Villanova University Faculty Congress

Academic Year 2010-2011

Meeting of March 30, 2011, 1:15 PM, Dougherty West Lounge

Present: Akoma, Cantrell, Chaudhry, Chung, Copel, Eckstein, Karson, Kelley, Kresch, Levitan, Mackey-Kallis, McWilliams, Modena, Pagano, Pasles, Poeta, Rosier, Schick, Sharts-Hopko, Veverka, Welch, Whidden, Willens, Zaleski

Absent (nia = notified in advance): Bremser(nia), Dellapenna(nia), Drago(nia), Glasgow(nia), Groch(nia), Haas(nia), Hadley(nia), Kulkarni(nia), Ott(nia), Petit de Mange(nia), Reilly(nia), Russo(nia), Santhanam(nia), Styer(nia), Sullivan(nia), Wang(nia), Way(nia), Zamani(nia)

1. Welcome 1:15 PM

2. The invocation was delivered by Q Chung.

3. Minutes of February 24 FC meeting have been circulated and approved by email prior to the meeting.

4. Announcements were made as the following:

* Oral summary of the Middle States visiting team, Driscoll 132, shortly after the current FC meeting.
* Re-org meeting and luncheon, noon on May 6, will include committee reports.
* Faculty Friday on April 15.

5. Resolution on dissemination of faculty salary data

* In light of the memo from SBTCE committee (chair, Victoria McWilliams) reporting the status of salary study proposal (attached to this minutes), the resolution and the salary study can go in tandem.
* Draft resolution (attached to this minutes) to request annual dissemination faculty salary data was revised:
* Strike 5th WHAEREAS clause
* Revise 6th WHEREAS clause to enhance data quality
* Michael Levitan will take up the revision work
* Michael Levitan’s revised draft will be circulated before re-org meeting in May for discussion and adoption.
* Adopted resolution will be sent to the VPAA.

5. Faculty Friday – Motion: To send letter of thanks to President for the Faculty Fridays and requesting that this be continued in the future.

The meeting adjourned at 1:30 PM.

Respectfully submitted,

Joe Schick

Faculty Congress Secretary

**Reports attached…**



Villanova University

university senate & faculty congress

COMMITTEE ON FACULTY

Academic Year 2010-2011

30 March 2011

Dr. Q Chung, chair

Faculty Congress

campus

Dear Q:

Since my teaching schedule conflicts with the upcoming Congress meeting, I submit the following report of the activities of the Committee on Faculty (COF), in lieu of the traditional report that the COF chair presents to Congress. The list of what COF has recently undertaken includes:

**Proposals, rejected**

The VPAA’s office and the Deans’ Council declined to pursue COF proposals to create distinguished professorships and to create awards for faculty recognition of staff excellence at a level more local than the Facultas award, which recognizes cross-campus contributions.

**Faculty Handbook items**

* COF proposed revised wording to increase transparency in the awarding of teaching loads (while still giving the Deans the discretion that their job requires). We will continue to work with the VPAA and with Dr. Craig Wheeland, Associate VPAA, on this and other matters related to the Handbook.
* COF has also remained focused on the most recent version of an improved faculty parental leave policy, which Dr. Jean Lutes has worked on for the past few years, with the strong support of COF, the Faculty Congress, and many faculty, particularly those concerned about the treatment of women faculty at Villanova. This most recent iteration of an improved parental leave policy – part of a long history of unsuccessful faculty-generated proposals to provide for a semester of paid parental leave, well beyond the FMLA minimum and making Villanova a leader among peer institutions (and in this respect more consistent with the university’s mission in support of the family and its desire to protect its community’s most vulnerable) – was not met with approval by the VPAA or the Council of Deans. At present, the university’s preferred approach is to highlight the existing benefits. COF remains concerned that this policy, even with greater awareness, does not remove the pressure that it places on vulnerable tenure-track faculty to negotiate an arrangement with department chair or Dean, both of whom could likely be key people to weigh in on junior faculty review, tenure review, teaching loads, merit increments, and the like.

**Faculty benefits presentations**

In response to the presentations to the faculty (21 and 24 February) by Dr. Ellen LaCorte, Associate Vice President of Human Resources, and Mr. Raymond Duffy, Director of Benefits, COF dedicated the entirety of its 8 March meeting to discussing follow-up questions and concerns with Dr. LaCorte and Mr. Duffy. The ongoing conversation between organizations of faculty governance and the Office of Human Resources will largely be the responsibility of the University Benefits Committee, perhaps in coordination with the Salary, Benefits, Terms and Conditions of Employment Committee and/or with COF.

