

Villanova University

faculty congress

Academic Year 2021-2022

January 25, 2022

9:30 am to 11:00 am

via Zoom: <https://villanova.zoom.us/my/drtomway>

Minutes

**Present:** Amanda Knecht,Ani Ural, Aronte Bennett, Benjamin Scheick, Bridget Wadzuk, Debra Shearer, Gerald Beyer, Ilia Delio, Jennifer Altamuro, Jennifer Ross, Jeremy Kees, Joe Betz, John-Paul Spiro, Kathryn Haymaker, Lisa Sewell, Melissa Hodges, Paul Bernhardt, Paul Steege, Peter Busch, Rabih Moussawi, Rebecca Winer, Rory Kramer, Ruth Gordon, Samantha Chapman, Shannon Hamlin, Sherry Burrell, Stephen Liedtka, Sue Metzger, Tom Way (Chair), Travis Foster

**Absent:** Eugene McCarraher, Gregory Hoskins, James Peyton Jones, Jared Paul, Javad Siah, John Sedunov, Kamran Javadizadeh, Meredith MacKenzie Greenle, Rachel Skrlac Lo, Stephanie Katz Linkmeyer, Tina Agustiady, Wenqing Xu

**Housekeeping**

* Welcome our Faculty Congress Interim Vice Chair, Samantha Chapman
* Minutes from Oct 2021 and Nov. 18, 2021 (attachment) were approved by vote

**COVID Policy Committee Report**

* Report on recent activity and status (Jen Altamuro) – COVID policy committee report; committee has been meeting on a regular basis since Jan 7, 2022. We were updated on general committee discussions including the decision to require the booster, surveillance testing for faculty and staff, masking policies, and the decision to start the spring semester in-person, while allowing instructors to teach online at their discretion. The update was followed by a lengthy question and answer portion, with answers summarized below.
* There is healthcare representation on the committee, Dr. Mary McGonigle and Dr. Mike Duncan are both present, and checking in with county health recommendations.
* The committee did not meet until the Friday before coming back to campus. There were emails exchanged in the break between the fall and spring semesters.
* The question of whether the committee keeps minutes, or if the list of members can be shared will be brought up at the committee’s next meeting.
* If a student has concerns about in-person or being sent to quarantine, they should contact Kathy Byrnes’ office.
* A suggestion was made to clarify symptoms, and to reiterate that if students are symptomatic and awaiting a test result then they should not go to class. Another person asked about a symptom-checker app, and that will be brought to the committee next meeting.
* Finally, it was suggested that advanced planning going forward will be crucial – for example the lack of communication over winter break when Omicron was surging left faculty in uncertainty.

**Standing Committee Reports** *(reports submitted in advance; please see appendix; this time set aside for elevated issues and/or questions)*

1. Awards Committee (Andrew Scott [chair, external member], Sherry Burrell) – Feb 18 will be next meeting; will be going through materials for all finalists.
2. Adjunct Faculty Representatives (Tina Agustiady, Shannon Hamlin)
3. CNT/FTNTT Faculty Representatives (Sue Metzger, J-P Spiro) – A salary issue was brought up, specifically inequity between CNT and TT faculty increments for promotion. It is an ongoing project for the representatives. JP was contacted by Ombuds that some CNTs and department chairs were unclear about promotion process, so they are preparing documents to help clarify.
4. Election and Credentials Committee (Q Chung, Jen Palenchar, Qi Wang, Bob Styer [emeritus]) – Election season approaches, please see your email for updates.
5. Research Policy Committee (RPC; tbd, chair) – This committee is in need of a chair.
6. Faculty Rights & Responsibilities Committee (FRRC; Amanda Knecht, chair) – Alice Dailey is updating the Dean’s review process in CLAS. There will be an updated policy written on that going forward. FRRC also considered a proposal for creating Emeritus status for CNTs.
7. Retired faculty members (Joe Betz) – Joe noted that the passing of Bill Waegel last week. The inquirer had a long obituary for Bernie Reilly of the history department.

