



VILLANOVA UNIVERSITY FACULTY CONGRESS
Academic Year 2011-2012

Meeting of September 13, 2011, 12:30 PM

Present: Chiji Akoma, Mary Ann Cantrell, Sohail Chaudhry, Q Chung, Rick Eckstein, Rick Eckstein, James Glasgow, Christopher Haas, Judith Hadley, Edward Kresch, Sarvesh Kulkarni, Victoria McWilliams, Barbara Ott, Sridhar Santhanam, Joseph Schick, Nancy Sharts-Hopko, Gaynor Strickler, Robert Styer, Fayette Veverka.

Absent (nia - all): Wayne Bremser, Linda Copel, Joseph Dellapenna, Rosario Drago, John Groch, Eric Karson, Michael Levitan, Susan Mackey-Kallis, Letizia Modena, Michael Pagano, Paul Pasles, Elizabeth Petit de Mange, Salvatore Poeta, Paul Rosier, Louise Russo, Mark Sullivan, Maggie Wang, Thomas Way, Kelly Welch, Seth Whidden, Joyce Willens, Peter Zaleski, Farid Zamani

Guest: Chris Kovolski, Assistant to the President

1. Welcome and luncheon 12:30 PM
2. Invocation 1:40
3. Review of Committees and Membership
 - On sabbatical: Farid Zamani (Fall 2011), Mark Sullivan (Fall 2011), Chiji Akoma (Spring 2012)
 - On leave: Susan Mackey-Kallis (ACE Fellowship)
 - The adjunct representatives for the current year are to be determined by a new election process.
 - Gaynor Strickler is replacing Nancy Kelley for this academic year as a FTNTT representative (see attached notes).
4. Committee Reports and Announcements
 - Committee Reports: COF, APC, CNT (FTNTTF), AFC, FC Constitution,
 - Climate Survey – Fayette Veverka presented the current draft survey and requested input. Further discussion and input will be conducted via email for possible changes to the form before the survey is implemented.
 - Day of Service – Chris Kovolski discussed the importance Day of Service and invited FC member to participate fully and to encourage colleagues to do the same
 - House Call – Faculty were reminded of this opportunity to serve.
 - Faculty Salary Studies – Victoria McWilliams discussed the current status in which an data for an external study was compiled with an outside consultant and shared with Fr.

Ellis, the Deans, Susan Mackey-Kallis, Q Chung, and Seth Whidden (in addition to Victoria). The faculty members were brought into the discussion after the external study was completed. The work of the committee is confidential; details are not currently available to FC or to the wider faculty community. However avenues for discussion and faculty involvement are under discussion. An internal study is planned but has not yet been conducted. The consultant will be invited back to discuss findings with the committee. FC discussion lead to a question on the general idea of faculty being held to confidentiality in committee work and, given this constraint, what are the impediments to our representatives obtaining faculty input. It is anticipated that faculty questions will focus on interpretation of survey results. For example, the external study is not reported with college-level comparisons, which will complicate comparisons.

- Elections needed for 3 seats (Humanities, Social Sciences, and Nursing) on the University R&T Committee. [College-level R&T Committee elections will follow.]
- Chair election needed in Elections & Credentials Committee

5. One (1) faculty member to appoint to Student Life/Student Governance Committee (Gay Strickler volunteered for this.)
6. Expectations for faculty members who serve on committees as faculty representative on administrative college and board committees – The FC discussed the need for experience and expertise of faculty members nominated for positions on these university committees be in line with the type of job expected on the committee. It was agreed in future nominations, this information will be expected from nominees.
7. Amendment of University Senate Constitution
In Appendix A of the University Senate Constitution, the representation from the faculty of the university is amended. (See the amended Appendix A below.) These amendments to the constitution restructure representation from the College of Liberal Arts & Sciences into three groups (humanities, social sciences, and sciences) with a simplified election process. Furthermore, there are new definitions of ex-officio seats for all leadership.

A motion to approve the amended form of Appendix A was made by Bob Styer and seconded by James Glasgow. The body of FC present discussed the changes and the motion was called to a vote.

The motion passed unanimously.

