to choose based on their comfort level. (2) Inquiry to see if there are options to fund low-income students who are in programs that require financial outlays to graduate (e.g., licensure exams, etc.). This can be in the thousands of dollars, especially if students have to quit paying jobs to do unpaid practica. (3) Inquiry into faculty protection (via faculty handbook and honor code) re: material taught. Referenced BYU case where Campus Reform paid students to share lesson plans and course content in order to create a campaign to get instructor fired. BYU protects this material from public dissemination with honor code and faculty handbook. Is this something our faculty are worried about? Do we have protections in place?

Reminders

Upcoming Congress events:

FC leadership meetings with Provost & Vice Provost (Zoom)

(Tom, Samantha, Bridget, Amanda)

- ~~Monday, January 24, 12:30-1:30~~
- ~~Thursday, February 17, 9:00-10:00~~
- Additional meeting tbd

Fall 2021 Faculty Congress general meetings (Zoom)

- ~~Tuesday, September 14, 2021, 9-10:30~~
- ~~Monday, October 18, 11:30-1~~
- ~~Thursday, November 18, 9-10:30~~
- ~~Friday, December 17, Noon-1:30 CANCELED~~

Spring 2022 Faculty Congress general meetings

- ~~Tuesday, January 25, 2022, 9:30-11:00~~
- ~~Monday, February 21, 2022, 9:00-10:30~~
- Wednesday, March 30, 2022, 9:00-10:30
- Tentative: Tuesday, April 26, 2022 1:30-3:00, Reorganization Meeting

2020-21 Faculty Fridays, 2:30 p.m. to 4:30 p.m. (Presidents' Lounge, Connelly Center)

- Discussions underway for possible Spring 2022 events

APPENDIX A

Committee Reports & Updates

Report from the Elections and Credentials Committee 24 March 2022

The elections for the 2022-2024 Faculty Congress are currently underway and will close on April 3. Please encourage your colleagues to vote. As of March 24, about 250 out of 675 full time faculty have voted.

UNIT retired the ancient program that was previously used for our elections. The committee is grateful to Tom Roscoe in OSPIE for preparing the Qualtrics election pages and for helping us set up and troubleshoot the election.

Report from FRRC

We are currently looking into updating the university's policies on harassment and discrimination cases involving faculty. We also were just informed that the deans and provost have agreed to change the wording in the Faculty Handbook to allow CNT faculty to apply for the Emeritus title.

Report from APC

1) the CATS committee continues to look at how to improve the open-ended questions. A future goal is to work on how to better utilize CATS to aid in faculty evaluations. 2) SGA brought a proposal for a mental health day; the student liaison committee will work with SGA and the graduate student representatives to build the proposal.