**Committees with Faculty Representation *(****time set aside for questions about reports received)*

1. Academic Policy Committee (Bridget Wadzuk, chair) – APC meets on Friday for first time. There has not been a lot of activity since last meeting. There is a new CATS response summary format, so look for that in your CATS reports. Thanks to OSPIE for working with APC on that.
2. Intellectual Property Policy Board (tbd)
3. Policy (Jen Altamuro, Jake Elmer) and Operations (Elaine Youngman, Cathy Curley) Committees (see above) – Operations is in existence but might not be meeting as frequently. With respect to masking: other schools have gone through process of mask required/or recommended. When we are not in a surge, they will work on identifying if that is a feasible future plan. Identifying buildings/areas, to see if modulated requirements will make sense. Also working on supply chain for masking for students, faculty, and staff.
4. HR subcommittee of the “Lessons learned taskforce” (Rebecca Winer) – Rebecca met with Ray Duffy in December to get permission to share the document from the taskforce. We will send it around before the next meeting. The task force is going to reassess at end of this year, but not at the end of the fall semester. Equity issues with staff is included in that document; we can read and discuss it at a later meeting. One option would be to ask for the committee to be reinstated sooner than summer to assess where we are at.

**Old Business**

1. Recruitment of RPC Chair (Spring 2022) status (Tom)

**New Business**

1. Recap of 1/24/22 FC leadership meeting with Provost (Tom, Bridget, Amanda) – The FC leadership met with Pat, Craig, and Tim yesterday. COVID-related issues/questions were raised. Everything has been addressed by Jennifer’s report. FC leaders pressed on the idea that the communications have been tone-deaf and restrictive of faculty. Pat could see that and thought the tone might not have aligned with the intent. Other topics that were discussed included: financial aid holds on students, where the activity is outside of the student’s control. This disproportionately impacts students of color. Pat and Craig were thankful for the information. The notion of CNT Emeritus status was also brought up and it was agreed that it would be appropriate. There is not an update available on URJC. We asked about data on salary, particularly at full professor rank, and whether there is a disparity along gender lines. Will revisit the data and discuss. We shared two other concerns: the appointment of new assistant vice-provost of graduate studies without a transparent process. The last issue discussed was the endowment, and its growth, and the $10 million being planned to put back in endowment. It was agreed that this can be revisited in our current situation.
2. CNT Promotion Process update, collaboration with Ombuds Meg Willoughby (Sue, J-P) – see CNT/FTNTT update.
3. Approval of Strongly Recommended Revisions to the Bylaws of the Faculty Congress (Bob Styer, others) – The committee went through existing bylaws to update them to reflect current practice. Last time they were updated, there was a University Senate. Some numbers on APC need to be checked before a vote can be held.
4. Faculty autonomy over class and handling the need to suddenly switch to online teaching (Sam, others) [not discussed due to time]
5. Impact of financial aid holds on student registration, discussion of Faculty Congress action to pursue (Rory, J-P, others) [not discussed due to time]
6. Impact of pandemic on faculty physical and mental health not being addressed, discussion of Faculty Congress action to pursue (Amanda, others) [not discussed due to time]
7. Discussion of possible Spring Faculty Friday events [not discussed due to time]
8. Open discussion
9. Adjourned at 11:08am.

**Reminders**

***Upcoming Congress events:***

FC leadership meetings with Provost & Vice Provost (Zoom)
(Tom, Samantha, Bridget, Amanda)

* Monday, January 24, 12:30-1:30
* Second meeting tbd

Fall 2021 Faculty Congress general meetings (Zoom)

* ~~Tuesday, September 14, 2021, 9-10:30~~
* ~~Monday, October 18, 11:30-1~~
* ~~Thursday, November 18, 9-10:30~~
* ~~Friday, December 17, Noon–1:30 CANCELED~~

Spring 2022 Faculty Congress general meetings

* Tuesday, January 25, 2022, 9:30-11:00
* Monday, February 21, 2022, 9:00-10:30
* Wednesday, March 30, 2022, 9:00-10:30
* Late Apr/early May tbd, Reorganization Meeting

2020-21 Faculty Fridays, 2:30 p.m. to 4:30 p.m. (*Presidents’ Lounge, Connelly Center*)

* Discussions underway for possible Spring 2022 events