8. Future Agenda Items
 - Amendment of Constitution and Bylaws of the Faculty Congress
 - Administrative bloat
 - Tuition remission [to inquire at HR]
 - Follow up on ‘Resolution on Faculty Salary Data Dissemination’
 - Election for Faculty Congress committees 2012-2014

9. New Business

- A question was raised on the current status of the discussion of the status of football at Villanova and the potential shift to membership in the Big East. It was found that there is no news to report at this time.

10. The meeting adjourned at 2:30 PM.

Faculty Congress Membership and Committees
2011-2012

APC (16)	COF (14)	FTNTT (2)	At-Large (7)
Louise Russo	Seth Whidden*	James Glasgow	<i>Q Chung*</i>
Letizia Modena	Thomas Way*	Gay Strickler	Nancy Sharts-Hopko
Chiji Akoma*	Paul Rosier		Kelly Welch
Robert Styer*	Joseph Schick		Elizabeth Petit de Mange
Mark Sullivan	Judith Hadley		Rick Eckstein
Christopher Haas*	Sarvesh Kulkarni*	Adjunct (2)	Salvatore Poeta
Farid Zamani	Maggie Wang*	John Groch (?)	Michael Levitan
Susan Mackey-Kallis*	Joseph Dellapenna*	Rosario Drago (?)	
Fayette Veverka	Linda Copel		
Edward Kresch	Barbara Ott		
Joyce Willens*	Eric Karson	Retired (1)	
Mary Ann Cantrell	Sohail Chaudhry	Bernard Reilly	
Michael Pagano	Peter Zaleski		
Wayne Bremser	<i>Victoria McWilliams*</i>		
Paul Pasles			
Sridhar Santhanam			

FCEC (12)	Elections & Cr. (5)	SBTCE (5)
Q Chung*	Linda Copel	Victoria McWilliams*
Victoria McWilliams*	Emmet McLaughlin	Edward Kresch
Joseph Schick	Allison Payne	Seth Whidden*
Edward Kresch	Maggie Wang *	Susan Mackey-Kallis *
<i>Robert Styer*</i>	Peter Zaleski	Wayne Bremser
<i>Seth Whidden*</i>	Robert Styer* (advisor)	
Susan Mackey-Kallis*		
Louise Russo		
James Glasgow		
Rick Eckstein		
Rosario Drago (?)		
Fayette Veverka		



VILLANOVA UNIVERSITY
UNIVERSITY SENATE & FACULTY CONGRESS

COMMITTEE ON FACULTY
Academic Year 2011-2012

6 September 2011

Dr. Q Chung, chair
Faculty Congress
campus

Dear Q:

Since I have a conflict with next week's 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 worked on during its 1 September 2011 meeting includes:

- Eric Karson will continue serving as COF secretary;
- We will be sure to follow up on the annual budget request (resolution to the Senate from 27 April 2011) following the first Senate meeting of this academic year;
- We are beginning to work on developing a policy regarding partner accommodations and dual career appointments, with the hopes of crafting some wording that allows for flexibility in the hiring process without limiting the prerogative of the College Deans and of the VPAA, all the while showing prospective job candidates that Villanova considers seriously these kinds of needs;
- We discussed with the VPAA the status of the ongoing Faculty Compensation Study, and repeated its request that there be a public forum when the final data and analysis are shared with the faculty at large;
- We continues to work, with the University Benefits Committee, on questions that arose from the discussions after the Sibson Benefits Study was shared with the faculty at large;
- We will begin to consider in what way faculty could participate in the evaluation of Associate Deans;
- We will revise wording for nominations for faculty seats on the Board of Trustees standing committees, in the hopes of receiving nominations whose profile meets more closely what the Board and President are looking for serving on these important committees; and
- We discussed a recent request from FTNTT faculty representatives: this discussion was cut short by the end of our meeting and will be picked up at the start of our next one.

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

APC Report from Louise Russo

Hi Q,

As I mentioned last week t the FCEC, I will not be able to make the FC meeting tomorrow.

