

Villanova University Faculty Congress

Academic Year 2012-2013

FACULTY CONGRESS PLENARY

Meeting of November 13, 2012

**Present**: Wayne Bremser, Lillian Cassel, Sohail Chaudhry, Mark Doorley, Rick Eckstein, Edwin Goff (Secretary), Judith Hadley, Paul Hanouna, Eric Karson, Julie Klein (COF Chair), Edward Kresch (Treasurer), Sarvesh Kulkarni, Chad Leahy, Mary Ann Lieb, Susan Mackey-Kallis, Victoria McWilliams (Chair), Barbara Ott, Paul Pasles, Louise Russo (APC Chair), Donna Shai, Nancy Sharts-Hopko, Gaynor Strickler, Robert Styer, Thomas Way, Seth Whidden (Vice Chair).

**Absent (NIA)**: Mary Ann Cantrell, Linda Copel, Joseph Dellapenna, Sandy Kearney, Christopher Kilby, Kenneth Kroos, Michael Levitan, Wenhong Luo, Salvatore Poeta, Paul Reagan, Bernard Reilly, Sridhar Santhanam, Mark Sullivan, Fayette Veverka, Catherine Warrick, Randy Weinstein, Kelly Welch, Joyce Willens.

Prior to the meeting, members of Faculty Congress shared informal collegial conversation and enjoyable refection.

1. Welcome by the Chair, Dr. Victoria McWilliams, to the third meeting of Faculty Congress Plenary, 2012-2013. The Chair and Vice Chair introduced Ms. Helen Heron, Secretary, University Senate; beginning with this meeting of November 13, Ms. Heron will discharge select duties of Faculty Congress. The FC membership extended their respective welcomes and expressions of delight.
2. A Moment of Silence was observed.
3. Approval of Minutes of the October 11, 2012 Faculty Congress Plenary was moved, seconded, and approved unanimously as submitted.
4. Announcements and Committee Reports:

**Full Time Non-Tenure Track faculty (FTNTT); Adjunct Faculty**

* FTNTT continues to pursue voting matters; representatives will meet with the Committee on Faculty (COF) next week;
* The multiple needs of Non-Contract Faculty (NCF) recommend addressing them through COF, which will produce an optimally palliative advocacy.

**The Committee on Faculty (COF)**

* The Committee on Faculty will complete comparative arguments of approximately 800 words each in support and in opposition to departmental voting status for FTNTT by next week…COF plans to distribute the document to the faculty community, review response, and vote by the end of January;
* COF Chairperson has spoken with the University President about the need for conducting discussions in public as a routine component of deliberations regarding policy matters; the first issue to take up in this manner is deliberations on parental leave policy. (COF, VPAA, COUNCIL OF DEANS…IF NO ACTION, TAKE IT TO THE PRESIDENT);
* Collaboration and cooperation are the incentives producing discourse as informed academics; the Committee on Social justice also has declared this as a prime need.

**The Academic Policy Committee (APC)**

* The APC study of CATS is ongoing, turning its focus directly on the material relevance of “quartiles” in the CATS summary reports; nevertheless, “**The Effect of Demographic and Situational Variables on Undergraduate CATS Scores (Final Report June 2012)”** has been posted on The Academic Affairs website: **<**[**http://www1.villanova.edu/villanova/vpaa/facultyservices.html**](http://www1.villanova.edu/villanova/vpaa/facultyservices.html)**>**
* The VPAA has asked the APC to look at University Core and to look at online coursesfor the purpose of evaluating the quality of content and delivery;
* As the University curricula become more complex and interconnected, the APC is becoming a more active and forceful voice;
* Although formally not a University Curriculum Committee, Faculty Congress goes on record to acknowledge the central role the Academic Policy Committee plays in the evolving, maturing curriculum of the University.
* The Academic Policy Committee should ask about the academic dimension and should have representation in determining the metrics for effectiveness of implementing the University strategic plan. Steve Fugale is leading the process. An inquiry about nature of the present metrics discussion is imperative; equally so is an APC query regarding what firm document draft is in place, and identification of persons developing the Metrics. Ken Valosky has received a request to have Steve Fugale brief Faculty Congress about the disposition of existing metrics and associated documents.

