



VILLANOVA UNIVERSITY  
FACULTY CONGRESS

Academic Year 2021-2022

April 26, 2022

1:30 pm to 3:00 pm

via Zoom: <https://villanova.zoom.us/my/drtomway>

MINUTES

**Present:** Amanda Knecht, Ann Juliano, Aronte Bennett , Bill Wagner , Cheryl Carleton, David Shaffer, Eric Hamberger, Farshid Baghai, Frank Pryor, Jennifer Altamuro, Jennifer Ross, Jeremy Kees, Jerry Beyer, John Sedunov, Joseph Betz, Katie Haymaker, Kerry San Chirico, Meg Willoughby , Melissa Hodges, Meredith MacKenzie Greenle, Michelle Kelly, Michelle McKay, Paul Bernhardt, Paul Steege, Peter Busch, Qi Wang, Rachel Skrlac Lo , Robert Styer, Rory Kramer, Ruth Gordon, Samantha Chapman, Shannon Hamlin, Stef Katz , Sue Metzger , Theo Arapis , Tina Agustiady, Tom Way, Troy Shirangi

**Housekeeping**

- Welcome to incoming Faculty Congress members
- Status of virtual voting regarding minutes and bylaws changes – Jan, Feb minutes were approved; bylaws changes did not meet the 2/3 threshold as needed in the constitution.
- Approval of minutes from Mar. 30, 2022 meeting – Minutes were approved by vote of 16 yes; 0 no; 7 abstain (if you later discover an edit is needed, contact FCEC)

**Reminders**

- Wildcat Crossing Ceremony (WCC) is a pre-commencement ceremony that honors students who embody diversity in all its forms. Thursday, May 12, 2022 at 1:00 PM on Rowan Green. Link to RSVP form available on Commencement Events page.
- Commencement Events: <https://www1.villanova.edu/university/commencement/schedule.html>
- Villanova Family Fun Day, May 22 from 11:30-3:00, watch Campus Currents

**Plan for the meeting:** First, very brief updates from committees below and short discussion of old business items, then new business focusing on welcoming the incoming membership

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

Amanda Knecht, Ani Ural, Aronte Bennett, Benjamin Scheick, Bridget Wadzuk, Debra Shearer, Eugene McCarraher, Gerald Beyer, Gregory Hoskins, Ilia Delio, James Peyton Jones (sabbatical), Jared Paul, Javad Siah, Jennifer Altamuro, Jennifer Ross, Jeremy Kees, Joe Betz, John Sedunov, John-Paul Spiro, Kamran Javadizadeh, Kathryn Haymaker, Lisa Sewell, Melissa Hodges, Meredith MacKenzie Greenle, Metin Duran, Paul Bernhardt, Paul Steege, Peter Busch, Rabih Moussawi, Rachel Skrlac Lo, Rebecca Winer, Rory Kramer, Ruth Gordon, Samantha Chapman (Vice Chair), Shannon Hamlin, Sherry Burrell, Stephanie Katz Linkmeyer, Stephen Liedtka, Sue Metzger, Tina Agustiady, Tom Way (Chair), Travis Foster, Wenqing Xu

1. Awards Committee (Andrew Scott [chair, external member], Sherry Burrell) – Tom finalized with president's office that letters will go out to recipients of awards. Awards committee will notify everyone as well.
2. Adjunct Faculty Representatives (Tina Agustiady, Shannon Hamlin)
3. CNT/FTNTT Faculty Representatives (Sue Metzger, J-P Spiro) – Plans for early fall to help CNT faculty planning to go up for promotion.
4. Election and Credentials Committee (Q Chung, Jen Palenchar, Qi Wang, Bob Styer [emeritus]) – Thanks to all who agreed to serve. Tom will notify us by end of week on status of vacancies.
5. Research Policy Committee (RPC; Jared Paul, chair)
6. Faculty Rights & Responsibilities Committee (FRRC; Amanda Knecht, chair) – Flowchart for grievance policies is in progress. Is a copyright issue for certification projects appropriate for FRRC or APC?
7. Retired faculty members (Joe Betz) – (1) Progress on benefits for retired faculty. For example, retired faculty can park on campus – need to ask the guard at the gate. Retired faculty may also free theater tickets. (2) If you have trouble applying for Emeritus status, contact Joe.

