

Villanova University Faculty Congress

Academic Year 2012-2013

FACULTY CONGRESS PLENARY

Meeting of February 13, 2013

**Present**: Lillian Cassel, Sohail Chaudhry, Edwin Goff (Secretary), Sandy Kearney, Christopher Kilby, Julie Klein (COF Chair), Edward Kresch (Treasurer), Chad Leahy, Michael Levitan, Salvatore Poeta, Donna Shai, Nancy Sharts-Hopko, Gaynor Strickler, Robert Styer, Thomas Way, Kelly Welch (Vice Chair, *pro tempore*), Seth Whidden (Chair, *pro tempore*)

**Absent**: Wayne Bremser *(NIA)*, Mary Ann Cantrell *(NIA)*, Linda Copel *(NIA)*, Joseph Dellapenna, Mark Doorley *(NIA)*, Rick Eckstein *(NIA)*, Judith Hadley *(NIA)*, Paul Hanouna, Eric Karson, Kenneth Kroos, Sarvesh Kulkarni, Mary Ann Lieb *(NIA)*, Wenhong Luo, Susan Mackey-Kallis *(NIA)*, Barbara Ott *(NIA)*, Paul Pasles *(NIA)*, Paul Reagan, Bernard Reilly, Louise Russo (APC Chair) *(NIA)*, Sridhar Santhanam, Mark Sullivan *(NIA)*, Fayette Veverka *(NIA)*, Catherine Warrick, Joyce Willens.

1. Welcome by the Chair *pro tem*, Dr. Seth Whidden, to the fourth meeting of Faculty Congress Plenary, 2012-2013
2. A Moment of Silence was observed.
3. Dr. Victoria McWilliams, 2012-2013 Faculty Congress Chairperson, began a medical leave of absence from the University beginning November 27. Effective November 20 2012, and continuing through AY 2012-2013, Congress leadership duties are being discharged by Dr. Seth Whidden, who has moved from Vice Chair to Chairperson, *pro tem*; and Dr. Kelly Welch, who has accepted appointment as Vice Chair, *pro tem*.
4. FC will secure inclusion of additional voices from faculty who serve on campus committees of particular importance to faculty interests; of special interest are the colleagues who serve on committees of the Board of Trustees. Efficiency of Congress meetings can be enhanced by self-regulating to two minutes for each presentation of ideas in reports and dialogue.
5. Minutes of the November 13, 2012 Faculty Congress Plenary were approved electronically prior to FC Plenary; they will be posted to the FC website.
6. Announcements and Committee Reports: APC, Adjunct Faculty, COF, EIC, and FTTNT:

**The Academic Policy Committee (APC)**

* The APC will meet with the Associate VPAA and members of the OPIR team on Monday February 25 to determine what technical, policy, and implementation issues remain to be addressed.

**Adjunct Faculty**

* Faculty Congress needs to investigate implications of new federal rules on part time status, one of which stipulates a thirty-hour maximum for part time employees.
* A primary ambiguity is what such a condition actually means for our colleagues who teach as adjuncts. What is a thirty-hour maximum adjunct teaching load?
* One additional implication is that a long-standing proposal regarding upward-adjustments of rank and compensation for adjunct faculty meeting meticulously detailed criteria may be mooted by the new federal rules.

**Committee On Faculty (COF)**

* Working with FTNTT colleagues, the Committee On Faculty (COF) has voted to pursue the possibility of recommending to the VPAA that the faculty handbook be revised to extend to full-time non-tenure track faculty the eligibility to participate in the selection of department chairs, with peer review in hiring and evaluation being the *sine qua non* conditions upon which such discussions will rely.
* The Chair of COF also serves as faculty representative on the Academic Affairs Committee of the Board of Trustees. Dr. Klein reported that the Board’s AAC discussed research: particular emphasis was given to the need for additional resources, more flexible faculty appointments policies, funding, and teaching loads.

**Employment Issues Committee**

* Meeting with Jim Trainer tomorrow (02/14) to determine how much data can be shared. The meetings with the VPAA and OPIR are to evaluate results of added faculty compensation: whether it made a difference in the ranking of our salaries, and if so, to what degree.
* Discussion: a brief observation was made that the annual Senate Budget Report is a *de facto* first-out for positioning the administration’s budget plan; faculty members of the University Senate are urged to speak up regarding budget matters of particular importance to the health of academic programs and faculty support***.***

**Full Time Non Tenure Track Faculty (FTNTT)**

* (See COF Item, above.)