**Reminder: Mr. Ken Valosky, Vice President for Administration and Finance, will present information on the University's finances including the budget for fiscal 2014**

* Two presentations will be in Driscoll Hall Auditorium: **Tuesday, Nov. 27, 3-4:30 p.m**. and Wednesday, **Nov. 28, 10:00-11:30 a.m.**

1. **Employment Issues Committee (EIC)**

* Retirement benefits initiative continues;
* EIC will follow-up on faculty compensation study with Jim Trainer and colleagues (OPIR). All will prepared to meet early next semester
* ***Nota Bene:*** The more detailed report is appended hereto, and comprise an integral component of these Minutes: ”Employment Issues Committee (a subcommittee of the Faculty Congress formerly known as the Salary, Benefits, Terms and Conditions of Employment Committee).”

1. **Communication plan**

* Mark Doorley has agreed to serve as Faculty Congress Communication Liaison: he will distribute a brief summary of main items immediately following each Plenary, noting that the summary is informal and subject to final approvals;
* Tom Way will work closely with all communication initiative agents;
* CLAS Dean Linney and VSB Dean Maggitti will have periodic lunches with FC constituencies; Colleges of Nursing and Engineering FC members will discuss communication interests with their respective deans;
* The Chairperson of Faculty Congress will distribute widely each Plenary Agenda;
* The unifying interest is to establish closer contact between FC representatives and their constituents.

1. **Ann Diebold**

* Thanks go to Michael Levitan for securing email responses to questions;
* The emails since have been forwarded to FC membership; members should look closely at the answers to the original set of questions, then determine the particular communications persons to invite to respond to specific areas;
* Each FC member should formulate any questions they have remaining and bring them to the next FC Plenary; there the questions will be organized, a list determined, and appropriate communications persons invited to meet with FCP as needed.

**NEW BUSINESS**

1. **FC Treasurer, Edward Kresch** reported that Faculty Congress has received a ten percent (10%) increase in budget for the coming fiscal year (FY 2014)
2. **FC election process**:

* Ed Kresch described an importantissue regarding the most recent election cycle. He was in an election for the first time (having been the only candidate in previous cycles); elections announcement came 1 or 2 days before the election started; the next day, he went into the website, which said, ‘election closed’; on further inquiry he learned that “elections begin tomorrow.” The mis-information resulted in anecdotal evidence that voting within engineering was quite limited. The actual voting dates appear to have been WRFMT—with Easter taking up 3 of those days; finally, neither the website nor members of the Elections and Credentials committee disclosed the election numerical results. “Apparently it is not their policy to give out this information.”
* A brief discussion ensued, including an account of unprecedented contingencies accompanying the immediate past election; and the collective affirmation of Elections and Credentials as fully prepared to proceed without incident in each subsequent cycle.

1. **Administrative and Committee Appointments:** Faculty Congress advances hereby the imperative that faculty play a central role in establishing and staffing major appointments and committees at the decanal level and academic Central Administration. Faculty Congress membership will discuss these matters further at a future meeting.
2. **Preventing harassment in the workplace:** Edwin Goff was appointed to form and convene a task force directed to review, study, and formulate recommendations where appropriate regarding:

* Comprehensive learning about how to free ourselves from committing and suffering harassment within our professional working community;
* Establishment of optimal conditions under which members of our academic community can seek advice and counsel about workplace grievances; and haveaccess to confidential consultation within a safe and affirming institutional space;
* Sustain optimal conditions under which substantive matters of workplace equity can be monitored and enforced.

1. No additional matters were brought to the floor for deliberation.

THE ENTIRE FACULTY CONGRESS WISHES SPEEDY RECOVERY TO OUR CHAIRPERSON, DR. VICTORIA McWILLIAMS, DURING HER MEDICAL LEAVE OF ABSENCE!

