

Villanova University Faculty Congress

Academic Year 2012-2013

FACULTY CONGRESS PLENARY

Meeting of April 15, 2013

**Present**: Lillian Cassel,Sohail Chaudhry, Linda Copel, Mark Doorley, Rick Eckstein, Edwin Goff (Secretary), Judith Hadley, Sandra Kearney, Christopher Kilby, Julie Klein (COF Chair),Edward Kresch (Treasurer), Michael Levitan, Mary Ann Lieb, Wenhong Luo, Susan Mackey-Kallis, Paul Pasles, Salvatore Poeta, Paul Reagan, Louise Russo (APC Chair), Nancy Sharts-Hopko, Gaynor Strickler, Robert Styer, Fayette Veverka, Thomas Way, Kelly Welch (Vice Chair, *pro tempore*), Seth Whidden (Chair, *pro tempore*)

**Absent**: Wayne Bremser *(NIA)*, Mary Ann Cantrell *(NIA)*, Joseph Dellapenna, *(NIA)*, Paul Hanouna *(NIA)*, Kenneth Kroos, Sarvesh Kulkarni, Chad Leahy *(NIA)*, Barbara Ott *(NIA)*, Bernard Reilly *(NIA)*, Sridhar Santhanam, Donna Shai, Mark Sullivan *(NIA)*, Catherine Warrick *(NIA)*, Joyce Willens *(NIA)*

**Presentation by invited guests Dr. James Trainer, Associate Vice President and Executive Director, Office of Planning and Institutional Research (OPIR) and Mr. Paul Bonfanti, M.P.A., Director of Policy and Planning Analysis, OPIR —9:30-10:00 AM:**

* Dr. Trainer and Mr. Bonfanti presented detailed data and commentary regarding the multiple dimensions of OPIR’s analysis and response to market and internal inequities in faculty salaries.
* Pursuant to the initiative undertaken by the Office of Academic Affairs two years ago, OPIR has provided the VPAA with information to assist in determining regulative principles for salary adjustments that more closely approximate market equity. Because implementation of equity adjustments followed by an academic year the data utilized, comparative market inequities remained approximately unchanged. AY 2013-2014 promises to produce more positive results.
* An open and frank discussion ensued, including expansive visions of a compensation position more competitive and equitable at all professorial ranks, accompanied simultaneously by continued enhancement of research and instructional quality within the University.
* Equally important, details of the actual procedures employed for data collection and analysis were compared with alternative models and detail, along with the relative gains and losses of precision in analysis and equity that might be realized.
* Congress spoke with unity in expressing gratitude to Dr. Trainer and Mr. Bonfanti for their presentation, and for taking under advisement the attractive prospect that an annual report might become customary. Dr. Whidden thanked the guests for their clarity and candor; they left the meeting room.

1. The Chair *pro tem*, Dr. Seth Whidden, welcomed the membership to the sixth meeting of Faculty Congress Plenary, 2012-2013.
2. A Moment of Silence was observed.
3. Minutes of the March 12, 2013 Faculty Congress Plenary were moved, seconded, and approved unanimously; they will be posted to the FC website.
4. Update on Congress leadership for 2013-14: uncertainty remains regarding the timeline for full recovery for Dr. Victoria McWilliams following her surgical procedure last fall. The Executive Committee has deliberated about optimal contingencies, factoring in the additional circumstance that Dr. Seth Whidden has received approval for Sabbatical Leave AY 2013-2014.

* **Faculty Congress membership approved unanimously motions to elect Kelly Welch and Christopher Kilby to serve as Chair and Vice-Chair, respectively, of the Faculty Congress for the 2013-2014 academic year, contingent upon a continued leave of absence by Dr. McWilliams.**

**Old Business (each presentation limited to 2 minutes)**

1. **Committee Reports**
   * **Governance committees:**
2. **Academic Policy Committee** (APC; Louise Russo, chair): The most recent meeting addressed anecdotal evidence that electronic delivery of CATS produces a rather high number of non-respondents. A future meeting will discuss associated issues with electronic delivery of CATS, as well as longitudinal data (to be provided by OPIR) as an effective means to attain optimal equity and a better measure of excellence in teaching performance as reported by students.
3. **Adjunct Faculty Representatives** (Sandy Kearney, Paul Reagan): Faculty Governance representatives continue to communicate with Part Time Faculty colleagues regarding effective ways to impress upon the departments and upon central administration the value of and needs of Adjunct Faculty colleagues.
4. **Awards Committee** (Sandy Kearney, Sarvesh Kulkarni, Chad Leahy, Wenhong Luo, Paul Reagan, Mark Sullivan, Tom Way, Kelly Welch):The Awards Committee has concluded its administrative duties regarding determination of colleagues to be recognized for excellence in the following areas:

Gallen Award**;**

Teaching Awards: Faculty Mentor; Innovative Teaching; Part Time Faculty Excellence; Junior Faculty Excellence;

Facultas Award.

