



VILLANOVA UNIVERSITY FACULTY CONGRESS
Academic Year 2015-2016

FACULTY CONGRESS MEETING
April 6, 2016

Present: Joseph Betz, Suzanne Clain, Jerusha Conner, Mark Doorley, Rick Eckstein, Ruth Gordon, Judith Hadley, Michael Levitan, Mike McGoldrick, John Olson, Paul Pasles, Salvatore Poeta, Louise Russo, Catherine Warrick, Seth Whidden

Absent: Wayne Bremser, Lillian Cassel, Linda Copel (NIA), Alice Dailey, Diane Ellis (NIA), Frank Falcone, David Fiorenza (NIA), Paul Hanouna, Jeremy Kees, Julie Klein, Edward Kresch, Kenneth Koos, Sarvesh Kulkarni, Mi Luo, Wenhong Luo, Susan Mackey-Kallis (on leave), Joseph, Micucci, Robert O'Neil, Katina Sawyer, Lisa Sewell, Nancy Sharts-Hopko (NIA), Thomas Way, Kelly Welch (on sabbatical), Joyce Willens, Miron Wolnicki

Other Guests: *Bob Styer, Danai Chasaki, James Peyton Jones, Marylu Hill, Stephanie Katz, Eric Lomazoff, Sherry Burrell, Mirela Damian, Quinetta Roberson, Alan Pichanick, Aronte Bennett, Christopher Kilby*

The meeting convened at Noon in the Old Falvey Reading Room.

Housekeeping

1. Welcome to the newly elected members of the 2016-18 Faculty Congress who are in attendance. The new members were invited to join us to begin to learn what they'll be doing for the next two years. Introductions were made.
2. Minutes from the March 6, 2016 meeting were unanimously approved, with minor corrections

Standing Committee Reports:

1. APC: Louise Russo reported that proposals for the online CATS and the University Core Curriculum will be brought to the last APC meeting of the year later this month. The results of a survey about evaluation processes for all faculty are ready for analysis. This will enable the Adjunct Teaching Evaluation committee to outline the next steps for the incoming APC on this subject.
2. Adjunct Faculty: Mike McGoldrick reported that the annual social for adjunct faculty was held last month. 35 people attended out of over 400. People agreed that adjunct compensation at Villanova was equal to, if not better, than neighboring institutions. Concern was expressed about how the increased enrollment of undergraduates will impact adjuncts. Some discussion ensued about whether or not data on the number of adjuncts used at the university over the last 10 years is available. No one knew the answer to that question.

Joseph Betz, Wayne Bremser, Lillian Cassel, Suzanne Clain, Jerusha Conner (vice-chair), Linda Copel, Alice Cailey, Mark Doorley, Rick Eckstein, Diane Ellis, Frank Falcone, David Fiorenza, Ruth Gordon, Judith Hadley, Paul Hanouna, Jeremy Kees, Julie Klein, Edward Kresch, Kenneth Kroos, Sarvesh Kulkarni, Michael Levitan, Mi Luo, Wenhong Luo, Susan Mackey-Kallis, Mike McGoldrick, Joseph Micucci, John Olson, Robert O'Neil, Paul Pasles, Salvatore Poeta, Louise Russo, Katina Sawyer, Lisa Sewell, Nancy Sharts-Hopko, Catherine Warrick, Thomas Way, Kelly Welch, Seth Whidden(chair), Joyce Willens, Miron Wolnicki