In the meantime, I wanted to let you know that the APC has not met as yet. Our first meeting is scheduled for Sept. 21 and agenda items are expected include:

1. Chair election
2. Introduction of new student members (several are yet to be determined and may not be finalized until after the meeting on the 21st)
3. An update on the status of the CATs data analysis provided by Nurit Friedman from OPIR who has been working on the project
4. A discussion of the APC evaluation report that was completed in fall 2010 by the APC evaluation committee and submitted to the Rules and Review Committee

In addition, I will be meeting with Craig Wheeland on Friday, Sept. 16th to discuss potential APC agenda topics that may be important action items for the VPAA. I hope to have some idea about what Fr. Ellis may like the committee to pursue for the current academic year. I will also solicit possible agenda items from current APC members to bring to the full attention of the committee for discussion.

These are my expectations for the first meeting of the APC.

Cheers,
Louise

Louise Russo, Ph.D.
Associate Professor
Department of Biology
Health Professions Advisor
Villanova University
800 Lancaster Ave.
Villanova, PA 19085

tel: 610-519-4869
fax: 610-519-7863

FTNTTF Report from Jim Glasgow

September 12, 2011

To: Faculty Congress

From: Jim Glasgow & Gay Strickler

Re: Report on Full time, Non-Tenure Track, Faculty Activities (CNT Faculty)

- 1. Election:** The Continuing Non-Tenured Faculty conducted an election last spring. The special election for a representative for one year term to the Faculty Congress resulted in the election of Gay Strickler, to replace Nancy Kelley. 52% of the eligible faculty voted and Gay secured a plurality of the votes cast.
- 2. Advisory Group:** An advisory group was established to assist the elected representatives (from Arts and Business) identify the sentiments and concerns of the CNT faculty. It consists of Kelly Nestor, Nursing, Frank Falcone, Engineering, and Tom Chubb, Sciences,
- 3. Outreach:** During the summer Gay Strickler and I investigated possible methods to address the concerns of some members of the COF and the Congress regarding granting CNT (Continuing Non-Tenured) faculty the ability to vote for Chairs in their departments. We met on separate occasions with Lowell Gustafson (Associate Dean of Arts and Sciences), Craig Wheeland (Associate VP of Academic Affairs), and Father Ellis (VP of Academic Affairs) to solicit their views on our objectives and possible approaches that would address the inclusion goal of the CNT faculty and concurrently the recommendations of the Middle States Study.

At one point we thought it would be viable for the CNT faculty to directly solicit the view of each college and perhaps suggest different approaches by college. However, we were counseled that any decision would need to be applied to all colleges in a consistent manner. It was suggested that instead of the CNT Committee conducting a survey that it be conducted by the Committee on Faculty or the Faculty Congress as they are formal governing entities and as such will carry more weight and thus produce a more complete and considered response.

- 4. Proposal Made:** During the last academic year we proposed to the COF that the CNT faculty not be empowered to vote for their Department Chair until they were in the fourth year of their multi-year contract, which means that they had already had their multi-year contract renewed and therefore viewed as a valuable member of the department. The members of the COF did not act on the proposal but raised several concerns, without providing the specifics by college. Therefore it would be of value for all to have the departments of the various colleges polled by their chairs regarding the acceptability of CNTF voting for the chair of the specific department (once they are in the 4th year of the multi-year contract). Aside from the numerical count it would be helpful for all to capture any open ended responses that support the views.

At the same time, it could be of value to the COF and the Congress to solicit information from each college on the comparative hiring and evaluation practices for CNT and TT faculty. There are multiple opinions held within the COF regarding the processes in place for hiring and evaluation of CNT, which would benefit from clarification. Among the concerns expressed were that CNT are not subject to faculty input on their evaluation or hiring. That, according to policy, should not be the case and a formal survey would at best dispel the concern, and at second best identify those areas that need attention.

The Middle States Study recommendation recognized that there is a growing number of CNT faculty at Villanova and recommended that the university develop policies and procedures that treat all in an equitable manner and pursue the development of a better sense of community among the faculty. We believe that CNT faculty are an integral component of the faculty family and hope that The COF/Faculty Congress agree to conduct the suggested study so that we can all move forward together.

5. VSB Dean Search: CNT Faculty at VSB were surprised by the announcement at the faculty on September 9 of the nomination of the Dean Search Committee's faculty members. According to the handbook, the only people who may vote for the representatives are the tenured and tenure track faculty. Fr. Ellis followed the policy. However such exclusions only exacerbate the class differentiation of CNT faculty, which prevents the development of a true functioning community.