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

1. Academic Policy Committee (Bridget Wadzuk, chair)
2. Intellectual Property Policy Board (tbd)
3. COVID Policy Committee (Jen Altamuro, Jake Elmer) – Jen – The committee is continuing to meet. Decision was made to require vaccination for fall semester. The message from faculty and other constituencies had an impact. Logistics are being discussed. Potential vaccination clinic on campus at start of fall semester. Booster requirement is being discussed, as well as how isolation/quarantine will be handled in the fall. A number of schools will not be providing such space in the fall. We are looking at what space might be available. It is more challenging than in the past. Also noted that there is no change to faculty ability to require masks in their classes. Question: Are surveys given out to faculty, students, or parents, before policies are being made? For example, the survey in 2020 or so. Will perspectives of these constituencies be collected?
4. COVID Operations Committee (Elaine Youngman, Cathy Curley) [currently dormant]

**Old Business**

1. FC Constitution Committee continuing work, status – Bob Styer
2. Vaccination letter success (Jen, Meredith)
3. Debrief of 3/30/22 University Council meeting (Tom) – Meeting with Fr. Peter, after our last FC meeting. The University Council is comprised of about two representatives from each major constituency on campus. Typically chair and vice chair of various organizations. Gather a few times per semester to get updates and ideas university-wide. The Council is undergoing some reconfiguration. FC pressing to make Council more integral to decision-making. Items that are important should be discussed at the Univ. Council, including access to BOT members; BOT member will occasionally attend Council meetings. New University Council starting in Fall.
4. Status of faculty compensation process, meetings with deans (Tom, Sam, others?) – Following Provost's announcement for funds for T/TT faculty salaries, committees of faculty members met with deans about allocation.
  - a. The meeting with CLAS reps included Tom and Sam, and this update is regarding CLAS. Dean of CLAS is sensitive to equity concerns and other issues raised. Suggestion of telling faculty about the process to figure out what determined their increase did not go through. But acknowledgement that communicating how decisions were made is clear. Seemed like proportional allocation of funds between colleges based on number of faculty in each college. Process of allocation seems to be in three steps. A base adjustment was made for associate and full professors. The second tier is bumps given to chairs. There is a stipend for chairs for compensation. Along with that, directorship roles

and other roles have been considered. Then the rest of the money will be allocated. Hidden labor/service was discussed and will be considered in these raises. Years of service/productivity will also be considered. Consideration is discipline-specific, compared to new peer institutions. Meeting was encouraging overall. Equity and transparency will be a priority. Triennial evaluations seemed like they would be used, not short-form.

- b. A colleague from Nursing gave an update. The Dean engaged faculty members at a variety of levels; faculty advocated for more a focus on equity than ‘productivity’ because what does that mean in all these different contexts?
- c. Next up: CNT salary study in the coming years.

### **New Business**

1. Outgoing Faculty Congress votes on approval of any recent appointments – Tom gave a reminder that the Chair position comes with a course release. Chairs of APC/FRRC do not get course reduction, but their work is also very valued and intense. Something to consider advocating for in the future. Adjunct rep on FCEC is Tina Agustiady (CPS).
2. Welcome the incoming Faculty Congress members, introductions, discussion, knowledge transfer, listing of support contacts (membership list attached) – going around to introduce everyone. Tom will be in contact about FCEC membership soon.

### **Items to Carry Forward to Next Congress**

1. Update of Faculty Congress Constitution and Bylaws (Bob Styer, et al. working group)
2. Race and Justice course, track progress of development, staffing, offering
3. Continue to follow up on numbers of TT and CNT faculty hired (lines added) in support of Strategic Plan (Christopher Kilby)
4. Sustainability - suggest to appropriate place(s) on campus to move toward stopping the use of all 2-cycle gasoline powered engine landscaping equipment (Peter Busch)
5. University Covid policy as the situation evolves
6. Issues with dental insurance poor coverage
7. Other items?

### **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~~

#### 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~~
- 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)

- ~~None scheduled for Spring 2022 events~~

**APPENDIX A**

**Committee Reports & Updates**