***Faculty Congress approved unanimously the Awards Committee Report.***

1. **Committee on Faculty** (COF; Julie Klein, chair): COF is continuing its initiative regarding FTNTTF's right to vote for department chairs.
2. **Elections and Credentials Committee** (Linda Copel, chair): the Faculty Congress election process is being revised, working with UnIT to standardize election materials.
3. **Employment Issues Committee** (Seth Whidden, chair): The EIC will continue tracking faculty compensation as informed by today’s OPIR presentation and discussion of the most recent data with Faculty Congress.
4. **Full-Time Non-Tenure Track Representatives** (Chad Leahy, Gay Strickler): FTNTT colleagues continue to work with COF regarding FTNTTF's right to vote for department chairs.
   * **Board of Trustees Standing Committees**
     1. **Academic Affairs** (Scott Kassel and Julie Klein): The Board Committee has an interest in developments regarding eLearning within the two task forces as they proceed to examine distance learning in its relation to University identity and mission; however, there is no specific advocacy position among the membership.
     2. **Athletic Committee** (*no faculty representation at the present time*).
     3. **Investment** (Dean Diavatopoulos and David R. Shaffer): *No report at this time.*
     4. **Physical Facilities** (Amy Fleischer and Margaret Grubiak*):**No report at this time.*
     5. **Social Responsibility Proxy Votes** (Mark Doorley, Patricia Haynor, Shelly Howton, Christopher Kilby, Michael Moreland, Vito Punzi, Fayette Veverka*): No report at this time.*
     6. **Student Life** (David Dinehart and Lynne Hartnett):

The main focus at the last meeting was on feedback from graduating seniors who filled leadership roles on campus.  After several minutes of hearing the wonderful things about Villanova, one student turned the attention to the challenges that non-white students continue to face on campus.

The student in question suggested that more students need to have access to the work being done by the Association for Change and Transformation (ACT).  The student referenced the fact that most Villanovans avoid uncomfortable discussions about racism and sexism and so despite the avowed commitment to diversity on campus, little real transformation is being done.

Another Committee member stated that it might be worthwhile for faculty to consider inviting ACT to their classrooms (especially classrooms with many first year students) as a step in transforming the culture to be more legitimately inclusive.

Paul Pugh reported preliminary results from the Alcohol Survey.  He contended that in spite of students' perception that our alcohol policy is draconian, it is consistent with most of our peer institutions.

* + 1. **University Advancement** (Bryan Crable and Jeffrey Pelesh): *No report at this time.*
    2. **University Communication** (William Cowen and Catherine Wilson): ***(SEE ATTACHED REPORT, APPENDIX I.)***
  + Reports from faculty representatives to other committees (as necessary)

1. **University Benefits Committee** (Lyn DeSilets, chair; Charlie Cherry, Q Chung, Mike Hones, Bijan Mobasseri) ): ***(SEE ATTACHED REPORT, APPENDIX II.)***
2. **University Council on Information Technology** (UCIT) (Stephen Andriole, Amy Fleischer, Marita Frain): *No report at this time.*
3. **Faculty Advisory Group to the University IT Committee** (Amy Fleischer, chair; Noah Barsky, Keith Henderson, Narda Quigley, Evan Radcliffe, Nancy Sharts-Hopko, Phil Stephens): *No report at this time.*
4. **President's Environmental Sustainability Committee (PESC)** (John Olson, chair; Chara Armon, Keith Henderson, Christopher Kilby, Bill Lorenz, Ruth McDermott-Levy, Joseph Robertson, Lisa Rodrigues, Paul Rosier, Robert Traver)**: *(SEE ATTACHED REPORT, APPENDIX III.)***
5. **Internationalization Laboratory** (Susan Mackey-Kallis, chair)**:** Dr. Mackey-Kallis reported a scheduled Town Hall forum sponsored by the Internationalization Task Force, convened by the University President at the beginning of AY 2012-2013, and chaired by Dr. Mackey-Kallis.  The forum will be an opportunity for the task forces to report out what they’ve accomplished this year and to solicit feedback from faculty.  The forum will be on Friday, April 26th, in the Driscoll Auditorium, starting at 11:30AM.  Following subcommittee summary narratives, lunch will be served, with members of each of the subcommittees facilitating further dialogue at designated luncheon tables.
6. **Other committees as they develop**: Pursuant to the charge made to Edwin Goff at the March 12 FCP to draft a statement regarding protocols for faculty reporting out from Board committees, the following motion was made, seconded, and approved unanimously (***SEE FULL STATEMENT ATTACHED, APPENDIX IV)***:

**MOTION:**

**Faculty Congress shall extend timely requests for reports from all elected or appointed faculty representatives prior to each meeting of the Faculty Congress. All reports, whether submitted in writing or presented orally at the Faculty Congress Plenary meetings, will be recorded as integral to the FCP Minutes.**

**APPROVED: 04/15/2013**

1. COF update on FTNTT voting for department chair (Julie Klein): ***(See above: 1.d)***; FC election process (Linda Copel): ***(See above: 1.e)***
2. EEOC / HR (Edwin Goff): The Office of General Counsel reported to the University Senate on Friday March 15 its research results of best practices for administrative housing for EEOC reporting and enforcement of equal opportunity issues that arise within the workplace. The task force has scheduled an interview with the Director of Human Resources at VU; an additional interview has been scheduled with the Philadelphia Area EEOC Director of Community Outreach. The task force will continue its research and prepare a proposal as deliberations warrant.
3. (Self-)nominations for Faculty Congress group service site leader for Fall 2013 St. Thomas of Villanova Day of Service: Saturday 28 September (Seth Whidden, on behalf of Victoria McWilliams) Victoria McWilliams reminds all members of Faculty Congress of the standing open call for self-nominations for St. Thomas of Villanova Day.
4. Proposed online Bachelor’s degree through Part-Time Studies (Seth Whidden): Dr. Whidden reported on the decision of Fr. Ellis, VPAA, to constitute a committee of faculty to engage his office on the part time studies proposal to offer an online bachelor’s degree.  The VPAA has appointed Dr. Louise Russo (Chair, APC) and Dr. Craig Wheeland (Associate VPAA) to Co-Chair the Committee. Three members of Faculty Congress will serve: ***Sandra Kearney, Christopher Kilby and MaryAnn Cantrell were the Faculty Congress membership consensus selections for service on this committee.*** One member each is to be selected by the academic Deans. The co-Chairs will select three LAS faculty members from a list of volunteers that issues from an email invitation extended by the Committee Co-Chairs. The Co-Chairs also will select an adult, part-time student and a full-time undergraduate student to serve.  The Committee will be very active over the summer.
5. Request for Congress members to RSVP to Kelly Welch for the re-organizational meeting (*see below*).

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

1. Online education at Villanova. Faculty Congress-hosted forums: Tuesday 12 March; and Wednesday 13 March, were followed by online surveys open to faculty, students and alumnae/i. The summary results of the surveys demonstrated deep skepticism of eLearning B.A. programs as originally proposed by senior Administration and Director of Part-Time Studies. Faculty Congress members renewed frank and lively dialogue following completion of the reports regarding the two task forces convened to pursue the matters of structure and content of online education.

**Two remaining events this semester:**

* + **Congress recognition for Carol Weiss at Faculty Friday:** 26 April 26, 3:00, Connelly Center Presidents’ Lounge;
  + **End-of-year re-organizational meeting:** Friday 3 May 2013, 5:00-7:00, Connelly Center Presidents’ Lounge (Please RSVP)

The Plenary adjourned.

Respectfully submitted,



Edwin L. Goff, Secretary

***APPENDIX I***

To: Dr. Seth Whidden, Chair, Faculty Congress, Villanova University

From: Profs. Bill Cowen and Catherine Wilson, Faculty Representatives, University Communication Board Committee Meeting, Villanova University

Date: April 8, 2013

**Re: Summary of University Communication Board Committee Meeting**

During this April 8, 2013 meeting, the Committee discussed how best to assess College communication structures by examining the role of College Communication positions in Law, Business, Engineering, Nursing, and the Liberal Arts and Sciences (LAS). Mention was made as how best to coordinate communication/media inquiries within and across the colleges and with University Communication at Villanova. Liz Walsh, Associate Vice President of University Communication, discussed how she works very closely with these College Communication representatives to ensure timely response to media inquiries and effective relationship-building with faculty and staff. Since Liz’s role involves intensive involvement with these College Communication representatives, the Committee discussed how best to utilize Liz’s time and University resources. One member raised the idea of the need for “integration” of Villanova communication messaging not only within and across departments but also between the colleges and University Communication itself. Continued discussion of communication structures will take place at the next University Communication Board Committee Meeting, scheduled for the Fall of 2013.

In addition, the Committee discussed the findings of the January report 2013 from 160over90 (the communication consulting firm with whom Villanova is partnering) as to the status of their strategies for Villanova Admissions and Athletics. Committee members viewed two promotional videos on University academics and athletics at the start of the meeting. Following the viewing, members raised suggestions as to how best to communicate the Villanova story, as well as how best to differentiate the Villanova experience from other colleges and universities.