3. Awards Committee: The Award Committee completed its work. The Faculty Congress received the nominations and voted on them by email. Those nominations approved by Faculty Congress were forward to the University Provost. Thanks to Linda Copel and Deanna Zubris and the rest of the committee for their hard work this year.
4. Faculty Rights and Responsibilities Committee: This committee has yet to meet this semester, but among the things on their agenda is a revision of the process of electing a department chair, something requested by the Dean of the College of Liberal Arts & Sciences, but something that could impact all the colleges.
5. CNT/FTNTTF Committee: No report
6. Elections and Credentials Committee: There were a lot of contested elections, and lots of turn over this year. Thanks to everyone who worked on this process, particularly Bob Styer and Allison Payne. A discussion ensued about a proposal to change the Senate Constitution concerning the years in service criterion to stand for election to Faculty Congress. Currently a candidate must have three years of service. Since elections are held in the spring for a Faculty Congress that begins on May 1st of the year, a faculty member would not have completed three years by May 1st of a given year and thus would NOT be eligible to stand for election. Some desire to see the constitution amended from 3 years, to 2.5 years so that faculty in this situation could stand for election. This will be revisited at a later meeting.
7. Retired Faculty Committee: The Quarterly Group, a quarterly luncheon for retired faculty, with a unanimous voice vote, elected Joe Betz to continue to represent them on the Faculty Congress. At the last Quarterly Group luncheon, the Provost spoke to them, letting them know that undergraduate applications were up by 18% this year.

Ad-Hoc Committee or Liaison Reports

1. Faculty Athletics Representative (Jeremy Kees): no report.

Board of Trustee Committee Reports

No Board of Trustee Committee Reports

Old Business:

1. No update on University Senate. It seems that whatever proposal comes may involve more work for the Faculty Congress. Seth Whidden and Jerusha Conner have made clear to the Provost that if that were to happen, the Vice-Chair should also receive a course reduction each year, as does the Chair, in order to meet the new responsibilities. The one course reduction that the chair of the University Senate received will be transferred to the Vice-Chair of the Faculty Congress.
2. Faculty Congress Service Award Task Force (Eckstein, Russo, Sharts-Hopko, Styer). The task force presented a proposal to the FCEC. Discussion ensued. Some amendments were made to the proposal, which can be found appended to these minutes. The FCEC motion to accept the proposal as amended was seconded, and passed unanimously, with no abstentions.

New Business

1. Coalition of Intercollegiate Athletics (COIA) Rick Eckstein, with the support of FC, attended the recent national meeting of COIA. See the attached report for the details. He proposed to the FCEC that the Faculty Congress join COIA, a governance body. The FCEC agreed to bring the proposal to the Faculty Congress. Discussion on the motion ensued. The motion was seconded, and approved unanimously, with no abstentions.
2. Measuring Teaching Effectiveness. There is some concern that the CATS are not being used as intended in rank and tenure decisions. This is problematic because there is some support for gender and racial bias in the CATS. A study from 2012, completed by the APC in collaboration with OPIR, demonstrated potential bias up to 0.2 and so small differences in CAT scores should not have any weight in salary or R&T decisions. A proposal from the FCEC was presented to the Faculty Congress to request the Faculty Rights & Responsibilities Committee (FRRC) seek to add clear language to this effect in the forms used in rank and tenure proceedings. A discussion ensued which led to minor changes in the proposal. The amended proposal was seconded and approved by unanimous vote, with no abstentions. The motion is as follows:
Motion to FRRC to find appropriate places and documents to remind members of evaluation committees (department evaluation committees, College and University R&T committees) to refer to the "APC and OAA's Summary of Key Findings and Recommendations for Interpreting the CATS: Detailed Results of the Statistical Analysis." CATS: A Guide for Faculty Members 5 October 2012. <https://vsites.villanova.edu/vpaa/SitePages/CATS%20Guide.aspx>
3. James Peyton Jones raised a point about the Board of Trustees Investment Committee report included in the March 6, 2016 FC minutes. In the minutes of the BoT Investment Committee it is stated that Villanova's fossil fuel investments are socially responsible and in harmony with the US Catholic Bishops' guidelines for responsible investing. Jones wondered if Faculty Congress ought to be apprised more thoroughly about what "socially responsible" means when it comes to fossil fuels investments. This subject was tabled until the next Faculty Congress.

Meeting adjourned at 1:20PM.