We requested that two actions be taken.

1. When Q and Victoria meet with Fr. Ellis that they suggest that the CNT faculty at least be included in the notices of what actions are taking place relative to the search. That would not violate the existing protocol and would at least keep us informed as concerned members of the community.

2. That the Faculty Congress and the Committee on Faculty move forward to correct the handbook so that the CNT Faculty are included as full members of the community after they are in the fourth year of their contract-as noted in our previous proposals.

The ability to state one's view on acceptability of a candidate to serve as a Departmental Chair or on the members of a search committee for the Dean is important. The roles and contributions of the CNT faculty are important to the lifeblood of the college and the university. Currently, all full time faculty may vote in Senate elections regardless of years of service or rank. Why are all faculty entrusted to vote for the members of the Senate, but not entrusted to vote for the acceptability of Departmental Chairs and representative on a search committee?

As a community we will all succeed together, or not. As colleagues we ask to be included in the right of all full time faculty to have their voices heard.

House Call Program: Call for Volunteers

Volunteers still needed for House Call, which is less than three weeks away. In its ninth year, this highly successful program joins faculty, administrators and coaches into two-person teams. These teams visit each freshman in her/his residence hall room. Our intent is to reach out to freshmen students to support positive developments, isolate potential problems and reinforce the sense of Villanova as a caring and welcoming community. House Call is scheduled for Wednesday, September 14 from 7 to 9 p.m. We also host an optional dinner in Dougherty Hall at 6 p.m. House Call has been a rewarding and enjoyable program for all involved—the freshmen appreciate that the University cares enough about them to come to their “home” for a short visit; the volunteers have an opportunity to experience a few hours of “residence hall life.” To volunteer please send me an email or call X4200.

For additional information:

<http://www1.villanova.edu/villanova/studentlife/dean/housecalls.html>

If you have questions, please contact: paul.pugh@villanova.edu

Rank & Tenure Committee

Administration - Ex-Officio

Name	Position
Rev. Kail C. Ellis, O.S.A.	Vice President for Academic Affairs (Permanent Committee Chairperson)
Dr. Kevin Clark	Interim Dean, Villanova School of Business
Dr. M. Louise Fitzpatrick	Dean, College of Nursing
Dr. Gary A. Gabriele	Dean, College of Engineering
Dr. JeanAnn Linney	Dean, College of Liberal Arts & Sciences

Faculty - 7 Elected (Three year terms)

Name	Position
Dr. Victoria McWilliams, Finance	UNDESIGNATED SEAT, Elected 2009-10; Term ends at end of 2011-12
Dr. Michael Russell, Biology	NATURAL SCIENCES, Elected 2009-10; Term ends at end of 2011-12
Dr. Burke Ward	Marketing & Business Law, SCHOOL OF BUSINESS, Elected 2010-11; Term ends at end of 2012-13
Dr. Vito L. Punzi	Chemical Engineering, ENGINEERING SEAT, Elected 2010-11; Term ends 2012-13
Dr. William Werpehowski	Theology & Religious Studies, HUMANITIES, Elected 2008-09; Term ends at end of 2010-11
Dr. Linda Copel	NURSING SEAT, Elected 2008-09; Term ends at end of 2010-11
Dr. Robert DeFina	SOCIAL SCIENCES, Re-elected 2008-09; Term ends at end of 2010-11

This committee is restricted to full professors with tenure. Each undergraduate college must have at least one representative, with only one representative from a department.



STUDENT LIFE /STUDENT GOVERNMENT COMMITTEE 2010-2011

EX OFFICIO

Ms. Bridget Halligan '11* AR

Student Body President

Ms. Allison Webb '11* SC

Student Body Vice President

Mr. Tom Mogan, Director

Student Development, Ext. 94120

Fr. John P. Stack, OSA, Chair

Vice President for Student Life, Ext. 94550

Mr. Paul F. Pugh

Dean of Students, Ext. 94200

Minutes

-  [April 15, 2011 \(Annual Report\)](#)
-  [March 11, 2011](#)
-  [February 4, 2011](#)
-  [January 14, 2011](#)
-  [April 16, 2010 \(Annual Report\)](#)
-  [September 24, 2010](#)
-  [2009 \(Annual Report\)](#)
-  [April 2008 \(Annual Report\)](#)
-  [April 20, 2007 \(Annual Report\)](#)
-  [February 02, 2007](#)
-  [February 23, 2007](#)
-  [December 01, 2006](#)
-  [December 08, 2006](#)