7. COF update on FTNTT voting for department chair (Julie Klein)

* (See COF Item, above)

8. Faculty Congress election process (Edward Kresch)

* How do we improve the election process to ensure maximum participation and transparency?
* Detailed discussion followed: 1) Elections Credentials Committee will review and revise procedures as necessary, bringing an appropriate proposal to Faculty Congress. 2) Final vote tallies are not made public routinely for reasons of sensitivity. 3) A consensus judgment emerged to make vote results available to the executive committee routinely; and to make candidate-specific results available by request from the candidate(s).

9. EEOC / HR Task Force (Edwin Goff)

1. Preventing harassment in the workplace: Task Force authorized by Faculty Congress to examine origins of content and delivery of the course required by the University President of all faculty and staff within the University. The task force is charged with determination and deliberations upon structures for discharging administrative authority; monitoring, reporting, and remedying acts of harassment.
2. Response to the University Senate questions under the POWER OF INTERPELLATION to be reported at its Meeting of Friday, March 15:

* What is the current status of the EEOC officer?
* How does this compare with the usual or best practices?

1. Action Items Completed:

* Mary Tiernan, EEOC Regional Director, Outreach and Programming will provide resources for Task Force Deliberations: Task Force Invited Guest, Tuesday, March 12 2013 10:30-12:00.
* Appointments Pending with
  + Associate VP for HR & AA Officer, Ms. Ellen Kurtz:
  + Vice President for Administration, Mr. Ken Valosky:
  + University President, Fr. Peter Donohue;
  + Associate Director, Center for Multicultural Affairs, Ms. Linda Coleman;

1. Four colleagues have been invited to serve on the Preventing Workplace Harassment Task-Force: they represent Faculty; Exempt professional staff; Multicultural Affairs; Non-Exempt support staff.

**New Business (each presentation limited to 2 minutes:)**

10. Congress inheriting the Awards / Nominations Subcommittee from COF (Seth Whidden):

* The research, service, and support awards are increasingly important, requiring careful and extensive work to ensure quality, credible recognition of award recipients, but COF receives no acknowledgement or recompense for their enormous service in these important matters.
* Although formally a sub-committee of COF, the pressing need is to move the Awards and Nominations Subcommittee from COF to the Congress, creating a committee of five persons to replace the current membership number of two.
* Thus, the rationale exists for creation of a Standing Committee. Tom Way has done a marvelous job in heading up the 2-person subcommittee, and will be advisory to the newly established Standing Committee for this cycle only.
* Nominations for the Awards Committee: Sandy Kearney; Kelly Welch; Chad Leahy; Wen Mao; Mark Sullivan; (Paul Reagan, *per* S. Kearney).

11. Congress recognition for Carol Weiss

* The membership declared unanimous agreement to determine the best means for according appropriate recognition of Carol Weiss for her many years of outstanding support of faculty teaching.

12. *Ex-officio* status of faculty representatives to permanent standing committees (Board of

Trustees, University Benefits, etc.), on appropriate faculty committees (Bob Styer)

* Faculty Congress should pursue greater coordination of deliberations and discussion among all faculty representatives—elected or appointed—and particularly between committees with natural overlap and shared interests (*e.g.* Board of Trustees Academic Affairs Committee and the Academic Policy Committee);
* The Chair or Vice could send invitations as recommended by specific deliberations to attend Faculty Congress to share communications;
* Faculty Congress could request routine faculty summary narratives of Board of Trustee committee deliberations following Board Meetings;
* Perhaps all faculty who serve on standing committees of the University or the Board of Trustees should be *ex-officio* members of Faculty Congress.

13. (Self)-nominations for Faculty Congress group service site leader for Fall 2013 St. Thomas

of Villanova Day (Seth Whidden, on behalf of Victoria McWilliams)

* Faculty leadership publically exercised is highly effective in producing consistently affirmative responses within the University community.

14. Other issues as relevant

1. Campus Emergency Preparedness

* The recent emergency evacuation of Mendel Science Center and events consequent upon first responder activities evidenced an incomplete University plan for emergencies;
* Of specific note is the lack of managed vehicular traffic movement at and approaching the affected site.
* Public Safety supervisory personnel could find helpful a summary of observations that draw attention to the unsafe conditions experienced by colleagues in the Mendel incident.

1. Faculty Congress Plenary Attendance

* In response to a report that a faculty colleague questioned the attendance ratio of members to total membership, the Chair emphasized that absences are our professional reality, given the complex nature of conflicting duties at any given time. Faculty Congress Minutes record absences, listing all colleagues who have notified in advance (‘NIA’) the FC Secretary of conflicting commitments.

The Plenary adjourned.

Respectfully submitted,



Edwin L. Goff, Secretary