Prepared by Mark Doorley, Ph.D., Faculty Congress Secretary

Next Faculty Congress Meeting, the Re-organizational meeting

Friday, April 29, 2016, (President's Lounge, Connelly Center)
3 – 3:30PM Re-organizational meeting for 2016-18 Faculty Congress
3:30 – 5PM Social

Joseph Betz, Wayne Bremser, Lillian Cassel, Suzanne Clain, Jerusha Conner (vice-chair), Linda Copel, Alice Cailey, Mark Doorley, Rick Eckstein, Diane Ellis, Frank Falcone, David Fiorenza, Ruth Gordon, Judith Hadley, Paul Hanouna, Jeremy Kees, Julie Klein, Edward Kresch, Kenneth Kroos, Sarvesh Kulkarni, Michael Levitan, Mi Luo, Wenhong Luo, Susan Mackey-Kallis, Mike McGoldrick, Joseph Micucci, John Olson, Robert O'Neil, Paul Pasles, Salvatore Poeta, Louise Russo, Katina Sawyer, Lisa Sewell, Nancy Sharts-Hopko, Catherine Warrick, Thomas Way, Kelly Welch, Seth Whidden(chair), Joyce Willens, Miron Wolnicki

Appendix

Proposal for additional Faculty Service Awards

Outline of Service awards for Faculty

Three new service awards (in addition to the Gallen Award):

1. Academic Leadership Award. Given to a faculty member who served in any academic leadership position no higher than chair or program director (or equivalent in colleges that do not have a structure based on academic departments) whose leadership had extraordinary positive impact on the faculty and on our academic excellence.
2. Mid-Career Service Award. Given to an individual at the rank of associate professor for seven or fewer years. Awardees contribute extraordinarily to the welfare and functioning of their departments, colleges, the University, and their profession.
3. Student Engagement Award: Faculty members who engage with students outside the classroom in significant ways, such as being an active faculty advisor for student clubs, attending performances and athletic events of students, encouraging students to participate in academic venues off campus (national meetings, poster sessions), keeping up with students after graduation.

Each award would be for at most one person each year (not necessary to award one each year). The award would include a medallion to be given to the recipient before Commencement, and the awards should be listed in the Commencement program. All research, teaching, and service awards should also be mentioned in the ceremony (the seniors would know these faculty so it is appropriate).

The student engagement award process could begin with soliciting nominations from students.

Submitted by the Faculty Congress Service Award Task Force and revised by the Faculty Congress Executive Committee

30 March 2016

Coalition of Intercollegiate Athletics (Rick Eckstein)

I attended the annual meeting of the Coalition of Intercollegiate Athletics (COIA—pronounced “coy-ya”) in Indianapolis from 2/25-2/28. It was held at NCAA headquarters, which is a story in and of itself. Villanova’s Faculty Congress contributed greatly to the cost of attending this meeting. I am submitting this report for your review. Please feel free to share it with the entire Congress. I will also be sharing it directly with Jeremy Kees, Villanova’s Faculty Athletic Representative to the NCAA.

COIA was founded in the early 2000s to represent faculty governance in conversations about intercollegiate athletics, especially any threats to academic integrity emanating from the expansion of college sports. Initially, the group sprang from a collaborative effort between and among faculty governance leaders and college presidents at Big Ten schools. Then Indiana University president Myles Brand was COIA’s most important champion, but all of the Big Ten schools were involved.

When Brand surprisingly became NCAA President in 2002, he suggested that COIA expand and help him achieve some much-needed academic changes within college sports. Brand was the first college president to head the NCAA and was a true reformer. He believed that the Faculty Athletic Representative (FAR) system put into place in 1989 had largely been co-opted by athletic administrators who gave lip service to reform while pursuing policies that maximized commercial opportunities and entrenched their power at the expense of academic integrity. COIA’s “population base” soon moved beyond the Big Ten and included all Division-IA football schools (now known as “FBS”). Myles Brand felt football was ground zero for these problems.