FACULTY

2 Appointed (Two-year terms)

1. Dr. Paul Lupinacci, Mathematical Sciences, Appointed 2010 - TE 2012
2. Dr. Nasser Chour, Communication, Re-appointed 2009 - TE 2011

STUDENTS

5 Ex Officio 2 appointed by SGA (not more than 2 from the Senate*.) (Six 1-year terms)

1. Ryan DaPonte '11 - Campus Activities Team – Appointed 2010-2011
2. Steven Palmer '12 - Inter Hall Council-Appointed 2010-2011
3. Diane Tamir '11 - Multicultural Students League – Appointed 2010-2011
4. Gian Bruno '11- Interfraternity Council – Appointed 2010-2011
5. Catherine Lundy '11 - Panhellenic Council – Appointed 2010-2011
6. Bryan Kerns* '11 - SGA Appointment 2010-2011

ALUMNI

1 Appointed (2-year term)

1. Mr. Kevin Noller, Admissions Office, Appointed 2010- TE 2012

STAFF

1 Appointed (2-year term)

1. Ms. Nancy Dudak, Director, Career Services, Re-Appointed 2010-TE 2012

Appendix A
to
Amended and Restated Constitution of the Villanova University Senate
dated January 1, 2000

University Senate Election Procedures for Faculty

STEP ONE -- ELECTION OF FACULTY UNIVERSITY SENATORS

12 Faculty Senators will be elected according to constituency:

- 4 from ARTS
- 2 from SCIENCES
- 2 from COMMERCE & FINANCE
- 2 from ENGINEERING
- 1 from LAW (Parliamentarian of the Senate)
- 1 from NURSING

Chairperson and Vice Chair of the Faculty Congress *ex officio*

_____ equals = 14 FACULTY SENATORS

STEP TWO -- ELECTION TO ACADEMIC POLICY COMMITTEE AND COMMITTEE ON FACULTY

1. *ACADEMIC POLICY COMMITTEE* - Six Senators on Committee

Faculty membership on the Academic Policy Committee would be as follows:

- Arts Humanities (Senator)
- Arts Humanities (nonSenator from different department)
- Arts Social Science (Senator)
- Arts Social Science (nonSenator from different department)
- Two additional Arts members
- Sciences (Senator)
- Sciences (nonSenator from different department)
- One additional Sciences
- Engineering (Senator)
- Engineering (nonSenator from different department)
- Nursing (Senator unless Senator is on COF)
- Nursing (nonSenator)
- School of Business (Senator)
- School of Business (nonSenator from different department)
- One additional School of Business

_____ Total faculty seats on APC = 16

2. *COMMITTEE ON FACULTY* - Five Senators on Committee

Faculty membership on the Committee on Faculty would be as follows:

Arts Humanities (Senator)
Arts Humanities (nonSenator different department)
Arts Social Science (Senator)
Arts Social Science (nonSenator different department)
Sciences (Senator)
Sciences (nonSenator different department)
Engineering (Senator)
Engineering (nonSenator different department)
School of Business (Senator)
School of Business (nonSenator different department)
One additional School of Business)
Nursing (Senator unless Senator is on APC)
Law (Senator and Parliamentarian)
Vice Chair of Faculty Congress, *ex officio* 1 seat

Total faculty seats on COF = 14

Some Guidelines (not part of the Constitution)

The regular meetings of the Senate are normally four in number:

September: committee chairs and SGA, USC, FC leaders outline goals for the year.

November/December: Invited Speakers on Important University Initiatives

February: Budget Meeting

April: Committee chair reports.

At the final April meeting, the newly elected Senators shall attend so they hear the committee year-end reports. At the conclusion of this April final meeting, the new Senators will hold their organizational meeting to elect a new Chair and Secretary and Executive Board members.

Senate standing committees shall meet at least one time per semester.