The Plenary adjourned.

Respectfully submitted,



Edwin L. Goff, Secretary

**From:** Seth Whidden <[seth.whidden@villanova.edu](mailto:seth.whidden@villanova.edu)>

**Subject: the Employment Issues Committee (EIC)**

**Date:** November 7, 2012 2:22:29 PM EST

**Cc:** Julie Klein <[julie.klein@villanova.edu](mailto:julie.klein@villanova.edu)>, Louise Russo <[louise.russo@villanova.edu](mailto:louise.russo@villanova.edu)>, Wayne Bremser <[wayne.bremser@villanova.edu](mailto:wayne.bremser@villanova.edu)>, Ed Kresch <[edward.kresch@villanova.edu](mailto:edward.kresch@villanova.edu)>

Dear colleagues,

A quick word about the Employment Issues Committee (a subcommittee of the Faculty Congress formerly known as the Salary, Benefits, Terms and Conditions of Employment Committee), of which you are a member, to say that we have two ongoing projects, both of which are active behind the scenes. Below you'll find an update of each, and a question about the EIC meeting follows them...

**1. The retirement benefit.**

Continuing a project that was brought up at the end of last year, Q Chung has been charged with putting together a task force to review the current retirement plan for faculty members, and seeing if a better benefit can be proposed. His update is as follows:

*The “retirement policy task force” is still forming, and here is how I can bring the Faculty Congress up to date about this effort. I met with all the members of former task forces, and received the artifacts from previous endeavors. At this go-around, the following troopers agreed to serve:*

*-          VSB … Burke Ward*

*-          Nursing … Nancy Sharts-Hopko*

*-          Arts … Lowell Gustafson*

*-          Science … \_\_\_\_\_\_*

*-          Engineering … \_\_\_\_\_\_*

*As you can see, I am waiting for additional members before we can move forward. The University R&T Committee election result will have some impact.*

*In addition, Rodger van Allen and Jack Johannes agreed to serve as advisors. Plus, all former members are ready to help when we need their input.*

**2. The Faculty Compensation Study.**

I've recently had a chance to speak with Jim Trainer about some of the questions regarding the faculty compensation study and the money that was made available to address the study's findings: namely, how the money was spent, what changes that compensation increases will have on our standing vis-à-vis peer groups, how those data can be tracked here on campus and how this information can be shared with the university community. He and I hope that there is room for us to have a meaningful discussion and to share the results of this effort without sharing data that would be identifying, proprietary, or would lead to comparisons between colleagues (i.e. haves vs. have-nots).

At the same time, the university is in the process of preparing for reporting, and receiving, compensation data to the AAUP and to CUPA: one in the near future, one at the start of next semester. As data come in, Jim and his staff will be able to share some information with us, and (obviously) he will know more when we get more data. Naturally, many parties are eager to see this information.

Right now it looks like the data, and the time to analyze it, will be ready for him to come speak with us about them toward the beginning of next semester. For example, as I understand it, data are generated and submitted to the AAUP just before or after the start of the new calendar year, some preliminary comparative data are made available by the AAUP (for a fee) after a critical mass have come in from other institutions, and finally data are released publicly by the AAUP in April/May. So, we may have to do this in phases.

As data become available, he will be happy to answer our questions not only about the data themselves (numbers, percentages, means, rankings, divided up by rank, gender, etc.), but also about how and when similar reports can be shared, and with whom, and with what frequency.

As this last sentence makes clear, there are still many questions to answer. I am hopeful that their answers will lead us to a solution that is suitable for all.

**3. Meeting.**

Given the "on-hold" status of these two issues, I don't know if we need to meet right away. Unless you have strong objections, I would like to recommend that we not meet until we have news on either of these two issues: that is, when Q or Jim Trainer have something to share with us, in which case we'll ask them to do so in person.

Best,

Seth