COIA enjoyed a close relationship with the NCAA throughout most of the 2000s, coming up with a series of policy recommendations and a list of “best practices” related to intercollegiate sports. This influence caused something of a turf war between COIA and FARA (Faculty Athletic Representative Association), and that friction remains today at the national level, although not so much at local campuses. When Myles Brand died in 2009, he brought COIA’s influence with him to the grave. The new NCAA President, Mark Emmert, wants little to do with COIA, and it has since become something of an interested watchdog hoping to get some attention. Indeed, in many regards, it has become quite symbolic for university governance: well-meaning and well-informed people trying to have some say in important policy decisions that affect them directly and indirectly. Then being ignored.

Despite its waning national influence, COIA is still effective locally. Faculty senates/songresses who have chosen to join COIA look to it for guidance on issues that might affect local governance policy. For example, COIA took a firm stand on reducing the number of hours per week that athletes were permitted to spend on their sports, including a more honest calculation of travel time (currently, any game is treated as 3 hours no matter how long it took to travel to/from it). This led many university senates to pass resolutions on the issue and to have their local FARs also support it at the NCAA level. Some factions within the NCAA were able to suppress any changes to this policy at the national meeting, but hypothetically it

Joseph Betz, Wayne Bremser, Lillian Cassel, Suzanne Clain, Jerusha Conner (vice-chair), Linda Copel, Alice Cailey, Mark Doorley, Rick Eckstein, Diane Ellis, Frank Falcone, David Fiorenza, Ruth Gordon, Judith Hadley, Paul Hanouna, Jeremy Kees, Julie Klein, Edward Kresch, Kenneth Kroos, Sarvesh Kulkarni, Michael Levitan, Mi Luo, Wenhong Luo, Susan Mackey-Kallis, Mike McGoldrick, Joseph Micucci, John Olson, Robert O’Neil, Paul Pasles, Salvatore Poeta, Louise Russo, Katina Sawyer, Lisa Sewell, Nancy Sharts-Hopko, Catherine Warrick, Thomas Way, Kelly Welch, Seth Whidden(chair), Joyce Willens, Miron Wolnicki

could have happened. COIA would have been a proactive part of this progressive change that would have improved the academic success of varsity athletes.

Since my scholarly work includes issues pertaining to intercollegiate athletics, COIA's leaders asked me to give a presentation (at the meeting) on the benefits and drawbacks of expanding COIA's population base to include other division I schools that do not play in the FBS category (the slide show is available to anyone who is interested, just make sure any requests include a \$5 shipping and handling fee). Currently, 63 out of a possible 125 FBS schools are COIA members, as determined by university governance at each campus. Apparently, the audience was swayed by the "pros" of my remarks and immediately ordered me to start gauging interest among non-FBS schools, even though I was only a "guest" at the meeting. Some way to treat guests.

Thus, I am starting at home and asking whether the Villanova Faculty Congress would like to join COIA, pending changes in their by-laws to allow us membership. It is free. We would be responsible for selecting (in any way we wanted) a representative to attend the yearly COIA meeting and to help her/him attend the meeting. We would also be encouraged to develop a good relationship with our local FAR since there is a lot of overlap in the potential issues to be addressed, and probably opportunities for joining forces if appropriate.

Please let me know if you have any questions or concerns. The COIA web site has a host of interesting documents reflecting COIA's work through the years. Find it at: <http://sites.comm.psu.edu/thecoia/>

Respectfully,
Rick Eckstein

Joseph Betz, Wayne Bremser, Lillian Cassel, Suzanne Clain, Jerusha Conner (vice-chair), Linda Copel, Alice Cailey, Mark Doorley, Rick Eckstein, Diane Ellis, Frank Falcone, David Fiorenza, Ruth Gordon, Judith Hadley, Paul Hanouna, Jeremy Kees, Julie Klein, Edward Kresch, Kenneth Kroos, Sarvesh Kulkarni, Michael Levitan, Mi Luo, Wenhong Luo, Susan Mackey-Kallis, Mike McGoldrick, Joseph Micucci, John Olson, Robert O'Neil, Paul Pasles, Salvatore Poeta, Louise Russo, Katina Sawyer, Lisa Sewell, Nancy Sharts-Hopko, Catherine Warrick, Thomas Way, Kelly Welch, Seth Whidden(chair), Joyce Willens, Miron Wolnicki