Matters to be discussed at our two remaining meetings this year will likely include:

* Awards. The Awards Subcommittee will present its recommendations for the awards to be conferred at Commencement at the 1 April COF meeting, and names confirmed by COF will be submitted to the VPAA with the request that he support them and forward them to the President. Also well underway is the process for the spring 2011 Facultas Award, to be conferred at the annual university picnic.
* COF will be considering a proposal from the Academic Policy Committee regarding the scheduling of exams during the last week of the semester. The committee will take this matter up during its 1 April meeting, at which Dr. Craig Wheeland and two faculty members (Dr. Ed Kresch and Dr. Robert Styer, both of APC) will present opposing points of view.

This week we will also be meeting with Fr. Peter, as we do once a semester, to discuss matters of importance to all faculty.

In addition, we look forward to considering the following issues next fall:

* other questions related to the Faculty Handbook
* developing possible policy regarding partner accommodations and dual career appointments (cf. the recent AAUP recommendation).
* evaluation of the Associate Deans

Please don’t hesitate to contact me if you have any questions about these or any other COF matters.

Respectfully submitted,

Dr. Seth Whidden

chair, Committee on Faculty



Villanova University

faculty congress

FACULTY CONGRESS

Salary, Benefits, Terms and Conditions of Employment Committee

To: Q Chung, Faculty Congress Chair

From: Victoria McWilliams, Faculty Congress Vice-Chair; Salary, Benefits, Terms and Conditions of Employment Committee Chair

Date: March 11, 2011

Re: Preliminary Report on Faculty Salaries

On March 9, 2011 Susan Mackey-Kallis, APC Chair; Seth Whidden, CoF Chair; and Victoria McWilliams, Vice-Chair Faculty Congress (all members of Faculty Congress Salary, Benefits, Terms and Conditions of Employment Committee – SBTCEC) met with Dr. Robert Toutkoushian, a consultant from the University of Georgia, who is being considered by Villanova University to conduct a study of faculty salaries. Mr. James Trainer of OPIR sat in on the meeting. We discussed the possibility of an internal and an external study of faculty salaries, with an analysis done by college, rank, and gender as well as an overall analysis. During the discussion, we asked how faculty could/would be involved in the study, how results might be used, and how they would be disseminated. While no plans have been finalized at this time, and Dr. Toutkoushian has not yet been formally hired by Villanova to do the study, both Mr. Trainer and Dr. Toutkoushian were receptive to our thoughts, ideas and concerns. We intend to follow up with Mr. Trainer toward the end of March to determine where we are with respect to the university salary study.

At the March 11, 2011 meeting of the SBTCEC, we discussed the Faculty Congress resolution currently under consideration to obtain annual faculty salary data from the VPAA. We believe that having the VPAA provide these data to Faculty Congress is a separate issue from any periodic review of faculty salaries that the university decides to conduct, and that the proposed faculty salary study should not impact Faculty Congress moving forward with its resolution to obtain these annual data. Therefore, we urge Faculty Congress to pass the data request resolution and, in fact, support the resolution.

RESOLUTION

WHEREAS, the faculty of Villanova University are naturally interested to know how their salary and benefits compare to those of colleagues at other institutions; and

WHEREAS, such information is more meaningful when broken down by college, by rank, and by gender; and

WHEREAS, the annual changes to such information makes the speed and frequency of its transmission crucial in ensuring its relevance and timeliness; and

WHEREAS, the faculty of Villanova University view the sharing of information regarding its salary, benefits, and terms of employment as a vital part of a healthy ongoing dialogue between individual employees and the various offices that administer aspects of that employment; and

WHEREAS, since most contracts for the faculty of Villanova University begin in August, the start of an academic year is the time when such salary information will be most relevant;

Be it therefore RESOLVED that the Faculty Congress of Villanova University does hereby respectfully request that the Vice President for Academic Affairs provide electronically the medians and quartiles of salary data for all full-time and part-time Villanova faculty members, the data aggregated so as not to reveal individuals' identity but broken down by college, by rank, and by gender, and with similar data and breakdowns for institutions commonly designated the university's "admissions overlap peer" institutions; and that those data be delivered electronically each year no later than September 15th to the chairperson of the Faculty Congress for him/her to disseminate to all faculty members; and

Be it further RESOLVED that when the Vice President of Academic Affairs position changes to that of the Provost, that the Provost send the data to the above-designated groups of faculty governance by the above-mentioned date, or designate someone to do so by the same date; and

Be it further RESOLVED that, should any of the above-designated groups of faculty governance change their names or be dissolved, that the faculty continue to receive the salary data described above via the electronic dissemination.

Submitted and adopted by the Faculty Congress of Villanova University.