***APPENDIX II***

**Villanova University**

**Benefits Committee**

**Summary for Faculty Congress**

The Benefits Committee met on March 26, 2013. Information covered during the meeting includes:

- HCR changes mandate that employees who work 30 or more hours a week will become eligible for health benefits.

- the committee supported the proposed plan design changes for health care insurance. Details have

been provided in the Pathways benefits book sent to all employees. Premium increases were kept to

4.3%.

- total rewards reports have been provided to all employees.

- tuition exchange is now in balance.

- The personal health assessment & health screening campaign was reviewed.Participation increased over last year. 62.4 % completed the assessment. Health screening completion rate was

59.4% and 57.5 qualified for the incentive.

The following are answers to FC’s earlier questions relative to the report from the previous fall

Benefits Committee meeting.

Results of FY 2013 open enrollment –results for FY 2013 were: HMO enrollment decreased 1% (957 enrolled); premium PPO enrollment decreased 2% (507 enrolled); and the Value PPO increased by 9% (214 enrolled).

Status of wellness campaign – See notes above from the meeting.

Information on the short-term and long-term HCR provision– Information was provided at the Town Hall meetings in January. Recordings are available on the HR website.

LD: 4/17/13

***APPENDIX III***

TO: Seth Whidden and Faculty Congress

FROM: John Olson, Chair (former), **President’s Environmental Sustainability Committee (PESC):**

RE: brief report, 6 April 2013, on the PESC:

* A new full-time position, the **Sustainability Manager**, has been created, and was recently filled by **Liesel Schwarz**. This is a culmination of an initiative of the PESC. Liesel just began her duties on 18 March 2013, and is housed in *Facilities Management*. We are very excited to have a full-time staff member on campus dedicated to advancing sustainability at Villanova.
* The PESC is organized to include representatives from a wide variety of constituencies on campus. Several **subcommittees** designed around areas of sustainability exist, each with a specific charge. These include ***Academics and Student Life, Communication, Earth Day, Operations/Energy Use,******Physical Environment,******Students,******Transportation,*** and ***Waste Minimization & Recycling***. The Chairs of each subcommittee serves on the PESC Core Committee, but the membership of each intentionally includes members of the wider Villanova community who are stakeholders and/or have passion for that particular area of sustainability on campus. All interested folks on campus are welcome to join one or more of these subcommittees!
* One of the primary roles of PESC is to help implement the ***Climate Action Plan*** (CAP), developed through Facilities and the PESC, and part of the commitment that Fr. Peter signed with the American Colleges and Universities President’s Climate Commitment (ACUPCC). We periodically collect data on greenhouse gas emissions, one of the major requirements of the ACUPCC. Villanova’s Climate Action Plan can be found at <http://www1.villanova.edu/villanova/sustainability/climateaction.html>.
* In addition, **PESC collects and organizes data in a wide variety of areas associated with sustainability**. These data are in turn submitted for surveys (e.g., Princeton Review, Sierra Club Coolest Schools, Campus Report Card [now discontinued]).
* Our efforts as a university have been recognized in a variety of ways in the past 4 years, including (a) receipt of the *Environmental Leadership Award* through Riverbend; (b) improvement in our overall grade on the *Campus Report Card* from a C in 2009 to an A- in 2011, the year the Report Card was discontinued; (c) first inclusion of Villanova on the Sierra Club Coolest Schools listing as #53 out of only 160 universities in the nation singled out, and then an elevation in our rank to #32; and (d) inclusion in the Princeton Review as an environmentally conscious school.

***APPENDIX IV***

Villanova University Faculty Congress

Academic Year 2012-2013

FACULTY CONGRESS PLENARY

Motion for Consideration: Meeting of April 15, 2013

**As directed by Faculty Congress (Meeting of March 12, 2013**, *viz.* “Edwin Goff will draft a statement regarding protocols for faculty reporting out from Board committees,” and,

Pursuant to Article 1; Section 3 of the Constitution of the Faculty Congress 12/12/2011 of Villanova University, *viz.*:

“In representing the interests of the faculty, the Faculty Congress will be responsible for coordinating the activities of the faculty representatives on the University Senate and all university committees. Those representatives, in turn, will advise the Faculty Congress on relevant matters which come before the bodies on which they serve.”

**The following is advanced for consideration at the regularly scheduled Faculty Congress Plenary, April 15 2013:**

**MOTION:**

**Faculty Congress shall extend timely requests for reports from all elected or appointed faculty representatives prior to each meeting of the Faculty Congress. All reports, whether submitted in writing or presented orally at the Faculty Congress Plenary meetings, will be recorded as integral to the FCP Minutes.**

Respectfully submitted,



Edwin L. Goff, Secretary, Faculty Congress

Humanities Senator Representative,

Academic Policy Committee; Member, FCEC